



IAS AccrediCom®

Personnel Certification Bodies

NEWSLETTER



FEBRUARY 2026

Welcome to the IAS Newsletter for the Personnel Certification Bodies Accreditation Program

This publication is designed to keep IAS customers and industry professionals informed about important developments at IAS and within the Personnel Certification Bodies accreditation field that may have an impact on your organization and its accreditation.

IAS Personnel Certification Bodies accreditation is aligned with ISO/IEC 17024:2012. One of the functions of this program is to empower trust in professional competence at a global level.

IAS provides accreditation for organizations certifying individuals based on demonstrated competence. ISO/IEC 17024:2012 is the global standard for bodies operating certification of persons and reflects best practices in personnel assessment and quality assurance.

ISO/IEC 17024 establishes a structured and impartial framework for certifying individuals to ensure they possess the necessary skills, knowledge, and abilities to perform specific roles. IAS accreditation verifies that a personnel certification body (PCB) is operating in accordance with this standard, helping ensure the reliability, fairness, and credibility of the certifications issued.

IAS PCB program is aligned with emerging needs. As industries evolve, so must the certification bodies that serve them. IAS supports certification programs across a broad range of sectors, including healthcare, construction, cybersecurity, environmental services, and more.

The IAS PCB accreditation is acknowledged by key institutions such as U.S. government agencies including the Department of Defense, a trusted indicator of personnel competence and program quality.

Other sectors such as Health & Safety, Medical & Healthcare, Aerospace, Cybersecurity & Cloud Technology, Construction, Environmental Services, Energy & Utilities, Food, Feed & Agriculture, and Artificial Intelligence & Emerging Technologies also place a high level of trust in personnel certification programs accredited by IAS.



IAS Celebrates 50 Years of Excellence with Gala and Dinner Event

IAS held its 50th Anniversary Celebration Gala and Dinner on Thursday, September 25, 2025, at the Embassy Suites in Brea, California. Technical experts from 15 countries attended this milestone event which honored IAS's legacy of trust, integrity, and leadership in accreditation services around the world.

Since 1975, IAS has become a globally recognized accreditation body, serving government agencies, commercial businesses, and public entities across a wide range of sectors. The 50th Anniversary Gala brought together key stakeholders, accreditation professionals, industry partners, and honored guests to celebrate five decades of service and progress.

The evening included a formal dinner, commemorative program, keynote remarks, and reflections on IAS's evolution and impact across the accreditation landscape. A commemorative publication documenting the 50-year legacy of the organization was released as well as [video](#) documenting the legacy.

"This milestone is not just a celebration of our past, but a reaffirmation of our commitment to excellence in the years to come. We looked forward to honoring our dedicated staff, valued clients, and partners who have helped shape IAS into the respected organization it is today." — Raj Nathan, IAS President



(L-R) Raj Nathan, IAS President, and Sergio T. Ascunce, Chair of IAS Board, present the 50th Anniversary Commemorative Publication during the Gala Celebration.



Frequent Assessment Findings

At IAS, we aim to support personnel certification bodies in continuously improving their management systems and technical operations. Based on assessments performed in the past years, the following examples indicate common areas where extra attention can help the PCBs prevent nonconformities and strengthen overall compliance

1. Methodology and Procedures in the examination process

Reference: ISO/IEC 17024, Clause 9.3.5

Requirement: *Appropriate methodology and procedures (e.g. collecting and maintaining statistical data) shall be documented and implemented in order to reaffirm, at justified defined intervals, the fairness, validity, reliability and general performance of each examination, and that all identified deficiencies are corrected.*

Findings: The most common findings under this clause include a **lack of statistical methodology** and procedures to systematically reaffirm the fairness, validity, and reliability of examinations. Reports also noted that exam questions and forms are often **not validated for difficulty or discrimination capabilities**, and there is a lack of documented linkage between questions and the job/task analysis domains.

2. Certification Scheme Development and Review

Reference: ISO/IEC 17024, Clauses 8.4 and 8.5

Requirement: *Clause 8.4 The certification body shall have documents to demonstrate that, in the development and review of the certification scheme, the following are included:*

b) the use of an appropriate structure that fairly represents the interests of all parties significantly concerned, without any interest predominating.

Findings: Often PCBs lack a structure that **fairly represents all parties significantly concerned** especially when PCB's own staff or a single interest group make the majority the validation committee.

Requirement: *Clause 8.5 The certification body shall ensure that the certification scheme is reviewed and validated on an on-going, systematic basis.*

Findings: It was frequently noted that **systematic, ongoing validation** of schemes is not consistently performed.

3. Management Review

Reference: ISO/IEC 17024, Clause 10.2.5.1

Requirement: General. *The certification body's top management shall establish procedures to review its management system at planned intervals, in order to ensure its continuing suitability, adequacy and effectiveness, including the stated policies and objectives related to the fulfilment of this International Standard. These reviews shall be conducted at least once every 12 months and shall be documented.*

Findings: PCBs often fail to conduct management reviews at the **required 12-month intervals**. There are also frequent omissions of mandatory review inputs, such as **results of internal/external audits, feedback from interested parties, and status of preventive/corrective actions**.

4. Internal Audits

Reference: ISO/IEC 17024, Clauses 10.2.6.3 and 10.2.6.4 [a) and b)]

Requirements: *Clause 10.2.6.3 Internal audits shall be performed at least once every 12 months. The frequency of internal audits may be reduced if the certification body demonstrates that its management system continues to be effectively implemented in accordance with this International Standard and has proven stability and Clause 10.2.6.4. The certification body shall ensure that: a) internal audits are conducted by competent personnel, knowledgeable in the certification process, auditing and the requirements of this International Standard; and b) auditors do not audit their own work.*

Findings: These include a failure to perform internal audits **annually** and a lack of independence, where internal auditors were found to be **auditing their own work**. Internal audit reports also indicate that internal auditors lacked specific competence or knowledge of the **ISO/IEC 17024 standard**.



IAS Moves into a New Office

The IAS staff have moved into a new office in Brea, California. The new space is in the same building as the previous IAS location. "This new office space has given us the opportunity to expand our office to accommodate growth," said Raj Nathan, IAS President. "It also enabled us to update the environment to reflect the IAS brand and modernize the space with better IT and furnishing to support productivity." The IAS office is located in the same building as the parent company, the International Code Council. The address for the new office is 3060 Saturn Street, Suite 101, Brea, California, 92821.

Training Certificate ^{vs} Personnel Certification – Know the Difference

The terms certificate and certification are often used interchangeably—but they represent fundamentally different concepts, particularly in the context of professional competence and recognition

✔ Training Certificate Programs

A certificate is typically awarded upon the completion of a training or educational course. It signifies that the participant has successfully met the learning objectives of a program—such as attending classes, completing coursework, or passing an internal exam.

- Issued by training providers, not independent personnel certification bodies
- Based on participation or academic achievement
- Often granted for life or a fixed term
- Not subject to renewal, surveillance, or revocation
- Cannot be used as an independent validation of occupational competence

These programs are valuable for knowledge acquisition but do not independently verify whether an individual can perform in a real-world professional setting.

✔ Personnel Certification Programs (ISO/IEC 17024-Based)

In contrast, a personnel certification confirms that an individual has demonstrated pre-existing competence against defined criteria—through a structured, impartial, and valid assessment process.

- Conducted by an independent, and generally accredited personnel certification body (PCB)
- Assesses knowledge, skills, and practical abilities relevant to an occupation
- Certification is time-limited and must be maintained through surveillance or recertification
- May be suspended or withdrawn if competence is not maintained
- Recognized by employers, regulators, and global markets as a credible indicator of proficiency

These programs provide a reliable, third-party verification of an individual's ability to perform a job or function safely, effectively, and in compliance with industry or regulatory requirements.

✔ Why Personnel Certification Is More Reliable

Certification under ISO/IEC 17024 is designed to ensure validity, impartiality, consistency, and global recognition. IAS accredits personnel certification bodies that follow this internationally accepted standard, ensuring that:

- Assessment processes are fair, repeatable, and defensible
- Certified individuals meet a minimum competence threshold based on real-world occupational needs
- Programs remain current with industry developments and best practices
- Stakeholders can trust the credential as a true measure of ability, not just training completion

In summary:

A training certificate reflects what you've learned.

A personnel certification proves what you can do.

For additional information and accreditation details:

Watch the IAS video on how to get a quote for IAS accreditation.

▶ https://youtu.be/bvy7B2K_YHw

Watch the IAS video on the IAS accreditation process.

▶ <https://youtu.be/iBrLbws3SEY>

Watch the IAS video on how to submit an application for IAS accreditation.

▶ <https://youtu.be/YsvfTJagUpc>



ISO/IEC 17024 Free Training Webinar Series

The following IAS training sessions presented have been made available for your viewing.

- ◆ Webinar 1 – Understanding ISO/IEC 17024 for Personnel Certification Scope of the Standard [Video](#)
- ◆ Webinar 2 – ISO/IEC 17024 Accreditation – Certification Schemes – [Video](#)
- ◆ Webinar 3 – Understanding ISO/IEC 17024 for Personnel Certification Webinar 3 Impartiality and Confidentiality – [Video](#)
- ◆ Webinar 4 – ISO/IEC 17024 Accreditation – Management System Requirements for Compliance – [Video](#)
- ◆ Webinar 5 – Assessment Methods and Decision-Making for ISO/IEC 17024 – [Video](#)
- ◆ Webinar 6 – Understanding ISO/IEC 17024 for Personnel Certification – Handling Appeals, Complaints, and Use of Certificates – [Video](#)

[View](#) the complete training schedule and descriptions of courses.

Extending Your Scope?

Contact IAS before your next assessment

If you choose to extend your scope, it is important to inform IAS before the assessors arrive at your Certification Body to do the regular assessment. The reason is that IAS assessors plan out their work schedule ahead of time, based on the number of categories in your scope. If you plan to extend your scope, they may need to spend additional time at your certification body. This may be easily accommodated if you let them know well in advance of their visit. It can also save spending additional time and money that would come with making a second assessment visit to do the assessment for the extension requested.



How IAS Accreditation Criteria Are Updated?

If your company is accredited to any IAS accreditation program, then you are aware that there is an Accreditation Criteria (AC) for the program. The Personnel Certification Bodies Accreditation Program is based on [AC474](#). IAS follows a process that allows for revisions to be made to the criteria, as needed. Anyone interested in submitting a proposed change to the criteria can submit their proposed language change to IAS anytime. IAS will bring the proposed language before the Accreditation Committee in a public forum that allows for open discussion. The committee may decide to accept, reject, or edit the proposed language. An announcement for the next IAS Accreditation Committee meeting will be placed on the IAS website.

Have There Been Updates to the Accreditation Criteria that Affect Your Company's Accreditation?

Don't get caught by surprise about accreditation criteria updates during your next assessment. Being aware of these changes to the accreditation criteria will help your organization prepare for the next assessment. This will give you time to start implementing the new requirements. You can see the most current versions of the accreditation criteria on the [IAS website](#). When you look at the accreditation criteria, the changes will be identified with a vertical line by the affected section of the AC. See the latest version of the criteria in the link below:

[AC474](#)



Get a Quote for Accreditation

Personnel Certification Bodies interested in receiving a quote to apply for accreditation may click on the button below.

[REQUEST A QUOTE](#)

International Journal of Conformity Assessment – Artificial Intelligence

The theme for the most recent issue of the International Journal of Conformity Assessment (IJCA) is Artificial Intelligence. Published by IAS for conformity assessment practitioners, IJCA aims to contribute by providing a high-quality journal for the dissemination of knowledge and methods associated with global conformity assessment practices and concepts. The conformity assessment activities covered in the IJCA include testing and calibration laboratories, inspection bodies, product certification bodies, personnel certification bodies, management system certification bodies, among others.

[Learn more.](#)



Need to Update Your Contact Information with IAS?

Periodically, most accredited personnel certification bodies will need to know how to replace the name, title and email of the person(s) they have entered into the IAS Portal to receive information about their accreditation status from IAS

The IAS Portal is set up so that each accredited customer has three contacts who receive information from IAS. These contacts are for the customer's Technical Contact, Billing Contact, and Legal Contact. Customers may use the same person, or different individuals, for each of the three contact roles. Each contact has their own login credentials. To update a contact, the customer must log in and make the change. That is why multiple people in your company should have access to the login information. IAS has created a short video explaining how customers can easily update their contact information in the portal. [Watch the instructional video on updating contacts.](#)



Promote Your Accreditation

IAS customers can promote their accreditations with IAS Accreditation Program Symbols. The symbols can be used in advertisements, websites, brochures, exhibit booths, and other places to promote your IAS accreditation. For accreditation symbols, send email to requestamark@iasonline.org.

Let Us Know What You Think

IAS strives to continually improve our services and welcomes feedback which we will use to enhance our service to our customers and other interested organizations. Visit the [Contact Us](#) page of the IAS website to share your comments.

The International Accreditation Service (IAS) is a nonprofit accreditation body and a signatory member of Asia Pacific Accreditation Cooperation (APAC), Global Accreditation Cooperation, Inc., International Accreditation Forum (IAF) and International Certification Laboratory Accreditation Cooperation (ILAC). IAS is a member of the [ICC Family of Solutions](#).

Assessor Positions at IAS

IAS is looking for qualified individuals to become assessors for the Personnel Certification Bodies Accreditation Program. [Learn more about becoming an assessor.](#)

IAS on Social Media

If you haven't connected with IAS on social media platforms, then you are missing out on the latest accreditation news. IAS provides periodic news updates and information on dedicated pages on [X](#), [Facebook](#), [LinkedIn](#), and [YouTube](#). To find us, go to any of these pages and search for International Accreditation Service.

Need Answers? Get in Touch with IAS.

✉ iasinfo@iasonline.org

🌐 www.iasonline.org



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