

Florida Credentials Review Committee

Meeting Agenda FLORIDA CAPITOL – HOUSE MEETING ROOM 12 WEDNESDAY, SEPT. 8 • 1 – 4 P.M. ET

Welcome and Remarks

Katie Crofoot
*Director, REACH Office
Executive Office of the Governor*

Member Introductions

Ethics Considerations and Sunshine Law Overview

George T. Levesque
Shareholder, GrayRobinson

Reimagining Education and Career Help (REACH) Act Overview

Michelle Dennard
President and CEO, CareerSource Florida

Overview of Committee Responsibilities

Andra Cornelius, CEcD
*Sr. Vice President, Business and Workforce Development
CareerSource Florida*
Dan McGrew
*Vice President, Strategic Policy and Performance
CareerSource Florida*

- Framework of Quality and Credentials of Value
- Master Credentials List
- Classification of Instructional Programs (CIP) to Standard Occupational Codes (SOC) Linkage
- Florida Education Training Placement Information Program (FETPIP) Data Elements
- Returned Value Funding Formula

Action Item

Dan McGrew

1. Approval of Credentials Review Committee Charter

REACH Act and Related Work Underway

- Florida Credentials of Value
Keith Richard, Ph.D.
*Statewide Director, Career & Technical Education Quality
Florida Department of Education*
Emily Passias, Ph.D.
Director, Education Strategy Group
- Workforce Education Data Platform
Keith Richard, Ph.D.
Alli Phillips
COO, PAIRIN
- Labor Market Estimating Conference
Adrienne Johnston

Florida Credentials Review Committee

*Deputy Secretary
Florida Department of Economic Opportunity*

2021-2022 Timeline

Dan McGrew

Open Discussion and Public Comment

Closing Remarks

Katie Crofoot

Information Items



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Florida Credentials Review Committee

Timothy Beard, Ph.D.



Timothy L. Beard, Ph.D., serves as president of Pasco-Hernando State College. Dr. Beard previously served as Pasco-Hernando State College's Vice President of Student Development and Enrollment Management.

Before joining Pasco-Hernando State College, Dr. Beard spent numerous years working for educational institutions including the University of South Alabama and Florida A&M University. He is a member of the CareerSource Pasco Hernando Board of Directors.

Dr. Beard earned his doctoral degree in rehabilitation counseling with a special emphasis in higher education administration from Florida State University. He also holds bachelor's and master's degrees from Florida State University. He lives in Spring Hill.

**Local Workforce Development Board Representative (Urban)*

Michael Biskie



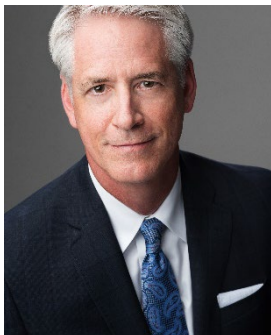
Michael Biskie serves as human resources director for B&I Contractors, a premier mechanical contractor. Mr. Biskie has nearly 30 years of experience working in human resources.

He served for more than 26 years in the U.S. Navy and retired from the Navy Reserve in 2007.

Mr. Biskie serves on the CareerSource Southwest Florida Board of Directors. He previously served as chair of the CareerSource Citrus Levy Marion Board of Directors and vice chair of the National Association of Workforce Boards. He lives in Cape Coral.

**Local Workforce Development Board Representative (Rural)*

Robert Boyd, Esq.



Robert Boyd, Esq., is president and CEO of the Independent Colleges and Universities of Florida (ICUF) and executive director of the Higher Educational Facilities Financing Authority (HEFFA), the statewide bonding authority for non-profit, independent Florida institutions created in statute in 2001. ICUF is an association of 30 four-year, private, non-profit colleges and universities in Florida.

Before becoming ICUF's president, Mr. Boyd served as general counsel for the organization since 1995. Mr. Boyd is the first ICUF president to have graduated from an ICUF institution, Rollins College. Prior to becoming the president of his long-time client, ICUF, Mr. Boyd was a successful attorney and lobbyist practicing primarily in the areas of governmental affairs,

Florida Credentials Review Committee

education, aviation, underground storage tanks, and administrative law. He remains AV Rated by Martindale-Hubbell.

Mr. Boyd holds a bachelor's degree from Rollins College and a doctorate from Florida State University. He lives in Tallahassee.

**Non-public Postsecondary Institution Representative*

Kevin Carr



Kevin Carr is CEO of FloridaMakes. Mr. Carr has dedicated most of his career to enhancing the nation's manufacturing sector with a focus on improving the competitiveness and profitability of small and medium-size manufacturers. Prior to joining FloridaMakes, Mr. Carr led the National Institute of Standards and Technology's Hollings Manufacturing Extension Partnership.

Under his leadership with state and federal policymakers, he has worked to increase manufacturers' access to appropriate advanced manufacturing technology and resources through federal labs and centers of excellence and has challenged the Manufacturing Extension Partnership system to cultivate best practices, best-in-class services, and increased use of existing public and private resources to improve the foundation and future of American manufacturing.

He has been recognized as one of Florida Trend's most influential Floridians and as a finalist for the Service to America for Business and Commerce and Harvard's Innovations in American Government Award. He was awarded the U.S. Department of Commerce Gold Medal for building Manufacturing Extension Partnership's national system and was recently inducted into the National Institute of Standards and Technology's Gallery of Distinguished Scientists, Engineers and Administrators.

Mr. Carr studied electronics engineering at Widener University and technology management at the University of Maryland. He lives in Sanford.

**Industry Association Representative*

Marshall Criser III



Marshall Criser serves as chancellor of the State University System of Florida.

Chancellor Criser is the former president of AT&T Florida and a longtime education leader in the state. He served on Florida's Higher Education Coordinating Council, including serving as vice-chair and co-chair, a role he began as the Florida House Speaker's inaugural appointee as a representative of the business community and continued to serve in as chancellor.

Florida Credentials Review Committee

Chancellor Criser earned a bachelor's degree from the University of Florida and completed an Advanced Management Programme at INSEAD in Fontainebleau, France. He lives in Tallahassee.

**Chancellor of the State University System*

Katie Crofoot



Katie Crofoot is director of the Executive Office of the Governor's Office of Reimagining Education and Career Help (REACH). The REACH Office facilitates alignment and coordination of entities responsible for Florida's workforce development system.

Prior to joining the REACH office, Ms. Crofoot held various positions at the Florida Department of Children and Families, the Florida Department of Economic Opportunity, and the Florida House of Representatives.

She earned her bachelor's degree from the University of Florida and a master's degree from Florida State University. She lives in Tallahassee.

**Director of the Executive Office of the Governor Office of Reimagining Education and Career Help*

Katherine Goletz



Katherine Goletz serves as the deputy director of the Florida Department of Agriculture and Consumer Services' Commissioner's External Affairs Office. In this role, she oversees the Career and Professional Education (CAPE) Act certification recommendations for the agriculture industry.

Ms. Goletz previously worked for the Florida Department of Environmental Protection as a legislative analyst for more than 15 years. She earned a bachelor's degree from Florida State University.

Ms. Goletz lives in Tallahassee.

**Florida Department of Agriculture and Consumer Services Representative*

Florida Credentials Review Committee

Lloyd Gregg



Lloyd Gregg is the vice president of spaceflight support services for ASRC Federal. Mr. Gregg is responsible for providing ASRC Federal's resources to manufacture spacecraft components, provide avionics lab design and development, fabricate and install vehicle thermal systems, and support mission operations and ground operations while promoting operability innovations into the design and development process of the Orion Vehicle Program.

He has more than 35 years of experience in systems engineering, human space operations and project management. Prior to joining ASRC Federal in 2012, Mr. Gregg worked with USA/Lockheed Martin in various technical and management roles. He most recently served as USA project manager for Orion.

Mr. Gregg earned a bachelor's degree from the Florida Institute of Technology and a master's degree from the University of Central Florida. He lives in Merritt Island.

**Local Workforce Development Board Representative (Urban)*

Jennifer Grove



Jennifer Grove is vice president of external relations at Baptist Health Care. Baptist Health Care includes three hospitals, four medical parks, Andrews Institute for Orthopedic and Sports Medicine and a large network of primary care and specialty physicians and is a proud member of the Mayo Clinic Care Network. With more than 4,000 team members, Baptist Health Care is one of the largest non-governmental employers in Northwest Florida.

Ms. Grove provides leadership for external relationships with community, government, media, philanthropic, faith-based and other organizations that are essential to the success of Baptist Health Care's vision to be the trusted partner to improve the quality of life for the communities it serves. She is responsible for the direction of corporate marketing, government relations, Baptist Health Care Foundation, Faith Health Network and Baptist's community impact efforts. Before joining Baptist Health Care in 2019, Ms. Grove worked for The Southern Company and Gulf Power for more than 25 years.

Ms. Grove holds a bachelor's degree from Birmingham-Southern College and a master's degree from Purdue University. She lives in Pensacola.

**Florida-based Business Representative*

Florida Credentials Review Committee

Kathy Hebda



Kathy Hebda serves as chancellor at the Florida Department of Education, overseeing the Florida College System. Chancellor Hebda began her educational career teaching music in Florida and Georgia's public-school systems. She came to the Florida Department of Education in 1992 and served in several roles in the Division of Public Schools, including educator certification, preparation and professional development. She was named Deputy Public Schools Chancellor for Educator Quality in 2008, providing leadership and support for school districts and higher education institutions to increase student success through continuous improvement in teaching and learning.

Before being named Chancellor of the Florida College System by Commissioner Richard Corcoran, Hebda also served as Chief of Staff for the Department of Education for Florida's previous commissioner of education, Pam Stewart.

Chancellor Hebda earned a bachelor's degree from Newberry College and a master's degree from Florida State University. She lives in Tallahassee.

**Chancellor of the Florida College System*

Diane Head



Diane Head serves as executive director of CareerSource North Florida. Ms. Head develops vision and strategy with partner organizations to create infrastructure and capacity for a resilient economy in rural North Florida.

She is a trained workforce and economic development professional with more than 15 years of immersive commitment to local and regional organizations with shared vision for the future of the area.

Ms. Head holds a bachelor's degree from the University of Florida and a master's degree from Valdosta State University. She is currently working toward her CEcD credential. She lives in Madison.

**Local Workforce Development Board Representative (Rural)*

Florida Credentials Review Committee

Adrienne Johnston



Adrienne Johnston serves as deputy secretary of the Department of Economic Opportunity's Division of Workforce Services. Previously, Ms. Johnston served as Chief of the Bureau of Workforce Statistics and Economic Research where her extensive experience in Labor Market Information allowed her to lead the Workforce Statistics and Economic Research team to deliver quality data analysis, informative data visualizations and applied research to better serve the agency and stakeholders across the state. During her tenure in the Bureau, Ms. Johnston expanded the role of Workforce Statistics and Economic Research to provide effective analytics for the entire agency.

Prior to joining DEO, Ms. Johnston served as project manager for Evergreen Solutions where she analyzed local labor markets and developed custom compensation and benefits plans for community colleges and local government organizations. Previously, she served as Labor Market Research Director for Brandt Information Services where she expanded the service portfolio of the unit beyond data collection to include data visualization tools, survey design, and data analysis.

Ms. Johnston holds a master's degree from Florida State University. She lives in Tallahassee.

**Florida Department of Economic Opportunity Representative*

Henry Mack



Henry Mack serves as chancellor at the Florida Department of Education, overseeing the Division of Career, Technical and Adult Education. Chancellor Mack is responsible for the department's workforce education programs, including overseeing the offices of apprenticeship, adult education, articulation and career education policy, and K-12 and post-secondary CTE programs and he helps lead the department's economic development initiatives.

He previously served as a visiting lecturer in the Department of Religious Studies at the University of Miami where he instructed courses in philosophical theology and topics related to science and religion. Since 2004, Chancellor Mack has held various positions at Florida International University and Broward College, where he most recently served as the Associate Vice President for Workforce Education.

Chancellor Mack has graduate degrees in philosophy and theology from the Catholic University of America. He lives in Tallahassee.

**Chancellor of the Division of Career and Adult Education*

Florida Credentials Review Committee

Jacob Oliva



Jacob Oliva currently serves as senior chancellor at the Florida Department of Education, overseeing the Division of Public Schools. Chancellor Oliva began his career as a special education teacher and, over the last 20 years, has served in a variety of positions, including principal and superintendent.

Currently, as the Division of Public Schools Senior Chancellor, he supports the teaching and learning of Florida's over 2.9 million students in approximately 3,600 public schools, promoting student achievement and closing achievement gaps. Additionally, Chancellor Oliva provides statewide leadership and communication between the Florida Department of Education and Florida's school districts.

He earned a bachelor's degree from Flagler College and his master's degree from Nova Southeastern University. He lives in Tallahassee.

**Senior Chancellor of the Division of Public Schools*

Casey Penn



Casey Penn is the bureau chief for One Stop and Program Support for the Florida Department of Economic Opportunity. After working in the private sector for more than a decade, Mr. Penn joined DEO as the administrator of policy and quality assurance for workforce programs in 2018.

He returned to DEO after a short tenure at the Florida Department of Children and Families. In his current role, Mr. Penn leads a talented team tasked with providing oversight and support to the state's 24 local workforce development boards in the delivery of workforce programs.

He earned a bachelor's degree from Florida State University. Mr. Penn lives in Tallahassee.

**Florida Department of Economic Opportunity Representative*

James Taylor



James Taylor is president and CEO of the Florida Technology Council and executive director of the Florida Technology Foundation. He has nearly 30 years' experience working with Florida education institutions and government agencies.

Mr. Taylor served as the technology industry representative for Governor Ron DeSantis' Reopen Florida Taskforce and the Cybersecurity and Electromagnetic Pulse Legislative Work Group in the Florida House of Representatives. He currently sits on the Florida

Florida Credentials Review Committee

State University GAP Proposal Review Committee, the North Florida Innovation Labs Advisory Panel for Innovation Park and the Govtech CIO Academy and Digital Summit advisory boards.

Mr. Taylor is the visionary behind Florida's annual Tech Day at the Capitol™, the Florida CIO Mentorship Program, the FTC State Advisory Workgroup and is a recipient of Government Technology's National Top 25 Doers, Dreamers and Drivers Award for individuals using advancements in technology to improve state government.

He studied business at Kalamazoo Valley Community College and Michigan State University. Mr. Taylor lives in Tallahassee.

**Industry Association Representative*

Open Government and Ethics

Open Government – The “Sunshine” Law

Florida began its tradition of openness back in 1909 with the passage of [Chapter 119](#) of the Florida Statutes or the “Public Records Law.” This law provides that any records made or received by any public agency in the course of its official business are available for inspection, unless specifically exempted by the Florida Legislature. Over the years, the definition of what constitutes “public records” has come to include not just traditional written documents such as papers, maps and books, but also tapes, photographs, film, sound recordings and records stored in computers.

Florida's Government-in-the-Sunshine Law was enacted in 1967. Today, the Sunshine Law regarding open government can be found in [Chapter 286](#) of the Florida Statutes. These statutes establish a basic right of access to most meetings of boards, commissions and other governing bodies of state and local governmental agencies or authorities.

Open Government Training

[Open Government Overview: Sunshine Law and Public Records Law](#)
[Public Meetings and Public Records Law \(2-Hour Audio Presentation\)](#)

Other Resources for Public Records and the Sunshine Law

[Florida Statutes](#)
[The First Amendment Foundation](#)
[The Brechner Center for Freedom of Information](#)
[Executive Office of the Governor's Office of Open Government](#)

The Code of Ethics for Public Officers and Employees

The Code of Ethics for Public Officers and Employees, adopted by the Legislature as [Part III of Chapter 112, Florida Statutes](#), contains standards of ethical conduct and disclosures applicable to public officers, employees, candidates, lobbyists, and others in State and local government.

Ethics Training

<http://www.ethics.state.fl.us/Research/EthicsLaws.aspx>

Florida Credentials Review Committee

Overview of Duties

The 2021 Reimagining Education and Career Help (REACH) Act establishes the duties of the Florida Credentials Review Committee (CRC).

Establish a Definition for Credentials of Value and Create a Framework of Quality

The CRC is tasked with formalizing a definition of value that will be applied in a **Framework of Quality** to evaluate credentials for inclusion on a **Master Credentials List** for the state of Florida.

The Framework of Quality is a rubric by which credentials are evaluated for inclusion on the Master Credentials List and must align with federally funded workforce accountability requirements.

Statute states that nondegree credentials should require:

1. Evidence the credential meets labor market demand as defined by the Labor Market Estimating Conference or meets local demand as identified by criteria established by the CRC.
2. Evidence the competencies mastered upon completion of the credential are aligned with labor market demand.
3. Evidence of employment and earnings outcomes for individuals obtaining the credential and evidence that earnings outcomes meet middle- to high-level wages. Preference is given to credentials generating high-level wages.
 - Credentials that do not meet the earnings outcome criteria must be part of a sequence of credentials required for the next level occupation that does meet the earnings outcome criteria established by the CRC.

The CRC also will establish criteria to determine value for degree programs. As with nondegree credentials, this criteria shall include evidence the degree program meets the labor market demand as defined by the Labor Market Estimating Conference or meets local demand as identified by criteria established by the CRC.

The CRC also will establish a process for prioritizing nondegree and degree credentials based on critical statewide or regional shortages.

Establish Timely Processes

The CRC shall establish processes for:

1. Quarterly review and approval of credential applications. Approved credentials will be added to the Master Credentials List.

Florida Credentials Review Committee

2. Annual review of the Master Credentials List and the phasing out of credentials that no longer meet the Framework of Quality.
3. Submitting the Master Credentials List to the State Board of Education.
4. Designating performance funding eligibility as defined by the Returned-Value Funding Formula established by the CRC.

Establish CIP to SOC Linkage

The Classification of Instructional Program (CIP) code identifies all educational programs of study and is established by the U.S. Department of Education's National Center for Education Statistics (NCES). The Standard Occupational Classifications (SOC) code is established by the U.S. Bureau of Labor Statistics and is assigned to each unique occupation. A CIP to SOC linkage allows for the identification of all occupations linked to an individual education program. Individuals interested in a specific occupation can find the most closely linked programs of study to pursue. As part of the Framework of Quality, the CIP to SOC linkage also will allow programs of study to be linked to demand occupations and earnings outcomes.

Identify Data Elements Necessary to Collect Information on Credentials

The CRC has the authority to identify any data elements that need to be collected on credentials to support the definition of credentials of value or the Framework of Quality. The Florida Education and Training Placement Program will provide requested data to the CRC or establish data collection protocols in order to collect the requested data.

Develop a Returned-Value Funding Formula

The Returned-Value Funding Formula determines how school districts and the Florida College System are funded for industry certifications earned by students. One-third of funds shall be allocated based on student job placements and the remaining two-thirds shall be allocated using a tiered weighting system based on aggregate student wages that exceed minimum wage, with the highest weight applied to the highest wage tier, and with additional weight for underserved populations. Student wages above minimum wage are considered to be the value added by the institution's training. The formula must consider variables such as differences in population and wages across school districts and the state. When developing the formula, the committee may not penalize school districts or the Florida College System institutions if students postpone employment to continue their education.

Master Credential List, 2021-22 (Unduplicated)

| DOE Code | Certification/ Credential Title | K-8 Digital Tool | 21-22 PS CAPE | 21-22 K-12 CAPE |
|----------|--|------------------|---------------|-----------------|
| NREMT003 | Emergency Medical Responder (EMR) | No | Yes | Yes |
| ABAYC003 | Marine Electrical Certification | No | Yes | Yes |
| ACSMDO02 | Certified Personal Trainer | No | Yes | Yes |
| ADESK021 | Autodesk Certified Professional - AutoCAD | No | Yes | Yes |
| ADESK023 | Autodesk Certified Professional - AutoCAD Civil 3D | No | Yes | Yes |
| ADESK024 | Autodesk Certified Professional - Inventor | No | Yes | Yes |
| ADESK025 | Autodesk Certified Professional - Revit Architecture | No | Yes | Yes |
| ADESK033 | Autodesk Certified Associate in CAD for Mechanical Design | No | Yes | Yes |
| ADESK034 | Autodesk Certified Associate in CAM 2.5 Axis Milling for Machinists | No | Yes | Yes |
| AMAMA001 | Certified Medical Assistant (CMA) | No | Yes | Yes |
| AMDDA003 | Certified Drafter - Architectural | No | Yes | Yes |
| AMDDA004 | Certified Drafter - Mechanical | No | Yes | Yes |
| AMEDT004 | Registered Medical Assistant (RMA) | No | Yes | Yes |
| AWELD003 | AWS Certified Welder - FCAW Plate | No | Yes | Yes |
| AWELD004 | AWS Certified Welder - GMAW Plate | No | Yes | Yes |
| AWELD011 | AWS Certified Welder - SMAW Pipe | No | Yes | Yes |
| AWELD012 | AWS Certified Welder - SMAW Plate | No | Yes | Yes |
| CISCO026 | Cisco Certified Network Associate (CCNA) | No | Yes | Yes |
| COMPT001 | CompTIA A+ | No | Yes | Yes |
| COMPT005 | CompTIA Linux+ | No | Yes | Yes |
| COMPT006 | CompTIA Network+ | No | Yes | Yes |
| COMPT007 | CompTIA Project+ | No | Yes | Yes |
| COMPT008 | CompTIA Security+ | No | Yes | Yes |
| COMPT009 | CompTIA Server+ | No | Yes | Yes |
| COMPT016 | CompTIA Cybersecurity Analyst (CySA+) | No | Yes | Yes |
| COMPT020 | CompTIA Cloud Essentials+ | No | Yes | Yes |
| ETAIN008 | Associate Certified Electronics Technician (CETa) | No | Yes | Yes |
| FDMQA002 | Certified Nursing Assistant (CNA) | No | Yes | Yes |
| FDMQA030 | 911 Public Safety Telecommunicator | No | Yes | Yes |
| FEDAA002 | FAA Aviation Maintenance Technician - General | No | Yes | Yes |
| FEDAA004 | FAA Aviation Mechanic Technician - Airframe | No | Yes | Yes |
| FEDAA010 | FAA Aviation Maintenance Technician - Powerplant | No | Yes | Yes |
| FLFBR006 | Agricultural Unmanned Aircraft Systems Specialist Certification | No | Yes | Yes |
| HVACE001 | HVAC Excellence Employment Ready - Heat Pump | No | Yes | Yes |
| HVACE002 | HVAC Excellence EmploymentReady - Air Conditioning | No | Yes | Yes |
| HVACE011 | HVAC Excellence Employment Ready - Electrical | No | Yes | Yes |
| KNOWL001 | Python Coding Specialist | No | Yes | Yes |
| KNOWL002 | WordPress Certified Editor | No | Yes | Yes |
| MSSCN001 | MSSC Certified Production Technician (CPT) | No | Yes | Yes |
| MSSCN002 | MSSC Certified Logistics Technician (CLT) | No | Yes | Yes |
| NASME001 | NASM Certified Personal Trainer (CPT) | No | Yes | Yes |
| NATEX001 | Air Conditioning Service Technician | No | Yes | Yes |
| NATEX002 | Air Conditioning Installation Specialization | No | Yes | Yes |
| NATEX003 | Air to Air Heat Pump Installation Technician | No | Yes | Yes |
| NATHA002 | Certified EKG Technician (CET) | No | Yes | Yes |
| NATHA003 | Certified Medical Administrative Assistant (CMAA) | No | Yes | Yes |
| NATHA006 | Certified Patient Care Technician (CPCT) | No | Yes | Yes |
| NATHA009 | Certified Clinical Medical Assistant (CCMA) | No | Yes | Yes |
| NATHA010 | Certified Pharmacy Technician (CPhT) | No | Yes | Yes |
| NATHA011 | Certified Electronic Health Record Specialist (CEHRS) | No | Yes | Yes |
| NCATT001 | Aircraft Electronics Technician (AET) | No | Yes | Yes |
| NCFT001 | National Certified ECG Technician (NCET) | No | Yes | Yes |
| NCFT005 | Medical Assistant | No | Yes | Yes |
| NCFT007 | National Certified Medical Office Assistant (NCMOA) | No | Yes | Yes |
| NCFT008 | National Certified Patient Care Technician (NCPCT) | No | Yes | Yes |
| NCSBN002 | National Licensed Practical Nurse (NCLEX-PN) | No | Yes | Yes |
| NIASE005 | ASE Automobile/Light Truck Technician: Automatic Transmission/Transaxle (A2) | No | Yes | Yes |
| NIASE007 | ASE Automobile/Light Truck Technician: Brakes (A5) | No | Yes | Yes |
| NIASE008 | ASE Automobile/Light Truck Technician: Electrical/Electronic Systems (A6) | No | Yes | Yes |
| NIASE009 | ASE Automobile/Light Truck Technician: Engine Performance (A8) | No | Yes | Yes |
| NIASE010 | ASE Automobile/Light Truck Technician: Engine Repair (A1) | No | Yes | Yes |
| NIASE011 | ASE Automobile/Light Truck Technician: Heating and Air Conditioning (A7) | No | Yes | Yes |
| NIASE012 | ASE Automobile/Light Truck Technician: Manual Drive Train and Axles (A3) | No | Yes | Yes |
| NIASE014 | ASE Automobile/Light Truck Technician: Suspension and Steering (A4) | No | Yes | Yes |
| NIASE016 | ASE Medium/Heavy Truck Technician: Brakes (T4) | No | Yes | Yes |
| NIASE017 | ASE Collision Repair and Refinishing Technician: Mechanical and Electrical Components (B5) | No | Yes | Yes |
| NIASE020 | ASE Medium/Heavy Truck Technician: Diesel Engines (T2) | No | Yes | Yes |
| NIASE021 | ASE Medium/Heavy Truck Technician: Drive Train (T3) | No | Yes | Yes |
| NIASE023 | ASE Medium/Heavy Truck Technician: Electrical/Electronic Systems (T6) | No | Yes | Yes |
| NIASE026 | ASE Medium/Heavy Truck Technician: Heating, Ventilation, and A/C (HVAC) (T7) | No | Yes | Yes |
| NIASE029 | ASE Collision Repair and Refinishing Technician: Painting and Refinishing (B2) | No | Yes | Yes |
| NIASE031 | ASE Medium/Heavy Truck Technician: Preventive Maintenance Inspection (PMI) (T8) | No | Yes | Yes |
| NIASE033 | ASE Medium/Heavy Truck Technician: Suspension and Steering (T5) | No | Yes | Yes |
| NIFMS019 | NIMS Machining Level II - CNC Milling Skills II | No | Yes | Yes |
| NREMT001 | Emergency Medical Technician (EMT) | No | Yes | Yes |
| ORACL004 | Oracle Certified Associate (OCA): Java Programmer | No | Yes | Yes |
| ORACL005 | Oracle Certified Professional (OCP): Java Programmer | No | Yes | Yes |
| PROSQ003 | Certified Internet Web (CIW) E-Commerce Specialist | No | Yes | Yes |

| | | | | |
|----------|---|----|-----|-----|
| PROSO006 | Certified Internet Web (CIW) Database Design Specialist | No | Yes | Yes |
| PROSO017 | Certified Internet Web (CIW) JavaScript Specialist | No | Yes | Yes |
| PROSO021 | Certified Internet Web (CIW) Web Design Professional | No | Yes | Yes |
| PROSO022 | Certified Internet Web (CIW) Web Design Specialist | No | Yes | Yes |
| PROSO023 | Certified Internet Web (CIW) Web Development Professional | No | Yes | Yes |
| PROSO027 | Certified Internet Web (CIW) Advanced HTML5 & CSS3 Specialist | No | Yes | Yes |
| PROSO030 | Certified Internet Web (CIW) Data Analyst Specialist | No | Yes | Yes |
| PTCBD001 | Pharmacy Technician | No | Yes | Yes |
| SOLID004 | Certified Solidworks Professional - Academic (CSWP-Academic) | No | Yes | Yes |
| AAMIN001 | Certified Biomedical Equipment Technician | No | Yes | No |
| ABAYC001 | Composite Boat Builder Certification | No | Yes | No |
| ABAYC006 | A/C Refrigeration Certification | No | Yes | No |
| ABCOP001 | Certified Prosthetic-Orthotic Technician (CTPO) | No | Yes | No |
| ACOPC004 | Certified Outpatient Coder (COC) | No | Yes | No |
| ACOPC005 | Certified Professional Coder - Payer (CPC-P) | No | Yes | No |
| ACOPC006 | Certified Professional Coder (CPC) | No | Yes | No |
| ACOPC007 | Certified Professional Biller (CPB) | No | Yes | No |
| AFHDI001 | Certified Healthcare Documentation Specialist (CHDS) | No | Yes | No |
| AFHDI002 | Registered Healthcare Documentation Specialist (RHDS) | No | Yes | No |
| AHCSM001 | Certified Registered Central Service Technician | No | Yes | No |
| AHIMA001 | Certified Coding Associate (CCA) | No | Yes | No |
| AHIMA002 | Certified Coding Specialist (CCS) | No | Yes | No |
| AHIMA003 | Certified Coding Specialist - Physician-based (CCS-P) | No | Yes | No |
| AHIMA007 | Registered Health Information Administrator (RHIA) | No | Yes | No |
| AHIMA009 | Registered Health Information Technician (RHIT) | No | Yes | No |
| AHIMA010 | Certified in Health Care Privacy & Security (CHPS) | No | Yes | No |
| AHIMA011 | Certified Healthcare Technology Specialist - Clinician/Practitioner Consultant (CHTS-CP) | No | Yes | No |
| AHIMA012 | Certified Healthcare Technology Specialist - Implementation Manager (CHTS-IM) | No | Yes | No |
| AHIMA013 | Certified Healthcare Technology Specialist - Implementation Support Specialist (CHTS-IS) | No | Yes | No |
| AHIMA014 | Certified Healthcare Technology Specialist - Practice Workflow & Information Management Redesign Specialist (CHTS-PW) | No | Yes | No |
| AHIMA015 | Certified Healthcare Technology Specialist - Technical/Software Support Staff (CHTS-TS) | No | Yes | No |
| AHIMA016 | Certified Healthcare Technology Specialist - Trainer (CHTS-TR) | No | Yes | No |
| AHIMA017 | Certified Documentation Improvement Practitioner (CDIP) | No | Yes | No |
| AHIMA018 | Certified Health Data Analyst (CHDA) | No | Yes | No |
| AMAOB001 | Medical Laboratory Technician (MLT) | No | Yes | No |
| AMAOB002 | Medical Technologist (MT(AAB)) | No | Yes | No |
| AMAZN001 | AWS Certified Solutions Architect - Associate | No | Yes | No |
| AMAZN002 | AWS Certified Cloud Practitioner | No | Yes | No |
| AMAZN003 | AWS Certified Developer - Associate | No | Yes | No |
| AMAZN004 | AWS Certified Data Analytics - Specialty | No | Yes | No |
| AMAZN005 | AWS Certified Database - Specialty | No | Yes | No |
| AMAZN006 | AWS Certified Machine Learning - Specialty | No | Yes | No |
| AMAZN007 | AWS Certified Security - Specialty | No | Yes | No |
| AMAZN008 | AWS Certified SysOps Administrator- Associate | No | Yes | No |
| AMEDT002 | Medical Laboratory Technician | No | Yes | No |
| AMOPT001 | Certified Paraoptometric Assistant (CPOA) | No | Yes | No |
| AMRRT002 | Registered Technologist (Radiography) | No | Yes | No |
| AMRRT003 | Radiologic Technologist (Sonography) | No | Yes | No |
| AMRRT005 | Registered Technologist - Quality Management (R.T.) | No | Yes | No |
| AMRRT006 | Registered Technologist (Nuclear Medicine) | No | Yes | No |
| AMRRT007 | Registered Technologist (Radiation Therapy) | No | Yes | No |
| AMRRT008 | Computed Tomography (CT) | No | Yes | No |
| AMRRT009 | Registered Technologist-Cardiac Interventional Radiography (CI) | No | Yes | No |
| AMRRT010 | Registered Technologist - Magnetic Resonance Imaging (MRI) | No | Yes | No |
| AMRRT011 | Registered Technologist - Mammography (M) | No | Yes | No |
| AMRRT012 | Registered Technologist - Vascular Interventional Radiography (VI) | No | Yes | No |
| AMSCP001 | Histotechnologist, HTL(ASCP) | No | Yes | No |
| AMSCP002 | Medical Laboratory Technician (MLT(ASCP)) | No | Yes | No |
| AMSCP005 | Medical Laboratory Scientist (MLS) | No | Yes | No |
| AMSFQ001 | Manager of Quality/Organizational Excellence | No | Yes | No |
| AMSFQ006 | Quality Improvement Associate (CQIA) | No | Yes | No |
| AMSFQ011 | Six Sigma Black Belt (CSSBB) | No | Yes | No |
| AMSFQ012 | Six Sigma Green Belt (CSSGB) | No | Yes | No |
| AMSTL004 | Professional Designation in Supply Chain Management (PLS) | No | Yes | No |
| APICS001 | Certified in Logistics, Transportation, and Distribution (CLTD) | No | Yes | No |
| ARDMS001 | Registered Diagnostic Cardiac Sonographer (RDCS) | No | Yes | No |
| ARDMS002 | Registered Diagnostic Medical Sonographer (RDMS) | No | Yes | No |
| ARDMS003 | Registered Vascular Technologist | No | Yes | No |
| AWELD005 | AWS Certified Welder - GTAW Pipe (Carbon Steel) | No | Yes | No |
| AWELD006 | AWS Certified Welder - GTAW Pipe (Stainless Steel to Carbon Steel) | No | Yes | No |
| AWELD007 | AWS Certified Welder - GTAW Pipe (Stainless Steel) | No | Yes | No |
| AWELD008 | AWS Certified Welder - GTAW Plate | No | Yes | No |
| AWELD009 | AWS Certified Welder - GTAW/SAW Pipe (Carbon Steel) | No | Yes | No |
| AWELD010 | AWS Certified Welder - GTAW/SAW Pipe (Chrome PWHT) | No | Yes | No |
| AWELD013 | AWS Certified Welder - S.S 18 Gauge through 10 Gauge | No | Yes | No |
| AWELD014 | AWS Certified Welder - GTAW/SAW Pipe (Combo Carbon Steel) | No | Yes | No |
| BNENT001 | Certified Hemodialysis Technologist/Technician | No | Yes | No |
| BRPST001 | Registered Polysomnographic Technologist | No | Yes | No |
| CCINT002 | Registered Cardiac Sonographer (RCS) | No | Yes | No |
| CCINT003 | Registered Cardiovascular Invasive Specialist | No | Yes | No |
| CCINT004 | Registered Vascular Specialist | No | Yes | No |
| CDREG001 | Dietetic Technician, Registered (DTR) | No | Yes | No |

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|----------|---|----|-----|----|
| CISCO010 | Cisco Certified Design Expert (CCDE) | No | Yes | No |
| CITRX004 | Citrix Certified Administrator (CCA)- XenApp | No | Yes | No |
| COMPT014 | CompTIA Cloud+ | No | Yes | No |
| COMPT017 | CompTIA Advanced Security Practitioner (CASP) | No | Yes | No |
| COMPT019 | CompTIA PenTest+ | No | Yes | No |
| CPSTL001 | Check Point Certified Security Administrator (CCSA) | No | Yes | No |
| CPSTL002 | Check Point Certified Security Expert (CCSE) | No | Yes | No |
| CSCMP001 | SCPro Fundamentals Bundle (8 exams) | No | Yes | No |
| CWNPT001 | Certified Wireless Network Administrator (CWNA) | No | Yes | No |
| DANBD001 | Certified Dental Assistant (CDA) | No | Yes | No |
| EMCSQ001 | Information Storage and Management (EMCISA) Associate | No | Yes | No |
| ENTCP001 | ETCP Certified Entertainment Electrician | No | Yes | No |
| ETAIN002 | Fiber Optics Installer (FOI) | No | Yes | No |
| ETAIN009 | Data Cabling Installer Certification (DCIC) | No | Yes | No |
| ETAIN010 | Fiber Optics Technician (FOT) | No | Yes | No |
| ETAIN011 | Fiber Optics Technician-Outside Plant (FOT-OSP) | No | Yes | No |
| ETAIN012 | Photonics Technician - Operator (PTO) | No | Yes | No |
| ETAIN013 | Photonics Technician Specialist (PTS) | No | Yes | No |
| ETAIN014 | Photovoltaic Installer (PVI) - Level 1 | No | Yes | No |
| ETAIN019 | Small Wind Installer (SWI) - Level 1 | No | Yes | No |
| ETAIN022 | Specialist in Precision Optics (SPO) | No | Yes | No |
| ETAIN023 | Technician in Precision Optics (TPO) | No | Yes | No |
| FASMB001 | Massage and Bodywork Licensing Examination | No | Yes | No |
| FDMQA010 | Licensed Dental Hygienist | No | Yes | No |
| FDMQA014 | Paramedic (EMT-P) | No | Yes | No |
| FDMQA018 | Licensed Physical Therapist Assistant | No | Yes | No |
| FDMQA025 | Licensed Optician | No | Yes | No |
| FLDLE002 | Correctional Officer | No | Yes | No |
| FLDLE003 | Correctional Probation Officer | No | Yes | No |
| FLDLE004 | Law Enforcement Officer | No | Yes | No |
| FLSFM006 | Fire Fighter II | No | Yes | No |
| FLSFM007 | Fire Safety Inspector I | No | Yes | No |
| FLSFM014 | Fire Officer II | No | Yes | No |
| GLIAC001 | GIAC Certified Forensic Analyst (GCFA) | No | Yes | No |
| GLIAC002 | GIAC Certified Forensic Examiner (GCFE) | No | Yes | No |
| GLIAC003 | GIAC Certified UNIX Security Administrator (GCUX) | No | Yes | No |
| GLIAC004 | GIAC Information Security Fundamentals (GISF) | No | Yes | No |
| GLIAC005 | GIAC Security Essentials (GSEC) | No | Yes | No |
| GLIAC006 | GIAC Cloud Security Automation | No | Yes | No |
| GLIAC007 | GIAC Cloud Security Essentials | No | Yes | No |
| GOOGL001 | Google Associate Cloud Engineer | No | Yes | No |
| HIMSS001 | Certified Associate in Healthcare Information & Management Systems | No | Yes | No |
| HVACE003 | HVAC Excellence Employment Ready - Light Commercial Air Conditioning | No | Yes | No |
| HVACE004 | HVAC Excellence Employment Ready - Electric Heat | No | Yes | No |
| HVACE005 | HVAC Excellence Employment Ready - Light Commercial Refrigeration | No | Yes | No |
| HVACE006 | HVAC Excellence Employment Ready - Gas Heat | No | Yes | No |
| HVACE015 | HVAC Excellence Professional Level - Heat Pump Service | No | Yes | No |
| IASSC001 | IASSC Certified Black Belt | No | Yes | No |
| ICOEC002 | Certified Ethical Hacker (CEH) | No | Yes | No |
| ICOEC003 | Computer Hacking Forensic Investigator (CHFI) | No | Yes | No |
| ICOEC004 | Certified Security Analyst (ECSA) | No | Yes | No |
| ICOEC007 | EC-Council Certified Incident Handler (ECIH) | No | Yes | No |
| ICOEC008 | EC-Council Certified Network Defender (CND) | No | Yes | No |
| ICOEC009 | EC-Council Certified Security Operations Center (SOC) Analyst (CSA) | No | Yes | No |
| IECON001 | Field Service Engineer - Low Voltage Systems | No | Yes | No |
| IECON002 | Field Service Engineer - Voice-Data-Video | No | Yes | No |
| IECON003 | Journeyman Electrician | No | Yes | No |
| IECON004 | Residential Wireman | No | Yes | No |
| IISSC001 | CISSP- Information Systems Security Management Professional (CISSP-ISSMP) | No | Yes | No |
| IISSC002 | Systems Security Certified Practitioner (SSCP) | No | Yes | No |
| IISSC003 | Certified Cyber Forensics Professional (CCFP) | No | Yes | No |
| IISSC004 | Certified Information Systems Security Professional (CISSP) | No | Yes | No |
| INSOC002 | Certified Automation Professional (CAP) | No | Yes | No |
| INSOC005 | Certified Control Systems Technician (CCST) - Level 3 | No | Yes | No |
| JCAHO001 | Certified Ophthalmic Medical Technologist (COMT) | No | Yes | No |
| JCAHO002 | Certified Ophthalmic Technician (COT) | No | Yes | No |
| KNOWL003 | HTML/CSS Coding Specialist | No | Yes | No |
| KNOWL004 | JavaScript Coding Specialist | No | Yes | No |
| MANSI001 | Manufacturing Technician 1 (MT1) | No | Yes | No |
| MICRO052 | Microsoft Certified Trainer (MCT) | No | Yes | No |
| MICRO082 | Microsoft Certified Solutions Associate (MCSA) - SQL Server 2012 | No | Yes | No |
| MICRO107 | Microsoft Certified Solutions Expert (MCSE) - Data Management and Analytics | No | Yes | No |
| MICRO111 | Microsoft Certified Solutions Developer (MCSA) - App Builder | No | Yes | No |
| MICRO116 | Windows Server Administration Fundamentals | No | Yes | No |
| MICRO117 | Microsoft 365 Certified: Enterprise Administrator Expert | No | Yes | No |
| MICRO118 | Microsoft 365 Certified: Modern Desktop Administrator Associate | No | Yes | No |
| MICRO119 | Microsoft 365 Certified: Security Administrator Associate | No | Yes | No |
| MICRO120 | Microsoft Certified: Azure Administrator Associate | No | Yes | No |
| MICRO121 | Microsoft Certified: Azure AI Engineer Associate | No | Yes | No |
| MICRO122 | Microsoft Certified: Power Platform Developer Associate | No | Yes | No |
| MICRO129 | Microsoft Certified: Azure Developer Associate | No | Yes | No |
| MICRO130 | Microsoft Certified: Data Analyst Associate | No | Yes | No |

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|-----------|---|----|-----|-----|
| NATEX004 | Air to Air Heat Pump Service Technician | No | Yes | No |
| NATHA008 | Certified Billing & Coding Specialist (CBCS) | No | Yes | No |
| NBCOT001 | Orthopaedic Technologist Certified (OTC) | No | Yes | No |
| NBFOT001 | Certified Occupational Therapy Assistant | No | Yes | No |
| NBFRC001 | Certified Respiratory Therapist (CRT) | No | Yes | No |
| NBFRC002 | Registered Respiratory Therapist (RRT) | No | Yes | No |
| NBOST001 | Certified Surgical Technologist | No | Yes | No |
| NCCER211 | NCCER Electrical - Level 4 (Postsecondary) | No | Yes | No |
| NCCER222 | NCCER HVAC - Level 4 (Postsecondary) | No | Yes | No |
| NCCER249 | NCCER Pipefitting - Level 4 (Postsecondary) | No | Yes | No |
| NCCER253 | NCCER Plumbing - Level 4 (Postsecondary) | No | Yes | No |
| NCCER265 | NCCER Welding - Level 3 (Postsecondary) | No | Yes | No |
| NCCER267 | NCCER Industrial Maintenance, Electrical & Instrumentation Technician - Level 4 (Postsecondary) | No | Yes | No |
| NCFACT004 | Tech in Surgery - Certified (NCCT) | No | Yes | No |
| NCFACT006 | National Certified Insurance and Coding Specialist (NCICS) | No | Yes | No |
| NCSAF001 | Certified Strength Coach | No | Yes | No |
| NCSAF002 | Certified Personal Trainer | No | Yes | No |
| NCSAF003 | Sport Nutrition Specialist | No | Yes | No |
| NCSBN001 | National Licensed Registered Nurse (NCLEX-RN) | No | Yes | No |
| NIASE001 | ASE - Advanced Engine Performance Specialist (L1) | No | Yes | No |
| NIASE018 | ASE - Non-structural Analysis and Damage Repair (B3) | No | Yes | No |
| NIASE025 | ASE - Gasoline Engines (T1) | No | Yes | No |
| NIASE032 | ASE - Structural Analysis and Damage Repair (B4) | No | Yes | No |
| NIASE053 | ASE - Compressed Natural Gas (CNG) Engines (H1) | No | Yes | No |
| NIASE054 | ASE - Diesel Engines (H2) | No | Yes | No |
| NIASE055 | ASE - Drive Train (H3) | No | Yes | No |
| NIASE056 | ASE - Brakes (H4) | No | Yes | No |
| NIASE057 | ASE - Suspension and Steering (H5) | No | Yes | No |
| NIASE058 | ASE - Electrical/Electronic Systems (H6) | No | Yes | No |
| NIASE059 | ASE - Heating Ventilation and Air Conditioning (HVAC) (H7) | No | Yes | No |
| NIASE060 | ASE - Preventive Maintenance and Inspection (PMI) (H8) | No | Yes | No |
| NIASE061 | ASE - Alternate Fuels (F1) | No | Yes | No |
| NIASE071 | ASE - Light Vehicle Diesel Engines (A9) | No | Yes | No |
| NIASE095 | ASE Light Duty Hybrid/Electric Vehicle Specialist Certification Test (L3) | No | Yes | No |
| NIASE096 | ASE Undercar Specialist Exhaust Systems (X1) | No | Yes | No |
| NIFMS003 | NIMS Machining Level II - EDM - Plunge | No | Yes | No |
| NIFMS004 | NIMS Machining Level II - EDM - Wire | No | Yes | No |
| NIFMS007 | NIMS Machining Level II - Manual Milling Skills II | No | Yes | No |
| NIFMS012 | NIMS Machining Level II - Grinding Skills II | No | Yes | No |
| NIFMS018 | NIMS Machining Level II - Drill Press Skills II | No | Yes | No |
| NIFMS020 | NIMS Machining Level II - CNC Turning Skills II | No | Yes | No |
| NIFMS021 | NIMS Industrial Technology Maintenance Level 1 Bundle (9 Exams) | No | Yes | No |
| NJATC001 | NJATC Electrical - Level 5 | No | Yes | No |
| NMTCB001 | Certified Nuclear Medicine Technologist | No | Yes | No |
| NMTCB002 | Computed Tomography (CT) | No | Yes | No |
| NNCCO001 | Certified Clinical Hemodialysis Technician | No | Yes | No |
| NSTSA001 | Certified Surgical Technologist (CST) | No | Yes | No |
| NSTSA002 | Certified Surgical First Assistant (CSFA) | No | Yes | No |
| ORACL001 | Oracle Certified Associate (OCA): Database | No | Yes | No |
| ORACL002 | Oracle Certified Professional (OCP): Database | No | Yes | No |
| ORACL003 | Oracle Certified Master (OCM): Database | No | Yes | No |
| ORACL006 | Oracle Certified Master (OCM): Java Developer | No | Yes | No |
| PMMIN001 | PMMI Mechatronics Certification: Fluid Power | No | Yes | No |
| PMMIN002 | PMMI Mechatronics Certification: Industrial Electricity 2 | No | Yes | No |
| PMMIN003 | PMMI Mechatronics Certification: Mechanical Components 2 | No | Yes | No |
| PMMIN004 | PMMI Mechatronics Certification: Programmable Logic Controllers (PLCs) 2 | No | Yes | No |
| PRMIN005 | PMI Agile Certified Practitioner | No | Yes | No |
| PROSO010 | Certified Internet Web (CIW) Web Security Professional | No | Yes | No |
| PROSO019 | Certified Internet Web (CIW) Perl Specialist | No | Yes | No |
| PROSO026 | Certified Internet Web (CIW) Web Security Specialist | No | Yes | No |
| REDHT002 | Red Hat Certified System Administrator (RHCSA) Certification | No | Yes | No |
| SMACA001 | Industry 4.0 Controls Systems Specialist | No | Yes | No |
| SMACA002 | Industry 4.0 Electrical Systems Specialist | No | Yes | No |
| SMACA003 | Industry 4.0 Electro-Fluid Power Systems Specialist | No | Yes | No |
| SMACA004 | Industry 4.0 Instrumentation Specialist | No | Yes | No |
| SMACA005 | Industry 4.0 Mechanical Systems Specialist | No | Yes | No |
| SMACA006 | Industry 4.0 Network Systems Specialist | No | Yes | No |
| SMACA007 | Industry 4.0 Operations Specialist | No | Yes | No |
| SMACA008 | Industry 4.0 Robotics Specialist | No | Yes | No |
| SMFEN001 | Lean Bronze Certification (LBC) | No | Yes | No |
| SMRPRO01 | Certified Maintenance and Reliability Professional (CMRP) | No | Yes | No |
| SPACE001 | Aerospace Technician | No | Yes | No |
| TAFOM001 | Certified in Production and Inventory Management (CPIM) | No | Yes | No |
| USINS003 | Advanced Unmanned Safety: Level 2 | No | Yes | No |
| USINS004 | Advanced Unmanned System Operations (AUSO) Flight | No | Yes | No |
| USINS005 | Advanced Unmanned System Operations (AUSO) Ground | No | Yes | No |
| VMWRE004 | VMware Certified Professional - Data Center Virtualization | No | Yes | No |
| YAMAHA001 | Yamaha Marine Maintenance Certification: Inline | No | Yes | No |
| YAMAHA002 | Yamaha Marine Maintenance Certification: Mid-Range | No | Yes | No |
| YAMAHA003 | Yamaha Marine Maintenance Certification: Portable | No | Yes | No |
| YAMAHA004 | Yamaha Marine Maintenance Certification: V-Engine | No | Yes | No |
| ACFED006 | Certified Fundamentals Cook | No | No | Yes |

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|----------|--|----|----|-----|
| ADESK002 | Autodesk Certified User - AutoCAD | No | No | Yes |
| ADESK008 | Autodesk Certified User - Revit Architecture | No | No | Yes |
| ADESK011 | Autodesk Certified User - Inventor | No | No | Yes |
| ADESK029 | Autodesk Certified Professional - 3ds Max | No | No | Yes |
| ADESK030 | Autodesk Certified User - Maya | No | No | Yes |
| ADESK031 | Autodesk Certified User - 3ds Max | No | No | Yes |
| ADESK032 | Autodesk Certified User - Fusion 360 | No | No | Yes |
| ADOBE023 | Adobe Certified Professional in Video Design(Requires Premiere Pro and After Effects or Photoshop) | No | No | Yes |
| ADOBE024 | Adobe Certified Professional in Visual Design(Requires Photoshop and Illustrator or InDesign) | No | No | Yes |
| ADOBE025 | Adobe Certified Professional in Web Design(Requires Dreamweaver and Animate or Photoshop) | No | No | Yes |
| AMDDA002 | Certified Apprentice Drafter - Architectural | No | No | Yes |
| AMDDA005 | Certified Apprentice Drafter - Mechanical | No | No | Yes |
| AMEDT005 | Registered Phlebotomy Technician (RPT) | No | No | Yes |
| AMMSA001 | Food Safety and Science Certification | No | No | Yes |
| AMSPT002 | Certified Phlebotomy Technician | No | No | Yes |
| APPLE021 | Apple App Development with Swift Certification Level 1 | No | No | Yes |
| CARCH002 | Chief Architect Certified Apprentice | No | No | Yes |
| CERHB001 | Biotechnician Assistant | No | No | Yes |
| COMP018 | CompTIA IT Fundamentals+ | No | No | Yes |
| CPREC001 | Child Development Associate (CDA) | No | No | Yes |
| DUCKS001 | Ecology Conservation and Management Certification | No | No | Yes |
| ELANC001 | Fundamentals of Animal Science Certification | No | No | Yes |
| ESRIC001 | ArcGIS Desktop Entry | No | No | Yes |
| ETAIN006 | Avionics Electronics Technician | No | No | Yes |
| FEDAA011 | FAA Private Pilot | No | No | Yes |
| FEDAA013 | FAA Ground School | No | No | Yes |
| FEDAA015 | FAA Ground Instructor - Basic | No | No | Yes |
| FLADA001 | Florida Automobile Dealers Association (FADA) Certified Technician | No | No | Yes |
| FLAQAO01 | Aquaculture Technician | No | No | Yes |
| FLDEP003 | Wastewater Treatment Plant Operator Level C | No | No | Yes |
| FLDEP006 | Water Treatment Plant Operator Level C | No | No | Yes |
| FLDEP007 | Water Treatment Plant Operator Level D | No | No | Yes |
| FLDEP008 | Wastewater Treatment Plant Operator Level D | No | No | Yes |
| FLENG001 | Engineering Core certification | No | No | Yes |
| FLFBR001 | Agritechnology Specialist Certification | No | No | Yes |
| FLFBR002 | Agricultural Biotechnology Specialist Certification | No | No | Yes |
| FLFBR003 | Agricultural Communications Specialist Certification | No | No | Yes |
| FLFBR004 | Agricultural Mechanics Specialist Certification | No | No | Yes |
| FLFBR005 | Animal Science Specialist Certification | No | No | Yes |
| FLFBR007 | Agriculture Associate Certification | No | No | Yes |
| FLFBR008 | Forestry Specialist Certification | No | No | Yes |
| FLFBR009 | Agriculture Systems Associate Certification | No | No | Yes |
| FLFBR010 | Natural Resources Specialist Certification | No | No | Yes |
| FLSFM005 | Fire Fighter I | No | No | Yes |
| FLVMA002 | Certified Veterinary Assistant (CVA) | No | No | Yes |
| FNGLA001 | Certified Horticulture Professional | No | No | Yes |
| FNGLA003 | Certified Landscape Maintenance Technician | No | No | Yes |
| FNGLA004 | Certified Landscape Technician | No | No | Yes |
| GRBCI002 | LEED Green Associate | No | No | Yes |
| HBINS002 | Pre-Apprenticeship Certificate Training (PACT), Building Construction Technology | No | No | Yes |
| HBINS003 | HBI Pre-Apprenticeship Certificate Training (PACT), Carpentry | No | No | Yes |
| HBINS004 | HBI Pre-Apprenticeship Certificate Training (PACT), Core | No | No | Yes |
| HBINS005 | HBI Pre-Apprenticeship Certificate Training (PACT), Core Green | No | No | Yes |
| HBINS006 | HBI Pre-Apprenticeship Certificate Training (PACT), Electrical | No | No | Yes |
| ICOEC005 | EC-Council Cyber Forensics Associate | No | No | Yes |
| ICOEC006 | EC-Council Ethical Hacker Associate | No | No | Yes |
| INTUT001 | Quickbooks Certified User | No | No | Yes |
| INTUT002 | Entrepreneurship & Small Business | No | No | Yes |
| INTUT003 | Master Entrepreneurship Certification | No | No | Yes |
| LINPI001 | Linux Essentials 010 | No | No | Yes |
| MICRO017 | Microsoft Office Specialist: Microsoft Office 2016 Master Specialist (Requires Word Expert, Excel Expert, PowerPoint, and Access or Outlook) | No | No | Yes |
| MICRO070 | Microsoft Technology Associate (MTA) - Database Administration Fundamentals | No | No | Yes |
| MICRO074 | Microsoft Technology Associate (MTA) - Software Development Fundamentals | No | No | Yes |
| MICRO076 | Microsoft Technology Associate (MTA) - Windows OS Fundamentals | No | No | Yes |
| MICRO077 | Microsoft Technology Associate (MTA) - Security Fundamentals | No | No | Yes |
| MICRO078 | Microsoft Technology Associate (MTA) - Networking Fundamentals | No | No | Yes |
| MICRO080 | Microsoft Technology Associate (MTA) - HTML5 Application Developer Fundamentals | No | No | Yes |
| MICRO102 | Microsoft Technology Associate (MTA) - Mobility and Devices Fundamentals | No | No | Yes |
| MICRO104 | Microsoft Technology Associate (MTA) - Introduction to Programming Using JavaScript | No | No | Yes |
| MICRO105 | Microsoft Technology Associate (MTA) - Introduction to Programming Using HTML and CSS | No | No | Yes |
| MICRO112 | Microsoft Technology Associate (MTA) - Introduction to Programming Using Python | No | No | Yes |
| MICRO114 | Microsoft Technology Associate (MTA) - Introduction to Programming Using Java | No | No | Yes |
| MICRO115 | Microsoft Technology Associate (MTA) - Windows Server Administration Fundamentals | No | No | Yes |
| MICRO123 | Microsoft 365 Certified: Fundamentals | No | No | Yes |
| MICRO124 | Microsoft Certified: Azure AI Fundamentals | No | No | Yes |
| MICRO125 | Microsoft Certified: Azure Data Fundamentals | No | No | Yes |
| MICRO126 | Microsoft Certified: Azure Fundamentals | No | No | Yes |
| MICRO128 | Microsoft Certified: Power Platform Fundamentals | No | No | Yes |
| NATHA007 | Certified Phlebotomy Technician (CPT) | No | No | Yes |
| NCATT003 | Aerospace / Aircraft Assembly (AAA) | No | No | Yes |
| NCCER005 | NCCER Carpentry - Level 1 (Secondary) | No | No | Yes |
| NCCER008 | NCCER Construction Technology (Secondary) | No | No | Yes |

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|----------|---|-----|----|-----|
| NCCER010 | NCCER Electrical - Level 1 (Secondary) | No | No | Yes |
| NCCER018 | NCCER HVAC - Level 1 (Secondary) | No | No | Yes |
| NCCER025 | NCCER Masonry - Level 1 (Secondary) | No | No | Yes |
| NCCER026 | NCCER Plumbing - Level 1 (Secondary) | No | No | Yes |
| NCCER032 | NCCER Carpentry - Level 2 (Secondary) | No | No | Yes |
| NCCER033 | NCCER Carpentry - Level 3 (Secondary) | No | No | Yes |
| NCCER034 | NCCER Carpentry - Level 4 (Secondary) | No | No | Yes |
| NCCER036 | NCCER Concrete Finishing - Level 1 (Secondary) | No | No | Yes |
| NCCER038 | NCCER Electrical - Level 2 (Secondary) | No | No | Yes |
| NCCER039 | NCCER Electrical - Level 3 (Secondary) | No | No | Yes |
| NCCER040 | NCCER Electrical - Level 4 (Secondary) | No | No | Yes |
| NCCER044 | NCCER Masonry - Level 2 (Secondary) | No | No | Yes |
| NCCER045 | NCCER Masonry - Level 3 (Secondary) | No | No | Yes |
| NCCER061 | NCCER Welding- Level 1 | No | No | Yes |
| NCCER062 | NCCER Welding - Level 2 (Secondary) | No | No | Yes |
| NCCER069 | NCCER Plumbing - Level 2 (Secondary) | No | No | Yes |
| NCCER070 | NCCER Plumbing - Level 3 (Secondary) | No | No | Yes |
| NCCER071 | NCCER Plumbing - Level 4 (Secondary) | No | No | Yes |
| NCCER081 | NCCER HVAC - Level 2 (Secondary) | No | No | Yes |
| NCCER082 | NCCER HVAC - Level 3 (Secondary) | No | No | Yes |
| NCCER083 | NCCER HVAC - Level 4 (Secondary) | No | No | Yes |
| NCCER084 | NCCER Industrial Maintenance Mechanic - Level 1 (Secondary) | No | No | Yes |
| NCCER085 | NCCER Industrial Maintenance Mechanic - Level 2 (Secondary) | No | No | Yes |
| NCCER086 | NCCER Industrial Maintenance Mechanic - Level 3 (Secondary) | No | No | Yes |
| NCFCT003 | National Certified Phlebotomy Technician | No | No | Yes |
| NIASE076 | ASE Auto Maintenance and Light Repair (G1) | No | No | Yes |
| NIASE077 | ASE Entry-level - Auto: Automatic Transmission/Transaxle (AT) | No | No | Yes |
| NIASE078 | ASE Entry-level - Auto: Automobile Service Technology (AS) | No | No | Yes |
| NIASE079 | ASE Entry-level - Auto: Brakes (BR) | No | No | Yes |
| NIASE080 | ASE Entry-level - Auto: Electrical/Electronic Systems (EE) | No | No | Yes |
| NIASE081 | ASE Entry-level - Auto: Engine Performance (EP) | No | No | Yes |
| NIASE082 | ASE Entry-level - Auto: Engine Repair (ER) | No | No | Yes |
| NIASE083 | ASE Entry-level - Auto: Heating and Air Conditioning (AC) | No | No | Yes |
| NIASE084 | ASE Entry-level - Auto: Manual Drive Train and Axles (MD) | No | No | Yes |
| NIASE085 | ASE Entry-level - Auto: Suspension and Steering (SS) | No | No | Yes |
| NIASE086 | ASE Entry-level - Collision: Mechanical and Electrical (ME) | No | No | Yes |
| NIASE087 | ASE Entry-level - Collision: Non-structural Analysis and Damage Repair (NS) | No | No | Yes |
| NIASE088 | ASE Entry-level - Collision: Painting and Refinishing (PR) | No | No | Yes |
| NIASE089 | ASE Entry-level - Collision: Structural Analysis and Damage Repair (SR) | No | No | Yes |
| NIASE090 | ASE Entry-level - Truck: Brakes (TB) | No | No | Yes |
| NIASE091 | ASE Entry-level - Truck: Diesel Engines (DE) | No | No | Yes |
| NIASE092 | ASE Entry-level - Truck: Electrical/Electronic Systems (TE) | No | No | Yes |
| NIASE093 | ASE Entry-level - Truck: Steering & Suspension (TS) | No | No | Yes |
| NIASE094 | ASE Entry-level - Truck: Inspection, Maintenance, and Minor Repair (IM) | No | No | Yes |
| NIFMS001 | NIMS Machining Level I - CNC Milling: Programming Setup & Operations | No | No | Yes |
| NIFMS002 | NIMS Machining Level I - CNC Turning: Programming Setup & Operations | No | No | Yes |
| NIFMS008 | NIMS Machining Level I - Turning Operations: Turning Between Centers | No | No | Yes |
| NIFMS010 | NIMS Machining Level I - Turning Operations: Turning Chucking Skills | No | No | Yes |
| NIFMS013 | NIMS Machining Level I - Drill Press Skills I | No | No | Yes |
| NIFMS014 | NIMS Machining Level I - CNC Milling: Operations | No | No | Yes |
| NIFMS016 | NIMS Machining Level I - Grinding Skills I | No | No | Yes |
| NIFMS017 | NIMS Machining Level I - Manual Milling Skills I | No | No | Yes |
| NRAEF003 | Certified Food Protection Manager (ServSafe®) | No | No | Yes |
| NRFSP001 | Certified Food Safety Manager | No | No | Yes |
| NRFSP002 | HACCP Certification | No | No | Yes |
| OEDGP001 | PCAP – Certified Associate in Python Programming | No | No | Yes |
| PRMIN004 | PMI Project Management Ready | No | No | Yes |
| PROSO024 | Certified Internet Web (CIW) Web Foundations Associate | No | No | Yes |
| PROSO025 | Certified Internet Web (CIW) Web Security Associate | No | No | Yes |
| PROSO031 | Certified Internet Web (CIW) Social Media Strategist | No | No | Yes |
| PROSO032 | Certified Internet Web (CIW) User Interface Designer | No | No | Yes |
| RECFN001 | RECF Pre-Engineering Certification | No | No | Yes |
| RECFN002 | RECF Robotics Certification | No | No | Yes |
| SALES001 | Salesforce Certified Administrator | No | No | Yes |
| SOCTE004 | Broadband Premises Installer (BPI) | No | No | Yes |
| SOLID003 | Certified Solidworks Associate-Academic (CSWA-Academic) | No | No | Yes |
| TAFLP001 | Accredited Legal Professional (ALP) | No | No | Yes |
| TBOOM001 | Toon Boom Certified Associate (Harmony Premium) | No | No | Yes |
| TBOOM003 | Toon Boom Certified Associate (Storyboard Pro) | No | No | Yes |
| TBOOM004 | Toon Boom Certified Associate (Harmony Advanced) | No | No | Yes |
| UNITY001 | Unity Certified Associate | No | No | Yes |
| UNITY002 | Unity Certified User: Programmer | No | No | Yes |
| UNITY003 | Unity Certified User: Artist | No | No | Yes |
| UNITY004 | Unity Certified User: VR Developer | No | No | Yes |
| USINS001 | Small UAS (sUAS) Safety Certification: Level 1 | No | No | Yes |
| USINS002 | Visual Line of Sight System Operator (VSO) Ground | No | No | Yes |
| CERTI802 | IC3 Spark | Yes | No | Yes |
| CERTI803 | IC3 - Computing Fundamentals | Yes | No | Yes |
| CERTI804 | IC3 - Key Applications | Yes | No | Yes |
| CERTI805 | IC3 - Living Online | Yes | No | Yes |
| CERTI806 | IC3 Digital Literacy Level 1 | Yes | No | Yes |
| CERTI807 | IC3 Digital Literacy Level 2 | Yes | No | Yes |

| | | | | |
|----------|--|-----|----|-----|
| CERTI808 | IC3 Digital Literacy Level 3 | Yes | No | Yes |
| DIGIT802 | Rapid Prototyping & 3D Design Beginner | Yes | No | Yes |
| DIGIT803 | GIS Essentials Certification | Yes | No | Yes |
| FABLE801 | Animation-ish | Yes | No | Yes |
| FABLE802 | FabMaker Studio Certification | Yes | No | Yes |
| ISOGR801 | TOSA®DigComp | Yes | No | Yes |
| ISOGR802 | TOSA® CyberCitizen | Yes | No | Yes |
| ISOGR803 | TOSA® Google Docs | Yes | No | Yes |
| ISOGR804 | TOSA® Google Sheets | Yes | No | Yes |
| ISOGR805 | TOSA® Google Slides | Yes | No | Yes |
| KNOWL801 | Python Coding Apprentice (PCA) | Yes | No | Yes |
| MICRO801 | Microsoft Office Specialist: Microsoft Office Excel | Yes | No | Yes |
| MICRO802 | Microsoft Office Specialist: Microsoft Office Word | Yes | No | Yes |
| MICRO803 | Microsoft Office Specialist: Microsoft Office PowerPoint | Yes | No | Yes |
| PRODL801 | Coding in Minecraft | Yes | No | Yes |
| PROSO801 | ICT – Database Essentials | Yes | No | Yes |
| PROSO802 | ICT – Gaming Essentials | Yes | No | Yes |
| PROSO803 | ICT – Multimedia Essentials | Yes | No | Yes |
| PROSO804 | ICT – Programming & Logic Essentials | Yes | No | Yes |
| PROSO805 | ICT – Web Design Essentials | Yes | No | Yes |
| PROSO806 | ICT - Communications Essentials | Yes | No | Yes |
| PROSO807 | ICT - Computing Essentials | Yes | No | Yes |
| PROSO808 | ICT - Cybersecurity Essentials | Yes | No | Yes |
| PROSO809 | ICT - Spreadsheet Essentials | Yes | No | Yes |
| PROSO810 | ICT - Word Processing Essentials | Yes | No | Yes |
| PROSO811 | ICT - Fundamentals | Yes | No | Yes |
| PROSO812 | ICT Digital Citizenship and Ethics | Yes | No | Yes |

Approved _____
Disapproved _____

Action Item 1

CREDENTIALS REVIEW COMMITTEE CHARTER AND DESIGNATION OF COMMITTEE CHAIR

Florida House Bill 1507 created Chapter 14.36, Florida Statutes, the Reimagining Education and Career Help Act (REACH Act) to address the evolving needs of Florida's economy by increasing the level of collaboration and cooperation among state businesses and education communities while improving training within and equity and access to a more integrated workforce and education system for all Floridians. This legislation amended Chapter 445.004, Florida Statutes. The bill was signed into law by Governor Ron DeSantis on June 24, 2021, and the law went into effect July 1, 2021, as Florida Law 2021-164.

Pursuant to Chapter 445.004(4), Florida Statutes, the Executive Committee of the CareerSource Florida Board of Directors, the state workforce development board, appointed the Credentials Review Committee at its meeting Aug. 26, 2021. The Credentials Review Committee will identify nondegree credentials and degree credentials of value for approval by the state board and inclusion in the Master Credentials List. Such credentials must include registered apprenticeship programs, industry certifications, licenses, advanced technical certificates, college credit certificates, career certificates, applied technology diplomas, associate degrees, baccalaureate degrees and graduate degrees.

Information about the Credentials Review Committee, its membership, statutory requirements, authorities and powers, meetings and communication, operations, key deliverables and the process for approving credentials of value are described in the Credentials Review Committee Charter (attached). In addition, the charter describes the ethics and transparency requirements of the Credentials Review Committee and CareerSource Florida as a support organization for the committee.

Except as described in the authorities and powers section of the Credentials Review Committee Charter, the Credentials Review Committee will act as an advisory committee or similar group created by the state workforce development board.

The Credentials Review Committee, its leadership, and CareerSource Florida do not have any direct or implied authority to withhold or direct funds appropriated by the federal government or the Florida Legislature for distribution by the partner entities who make up the membership of the committee.

FOR CONSIDERATION

- **Approve the Credentials Review Committee Charter and all elements of the charter including the authorities and powers designated under Florida Statutes.**
- **Approve the Director of the Reimagining Education and Career Help Office to act as Chair of the Credentials Review Committee for a period of one (1) year from the approval of this action.**

ATTACHMENTS

- **Credentials Review Committee Charter**

Florida Credentials Review Committee

| | |
|-------------------|--|
| Title: | CareerSource Florida State Workforce Development Board Credentials Review Committee Charter |
| Adopted: | |
| Effective: | |

A. INTRODUCTION

Background

Florida House Bill 1507 created Chapter 14.36, Florida Statutes, the Reimagining Education and Career Help (REACH) Act. The REACH Act addresses the evolving needs of Florida's economy by increasing the level of collaboration and cooperation among state businesses and education communities while improving training within and equity and access to a more integrated workforce and education system for all Floridians. This legislation amended Chapter 445.004, Florida Statutes. The bill was signed into law by Governor Ron DeSantis on June 24, 2021, and went into effect July 1, 2021 as Florida Law 2021-164.

The REACH Act is a bold step to modernize career pathways while promoting an aligned and seamless service delivery framework of workforce services to customers as well as improving employment and training outcomes through stronger connections between training offered and the training needed by employers. The law establishes a blueprint for Florida's talent ecosystem to ensure the state has the talent it needs to remain competitive in the new global economy.

Workforce boards, colleges and industry leaders will converge to create a uniform set of credentials and skills that align education and training to workforce needs. The REACH Act is a major step toward these goals. It creates the REACH Office under the purview of the Governor so that all entities involved in workforce preparation – education, workforce development, and those helping Floridians achieve economic self-sufficiency – are collaborating and informed by a common understanding of what occupations and skills are most in demand throughout Florida and the creation of a state-approved list of credentials that align with industry demand.

Statutory Requirements

Chapter 14.36(2)(a), Florida Statutes, defines "Credential" as an apprenticeship certificate, industry certification, license, advanced technical certificate, college credit certificate, career certificate, applied technology diploma, associate in applied science degree, associate in science degree, Bachelor of Applied Science degree, and Bachelor of Science degree.

Pursuant to Chapter 445.004(4), Florida Statutes, the Florida state workforce development board shall appoint a Credentials Review Committee to identify nondegree credentials and degree credentials of value for approval by the state board and inclusion in the Master Credentials List. Such credentials must include registered apprenticeship programs, industry certifications, licenses, advanced technical certificates, college credit certificates, career

certificates, applied technology diplomas, associate degrees, baccalaureate degrees and graduate degrees.

Except as described in the authorities and powers section below, the Credentials Review Committee will act as an advisory committee or similar group created by CareerSource Florida, Inc. The Credentials Review Committee, its leadership, and CareerSource Florida do not have any direct or implied authority to withhold or direct funds appropriated by the federal government or the Florida Legislature for distribution by the partner entities who make up the membership of the committee.

B. AUTHORITIES AND POWERS

Under the REACH Act, the Credentials Review Committee has the authority to:

- Define a framework of quality that will be used to identify credentials of value to include nondegree and degree credentials, registered apprenticeship programs, industry certifications, licenses, advanced technical certificates, college credit certificates, career certificates, applied technology diplomas, associate degrees, baccalaureate degrees and graduate degrees
- Designate the process for appealing decisions of the Credentials Review Committee
- Designate the process for submitting the Master Credentials List to the Florida State Workforce Board for approval
- Designate the process for forwarding the Master Credentials List to the State Board of Education by January 31, 2022, and annually thereafter
- Designate the date by which the Master Credentials List must be published
- Designate how reports of the Credentials Review Committee will be completed and made available to the public
- Designate any processes for the Credentials Review Committee to use to operate within the authorities established in statute

C. COMMITTEE MEMBERSHIP

Membership

The Credentials Review Committee must include:

Statutorily Designated Members

- The Chancellor of the Florida Department of Education Division of Public Schools
- The Chancellor of the Florida Department of Education Division of Career and Adult Education

- The Chancellor of the Florida College System
- The Chancellor of the State University System
- The Director of the Office of Reimagining Education and Career Help

Appointed Members

- Four (4) members from local workforce development boards with equal representation from urban and rural regions
- Two (2) members from non-public postsecondary institutions
- Two (2) members from industry associations
- Two (2) members from Florida-based businesses
- Two (2) members from the Florida Department of Economic Opportunity
- One (1) member from the Florida Department of Agriculture and Consumer Services

Appointment of Members and Term

The majority of membership of the Credentials Review Committee is designated by statute. Those members who are not designated by statute shall be appointed by the CareerSource Florida Board of Directors or its Executive Committee from a list of qualified, representative and appropriate nominees and volunteers.

CareerSource Florida solicits nominees from the Executive Office of the Governor; the Reimagining Education and Career Help Office; the CareerSource Florida Board of Directors; the Florida Department of Economic Opportunity; local workforce development boards; The Florida Department of Education and its Divisions of Public Schools and Career and Adult Education; the Florida College System; the State University System; independent education organizations; the Florida Department of Agriculture and Consumer Services; industry associations; and Florida businesses.

Membership from local workforce development boards, non-public postsecondary institutions, industry associations, and Florida-based businesses should represent diverse geographic areas of the state including urban, rural and suburban areas.

The members of the Credentials Review Committee shall serve for two years. Qualified members of the Credentials Review Committee may be reappointed by the CareerSource Florida Board or its Executive Committee.

Ethics and Transparency

The Credentials Review Committee will promote an ethical and transparent structure. All committee meetings will be conducted in an open manner, comply with federal and state laws and ensure the public has access to information. The Credentials Review Committee is subject to the provisions of Chapter 119, Florida Statutes, relating to public records, and provisions of Chapter 286, Florida Statutes, relating to public meetings.

Chapter 119, Florida Statutes, commonly known as Florida's Public Records Law, provides information on public records in Florida, including policies, definitions, exemptions, general information on records access, inspection, examination and duplication. It is the policy of the state of Florida that "all state, county, and municipal records are open for personal inspection and copying by any person. Providing access to public records is the duty of each agency"

including CareerSource Florida and the Credentials Review Committee. (Chapter 119.01, Florida Statutes).

Chapter 286, Florida Statutes, also known as Florida's Sunshine Law, establishes a basic right of access to meetings of boards, commissions and other governing bodies of state and local governmental agencies or authorities. The law describes how boards conduct public meetings, how these meetings are noticed, who may attend, and how they may be accessed. This law also describes what records must be kept and made available to the public upon request. CareerSource Florida and the Credentials Review Committee will support best practices in organizational ethics training and implementation of federal and state transparency requirements.

Ethics and Public Disclosure

Credentials Review Committee members are expected to safeguard their ability to make objective, fair and impartial decisions. Credentials Review Committee members may not accept benefits when it could be inferred by a reasonable observer that the benefit was intended to influence a pending or future decision or to reward a past decision. Credentials Review Committee members will not use the powers and resources of the committee for personal benefit or for the benefit of immediate family members.

Each member of the Credentials Review Committee including statutorily delegated members and appointees who do not otherwise have to file a financial disclosure pursuant to Section 8, Article II of the State of Florida Constitution, or Chapter 112.3144, Florida Statutes shall file disclosure of financial interests pursuant to Chapter 112.3145, Florida Statutes.

Credentials Review Committee members may be employed by organizations with existing state contracts or may contract with any of the public, private or other entities represented on the Committee. Credentials Review Committee members who have a conflict of interest relating to the authorities and powers defined in this charter made by the committee are compelled to openly disclose a potential, real, or perceived conflict as soon as the issue arises.

Credentials Review Committee members are in a conflict of interest whenever they themselves, or members of their immediate family, place of employment, business partners or close personal associates may personally benefit either directly or indirectly, financially or otherwise, from their position on the Credentials Review Committee. For the purpose of this charter and business of the committee, "immediate family" is defined as parents, stepparents, spouses or domestic partners, children, stepchildren, full or half siblings, in-laws, sibling in-laws, grandparents, great-grandparents, step-grandparents, aunts, uncles, nieces, nephews and grandchildren.

Committee members are required to disclose conflicts of interest prior to any vote or other action by the committee in which business involving these interests will be discussed. Credentials Review Committee members are not required to be dismissed or otherwise not attend a meeting where such business is discussed; however, after disclosing potential conflicts, those who could benefit from a transaction must abstain from discussion and voting on the recommended action.

A conflict of interest may be real, potential, or perceived; the same duty to disclose applies to each. Full disclosure does not remove a conflict of interest. If a committee member is not certain they are in a conflict-of-interest position, he/she may consult the ethics officer for CareerSource

Florida who serves as the ethics and public records officer for the Credentials Review Committee.

All committee members shall sign an acknowledgement of the ethics and public disclosure requirements for membership on the committee. This acknowledgement is filed with the CareerSource Florida Board of Directors.

Chair of Credentials Review Committee

The director of the Reimagining Education and Career Help Office shall serve as the chair of the Credentials Review Committee for the first year of the committee. After one year, the Credentials Review Committee will designate a chair by a majority vote of the committee. If this position becomes vacant during the serving chair's term, an interim chair may be appointed by the CareerSource Florida Board of Directors or the board's Executive Committee until a new chair is designated by a vote of the Credentials Review Committee.

The chair of the CareerSource Florida Board of Directors shall not serve at any time as the chair or interim chair of the Credentials Review Committee; however, members of the state workforce development board may be appointed to serve in other roles on the committee for which they are qualified.

The chair of the Credentials Review Committee shall preside over meetings and delegate tasks to the membership of the committee to fulfill the statutory obligations of the committee. Other than the specific authorities, delegations and requirements described in Chapter 14.26, Florida Statutes, Chapter 445.004, Florida Statutes, and in this charter the Credentials Review Committee and its chair shall have no obligations, policymaking authority or rulemaking ability.

Removal of Committee Members

Designated or appointed members of the Credentials Review Committee may be removed for cause by the Governor. For cause includes, but is not limited to, engaging in fraud or other criminal acts, incapacity, unfitness, neglect of duty, official incompetence and irresponsibility, misfeasance, malfeasance, nonfeasance, gross mismanagement, waste, or lack of performance.

Designated members of the Credentials Review Committee who no longer serve in their statutorily designated role shall be removed from the Credentials Review Committee and the position shall remain vacant until an interim or permanent designee is selected.

Appointed members of the Credentials Review Committee who no longer qualify to serve in their appointed role shall be removed and a replacement will be appointed by the CareerSource Florida Board of Directors or its Executive Committee.

Absences and Permanent Designees

Appointed members of the Committee may be removed by the CareerSource Florida Board or Executive Committee if that appointed member is absent from three (3) consecutive regular meetings of the Credentials Review Committee.

Those Credentials Review Committee members who are statutorily designated members of the committee may, at the committee member's discretion, appoint a proxy or permanent designee to serve on the committee in the committee member's absence, subject to approval by the chair

of the committee. The committee members shall retain the right to attend and vote at any and all regular meetings, but the permanent designee, once accepted by the chair, may, in the committee member's absence, attend and vote at any and all meetings and such attendance and vote shall be as if the board member attended and voted for attendance and voting requirements, including, but not limited to, establishing a board quorum.

D. MEETING SCHEDULES

Meetings

The Credentials Review Committee shall meet at a place provided for by the CareerSource Florida Board of Directors and its administrative entity, the Florida Department of Economic Opportunity. The Credentials Review Committee shall hold the following types of meetings:

- **Regular Meetings.** Regular meetings of the committee shall be held on a quarterly basis each year for the purpose of producing the key deliverables and updating the Master Credentials List as described below.
- **Special Meetings.** Special meetings of the Credentials Review Committee may be called by the chair of the Committee or the chair of the CareerSource Florida Board of Directors.

Meeting Locations and Formats

Both regular and special meetings may be held in person or use any method of telecommunications to conduct meetings, including establishing a quorum through telecommunications or webinar, provided that the public is given proper notice of the telecommunications meeting and is given reasonable access to observe and, when appropriate, participate.

Quorum and Voting

A majority of the total current membership of the Credentials Review Committee shall constitute a quorum for a meeting of the Credentials Review Committee. A majority of the committee membership is required to organize and conduct the business of the committee.

Notice of Meetings

Written notice shall be provided stating the place, the day and hour of said meetings of the Credentials Review Committee, and the purpose or purposes of the meeting shall be stated in the notice. Said notice shall comply with notice and procedural requirements of Florida's Government-in-the-Sunshine Law and reasonable efforts shall be made to deliver by electronic mail to each member entitled to vote at such meeting not less than seven (7) nor more than 45 days prior to the date of such meeting. In case of special meetings, or when meetings are called by the CareerSource Florida Board of Directors, the purpose or purposes for which the meeting is called shall be stated in the notice.

Meetings of the Credentials Review Committee may coincide with the date of regular or special meetings of the CareerSource Florida Board of Directors or the State Board of Education but may not be scheduled at the same time as meetings of the CareerSource Florida Board of Directors or State Board of Education.

All notices and agendas for meetings of the Credentials Review Committee shall be posted on CareerSource Florida's website.

E. OPERATIONS AND RECORDS RETENTION

Fiscal Year

The fiscal year for the Credentials Review Committee shall be July 1 through June 30.

Execution of Documents

The chair of the Credentials Review Committee shall have authority to record actions of the committee, including recommendations for the Master Credentials List as approved or not approved.

Books and Records

The CareerSource Florida professional team, REACH Office, Department of Economic Opportunity and the Department of Education shall provide administrative support for the Credentials Review Committee. The CareerSource Florida professional team shall keep correct and complete records of accounts and shall keep recordings of and minutes on the proceedings of the Credentials Review Committee. The CareerSource Florida professional team shall archive records of the Credentials Review Committee with the Bureau of Archives and Records Management of the Division of Library and Information Services of the Department of State.

All information pertaining to the Credentials Review Committee, the process for the approval of credentials of value and the Master Credentials List shall be made available and be easily accessible to the public on all relevant state agency websites.

Pursuant to Chapter 119, Florida Statutes and Chapter 286, Florida Statutes, all books and records of the Credentials Review Committee, except records designated as confidential, may be inspected by any person or his agent or attorney, for any purpose at any reasonable time upon request. The request shall be submitted to the chair of the Credentials Review Committee and the President of CareerSource Florida who shall designate the time and place for such inspection.

All agendas, committee meeting packets and actions of the Credentials Review Committee shall be posted on the CareerSource Florida Board of Directors website.

Budget and Fiscal Accountability

The CareerSource Florida Board of Directors shall adopt a budget for the purposes of holding meetings of the Credentials Review Committee.

No funds other than those appropriated by the Florida Legislature for the purposes of administering the Credentials Review Committee or approved by the CareerSource Florida Board of Directors shall be received or allocated to the operation of the Credentials Review Committee.

All documents relating to funds received, allocated, reimbursed or associated with the Credentials Review Committee shall be retained and accounted for by the CareerSource Florida professional team. Receipts, documents, and other information pertaining to the budget and operations of the Credentials Review Committee may be inspected in compliance with Chapter 119, Florida Statutes.

F. DUTIES OF THE CREDENTIALS REVIEW COMMITTEE

Framework of Quality and Credentials of Value Definition

The Credentials Review Committee shall establish a definition for credentials of value and create a framework of quality. The framework must align with federally funded workforce accountability requirements and undergo biennial review.

The criteria to determine value for nondegree credentials should, at a minimum, require:

- Evidence the credential meets labor market demand as identified by the Labor Market Estimating Conference created in Section 216.136, Florida Statutes, or meets local demand as identified in the criteria adopted by the Credentials Review Committee. Evidence must include employer information on present credential use or emerging opportunities
- Evidence the competencies mastered upon completion of the credential are aligned with labor market demand
- Evidence of the employment and earnings outcomes for individuals after obtaining the credential. Earnings outcomes must provide middle- to high-level wages with preference given to credentials generating high-level wages. To be identified as a credential of value, credentials that do not meet the earnings outcomes criteria must be part of a sequence of credentials required for the next level occupation that will meet the earnings outcomes criteria. For new credentials, these criteria may be met with conditional eligibility until measurable labor market outcomes are obtained

The Credentials Review Committee shall establish the criteria to determine value for degree programs including associate, baccalaureate and graduate degrees. These criteria shall include:

- Evidence the program meets the labor market demand as identified by the Labor Market Estimating Conference created in Section 216.136 or meets local demand as determined by the committee. Such criteria must be used to designate programs of emphasis under Section 1001.706 and to guide the development of program standards and benchmarks under Section 1004.92

The Credentials Review Committee shall establish a process for prioritizing nondegree credentials and degree programs based on critical statewide or regional shortages.

Master Credentials List

The Credentials Review Committee shall develop a Master Credentials List that must, at a minimum, identify:

- Nondegree credentials and degree programs determined to be of value for purposes of Sections 1008.44 and 1011.61(1), Florida Statutes
- If the credential or degree program meets statewide, regional, or local level demand (as determined by the committee)
- The type of certificate, credential, or degree

- The primary standard occupation classification code

The Credentials Review Committee shall establish a process for:

- At a minimum, quarterly review and approval of credential applications. Approved credentials of value shall be used by the committee to develop the Master Credentials List
- Annual review of the Master Credentials List
- Phasing out credentials on the Master Credentials List that no longer meet the framework of quality
- Designating performance funding eligibility under Sections 1011.80 and 1011.81, Florida Statutes, based upon the highest available certification for postsecondary students
- Beginning with the 2022-2023 school year, submitting the Master Credentials List to the State Board of Education

For the 2021-2022 school year, the Master Credentials List shall be composed of the [Career and Professional Education Act \(CAPE\) Industry Certification Funding List](#) and the [CAPE Postsecondary Industry Certification Funding List](#) under Sections 1008.44 and 1011.62(1) and adopted by the State Board of Education before October 1, 2021.

The Department of Agriculture and Consumer Services, in cooperation with the Institute of Food and Agricultural Sciences at the University of Florida and the College of Agriculture and Food Sciences at the Florida Agricultural and Mechanical University, shall submit industry certifications for agriculture occupations to the Credentials Review Committee to be considered for placement on the Master Credentials List.

CIP to SOC Linkage

The Credentials Review Committee shall establish a process for linking Classifications of Instructional Programs (CIP) to Standard Occupational Classifications (SOC) for all new credentials of value identified on the Master Credentials List. The CIP code aligns instructional programs to occupations. A CIP to SOC link indicates that programs classified in the CIP code category prepare individuals for jobs classified in the SOC code category.

The CareerSource Florida Board of Directors shall submit approved CIP to SOC linkages to the State Board of Education with each credential that is added to the Master Credentials List.

FETPIP Data Elements

Any project conducted by the Department of Education or the workforce development system that requires placement information shall use information provided through the Florida Education and Training Placement Information Program (FETPIP) and shall not initiate automated matching of records in duplication of methods already in place in FETPIP.

The Department of Education shall implement an automated system which matches the social security numbers of former participants in workforce programs and state educational and training programs with information in the files of state and federal agencies that maintain educational, employment, and United States armed service records and shall implement

procedures to identify the occupations of those former participants whose social security numbers are found in employment records.

The Credentials Review Committee shall identify all data elements necessary to collect information on credentials by FETPIP automated system under Section 1008.39.

Returned Value Funding Formula

The Credentials Review Committee shall develop a returned-value funding formula as provided under Sections 1011.80(7) and 1011.81(2)(b), Florida Statutes, to allocate school district performance funds that reward student job placements and wages for students earning industry certifications, with a focus on increasing the economic mobility of underserved populations. One-third of the performance funds shall be allocated based on student job placements. The remaining two-thirds shall be allocated using a tiered, weighted system based on aggregate student wages that exceed minimum wage, with the highest weight applied to the highest wage tier, with additional weight for underserved populations. Student wages above minimum wage are considered to be the value added by the institutions' training. At a minimum, the formula must consider variables such as differences in population and wages across school districts.

When developing the formula, the committee may not penalize Florida College System institutions or school districts if students postpone employment to continue their education.

G. PROCESS FOR APPROVAL OF CREDENTIALS OF VALUE

The framework of quality and rules supporting the framework are shared quarterly with all Florida school districts, educators and instructors in secondary and postsecondary education, career and technical educators, registered apprenticeship programs, the Florida College System, the State University System, independent educators, local workforce development boards and other stakeholders.

- A joint review team established by the Credentials Review Committee to include the Department of Education, Department of Economic Opportunity, CareerSource Florida professional team, and other agencies as determined by the committee, collects and reviews information submitted about credentials of value. The review team is authorized by the Credentials Review Committee to communicate with submitters and stakeholders on their behalf. The review team will follow the process established by the Credentials Review Committee to review submissions.
- The review team presents recommendations to the Credentials Review Committee in the form of an action item describing specific credentials of value that meet the framework of quality established by the committee.
- The Credentials Review Committee may, by a majority, approve recommendations in whole or in part. The Credentials Review Committee may decline or delay approval on any recommendation and send the recommendation back to the review committee to collect more information for presentation at the next quarterly meeting of the Credentials Review Committee.

- All eligible recommendations approved by the Credentials Review Committee are forwarded to the CareerSource Florida Board of Directors for consideration at its next regularly scheduled meeting.
- An action item describing all eligible recommendations approved by the Credentials Review Committee *and* any certifications on which the committee declined or delayed approval pending further information is presented to the CareerSource Florida Board of Directors.
- Recommendations approved by the CareerSource Florida Board of Directors are added to the Master Credentials List.
- The Florida Department of Education releases a preliminary Master Credentials List that includes existing and new credentials of value.
- The Master Credentials List including all certifications is submitted to the State Board of Education.
- The Master Credentials List submitted to the State Board of Education is published and shared with all Florida school districts, educators and instructors in secondary and postsecondary education, career and technical educators, registered apprenticeship programs, the Florida College System, the State University System, independent educators, local workforce development boards and other stakeholders.

H. APPEALS

All meetings of the Credentials Review Committee will be noticed and held in a public forum. Prior to taking a vote on any matter before the committee, board members, stakeholders and the public will be given an opportunity to speak on the matter. Committee members will consider stakeholder and public comment prior to voting to approve, not approve, recommend, not recommend or give consent.

Credentials Review Committee actions or consent are recorded by the committee chair.

Original submitters of credentials of value and local workforce development boards may appeal any specific action or consent items after they are approved or not approved by the Credentials Review Committee.

Appeals may be filed with the CareerSource Florida professional team by contacting the President and Chief Executive Officer of CareerSource Florida. Appeals must be filed in writing within 15 days of the action by the Credentials Review Committee.

Appeals should describe:

- Who is making the appeal and all impacted parties
- The action of the Credentials Review Committee appealed
- Any credentials under review for consideration or reconsideration

- All applicable elements of the framework of quality and administrative rules for consideration
- Requested resolution

The President and Chief Executive Officer of CareerSource Florida will respond, acknowledging receipt of the appeal within three business days.

The President and Chief Executive Officer of CareerSource Florida will consult with the chair of the CareerSource Florida Board of Directors to decide if the appeal shall be scheduled for consideration by the CareerSource Florida Board of Directors Executive Committee.

The chair of the CareerSource Florida Board of Directors may dismiss any appeal, giving an explanation to the appellant in writing.

The chair of the CareerSource Florida Board of Directors may work with the CareerSource Florida professional team to schedule appeals for consideration by the CareerSource Florida Board of Directors Executive Committee.

Appeals presented to the CareerSource Florida Board of Directors Executive Committee include all information on the action by the Credentials Review Committee under review. The CareerSource Florida Board of Directors shall consider the appeal and may:

- Approve the appeal, rescinding the decision of the Credentials Review Committee
- Deny the appeal, upholding the decision of the Credentials Review Committee
- Remand the decision of the Credentials Review Committee back to the Committee for reconsideration at its next quarterly meeting

All decisions of the CareerSource Florida Board of Directors and its Executive Committee on decisions of the Credentials Review Committee are binding and final.

I. REFERENCES

[Chapter 14.36, Florida Statutes](#)

[Chapter 445.004, Florida Statutes](#)

[Chapter 216.136, Florida Statutes](#)

[Chapter 1001.706, Florida Statutes](#)

[Chapter 1004.92, Florida Statutes](#)

[Chapter 1008.39, Florida Statutes](#)

[Chapter 1008.44, Florida Statutes](#)

[Chapter 1011.62\(1\), Florida Statutes](#)

Florida Credentials Review Committee

Meeting and Main Activities Timeline

Acronyms:

CAPE = Career and Professional Education Act

CIP = Classification of Instructional Program

CoV = Credentials of Value

CRC = Credentials Review Committee

ESG = Education Strategy Group

FETPIP = Florida Education& Training Placement Information Program

FoQ = Framework of Quality

LMEC = Labor Market Estimating Conference

MCL = Master Credentials List

PSE = Programs of Strategic Emphasis

SBE = State Board of Education

SOC = Standard Occupational Classification

| Lead Entity | Color |
|--|-------|
| Joint Workgroup | |
| Department of Education (DOE) | |
| CareerSource Florida (CSF) | |
| Department of Economic Opportunity (DEO) | |
| Labor Market Estimating Conference (LMEC) | |
| Department of Agriculture and Consumer Services (DACS) | |
| Board of Governors | |

Florida Credentials Review Committee

Meeting and Main Activities Timeline

| | CRC Mtg 1 | CRC Mtg 2 | CRC Mtg 3 | CRC Mtg 4 | End of Year | CRC Mtg 1 | CRC Mtg 2 | CRC Mtg 3 |
|-------------------------|--|--|--|--|--|---|---|---|
| Prior to Meeting | SBE adopts CAPE lists as Master Credentials List (MCL) for 21-22 (8/18) | DOE/ESG completes Framework of Quality (FoQ) for sub-baccalaureate degrees and credentials, Employer Engagement Survey, and Sector-Specific Focus Groups SkillsEngine completes CIP-SOC linkages | DACS submits credentials for consideration on MCL | Screen MCL applicants using FoQ | Collect lessons learned; plan work for baccalaureate and graduate degrees on MCL, adopt transition plans, etc. | Plan work for baccalaureate and graduate degrees on MCL in partnership with DOE | Conduct work to support annual review of MCL/phase-out credentials that do not meet the FoQ | DACS submits credentials for consideration on MCL |
| | | | Apply approved FoQ to current credentials to develop initial MCL | | | | | |
| | | Draft process for submission and review of credentials for inclusion on MCL and convene review team | Begin to accept MCL applicants and screen using FoQ | Anticipated LMEC Meeting 2 (TBD) | | | Anticipated LMEC Meeting 1 (TBD) | Establish process to support biennial FoQ review |
| | | Draft criteria for local demand | Establish FETPIP timeline for needed data elements | Assess criteria for PSE in relation to FoQ | | Screen MCL applicants using FoQ | Screen MCL applicants using FoQ | Screen MCL applicants using FoQ |
| | | LMEC Meeting 1 (9/28/21) | | Draft Returned-Value Funding Formula | | | | |
| Meeting Date | Sept. 2021 | Dec. 2021 | Jan. 2022 | Apr. 2022 | June 2022 | Sept. 2022 | Nov./Dec. 2022 | Jan. 2023 |
| CRC Actions | Approve CRC Charter | Approve Definition for Credentials of Value and Framework of Quality for sub-baccalaureate degrees and credentials | Consider inaugural MCL for approval | Approve eligible MCL applicants | DOE implements Return Value Funding Formula | Discuss CoV/MCL for baccalaureate and graduate degrees | Define CoV/MCL for baccalaureate+ | Approve eligible MCL applicants and phased out credentials |
| | | Approve process for submitting credentials for review and inclusion on MCL | Approved MCL submitted to CSF Board (02/2022) for approval, then to SBE (02/2022) | | | | Review MCL applicants w/FoQ | Approved MCL submitted to CSF Board for approval, then to SBE |
| | Review CRC duties, work underway by other entities, timeline and partner roles | Review current FETPIP data -elements and identify any necessary data elements for work of CRC | Present Programs of Strategic Emphasis (PSE) designation for State University System | Review proposed criteria for PSE | Evaluate Year 1 process/ outcomes | Approve eligible MCL applicants | Annual review/phase-out of credentials that do not meet FoQ | Discuss process for biennial FoQ review |
| | | Review CIP-SOC linkages developed by SkillsEngine | Discuss current Returned - Value Funding Formula | Approve Returned-Value Funding Formula | | | | |

Florida Credentials Review Committee

Information Items

Florida Credentials Review Committee

Speakers' Bios

George Levesque



George Levesque is a Shareholder in GrayRobinson's Tallahassee office. His practice focuses on civil litigation, appellate and government matters.

Mr. Levesque began his career working in private practice focusing primarily on civil litigation defense. He then served as special counsel and policy advisor to the Florida Speaker of the House, representing that chamber in successful gaming compact negotiations on behalf of the State of Florida, among other achievements.

He also served as General Counsel for the Florida House of Representatives, and most recently, as General Counsel to the Florida Senate. In those capacities, he advised and represented both chambers on legislation and litigation involving redistricting and challenges to the adequacy of Florida's public education system. As a policy advisor to presiding officers in both the Florida House and Senate, he has advised on subject matter areas that included the criminal and civil justice systems and the courts, regulated industries and professions, healthcare, insurance and taxation. In addition, during his time in the Senate, Mr. Levesque served as a Senate Special Master and oversaw the Senate Special Master and claim bill processes.

Emily Passias, Ph.D.



Emily Passias serves as director for the Career Readiness portfolio at Education Strategy Group. Previously, Dr. Passias served as the director of the Office of Career-Technical Education, as well as the assistant director in the Office of Accountability at the Ohio Department of Education. Her work has focused on state policies aimed at preparing students for college and careers, including the development of Ohio's career-focused pathway to high school graduation, developing the nation's only A-F report card focused on career-technical education, developing and implementing metrics to evaluate career-technical education programs, implementing

support structures to improve struggling programs, and overseeing the initiatives to identify and incentivize high value industry-recognized credentials.

Dr. Passias earned her bachelor's, master's, and doctoral degrees at The Ohio State University, where she taught research methods, statistics, and substantive sociology courses for ten years. She also completed the Strategic Data Project through the Center for Education Policy Research at Harvard University.

Florida Credentials Review Committee

Alli Phillips



Allison Phillips is Chief Operating Officer of PAIRIN. Ms. Phillips is an entrepreneurial executive with a 20-year record of building exceptional teams and companies, driving change and leading complex, multi-stakeholder projects. She has expertise in and passion for change management, and professional and leadership development which she honed while in leadership positions at Shift, Learning Objects, LivingSocial, and McKinsey & Company, where she was a McKinsey expert in change leadership.

Ms. Phillips holds a bachelor's degree from the University of Florida and a master's degree from the University of North Carolina at Chapel Hill.

Keith Richard



Keith Richard is the Statewide Director of Career & Technical Education Quality for the Florida Department of Education, Division of Career and Adult Education. Dr. Richard's work focuses on innovating Florida's career and technical programs, better aligning them to industry and ensuring the state's talent meets the demands of future of work.

Dr. Richard directs Florida's annual career and technical education audit in view of supporting the aims of Perkins V and the Governor's goal of becoming #1 in the country in workforce education by 2030. His work is focused on co-leading Florida's Credentials of Value Workgroup initiative to support the aims of the Reimagining Education and Career Help Act. Additionally, he serves as an agency lead for the implementation of the Education Meets Opportunity Platform.

Florida Credentials Review Committee

Ethics and Public Disclosure Requirements

Credentials Review Committee members are expected to safeguard their ability to make objective, fair and impartial decisions. Credentials Review Committee members may not accept benefits when it could be inferred by a reasonable observer that the benefit was intended to influence a pending or future decision or to reward a past decision. Credentials Review Committee members will not use the powers and resources of the committee for personal benefit or for the benefit of immediate family members.

Each member of the Credentials Review Committee including statutorily delegated members and appointees who do not otherwise have to file a financial disclosure pursuant to Section 8, Article II of the State of Florida Constitution, or Chapter 112.3144, Florida Statutes, shall file disclosure of financial interests pursuant to Chapter 112.3145, Florida Statutes.

Credentials Review Committee members may be employed by organizations with existing state contracts or may contract with any of the public, private or other entities represented on the committee. Credentials Review Committee members who have a conflict of interest relating to the authorities and powers defined in the Credentials Review Committee Charter are compelled to openly disclose a potential, real, or perceived conflict as soon as the issue arises.

Credentials Review Committee members are in a conflict of interest whenever they themselves, or members of their immediate family, place of employment, business partners or close personal associates, may personally benefit either directly or indirectly, financially or otherwise, from their position on the Credentials Review Committee. For the purpose of business of the committee, "immediate family" is defined as parents, stepparents, spouses or domestic partners, children, stepchildren, full or half siblings, in-laws, sibling in-laws, grandparents, great-grandparents, step-grandparents, aunts, uncles, nieces, nephews and grandchildren.

Committee members are required to disclose conflicts of interest prior to any vote or other action by the committee in which business involving these interests will be discussed. Credentials Review Committee members are not required to be dismissed or otherwise not attend a meeting where such business is discussed; however, after disclosing potential conflicts, those who could benefit from a transaction must abstain from discussion and voting on the recommended action.

A conflict of interest may be real, potential, or perceived; the same duty to disclose applies to each. Full disclosure does not remove a conflict of interest. If a committee member is not certain he or she is in a conflict-of-interest position, he or she may consult the ethics officer for CareerSource Florida who serves as the ethics and public records officer for the Credentials Review Committee.

All committee members shall sign an acknowledgement of the ethics and public disclosure requirements for membership on the committee. This acknowledgement is filed with the CareerSource Florida Board of Directors and may be completed electronically at [this link](#).