Current version — Nov 1, 2026
Update history: tygartmedia.com/what-an-iicrc-card-is-worth-measured/

IICRC CARD-VALUE QUICK CARD: MEASURED INTERVALS & GATE RULES

Empirical field reference compiled directly from 48 live restoration postings across 10 metros (collected Oct 24, 2026). Evaluated using Mincerian log-wage hedonic modeling holding role, metro, experience, and franchise status constant.

1. THE MEASURED CREDENTIAL INTERVALS (HEDONIC MODEL • N=48, R^2=0.80)

Reference: Tech / Seattle-Tacoma / Independent / No Exp

CREDENTIAL	REQUIRED (N)	POINT ESTIMATE	95% CONFIDENCE INTERVAL	PRE-REGISTERED STUDY VERDICT
WRT (Water)	**N = 8** (14 P, 1 1of)	**−3.9%**	**−18.4% to +13.1%**	**COVERS ZERO** Passes N≥8 floor. Headline range covers cut, zero, & raise.
Any Named Cert	**N = 8** (same rows)	**−5.1%**	**−16.2% to +7.4%**	**COVERS ZERO** Coarser indicator; advanced cards never appear without WRT.
Any Cert (Cleaned)	**N = 42** (drop 6)	**−10.3%**	**−22.6% to +3.9%**	**COVERS ZERO** Sensitivity test dropping 4 A1 boilerplate & 2 Fort Worth duplicates.
AMRT (Microbial)	**N = 2** (6 P)	**+40.0%**	**−4.0% to +105.0%**	**FAILS N≥8 GATE** Too thin to conclude; both required rows sit inside WRT stacks.
FSRT (Fire/Smoke)	**N = 4** (9 P, 1 1of)	**−23.0%**	**−46.0% to +10.0%**	**FAILS N≥8 GATE** Sign flip reflects collinear stack decomposition, not a discount.
ASD (Structural Dry)	**N = 1** (12 P)	**+8.5%**	**−28.0% to +64.0%**	**FAILS N≥8 GATE** Single stacked row (ServiceMaster PM); interval unusable as price.
OCT (Odor Control)	**N = 0** (1 P, 1 1of)	—	—	**UNPRICED** Never mandatory; 1 row accepts as 1-of-list (All Pro Denver).
HST (Health/Safety)	**N = 0** (0 P, 0 1of)	—	—	**ABSENT** Completely absent across all 48 postings.

2. CORE ECONOMETRIC VERDICT RULES (PRE-REGISTERED BEFORE OPENING POSTINGS)

Mincer-Rosen Methodology

RULE A: THE COVERS-ZERO VERDICT — STATISTICAL GATE

An interval that covers zero is not a price. A 95% confidence band spanning negative and positive numbers (e.g. WRT at −18.4% to +13.1%) means the data cannot distinguish the wage effect of the card from zero.

- It covers an 18% pay cut, a 13% raise, and zero change simultaneously.
- **Headline finding:** Once job title, metro, and experience are controlled, postings do not contain a standalone dollar premium for the card.

RULE B: THE N ≥ 8 SAMPLE SIZE FLOOR — MODEL GATE

A credential with fewer than 8 required postings does not get a market price.

- Only WRT (N=8) cleared the pre-registered threshold.
- FSRT (N=4), AMRT (N=2), ASD (N=1) are displayed solely to illustrate why sparse coefficients blow out confidence intervals.
- **Verb Rule:** Use *"associated with"* everywhere. Never quote "the card is worth $X" when credentials cannot be unbundled from role and tenure.

3. POSTED WAGE BASELINES BY ROLE (BEFORE CERT SPLIT • N=48)

Job Title Explains 80% of Variance

TECHNICIANS (N=22) — $22.50 MEDIAN

Hourly Range: $16.50 – $29.50/hr.
WRT Required: 1 posting only (A1 Seattle @ $29.00 midpoint, stacked with FSRT+AMRT).
WRT Silent: Median $21.00/hr (N=12). Raw $8 gap is metro/stack driven, not cert value.

LEAD TECHS / CHIEFS (N=18) — $27.00 MEDIAN

Hourly Range: $22.50 – $33.65/hr.
WRT Required (N=6): Median $27.25/hr.
WRT Silent (N=7): Median $25.75/hr (Δ $1.50).
Pure Silent (N=3): Median $27.00/hr (Δ $0.25).
Same job family, pay barely moves.

PROJECT MANAGERS (N=8) — $34.50 MEDIAN

Hourly Range: $25.00 – $42.50/hr.
Model Coefficient: +51% (+34% to +71%) vs technician baseline.
Annual Bands (N=6): Median $71,750.
Hourly Bands (N=2): $22–$28 & $40–$45. Explains why unadjusted studies mistake title for certs.

4. THE TWO EXTERNAL ANCHORS: PROPOSED PAY SCALE VS. POSTED REALITY

Ken Larsen (R&R 2022) Benchmark

ANCHOR 1: KEN LARSEN'S PAY MODEL (R&R 2022)

PROPOSED INTERNAL LADDER

Published in *Restoration & Remediation* (Apr 20, 2022, McIntyre). Proposes adding a percentage of the **Project Manager's base** for each card earned:

- **Tech Assistant (Months 3–9):** Base = 37% of PM. **WRT adds +4 pts** of PM base (~11% pay step); FSRT adds +4 pts.
- **Tech Apprentice (Months 9–18):** Base = 45% of PM. **ASD adds +5 pts** of PM base (~11% pay step).
- **Restoration Tech (Months 18–36):** Base = 55% of PM. **AMRT adds +5 pts** of PM base (~9% step); OCT +3 pts; HST +3 pts.

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Larsen on Observed $72,000 PM Base (2,080 hrs):
• WRT (4% × $72k) = $2,880/yr → +$1.38/hr
• ASD / AMRT (5% × $72k) = $3,600/yr → +$1.73/hr
Larsen on Median $71,750 PM Base: WRT = $2,870/yr; ASD/AMRT = $3,587.50/yr.
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OBSERVED POSTINGS VS. LARSEN'S SCALE

EMPIRICAL COMPARISON

Where Postings Agree with Larsen: Several franchise ads state pay moves with certs (Paul Davis Tacoma, SERVPRO Buckeye, PuroClean Boise, ServiceMaster Seattle). Larsen's direction — the card moves workers up an internal ladder — matches industry talk.

Where Postings Disagree: Zero postings publish a 4% or 5% step. The empirical WRT association [−18.4% to +13.1%] covers zero. Within lead roles, the observed gap is $0.25 to $1.50/hr — far below Larsen's ~11% step (~$3.00/hr on a $27 lead).

Crucial Distinction: Postings measure a *hiring screen on an entry band*; Larsen designed a *tenure raise for existing staff*.

Anchor 2 (Franchise Corporate Ladder): Evaluated as **HOLD**. No public corporate pay ladders exist on franchisor sites (SERVPRO, Paul Davis, PuroClean).

5. THE EMPLOYER SIDE: ELIGIBILITY GATE, NOT A PERCENTAGE RAISE

Accuserve Verified Program Requirements

ACCUSERVE CONTRACTOR JOIN REQUIREMENTS

READ OCT 24, 2026

Where the card cleanly appears is on the employer's market access side as a mandatory operational gate:

- **Water Mitigation:** Requires an IICRC WRT technician on site for every visit. ASD is preferred and should be held by someone in company.
- **Mold Remediation:** Requires AMRT plus local/state compliance.
- **Bundled Requirements:** Insurance limits, background checks, weighted extractors, and two moisture meter types.
- **Finding:** Mandatory gate for carrier work; publishes zero pay scale.

ACCUSERVE RE-INSPECTION PROTOCOL

PUBLISHED MAY 9, 2024

Credential requirements for inspectors assigned to disputed losses:

- **Disputed Water Loss:** Inspector must hold both **WRT and ASD**.
- **Disputed Mold Loss:** Inspector must hold **AMRT**.
- Stricter on ASD than the join-page preference. Specific assignment gate.
- **Other Third-Party Administrators:** Contractor Connection, Alacrity, Sedgwick gates were HELD due to dead/homeowner links.

6. FIELD PRACTITIONER RULES: HOW TO READ & PRICE AN IICRC REQUIREMENT

Actionable Decision Matrix

POSTING LANGUAGE	DATASET CLASSIFICATION	EMPIRICAL PAY BEHAVIOR	FIELD ACTION RULE FOR TECHS & OWNERS
"WRT Required"	Hard Hiring Screen (N=8)	Midpoint gap covers zero (−3.9%). Lead titles pay $27.25 vs $27.00.	Do not expect automatic starting wage premium. Card gets you through the screen; experience and role set the dollar band.
"WRT Preferred / Will Pay"	Preference Status (N=14)	Employer absorbs training cost ($400–$500 tuition + test fees).	Negotiate employer-paid tuition and testing hours into employment agreement rather than upfront pay concessions.
Advanced Stack (ASD / AMRT / FSRT)	Collinear Bundle (N=1 to 4)	Never appears alone; sits entirely inside WRT ads with 2–5 yrs experience.	Advanced cards protect program eligibility (Accuserve) and lead promotion; they do not carry isolated entry market wage premia.
"IICRC Certified" (Unnamed)	Generic Card (N=15)	Coded separately; employer screens for industry literacy, not specific card.	Highlight any active card on file; satisfies general compliance screen without requiring re-certification.