

## Glossary of Terms Document

### Certification and Credentialing:

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#### Certification Program

The standards, policies, procedures, examinations, and related products and activities through which individuals are publicly identified as qualified in a specified profession, occupation, role, skill, or specialty area.

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#### Credentialing (specifically academic and professional)

A term applied to processes used to designate that an individual, program, institution or product have met established standards set by an agent (governmental or non-governmental). The standards may be minimal and mandatory or above the minimum and voluntary. Licensure, registration, accreditation, approval, certification, recognition or endorsement may be used to describe different credentialing processes, but this terminology is not applied consistently across different settings and countries. These terms are often used synonymously or interchangeably, which creates confusion and may be misleading to the public.

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#### Assessment

An instrument or protocol designed to measure the knowledge, skills, and/or competencies associated with the accomplishment of the intended learning outcomes. Assessments may be written, oral, practical or observational and may be used prior to, during, and at the end of education/training.

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#### Certified Professional (Certificant)

An individual who has earned, and keeps current, a professional certification awarded by an organization.

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#### Certification Status:

##### Current

Certification is in good standing and actively valid. This implies that the individual holding the credential is up to date on all fees, continuing education, and other obligations required by the certifying body with a future recertification date.

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### **Emeritus**

Retired from professional life but permitted to retain as an honorary title the rank of the last job title held. Normally for professors, governmental, or clergy professionals. *(This is not common in the credentialing industry.)*

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### **Expired**

Certification has an expiration date that has passed and there is no evidence that the individual holding the credential is up to date on all fees, continuing education, and other obligations required by the certifying body.

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### **Retired**

A credential-holder who is actively certified and retires from the profession.

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## **Definitions of Credentialing Terminology:**

### **Certificate**

An official document attesting to a certain fact.

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### **Competence**

The ability to perform a task, function, or a role at a level that meets or exceeds prescribed standards in the work environment. Competencies are the observable behaviors that encompass the knowledge, skills, and personal characteristics that are at or above acceptable levels of performance in the work environment.

*“Ability to apply knowledge and skills to achieve intended results” – ISO 10018*

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### **Competency-Based Exam**

An exam that is developed to test the competency of an individual. The exam is designed to test an individual’s knowledge, skills, and abilities (KSA’s) within a field of study. These KSA’s are derived from a Job Task Analysis (JTA) or Role Delineation Study (RDS).

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### **Assessment-Based Certificate**

A non-degree granting program that provides instruction and training to aid participants in acquiring knowledge, skill, and/or competencies associated with the intended learning outcomes; evaluates participants' accomplishment of the intended learning outcomes; and awards a certificate only to those participants who meet the performance, proficiency, or passing standard for the assessment(s).

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### **Certificate of Attendance (Certificate of Participation)**

Certificates of attendance or participation are provided to individuals (participants) who have attended or participated in a class, course, or other education/training program or event. The certificate is awarded at the completion of the program or event and affirms that the participant was present and, in some cases, that the participant actively participated in the program or event.

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### **Certificate Program**

A certificate program is a training program on a topic for which participants receive a certificate after attendance and/or completion of the coursework. Some programs also require successful demonstration of attainment of the course objectives; however, a credential is usually not granted at the completion of a certificate program. One who completes a professional certificate program is known as a certificate holder.

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### **Professional or Personnel Certification**

A voluntary process by which a non-governmental body grants time-limited recognition and use of a credential to individuals who have demonstrated that they have met predetermined and standardized criteria for required knowledge, skills, and/or competencies. To retain the credential, certificants must meet requirements for renewal, which most often includes a specific amount of continuing education.

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### **Continuing Education**

Education and training activities that certificants engage in to receive credit for the purpose of maintaining competence and renewing certification. Related to recertification and continuing competence. Continuing education may be in the form of: formal lectures, courses, seminars, webinars, or any other similar type of educational program designed to educate an individual and give him or her further skills or knowledge to be applied in his or her line of work. These programs are intended to educate persons on new advancements or to build upon a person's expertise in a given field. These may be optional for some trades, but in other circumstances can be required to maintain status, certification, or licensure.

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### **Cut Score**

A specific score on an examination at or above which candidates pass and below which candidates fail. Also known as a cutoff score or pass/fail score.

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### **Job Task Analysis (JTA)**

Any of several methods used singly or in combination to identify the performance domains and associated tasks, knowledge, and/or skills relating to the purpose of the credential and providing the foundation for examination validation. Also known as task or practice analysis, job analysis, or Role Delineation Study (RDS).

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### **Minimum Competency**

Means an individual has demonstrated at least the minimum knowledge and/or skills necessary to enter into a profession. In credentialing, this is done by establishing a passing point on the assessment exam.

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### **Recertification**

Requirements and procedures established as part of a certification program that certificants must meet to maintain competence and renew their certification.

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### **Accreditation**

The voluntary process by which a nongovernmental agency grants a time-limited recognition to an institution, organization, business, or other entity after verifying that it has met predetermined and standardized criteria. The overall goal of accreditation is to set standards that promote quality, whether for personnel, products, or services. In the United States, there are several types of accreditation for post-secondary education, personnel certification, continuing education and training, facilities, and products. Each type of accreditation has a different purpose and meaning and the standards for each are very different in what they evaluate.

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### **Accredited**

Given or being awarded official approval by a third party after meeting certain requirements and/or standards (see accreditation).

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### **Approved**

The designation given to a continuing education course if it receives a favorable review by an organization.

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## **Accreditation:**

### **Types of Accreditation**

There are different standards for accreditation of education, training and professional certification. Each is governed by different bodies, and each serves a different purpose and often a different audience, though there may be overlap.

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### **Academic Accreditation**

The goal of accreditation is to ensure that education provided by programs and institutions of higher education meets acceptable levels of quality. Accrediting agencies develop evaluation criteria in accordance with standards and conduct evaluations to assess whether or not those criteria are met.

Institutional accreditation standards are written in terms of the institution as a whole; specialized accreditation standards apply to specific programs in different disciplines and professions. Standards address educational and operational issues associated with developing educational results and maintaining consistent academic protocols.

### **Types of Academic Accreditation**

There are two types of academic accreditation: Institutional and programmatic

- Institutional: Regional (mostly non-profit, degree-granting) and National (single purpose institutions with specific missions – IT, business, faith-based)
  - Programmatic accrediting orgs – review specialized and professional programs and some single-purpose institutions which prepare individuals for specific professional or occupational roles.
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### **Personnel Accreditation**

This type of accreditation is awarded to certification programs that have met national/international standards for certification by leading standard setting organizations such as the National Commission for Certifying Agencies (NCCA) and the American National Standards Association (ANSI). The primary focus of certification is to assess knowledge, skills, or competency already acquired. Its goal is to provide validation through testing, and it is independent of a specific learning event. Certification is best used to assure baseline competencies, differentiate professionals, and to award designations that recognize achievement. Certification accreditation standards focus on assessment development, validation, maintenance, governance, and continuing competency.

The *National Commission for Certifying Agencies (NCCA)*: NCCA was created in 1987 by the Institute of Credentialing Excellence (ICE) to help ensure the health, welfare, and safety of the public through the accreditation of a variety of certification programs/organizations that assess professional competence. ICE is a leading developer of standards for both certification and certificate programs and it is both a provider of and a clearing house for information relevant to the credentialing community. NCCA Standards are comprehensive and cover all aspects of the certification program(s), including administration, assessment development and recertification.

The *American National Standards Institute (ANSI)*: ANSI oversees the creation, promulgation and use of thousands of norms and guidelines that directly impact businesses in many sectors. ANSI provides accreditation for product certification programs and accredits programs that assess conformance to standards in quality management systems and personnel certification. ANSI is the US representative to the International Standards Organization (ISO).

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### **Continuing Education and Training (continued competency)**

Continuing education and training (CE/T) accreditation standards are published by the International Association for Continuing Education and Training (IACET). IACET is responsible for the development, implementation and maintenance of the ANSI/IACET Standard for continuing education and training which many professional organizations rely on for guidance in development of continuing education approval programs. The Standard defines a proven model for developing effective and valuable CE/T programs and is organized around research-based practices. In addition, IACET accredited CE/T providers demonstrate that they adhere to the Standard and are in turn able to award IACET CEUs to their continuing education and training offerings.

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### **Commentary**

Academic accreditation, whether for distance learning, continuing education, degree granting programs, or specialized learning, is a signal to students and the public that an institution or program meets at least threshold standards. These standards focus on faculty, curriculum, student support services, libraries, recruiting and admission practices, accountability, and self-scrutiny, and improvement, and fairness in decision making.

Accreditation of personnel certification helps to assure the public that an individual certified from an accredited program has been tested against a comprehensive, validated, and rigorous body of knowledge, skills, and/or competencies, regardless of training. The focus of these standards is on validity and reliability and relevancy of the assessment development, administration, and maintenance, as well as program resources and administration. Exam content validity is demonstrated with a comprehensive job analysis conducted and analyzed by experts, with data gathered from stakeholders in the occupation or industry.

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## **Accreditors and Standards Setting Organizations:**

### **American National Standards Organization (ANSI)**

Is a private non-profit organization that oversees the development of voluntary consensus standards for the products, services, processes, systems, and personnel in the United States. [Link](#)

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### **Institution for Credentialing Excellence (ICE)**

Is a professional membership association that provides education, networking, and other resources for organizations and individuals who work in and serve the credentialing industry. [Link](#)

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### **International Standards Organization (ISO)**

Is an independent, non-governmental international organization with a membership of 162 national standards bodies. [Link](#)

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### **National Commission for Certifying Agencies (NCCA)**

A body that develops accreditation standards for certification programs and awards accreditation to certification programs that apply for and comply with its standards. To help ensure the health, welfare, and safety of the public, ICE created its accrediting body, the National Commission for Certifying Agencies (NCCA) in 1987. Certification programs (organizations that assess professional competence) that receive NCCA accreditation demonstrate compliance with its Standards for the Accreditation of Certification Programs, which were the first standards for professional certification programs developed by the industry. More information about certification accreditation can be found in the NCCA Section of this website. [Link](#)

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### **National Sanitation Foundation (NSF)**

Recognized by regulatory agencies at the local, state, federal, and international level, NSF certification demonstrates that a product complies with all standard requirements. NSF conducts periodic facility audits and product testing to verify that the product continues to comply with the standard. NSF's programs include testing and certifying drinking water treatment products and water filters, commercial foodservice equipment, and a wide array of consumer products such as bottled water, nutritional supplements, private label goods, personal care items, and home appliances (washers, dryers, and dishwashers). [Link](#)

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## **Forms of Regulation:**

### **Directory**

A business directory is a website or printed listing of information which lists businesses within niche-based categories. Businesses can be categorized by niche, location, activity, or size. Businesses may be compiled either manually or through an automated online search software. Online yellow pages are a type of business directory, as is the traditional phone book. The details provided in a business directory may vary. They may include the business name, addresses, telephone numbers, location, contact information, type of service or products the business provides, the number of employees, the served region, and any professional associations. Some directories include a section for user reviews, comments, and feedback. Business directories in the past would take a printed format but have recently been upgraded to websites due to the advent of the internet. Many business directories offer complimentary listings in addition to the premium options. There are many business directories, and some of these have moved over to the internet and away from printed format. While not being search engines, business directories often have a search function, enabling users to search businesses by Zip Code, country, state, area, or city. (source Wikipedia)

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### **Licensure**

Licensure is the mandatory process by which a governmental agency grants time-limited permission to an individual to engage in a given occupation after verifying that he/she has met pre-determined and standardized criteria and offers title protection for those who meet the criteria. In most instances, licensure requirements for occupations are established at the state level.

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### **Registration**

Registration refers either to the professional designation defined by a governmental entity in professional regulations or rules, or to a listing or registry of practitioners. Depending on the profession, there may or may not be educational, experiential, or competency-based requirements. Registration may also be time-limited and authorizes those individuals to practice, similar to licensure.

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### **Registry**

Acts as a clearinghouse for verification of current professionals that hold industry-acceptable credentials within a given industry. Registration may be voluntary or required by law. For exercise professionals in the United States, this is done through USREPS for individuals who hold a current NCCA-accredited certification. Registries differ from directories that have a primary purpose of promoting the businesses or services represented on the directory.

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## Occupational Classifications, Definitions and Job Roles:

### Standard Occupational Classification (SOC)

Is a federal statistical standard used by federal agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data.

<https://www.bls.gov/soc/>

From the SOC Code: Exercise Trainers and Group Fitness Instructors: Instruct or coach groups or individuals in exercise activities for the primary purpose of personal fitness. Demonstrate techniques and form, observe participants, and explain to them corrective measures necessary to improve their skills. Develop and implement individualized approaches to exercise.

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### Allied Health Professions

Are a distinct group of health professionals who apply their expertise to prevent disease transmission, diagnose, treat, and rehabilitate people of all ages and all specialties. Together with a range of technical and support staff, they may deliver direct patient care, rehabilitation, treatment, diagnostics, and health improvement interventions to restore and maintain optimal physical, sensory, psychological, cognitive, and social functions.

*“Allied health professionals have training and expertise that complements physicians’ overall responsibility for the quality of care.” – American Medical Association AMA website*

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### Health Professional

Health professionals maintain health in humans through the application of the principles and procedures of evidence-based medicine and caring. Health professionals study, diagnose, treat, and prevent human illness, injury, and other physical and mental impairments in accordance with the needs of the populations they serve. They advise on or apply preventive and curative measures, and promote health with the ultimate goal of meeting the health needs and expectations of individuals and populations, and improving population health outcomes. They also conduct research and improve or develop concepts, theories, and operational methods to advance evidence-based health care. Their duties may include the supervision of other health workers (adapted from ILO 2008; WHO 2010; Gupta 2011).

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### Job Role

Is a description of what a person does in a particular occupation or profession or sub-role.

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## **Occupation**

A job or profession.

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## **Profession**

A profession is a disciplined group of individuals who adhere to ethical standards. This group positions itself as possessing special knowledge and skills in a widely recognized body of learning derived from research, education, and training at a high level, and is recognized by the public as such. A profession is also prepared to apply this knowledge and exercise these skills in the interest of others.

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## **Professional Member**

An individual who enrolls or pays for membership of an organization but may or may not be certified by the organization.

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## **Vocation**

A strong passion for a particular career or occupation.

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## **List of health recognized professions:**

[http://www.who.int/hrh/statistics/Health\\_workers\\_classification.pdf](http://www.who.int/hrh/statistics/Health_workers_classification.pdf)

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## **Allied Healthcare**

Is a collective group of allied health professionals who work in teams within the health care system function by providing a range of diagnostic, technical, therapeutic and direct patient care and support services that are critical to the other health professionals they work with and the patients they serve.

*Allied health may be defined as those health professions that are distinct from medicine and nursing.*

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## **Federal Definitions of Allied Health**

Allied health is defined in the Federal Code and further defined in The Patient Protection and Affordable Care Act (ACA). Allied health is also included in eligibility criteria for participation in grant programs administered by the U.S. Department of Labor and the U.S. Public Health Service. The ACA (P.L. 111-148) defines allied health professionals as follows: 1) **ALLIED HEALTH PROFESSIONAL**.—The term “allied health professional” means an allied health

*professional as defined in section 799B(5) of the Public Health Service Act (42 U.S.C. 295p(5)) who— (A) has graduated and received an allied health professions degree or certificate from an institution of higher education; and (B) is employed with a Federal, State, local or tribal public health agency, or in a setting or in a setting where patients might require health care services, including acute care facilities, ambulatory care facilities, personal residences, and other settings located in health professional shortage areas, medically underserved areas, or medically underserved populations, as recognized by the Secretary of Health and Human Services.*

Title 42, Chapter 6A, Subchapter V, Part F, Sec. 295p of the Federal Code states that the term "allied health professionals" means a health professional (other than a registered nurse or physician assistant) who has not received a degree of doctor of medicine, a degree of doctor of osteopathy, a degree of doctor of dentistry or an equivalent degree, a degree of doctor of veterinary medicine or an equivalent degree, a degree of doctor of optometry or an equivalent degree, a degree of doctor of podiatric medicine or an equivalent degree, a degree of bachelor of science in pharmacy or an equivalent degree, a degree of doctor of pharmacy or an equivalent degree, a graduate degree in public health or an equivalent degree, a degree of doctor of chiropractic or an equivalent degree, a graduate degree in health administration or an equivalent degree, a doctoral degree in clinical psychology or an equivalent degree, or a degree in social work or an equivalent degree or a degree in counseling or an equivalent degree.

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## **Exercise Professional Job Roles**

### **Exercise Professional**

There are a number of exercise professional roles that cover a broad range of physical activity programming for health, fitness, or athletic performance. The following represents definitions of some of the most common professional roles as collaboratively defined by CREP.

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### **Clinical Exercise Physiologist**

A certified healthcare professional that utilizes scientific rationale to design, implement, and supervise exercise programming for those with chronic diseases, conditions, and other physical conditions where exercise training has been shown to be of therapeutic benefit. Services provided by a clinical exercise physiologist include, but are not limited to, individuals with cardiovascular disease, pulmonary disease, and metabolic disorders.

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### **Exercise Physiologist**

A health fitness professional with a minimum of a bachelor's degree in exercise science. An exercise physiologist performs pre-participation health screenings, conducts physical fitness assessments, interprets results, develops exercise prescriptions, and applies behavioral and motivational strategies to apparently healthy individuals and individuals with medically controlled diseases and health conditions to support clients in adopting and maintaining healthy lifestyle

behaviors. An exercise physiologist is typically employed or self-employed in commercial, community, studio, corporate, university, and hospital settings.

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### **Group Exercise Instructor**

An exercise professional with specific qualifications to provide choreographed exercise leadership to music, with or without modifications for participants, using varied pieces of equipment to groups of people. This definition does not include Pilates teachers.

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### **Strength and Conditioning Coach**

An exercise professional who applies scientific knowledge to train athletes for the primary goal of improving athletic performance. Strength and conditioning coaches conduct sport-specific testing sessions, design and implement safe and effective strength training and conditioning programs, and provide guidance regarding nutrition and injury prevention.

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### **Personal Fitness Trainer**

An exercise professional with specific qualifications that develops and implements an individualized approach to exercise using premeditated, non-choreographed exercise programs, including technical coaching and instruction in physical fitness and conditioning for an individual client, or organized groups of clients, who require pre-participation evaluation or instruction prior to engaging in the exercise regimen. Personal fitness trainers may work with any individual who does not require medical clearance prior to engaging in exercise or who has been cleared for exercise by a medical physician with a recommendation to participate in physical activity without the need for medical supervision. "Personal fitness trainers" include personal trainers, professional fitness trainers, fitness coaches, and persons performing similar physical fitness training instruction regardless of the designation used. This definition does not include group exercise instructors, physical activity leaders, certified athletic trainers, or Pilates teachers.

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### **Pilates Teacher**

An exercise professional with specific qualifications that develops and implements individualized and/or group exercise programs using premeditated, choreographed, and non-choreographed exercise programs, including technical coaching and instruction in physical fitness and conditioning for an individual client or organized groups of clients who require pre-participation evaluation or instruction prior to engaging in the exercise regimen. Pilates teachers may work with any individual who does not require medical clearance prior to engaging in exercise or who has been cleared for exercise by a medical physician with a recommendation to participate in physical activity without the need for medical supervision. As Pilates is a distinct method that uses unique movements and equipment, certified Pilates teachers must be proficient to teach all Pilates exercises on the Mat and all equipment.

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## **Non-Professional/Volunteer Role Definitions:**

### **Physical Activity Leader**

An individual who provides varied levels of organized instruction to promote public engagement in physical activity to groups of people but does not possess a professional credential that has been earned by passing a competency-based exam for an exercise professional role.

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## **Education Definitions:**

### **Commission on the Accreditation of Allied Health Education Programs (CAAHEP)**

The Commission on Accreditation of Allied Health Education Programs is the largest programmatic accreditor of the health sciences professions. In collaboration with its Committees on Accreditation, CAAHEP reviews and accredits over 2,100 individual education programs in 30 health science occupations.

<https://www.caahep.org/About-CAAHEP.aspx>

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### **Committee on the Accreditation for the Exercise Sciences (CoAES)**

The primary role of the CoAES is to establish standards and guidelines for academic programs that facilitate the preparation of students seeking employment in the health, fitness, and exercise industry. The secondary role of the CoAES is to establish and implement a process of self-study, review, and recommendation for all programs seeking CAAHEP accreditation.

<http://www.coaes.org/>

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### **Exam Review Course**

A virtual or instructor-led event in which the candidates are presented educational content based upon an Exam Content Outline. An exam review course is not meant to teach topics to the candidate for the first time but to be a final review tool to help them be best prepared for their respective exam.

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### **Pre-Professional Program**

A category for students who intend to enter a professional school after graduating with their bachelor's degree. Pre-health for those interested in the health professions, including dentistry, medicine, optometry, pharmacy, physical therapy, and veterinary medicine.

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### **Stackable Credentials**

A sequence of credentials that can be accumulated over time and move an individual along a progressive career pathway.

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### **Technical School**

A two-year college that provides mostly preparation skills for trained labor.

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### **The Association for Career and Technical Education (ACTE)**

The largest national education association in the United States dedicated to the advancement of education that prepares youth and adults for careers. The ACTE is committed to enhancing the job performance and satisfaction of its members; to increasing public awareness and appreciation for career and technical education (CTE); and to assuring growth in local, state, and federal funding for these programs by communicating and working with legislators and government leaders.

<https://www.acteonline.org/about/#.WlzcVainHIU>

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### **Vocational School**

Sometimes called trade school, career center, or vocational college, is a type of educational institution, which, depending on country, may refer to secondary or post-secondary education designed to provide vocational education, or technical skills required to perform the tasks of a particular and specific job.

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### **Assessment**

An instrument or protocol designed to measure the knowledge, skills, and/or competencies associated with the accomplishment of the intended learning outcomes. Assessments may be written, oral, practical or observational and may be used prior to, during, and at the end of education/training.

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### **Carnegie Credit Hour**

The Carnegie Unit is 120 hours of class or contact time with an instructor over the course of a year at the secondary (American high school) level. Strictly speaking, this breaks down into a single one-hour meeting, on each of five days per week for a total of 24 weeks per year. However, knowing that classes usually meet for 50 minutes yields a value of 30 weeks per year. However, further complicating the computation is the fact that American schools typically meet 180 days, or 36 academic weeks, a year. A semester (one-half of a full year) earns 1/2 a

Carnegie Unit. *This formula is what leads ACE and other organizations to award at a ratio of .1 CEC for each contact hour.*

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### **International Association for Continuing Education and Training (IACET)**

The International Association For Continuing Education And Training's (IACET) mission is to advance the global workforce by providing the standard framework for quality learning and development through accreditation. The International Association for Continuing Education And Training (IACET) developed the original Continuing Education Unit (CEU) and today ensures that providers of continuing education and training can prove they provide high-quality instruction by following the ANSI/IACET Standard for Continuing Education and Training through a rigorous accreditation process. <https://www.iacet.org/about-iacet/>

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## **Registry Related Definitions:**

### **Awarding Organizations**

In the UK, these are the organizations responsible for awarding credentials/qualifications. These organizations are regulated by the government.

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### **Europe Active**

EuropeActive, formerly the European Health and Fitness Association (EHFA), is the leading not-for-profit organization representing the whole of the European health and fitness sector in Brussels. The European health & fitness sector serves over 56.4 million consumers, generates 26.3 billion Euro in revenues, employs 650,000 people, and consists of 54,710 facilities.

<http://www.europeactive.eu/vision-mission/our-vision>

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### **European Qualification Framework (EQF)**

The European Qualifications Framework (EQF) is a European-wide qualifications framework which joins the qualifications of different EU members together. In a way, it is a translation of different national qualifications which makes qualifications in different EU countries easier to understand.

[https://en.wikipedia.org/wiki/European\\_Qualifications\\_Framework](https://en.wikipedia.org/wiki/European_Qualifications_Framework)

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## **European Register of Exercise Professionals (EREPS)**

The European Register of Exercise Professionals (EREPS) is an independent process for the registering of instructors, trainers, and teachers working in the European health, fitness, and physical activity sector. It is a pan-European system, based on independent national registers, which culminate in a central European database.

<http://www.ereps.eu/content/about-ereps>

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## **International Confederation of Registers of Exercise Professionals (ICREPS)**

An international partnership between registration bodies around the world that register exercise professionals. ICREPs is a membership-based organization. Its full members operate independent, competency-based registration systems for exercise/fitness professionals in four continents and ten countries, collectively registering almost 1/4 million professionals. ICREPs also created a global matrix mapping member registration levels.

<http://www.icreps.org/abouticreps/>

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## **Portability**

In the context of professional credentialing, portability is the ability for individuals practicing in a professional job role to move from state to state or country to country and practice their craft without the burden of completing redundant education or credentialing requirements. Portability is facilitated through mapping to a common set of standards and guidelines.

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## **Practical Endorsement through a Certification Program**

International portability of U.S. certification to ICREPS or EREPS countries is contingent on the demonstration of the completion of hands-on, practical education. Individuals holding U.S. certification may demonstrate compliance through mechanisms such as proof of supervised internships, continuing education, or documented work experience (e.g., pay stubs).

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## **Training Provider / Provider**

Organizations responsible for delivering an accredited education course and/or continuing education courses. In many countries, such as the UK, Australia, and New Zealand, a training provider must ensure their courses align with certain standards or are delivered within a recognized framework.

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## **Healthcare Terms and Other Definitions:**

### **Advocate**

Someone who identifies, embraces and promotes or disagrees with an idea, cause or policy and works to raise awareness and create support for their position.

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### **Advocacy**

Any action that speaks in favor of, recommends, argues or opposes an idea, cause or policy, supports or defends, or pleads on behalf of others.

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### **GINA**

The Genetic Information Nondiscrimination Act of 2008 (GINA) is a federal law that protects individuals from genetic discrimination in health insurance and employment. Genetic discrimination is the misuse of genetic information.

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### **Healthcare**

The maintenance and improvement of physical and mental health, especially through the provision of medical services.

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### **HIPAA**

Health Insurance Portability and Accountability Act of 1996 is United States legislation that provides data privacy and security provisions for safeguarding medical information.

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### **Lobbying**

Direct lobbying refers to attempts to influence a legislative body through communication with a member or employee of a legislative body, or with a government official who participates in formulating legislation. Grassroots lobbying refers to attempts to influence legislation by attempting to affect the opinion of the public with respect to the legislation and encouraging the audience to take action with respect to the legislation. In either case, the communications must refer to and reflect a view on the legislation.

<https://www.irs.gov/charities-non-profits/direct-and-grass-roots-lobbyingdefined>

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### **Policy**

A course or principle of action adopted or proposed by a government, party, business, or individual.

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## **Public Health**

Public health promotes and protects the health of people and the communities where they live, learn, work and play. (From APHA and several schools of public health)

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## **Recognized Profession**

An occupation approved to provide health or medical services or programs directly or as part of a care team that are reimbursable by public or private insurance. As a practical matter, all recognized occupations are subject to some type of regulatory scheme.

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## **Reimbursement**

Reimbursement for procedures and services performed by providers is made by commercial payers such as Aetna, United Healthcare, or federal intermediaries acting on behalf of healthcare programs. Reimbursement is based on claims and documentation filed by providers using medical diagnosis and procedure codes.

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## **Stakeholders**

The various groups with an interest in the quality, governance, and operation of a certification or certificate program, such as the public, participants, certificate holders, employers, customers, clients, and third-party payers.

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## **World Health Organization (WHO)**

A specialized agency of the United Nations that is concerned with international public health.  
<http://www.who.int/about/en/>