

ICCA 2025 Year in Review



December 11, 2025

Number of CCAs, 2022-2025

- 2025 - We're still counting!
- Trend: Average 3% annual decline in CCAs (350-400 per year)
- Number of CCAs leaving outpaces the number entering the program
- Amnesty – 66 people applied

Status	2022	2023	2024	2025
New	459	416	414	431
Reinstated	41	67	118	116
Renewed	12364	12005	11530	11215
Total	12864	12488	12062	11762
Dropped	866	848	876	760

Exams

People Registered	2024	2025	Difference	% Change
Local Board	810	838	28	3%
International	834	876	42	5%

Section Exams vs Full

Full Exams

- Decrease of 7% (129 exams) from 2024 to 2025

Section Exams*

- Increase of 270% (565 exams) from 2024 to 2025

* Section exams were introduced in mid-2024; year-to-year comparison is not a clear trend

2025 – Number of People Taking Exams

Board	People	% Change from 2024	Board	People	% Change from 2024	Board	People	% Change from 2024
AR	9	-31%	MO	26	13%	TN	7	0%
CO	7	-13%	NE	19	-10%	TX	19	111%
FL	16	100%	NC	11	-8%	Western	80	-10%
IL	68	-1%	ND	12	-29%	WI	30	-9%
IN	27	4%	Northeast	18	-5%	Canada		
IA	33	-27%	Northwest	67	91%*	AP	4	-50%
KS	14	-18%	OH	38	-3%	ON	63	40%
KY	11	-39%	OK	3	-57%	PP	138	15%
LA	7	17%	PA	17	113%			
MI	13	-38%	RM	4	-56%	Mexico	24	-
Mid-Atlantic	11	38%	SC	3	-25%	Brazil	4	N/A
MN	15	-42%	SD	7	-46%			
MS	8	33%	Southeast	10	-29%			

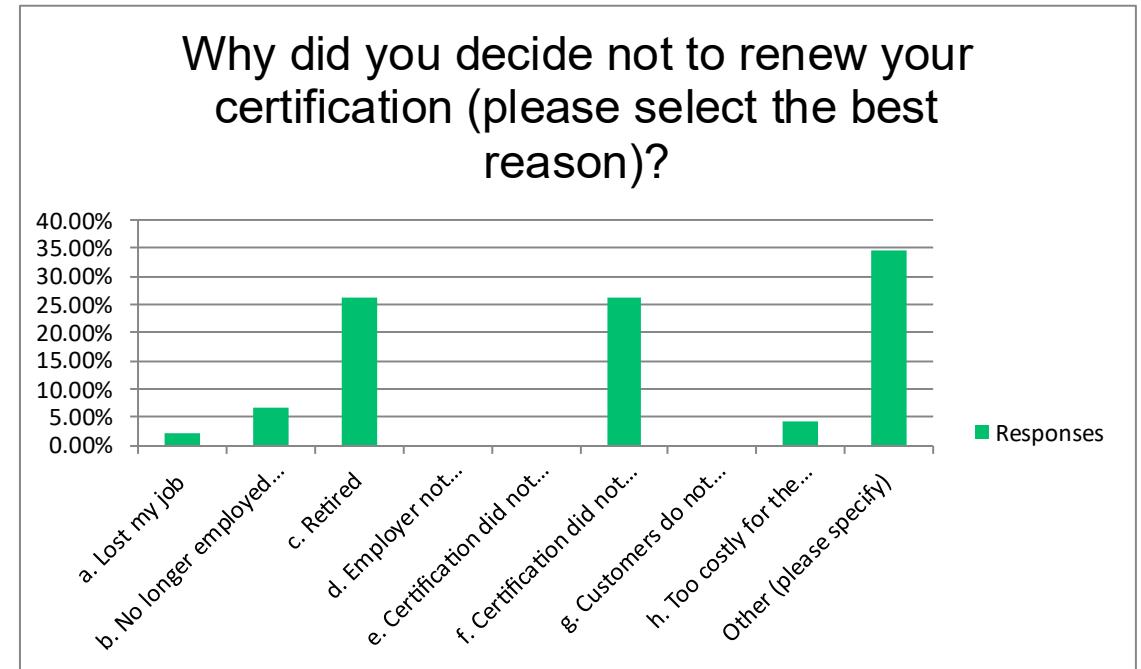
CCAs (2022 vs 2025)

New this year: Follow this data in real time on your Certification Dashboard!

Board	2025	% Change from 2022	Board	2025	% Change from 2022	Board	2025	% Change from 2022
AR	188	-5%	MO	222	-9%	TN	98	-13%
CO	135	-7%	NE	374	-20%	TX	203	-13%
FL	132	-6%	NC	126	-14%	Western	1336	-4%
IL	894	-13%	ND	293	-9%	WI	584	-9%
IN	557	-17%	Northeast	291	-10%	Canada		
IA	937	-15%	Northwest	453	-5%	AP	62	-3%
KS	267	-18%	OH	485	-8%	ON	646	-4%
KY	182	-9%	OK	77	1%	PP	1380	1%
LA	45	-17%	PA	129	-9%			
MI	273	-7%	RM	86	-9%	Mexico	91	-
Mid-Atlantic	199	-12%	SC	65	-14%	Brazil	-	N/A
MN	465	-11%	SD	236	-13%			
MS	77	-5%	Southeast	185	-6%			

Exit Survey Data

- Survey Years: 2019-2024 (except 2022)
 - Date corresponds with dropped year: 2024 survey taken in 2025
- Top 2 reasons for non-renewal across all survey years
 - Retiring (1)
 - Certification did not add enough value to justify the requirements (2)



Exit Survey Data – Summary of Comments

- Large population of older CCAs are retiring
- Cost of CEUs too high – in \$ and effort/time
 - Work and life commitments, illness, parental leave, etc.
 - Many struggle justifying the cost to keep up with CEUs with what they get in return
- Many unaware they were missing requirements or just shy
- Certification holds no value – farmers, clients, and companies don't care as much as they used to
- Small % report shifting to jobs later in the career and don't need certification anymore
- Despite concerns, many left comments expressing gratitude for the program

Looking Ahead: What's New for 2026?



Ethics CEU Required

January 8th webinar
Board Toolkits



Operational Plan

Putting the strategic plan into action!



Updated materials:

Board Member/Admin orientation manual
Policy manual



Peer learning and networking
opportunities

Commodity Classic
CVD Days