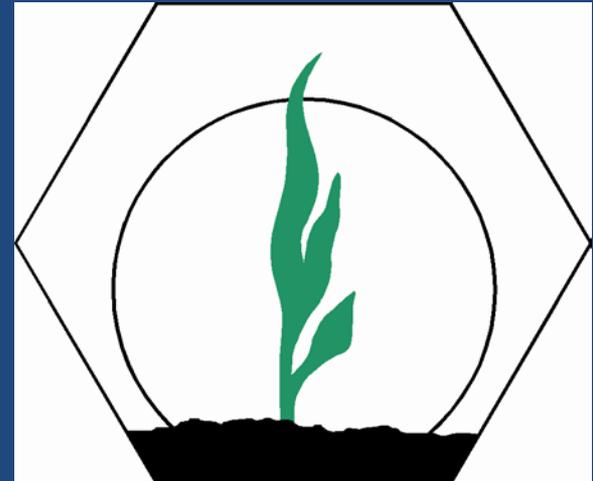


**American Society of Agronomy (ASA)
Soil Science Society of America (SSSA)
Professional Certifications**

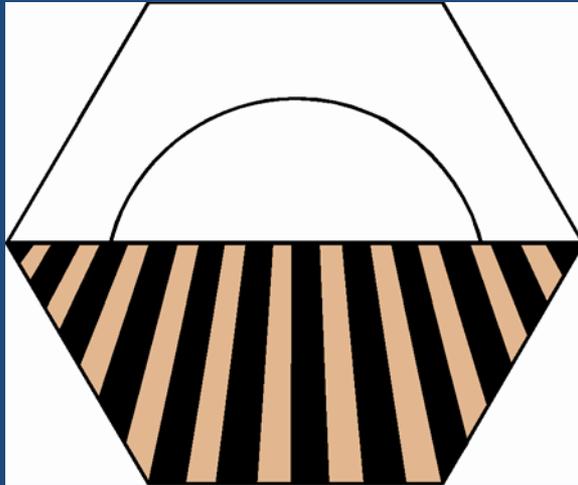
CCA, CPAg, CPSS, CPSC

American Society of Agronomy

- 100+ years of history and science based
- ASA has 2 certifications:
 - Certified Crop Adviser (CCA)
 - Certified Professional Agronomist (CPAg)



Soil Science Society of America



- 75 years of history and science based
- SSSA has 2 certifications:
 - Certified Professional Soil Scientist (CPSS)
 - Certified Professional Soil Classifier (CPSC)

Certification

- “A **voluntary** process, by which an **organization** grants recognition to an individual who has met certain predetermined qualifications or **standards.**”
 - (The business of certification, Knapp, Knapp)

Voluntary ... Standards

- Be the best you can be!
- Standards:
 - Exams
 - Education
 - Experience
 - Ethics

Driving Demand for Certification

- Technology innovation
- Exponential increases in knowledge
- Short “shelf life” of academic degrees
 - Degrees – acquired knowledge
 - Certification – experience - applied
- Public demand for standards
- Desire to avoid regulations

Life Long Learning

- “Gone are the days when graduating from a particular program meant that you had completed your education. Instead learning is a continual process, and it’s not optional.” (Aryl Motley, “Live and Learn”, Association Management magazine)
- “We are seeing a clear differentiation in wages and life changes between those who have skills and knowledge and those who are unskilled... To achieve economic success you have to participate in lifelong learning.” (Pamela Tate, CEO, Council for Adult and Experiential Learning, Chicago)

Value

- More job opportunities
- Better advancement potential
- Bonuses, higher pay
- USDA, RMA, EPA recognized
- Continuing education program
- Networked with peers
- Hiring tool for employers and clients
- Increased confidence yields increased performance
- Customers/clients appreciate it ... if they know!

Agronomy

CCA / CPAg Requirements

- Exams:
 - Both require the ICCA exam
 - CCA also has the local board exam

Experience / Education

- CCA
 - 2 years with BS degree
 - 3 years with associate degree
 - 4 years post high school
- CPAg
 - 5 years with BS degree
 - 3 years with MS degree
 - 1 year with PhD

Ethics

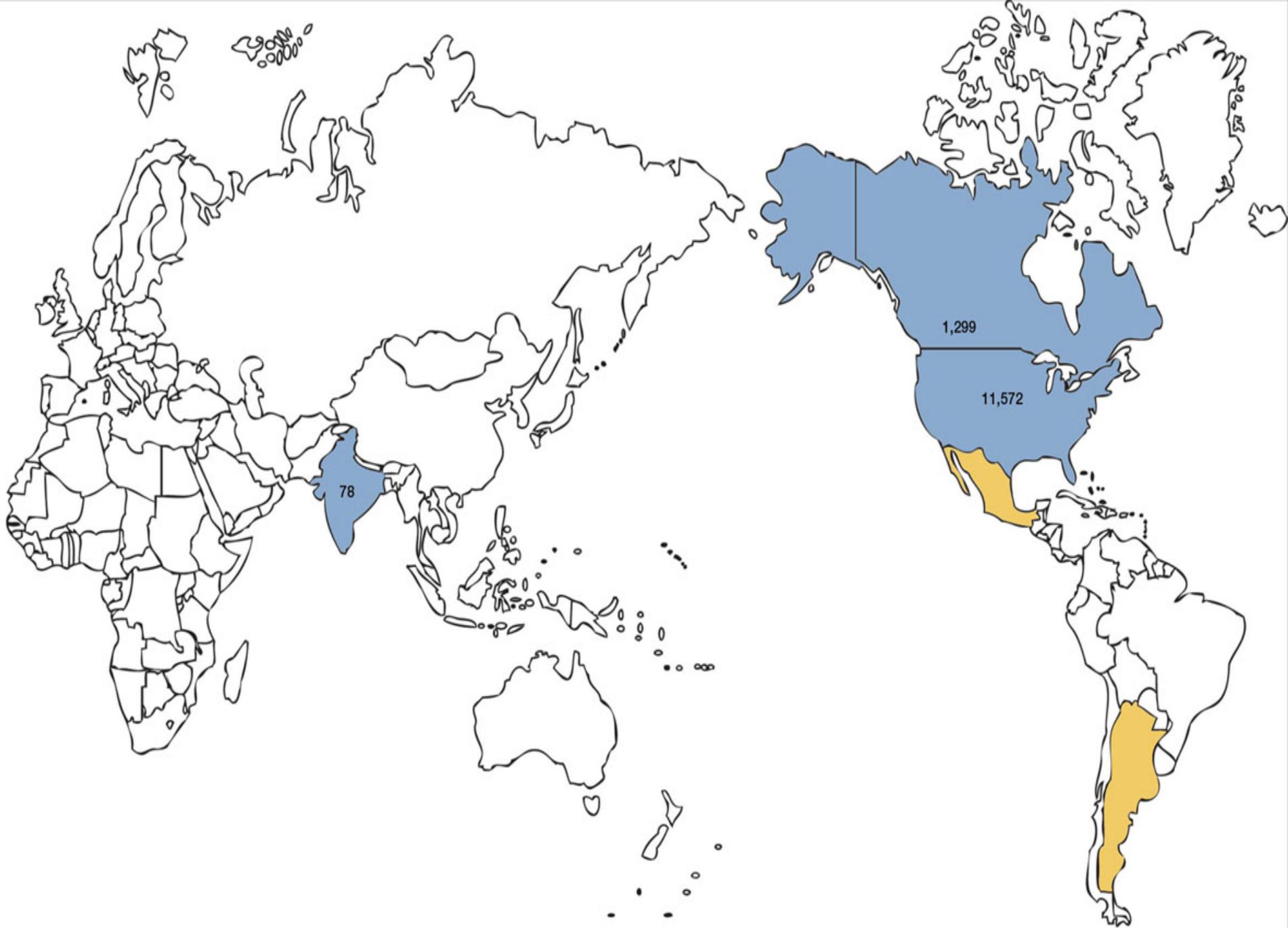
- All must sign the code of ethics

2011/2012 changes

- CPAg will move into the ICCA infrastructure
- January 1, 2012
- CPAg becomes specialty certification
- Require that an individual must meet the CCA requirements before or simultaneously
- Current CPAg grandfathered
- Changes to fees and CEUs (under review)

CCA / CPAg

- ~ 13,000 CCAs
- ~ 600 CPAg - about half also have CCA
- One agronomy certification process
 - Remove any unintended competition
 - Capitalize on stronger, local based infrastructure and international expansion
 - Merge resources
 - Natural progression as people advance



ASA Educational Offerings

- Fundamentals in Applied Agronomy
- Fall 2011 – 2012
 - Biotech Basics
 - Precision Ag
 - Nitrogen Fundamentals and Management
 - Outside funding, development costs paid in advance

CCA / CPAg

- More information
- www.certifiedcropadviser.org

Soil Science

CPSS / CPSC Requirements

- Exam: pass 2 exams
 - Fundamentals
 - Soil Chemistry and Mineralogy
 - Soil Fertility
 - Soil Physics
 - Soil Genesis, Morphology and Classification
 - Soil Biology and Biochemistry
 - Land Use Management
 - Professional Practice (5 years of experience)

Experience / Education / Ethics

- Experience/Education:
 - 5 years with BS degree
 - 3 years with Masters or PhD
- Ethics:
 - All must sign the code of ethics

2011/2012 changes

- 1 CEU in ethics now required
- CEU requirements and educational course work are being evaluated
- CPSC will not continue in 2012, those who have it will keep it
- SSSA is expanding online education offerings

CPSC change

- Current CPSC will be able to keep the designation
- January 1, 2012 will no longer certify new

Certifying Board's Reasons

- Limited differentiation through the certification process
 - Same exams for CPSS and CPSC
 - Both require 15 college semester credits in soil science
 - CPSC 5 of those need to be soil classification
 - CPSC must show 5 years of cumulative work experience in the practice of soil survey and classification

Certifying Board's Reasons

- CPSS 807
- CPSC 144
- Both 117

- Not minimize the work that is done but CPSS and CPSC have very similar requirements
- Unify the soils profession around one base standard - CPSS

Certifying Board's Reasons

Professional Requirements for CPSS -

- Soil Chemistry and Mineralogy
- Soil Fertility
- Soil Physics
- Soil Genesis, Morphology and Classification **
- Soil Biology and Biochemistry
- Land Use Management

Certifying Board's Reasons

- Do not have separate exams for each area
- Need to know all 6 areas to practice effectively even though an individual might be focused or use certain areas more than others
- The changes do not apply to licensing states

Soils Licensing

- **Certification**: voluntary, professional standards, defines profession
- **License**: mandatory, government required, defines practice, title, responsibilities
- **Registry**: list of those who meet a standard or requirement, voluntary or mandatory

Soils Licensing

- Licensing States – NC, TX, WI, MN, NH, SD, ME, - WA, OR, TN, SC, VA – PA, GA
- Certification States – FL, OH
- Exams at universities – Kansas State and Wyoming, did have WI-SP, TN, AR, NC

SSSA Education Programs

- Fundamentals in Soil Science - beginning in August ending early November in time for the November exam dates, online, 12 weeks, 2 hours per week, multiple instructors, \$495, follows the POs for fundamentals
- Soil and Water Management – one on urban/environmental and one on Agriculture, online, 5 weeks, 90 minute sessions with multiple instructors, Nov/Dec and Jan/Feb
- Selected Topics in Applied Soil Science – 6 weeks, one hour, online, covering the 6 general areas of soil science, applied is the key word, case based instruction, great prep for professional practices exam, Sep/Oct and Mar/April, additional one focused on Wetland soils

Benefits of Professional Certification

- Certification protects the public's welfare and the profession by setting minimum standards so only qualified people are practicing the profession.
- Employers: provides a means to determine quality employees, provides a continuing education process, lowers liability risk with quality employees.
- Individual: professionalism, self confidence and pride, credentials, promotional advantage, more interviews and potential for higher pay.

CPSS

- More information
- www.soils.org

Thank You

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