

Florida Credentials Review Committee

Dec. 1, 2021



Welcome and Remarks



Katie Crofoot

Director

REACH Office

Member Introduction



Hugh Campbell

President

AC4S Technologies

Proxy Introductions



Marcelo Dossantos

**Director, Talent Development and Executive
Director, Advanced Manufacturing Workforce
Leadership Council
FloridaMakes**



Emily Sikes

**Assistant Vice Chancellor, Strategic Initiatives
and Economic Development
State University System**

Developments Since September

- Labor Market Estimating Conference updates
- Credentials Review Committee Framework of Quality Workshop recap
- Status of CIP-SOC crosswalk
- Master Credentials List deadline

Consent Item

For Consideration:

- Approve the Credentials Review Committee minutes for the Sept. 8, 2021, meeting.
- Approve the Credentials Review Committee minutes for the Oct. 25, 2021, workshop.

Framework of Quality

1. Demand Threshold
2. Earnings Thresholds
3. Employment Outcomes
4. Credential Sequencing

Today's Focus

- Earning/wage thresholds
- Credential sequencing

Learner Pathways: A Snapshot of Alignment in Palm Beach County



Julia Dattolo

President and CEO

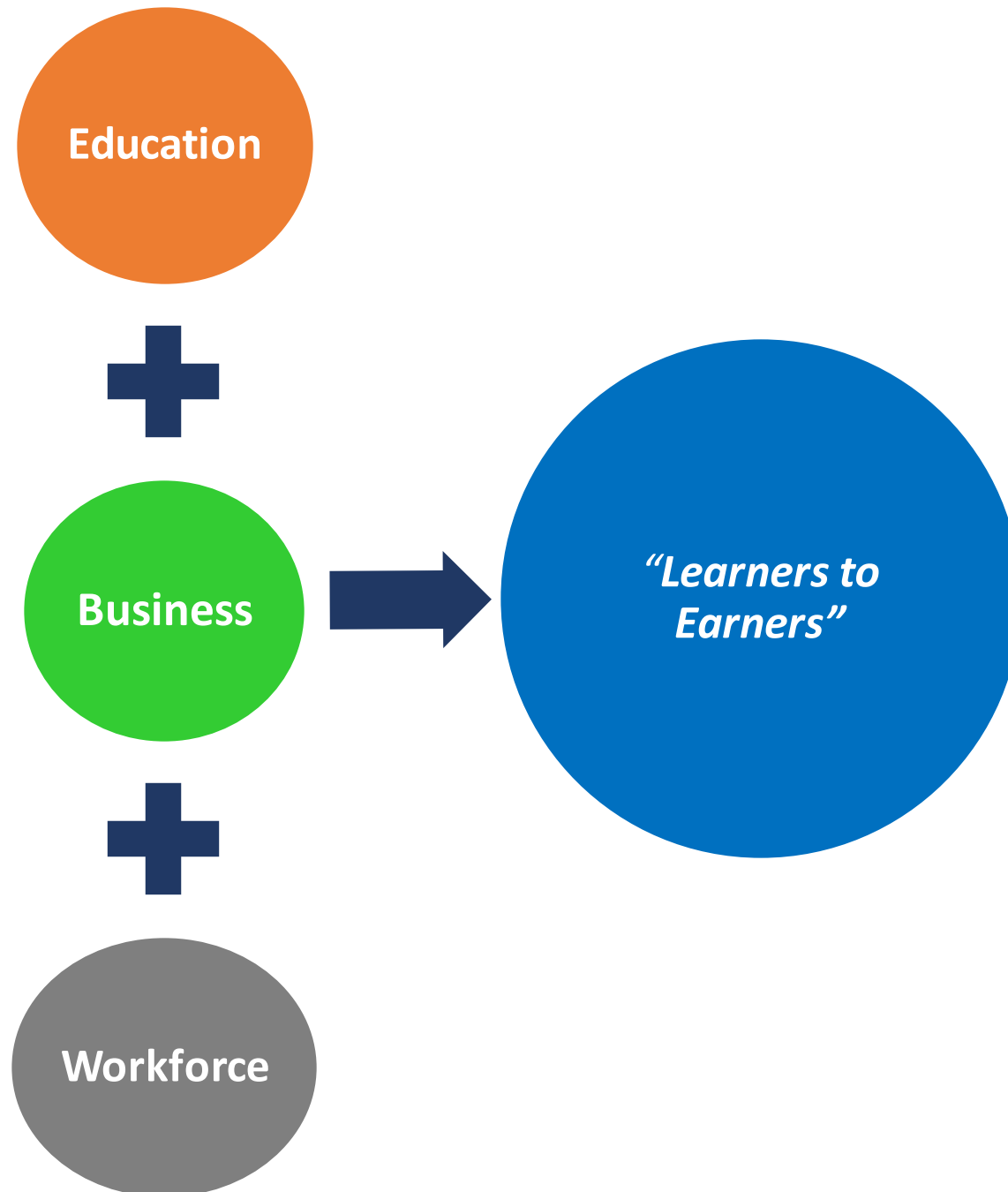
CareerSource Palm Beach County



Carrie Pasquale

**Director, Educational Partnerships and
Strategic Initiatives**

CareerSource Palm Beach County



HEALTHCARE CAREER PATHS

810,381 jobs statewide

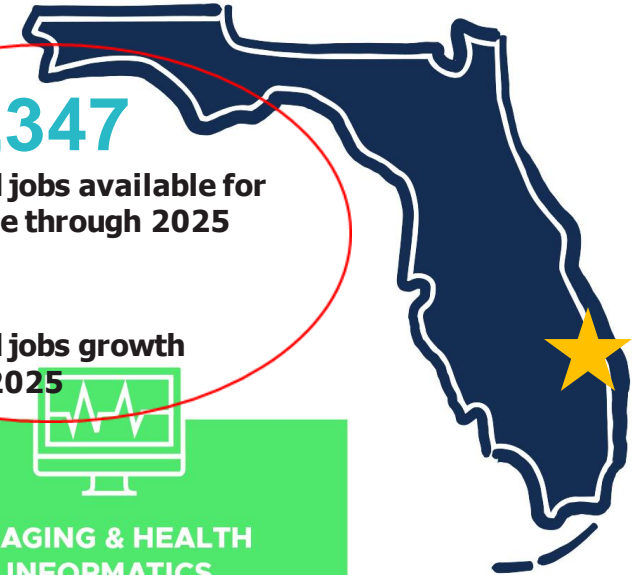
- Key sub-baccalaureate opportunities:
Medical assistants | Licensed practical nurses | Registered nurses
- Greatest projected long-term skills gaps:
Medical records and health information technicians



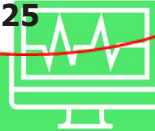
134,347

Projected jobs available for
healthcare through 2025

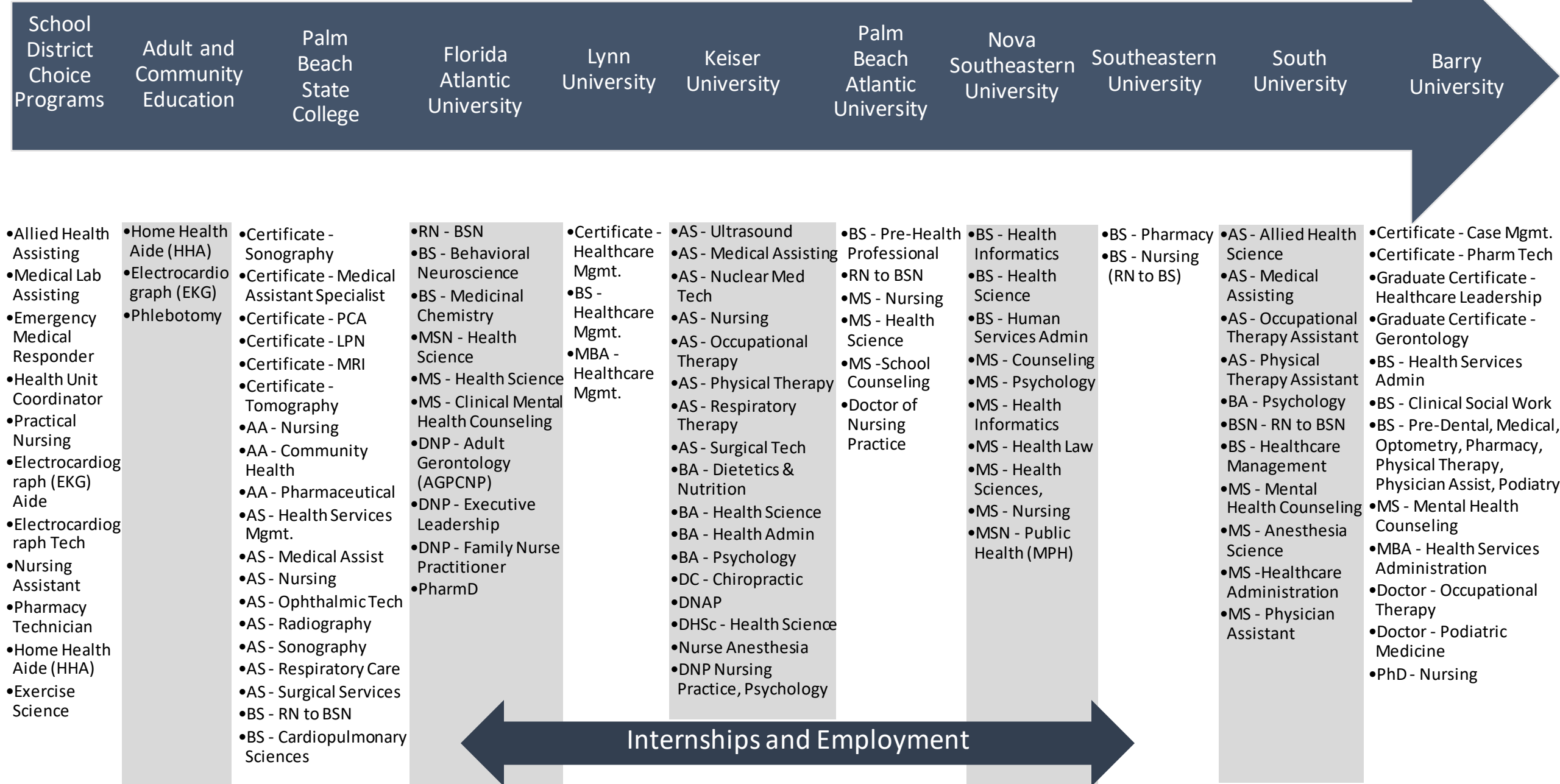
8%

Projected jobs growth
through 2025



	 PATIENT CARE NURSING	 MEDICAL ADMINISTRATION & OPERATIONS	 IMAGING & HEALTH INFORMATICS
HIGH SCHOOL or GED	CERTIFIED NURSING ASSISTANT HOME HEALTH AIDE \$10.00-\$15.15 HOURLY RATE	RECEPTIONIST CUSTOMER SERVICE REPS \$10.00-\$14.00 HOURLY RATE	MEDICAL BILLING \$12.00-\$20.00 HOURLY RATE
CERTIFICATE or DIPLOMA (1-2 years)	LICENSED PRACTICAL NURSE MASSAGE THERAPISTS EMERGENCY MEDICAL TECHNICIANS \$15.00-\$25.00 HOURLY RATE	MEDICAL ADMINISTRATIVE ASSISTANT \$18.00-\$22.00 HOURLY RATE	MEDICAL RECORDS HEALTH INFORMATION TECHNICIANS \$14.00-\$30.00 HOURLY RATE
ASSOCIATE DEGREE (2 years)	REGISTERED NURSES \$22.00-\$37.00 HOURLY RATE	BIOMEDICAL TECHNICIAN \$17.00-\$25.00 HOURLY RATE	RADIOLOGIC TECHNOLOGISTS DIAGNOSTIC MEDICAL SONOGRAPHERS \$16.00-\$38.00 HOURLY RATE
BA / BS or POST-GRADUATE (4 years+)	NURSE PRACTITIONERS NURSE ANESTHETIST \$49.00-\$58.00 HOURLY RATE	HEALTHCARE ADMINISTRATION \$25.00-\$47.00 HOURLY RATE	CLINICAL LAB SCIENTIST \$25.00-\$37.00 HOURLY RATE

Learner Pathway for Healthcare Careers



Learner Pathway for Healthcare Careers

School District Choice Programs

- High School - Allied Health Assisting
- High School - Medical Lab Assisting
- High School - Emergency Medical Responder
- High School - Health Unit Coordinator
- High School - Practical Nursing
- High School - Electrocardiograph (EKG) Aide
- High School - Electrocardiograph Tech
- High School - Nursing Assistant
- High School - Pharmacy Technician
- High School - Home Health Aide (HHA)
- High School - Exercise Science

Adult and Community Education

- Certificate - Home Health Aide (HHA)
- Certificate - Electrocardiograph (EKG)
- Certificate - Phlebotomy

Palm Beach State College

- Certificate - Sonography
- Certificate - Medical Assistant Specialist
- Certificate - PCA
- Certificate - LPN
- Certificate - MRI
- Certificate - Tomography
 - AA - Nursing
 - AA - Community Health
 - AA - Pharmaceutical
 - AS - Health Services Management
 - AS - Medical Assist
 - AS - Nursing
 - AS - Ophthalmic Tech
 - AS - Radiography
 - AS - Sonography
 - AS - Respiratory Care,
 - AS - Surgical Services,
 - BS - RN to BSN
 - BS - Cardiopulmonary Sciences

FINANCE & PROFESSIONAL SERVICES

CAREER PATHS

885,247 jobs statewide

- Key sub-baccalaureate opportunities:
Insurance sales agents | Paralegals | Accounting clerks
- Greatest projected long-term skills gaps:
Insurance sales agents | Customer service representatives | Financial technology

42,604

**Projected jobs available for
finance through 2025**

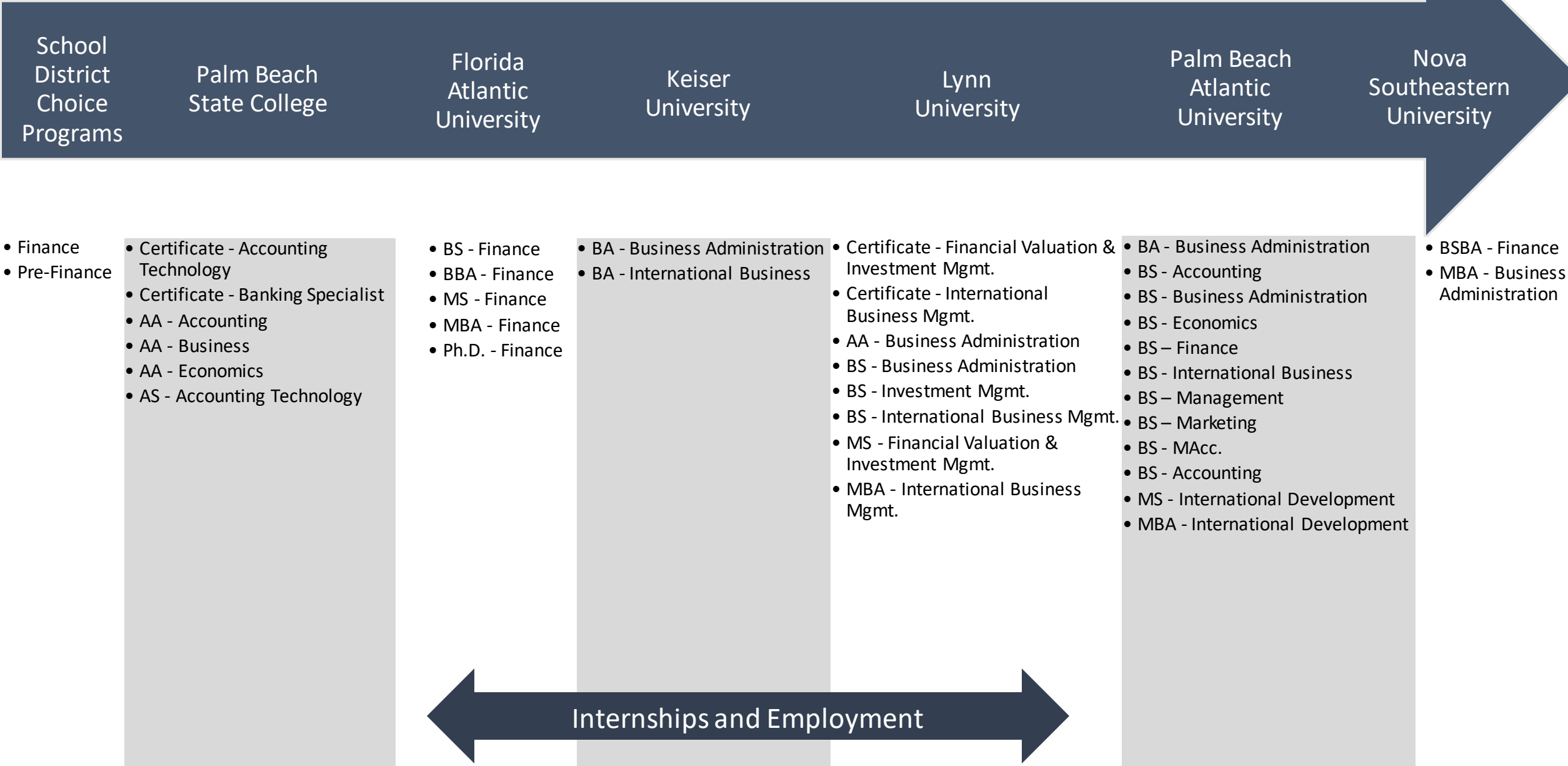
4%

**Projected jobs growth
through 2025**



				
		PROCESS DEVELOPMENT	QUALITY ASSURANCE	SERVICES
HIGH SCHOOL or GED		BOOKKEEPING OFFICE CLERKS \$12.00-\$21.00 HOURLY RATE	INSURANCE AGENTS \$19.00-\$30.00 HOURLY RATE	CUSTOMER SERVICE REPRESENTATIVES RECEPTIONIST & INFORMATION CLERKS \$11.00-\$17.00 HOURLY RATE
CERTIFICATE or DIPLOMA (1-2 years)		ACCOUNTING CLERK AUDITING CLERK \$14.00-\$25.00 HOURLY RATE	FIRST-LINE SUPERVISORS OF OFFICE & ADMINISTRATIVE SUPPORT WORKERS \$21.00-\$34.00 HOURLY RATE	SALES REPRESENTATIVES \$18.00-\$38.00 HOURLY RATE
ASSOCIATE DEGREE (2 years)		LOAN INTERVIEWERS & ANALYSTS \$16.00-\$24.00 HOURLY RATE	CLAIMS ADJUSTERS, EXAMINERS & INVESTIGATORS \$24.00-\$40.00 HOURLY RATE	PARALEGALS / LEGAL ASSISTANTS \$19.00-\$30.00 HOURLY RATE
BA / BS (4 years)		FINANCIAL MANAGERS MARKET RESEARCH ANALYSTS \$22.00-\$45.00 HOURLY RATE	FINANCIAL SERVICES REPRESENTATIVES CYBER SECURITY SPECIALIST \$30.00-\$51.00 HOURLY RATE	FINANCIAL ADVISORS ACCOUNTANTS \$28.00-\$76.00 HOURLY RATE

Learner Pathway for Finance Careers



Learner Pathway for Finance Careers

School District Choice Programs

- Finance
- Pre-Finance

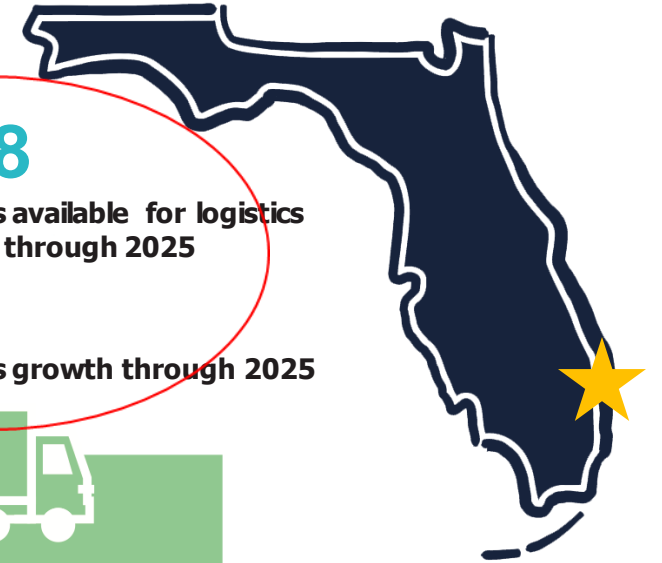
Adult and Community Education

- Finance
- Pre-Finance

Palm Beach State College

- CCC - Accounting Technology
- CCC - Banking Specialist
 - AA - Accounting
 - AA - Business
 - AA - Economics
 - AS - Accounting Technology

LOGISTICS & DISTRIBUTION CAREER PATHS



724,277 jobs statewide

- Key sub-baccalaureate opportunities:
Truck drivers | Service technicians | Aircraft mechanics
- Greatest projected long-term skills gaps:
Wholesale and manufacturing sales representatives | Shipping and receiving

53,768

Projected jobs available for logistics & distribution through 2025

14%

Projected jobs growth through 2025

	 PROCESS DEVELOPMENT	 QUALITY ASSURANCE	 SERVICES
HIGH SCHOOL or GED	LABORERS AND FREIGHT, STOCK & MATERIAL MOVERS \$11.00-\$16.00 HOURLY RATE	MAINTENANCE & REPAIR WORKERS, GENERAL \$12.00-\$25.00 HOURLY RATE	SHIPPING, RECEIVING & TRAFFIC CLERKS \$13.00-\$19.00 HOURLY RATE
CERTIFICATE or DIPLOMA (1-2 years)	INDUSTRIAL TRUCK & TRACTOR OPERATORS \$14.00-\$21.00 HOURLY RATE	INDUSTRIAL MACHINERY MECHANICS \$18.00-\$32.00 HOURLY RATE	DELIVERY SERVICES DRIVERS \$12.00-\$16.00 HOURLY RATE
ASSOCIATE DEGREE (2 years)	FIRST-LINE SUPERVISORS OF PRODUCTIONS & OPERATING WORKERS \$22.00-\$38.00 HOURLY RATE	TECHNICAL & SCIENTIFIC PRODUCTION \$19.00-\$40.00 HOURLY RATE	SALES REPRESENTATIVES, WHOLESALE & MANUFACTURING \$19.00-\$40.00 HOURLY RATE
BA / BS (4 years)	GENERAL & OPERATIONS MANAGERS \$31.00-\$76.00 HOURLY RATE	LOGISTICS ENGINEER \$27.00-\$35.00 HOURLY RATE	SUPPLY CHAIN MANAGER \$38.00-\$71.00 HOURLY RATE

MANUFACTURING CAREER PATHS

360,783 jobs statewide

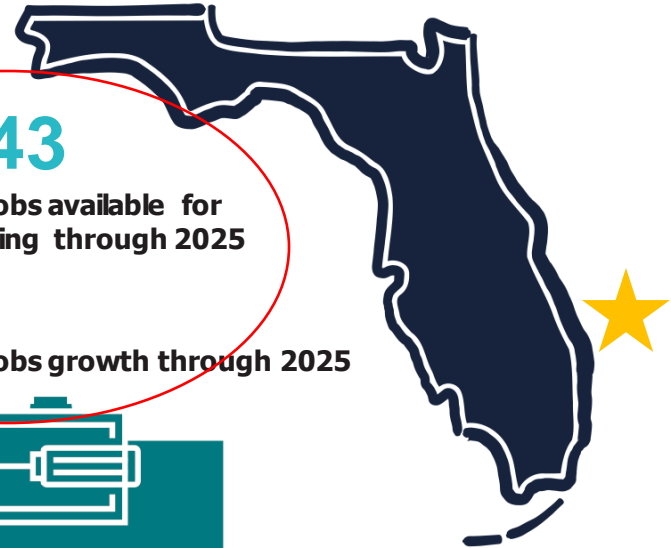
- Key sub-baccalaureate opportunities:
Welders | Machinists | Industrial machinery mechanics
- Greatest projected long-term skills gaps:
Wholesale and manufacturing sales representatives | Maintenance and repair workers




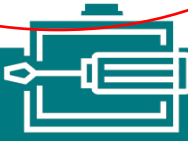
74,643

Projected jobs available for
manufacturing through 2025

3%

Projected jobs growth through 2025



	 PRODUCTION	 PROCESS DEVELOPMENT	 QUALITY ASSURANCE	 MAINTENANCE
HIGH SCHOOL or GED	MACHINE OPERATORS & PRODUCTION HELP \$8.87-\$16.99 HOURLY RATE	PRODUCTION, PLANNING & EXPEDITING CLERKS \$13.56-\$21.01 HOURLY RATE	INSPECTORS, TESTERS, SORTERS & SAMPLERS \$10.69-\$17.34 HOURLY RATE	MACHINERY MAINTENANCE WORKERS \$9.56-\$22.79 HOURLY RATE
CERTIFICATE or DIPLOMA (1-2 years)	WELDERS, CUTTERS, SOLDERERS & BRAZERS \$12.11-\$21.74 HOURLY RATE	DRAFTERS MECHANICAL ELECTRONICS \$23.00-\$28.00 HOURLY RATE	QUALITY ASSURANCE CONTROL TECHS \$13.00-\$18.00 HOURLY RATE	INDUSTRIAL MACHINE MECHANICS, ELECTRICIANS & WELDERS \$12.11-\$29.96 HOURLY RATE
ASSOCIATE DEGREE (2 years)	CNC OPERATORS, METAL & PLASTIC \$13.33-\$17.37 HOURLY RATE	DESIGNERS \$28.00 HOURLY RATE	INDUSTRIAL ENGINEERING TECHNICIANS \$16.65-\$28.18 HOURLY RATE	ENGINEERING TECHS (MECHATRONICS, ELECTRICAL, MECHANICAL) \$16.65-\$28.18 HOURLY RATE
BA / BS (4 years)	INDUSTRIAL PRODUCTION MANAGERS & ENGINEERS \$45.00-\$56.00 HOURLY RATE	MANAGEMENT & RESEARCH OPERATIONS ANALYSTS, PROJ. MANAGERS, AUDITORS \$31.37-\$54.00 HOURLY RATE	ENGINEERS (MATERIALS & INDUSTRIAL) \$26.00-\$42.00 HOURLY RATE	ENGINEERS (ELECTRICAL & MECHANICAL) \$24.00-\$48.10 HOURLY RATE

Learner Pathway for Manufacturing, Logistics and Supply Chain Careers

School
District
Choice
Programs

Adult and
Community
Education

Palm Beach
State College

Florida Atlantic
University

Nova
Southeastern
University

- Mechatronics

- Commercial Driver's License (CD-L) Training

- Voc Certificate - Global Logistics & Supply Chain Management
- Voc Certificate - Machining Technology
- Voc Certificate - Welding
- Certificate - Mechatronics
- Certificate - Lean Manufacturing
- Certificate - Logistics and Transportation Specialist
- Certificate - Rapid Prototyping Specialist
- Certificate - Engineering Technology Support Specialist
- Apprenticeship Programs
- AS - Supply Chain Management

- Graduate Certificate - Transportation Logistics & Supply Chain Management
- Graduate Certificate - Transportation Engineering
- MS - Supply Chain Management

- Certificate - Supply Chain Management
- Certificate - Operational management

Internships and Employment

Learner Pathway for Manufacturing, Logistics and Supply Chain Careers

School District
Choice Programs

Adult and
Community
Education

Palm Beach
State College

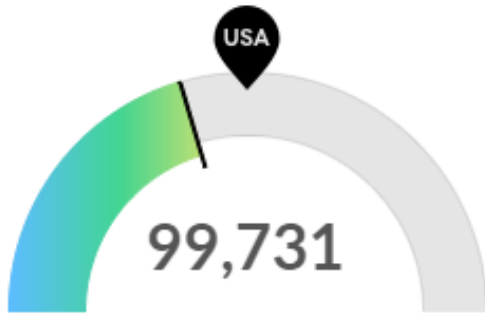
- Mechatronics

- Commercial Driver's License (CD-L) Training

- Voc Certificate - Global Logistics & Supply Chain Management
- Voc Certificate - Machining Technology
- Voc Certificate - Welding
- Certificate - Mechatronics
- Certificate - Lean Manufacturing
- Certificate - Logistics and Transportation Specialist
- Certificate - Rapid Prototyping Specialist
- Certificate - Engineering Technology Support Specialist
- Apprenticeship Programs
 - AS - Supply Chain Management

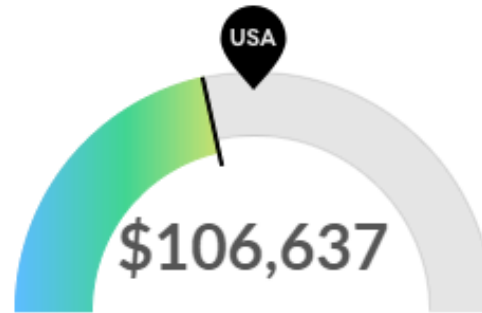
INFORMATION TECHNOLOGY

CAREER PATHS



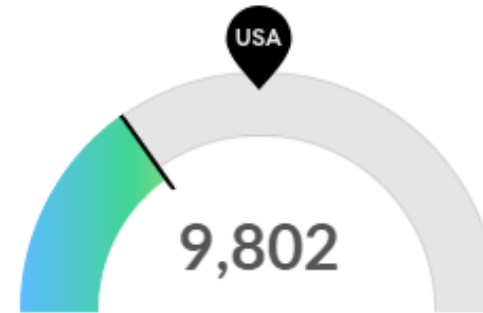
Supply (Jobs)

Your area is not a hotspot for this kind of talent. The national average for an area this size is 131,574* employees, while there are 99,731 here.



Earnings Per Job

Earnings per job are below the national average. The national average salary for your industries in an area this size is \$141,906, while in your area it is \$106,637. Earnings per jobs is the total industry earnings divided by the number of jobs in the industry.



Demand (Job Postings)

Competition from online job postings is low in your area. The national average for an area this size is 18,746* job postings/mo, while there are 9,802 here.

46,506

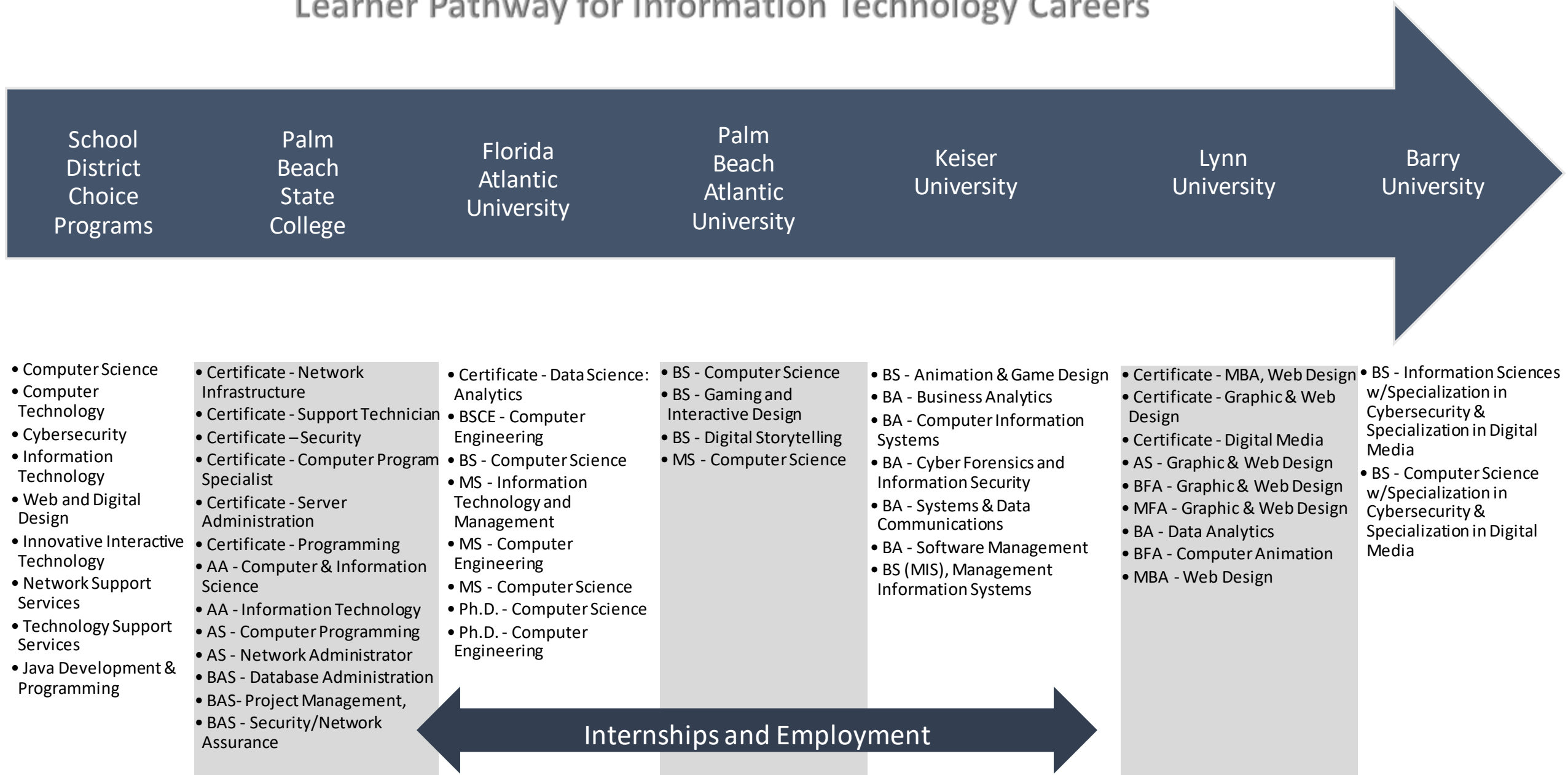
Projected jobs available for
information technology
through 2025

5%

Projected jobs growth
through 2025



Learner Pathway for Information Technology Careers



Learner Pathway for Information Technology Careers

School District Choice Programs

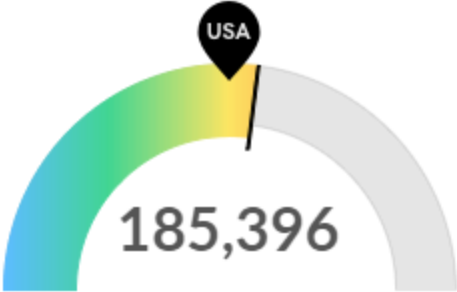
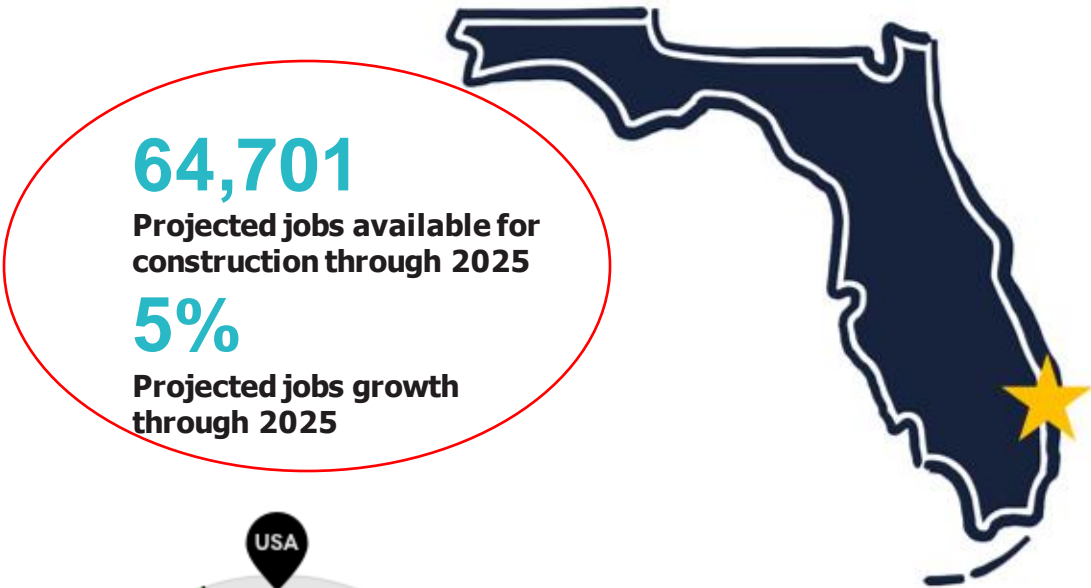
- High School - Computer Science
- High School - Computer Technology
- High School - Cybersecurity
- High School - Information Technology
- High School - Web and Digital Design
- High School - Innovative Interactive Technology
- High School - Network Support Services
- High School - Technology Support Services
- High School - Java Development & Programming

Palm Beach State College

- Certificate - Network Infrastructure
- Certificate - Support Technician
- Certificate - Security
- Certificate - Computer Program Specialist
- Certificate - Server Administration
- Certificate - Programming
 - AA - Computer & Information Science
 - AA - Information Technology
 - AS - Computer Programming
 - AS - Network Administrator
 - BAS - Database Administration
 - BAS - Project Management
 - BAS - Security/Network Assurance

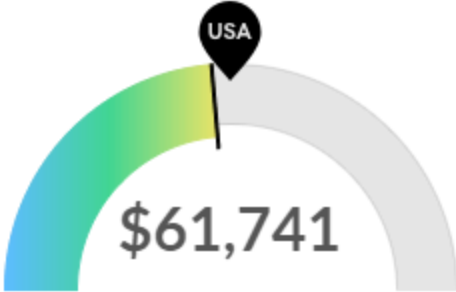
CONSTRUCTION

CAREER PATHS



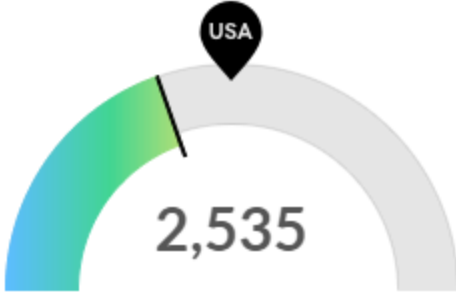
Supply (Jobs)

Your area is a hotspot for this kind of talent. The national average for an area this size is 165,114* employees, while there are 185,396 here.



Earnings Per Job

Earnings per job are below the national average. The national average salary for your industries in an area this size is \$72,287, while in your area it is \$61,741. Earnings per jobs is the total industry earnings divided by the number of jobs in the industry.



Demand (Job Postings)

Competition from online job postings is low in your area. The national average for an area this size is 3,520* job postings/mo, while there are 2,535 here.

Learner Pathway for Construction & Trades Careers

School
District
Choice
Programs

Adult and
Community
Education

Palm Beach
State College

Nova
Southeastern
University

Keiser
University

Everglades
University

- Pre-Engineering
- Engineering
- Construction
- HVAC Academy
- Drafting & Design

• Vocational Training:

- Plumbing
- HVAC
- Carpentry
- Electrical
- Welding
- Fiber Optics

- Voc Certificate - Electrical
- Voc Certificate - HVAC
- Voc Certificate - Welding
- Voc Certificate - Low Voltage Technician
- Certificate - Building Construction Management
- Voc Certificate - Facilities Mgmt.
- AS - Building Construction Mgmt.

•BS - Engineering

•BS - Applied Engineering

- BS - Surveying Management
- MS - Construction Management

Internships and Employment

Learner Pathway for Construction & Trades Careers

School District Choice Programs

- Pre-Engineering
- Engineering
- Construction
- HVAC Academy
- Drafting & Design

Adult and Community Education

- Vocational Training:
 - Plumbing
 - HVAC
 - Carpentry
 - Electrical
 - Welding
 - Fiber Optics

Palm Beach State College

- Vocational Certificate - Electrical
- Vocational Certificate - HVAC
- Vocational Certificate - Welding
- Vocational Certificate - Low Voltage Technician
- Certificate - Building Construction Management
- Vocational Certificate - Facilities Mgmt.
 - AS - Building Construction Mgmt.

In conclusion



Palm Beach County is:

- Accelerating learning by reducing time to credential attainment
- Reducing barriers and increasing earnings (Learners to Earners)
- Ensuring workforce readiness
- Engaging employers by responding to immediate needs
- Recruiting new industry to the state by strengthening the talent pipeline
- Aligning outcomes and ensuring quality talent
- Aligning Career and Technical Education and postsecondary education to the Regional Occupation List
- Ensuring gold standard articulation and successful outcomes
- Securing Credentials of Value learning for residents to find in-demand jobs which lead to family sustaining wage opportunities

Update: Credentials of Value



Keith Richard, Ph. D.

**Statewide Director, Career & Technical
Education Quality**

Florida Department of Education

Education Strategy Group and Framework of Quality

- Education Strategy Group (ESG) is applying a sample Framework of Quality to produce an example of a Master Credentials List.
- The Credentials Review Committee will ultimately determine the specifics of the Framework.



Florida Credentials of Value Sample Framework

Criteria



*Meet High Wage
Threshold (\$X)*



*Meet Middle Wage
Threshold (\$X)*



*Meet Demand
Thresholds*



*Evaluated for
Stackability*



*Stack directly to
middle-high wage job*



Category

**High Wage
Credentials**

**Middle Wage
Credentials**

**Stackable
Credentials**




Framework of Quality

- ESG's final product is an *example*. The Credentials Review Committee will eventually adopt an official Framework of Quality to identify programs for inclusion on the Master Credentials List.
- ESG's work makes certain assumptions in the analytical process. These assumptions should be evaluated by the Credentials Review Committee.
- Assumptions are based on **current data** and on **recommendations from the Credentials of Value workgroup.**



Florida Credentials of Value Sample Framework

Criteria

			
Meet High Wage Threshold (\$X)	✓	✗	✗
Meet Middle Wage Threshold (\$X)	✓	✓	✗
Meet Demand Thresholds	✓	✓	✓
Evaluated for Stackability	✗	✗	✓
Stack directly to middle-high wage job	✗	✗	✓
Category	High Wage Credentials	Middle Wage Credentials	Stackable Credentials

Assumption 1: Middle-to-high Wage Threshold

- ESG is using \$52,540 as the “middle-to-high wage threshold” for its analyses.
- Derived from the Labor Market Estimating Conference’s (LMEC) October analyses on “earnings of all Floridians in occupations that require an associate’s degree or lower.”

III - Wage Brackets for High School Completers to
Associate's Degree Occupations

Wage Bracket	Occupations	Minimum	Maximum
A	8	88,020	97,310
B	15	70,670	85,200
C	78	52,540	68,920
D	141	39,200	52,250
E	164	24,590	39,020

Assumption 1: Middle-to-high Wage Threshold

Considerations for the Credentials Review Committee:

1. Actual vs Aspirational?
2. Which threshold or methodology?

III - Wage Brackets for High School Completers to Associate's Degree Occupations

Wage Bracket	Occupations	Minimum	Maximum
A	8	88,020	97,310
B	15	70,670	85,200
C	78	52,540	68,920
D	141	39,200	52,250
E	164	24,590	39,020

Source: Oct. 6, 2021, Labor Market
Estimating Conference package, page 112



Florida Credentials of Value Sample Framework

Criteria



*Meet High Wage
Threshold (\$X)*



*Meet Middle Wage
Threshold (\$X)*



*Meet Demand
Thresholds*



*Evaluated for
Stackability*



*Stack directly to
middle-high wage job*



Category

**High Wage
Credentials**

**Middle Wage
Credentials**

**Stackable
Credentials**

Assumption 2: “Basement Threshold” for Stackable Credentials

- “Basement threshold” – For a non-degree credential to be evaluated for stackability, the credential must be associated with a certain level of earnings.
- ESG’s example uses a \$15/hour basement threshold.
- If the credential does not meet the middle-to-high wage and demand thresholds, it will ONLY be evaluated for stackability if the credential is associated with wages of at least \$15/hour.

Assumption 2: “Basement Threshold” for Stackable Credentials

Considerations for the Credentials Review Committee

1. Is any basement threshold necessary to evaluate for stackability?
2. If yes, should it be based on:
 1. \$15/hour
 2. 200% of the federal poverty level
 3. Other



Florida Credentials of Value Sample Framework

Criteria



*Meet High Wage
Threshold (\$X)*



*Meet Middle Wage
Threshold (\$X)*



*Meet Demand
Thresholds*



*Evaluated for
Stackability*



*Stack directly to
middle-high wage job*



Category

**High Wage
Credentials**

**Middle Wage
Credentials**

**Stackable
Credentials**

Assumption 3: Demand

- ESG's example uses existing state Department of Economic Opportunity projections of job growth and job openings.
- The LMEC job openings and growth projections, when completed in 2022, will replace the DEO projections in the analyses.

Considerations for the Credentials Review Committee:

1. After LMEC projections are completed, what number of short- or long-term job growth (new jobs) and job openings (movement in and out of jobs) will constitute demand?

Next Steps

- ESG will continue its analyses. ESG is identifying employers for the Employer Validation Survey and employer focus groups.
- In February 2022, ESG will complete all quantitative analyses and focus groups, and provide a technical report the Credentials Review Committee can use as a blueprint for decision making.
- The Credentials Review Committee will finalize the Framework of Quality.

LMEC Wage Bracket Preferences and Credential Sequencing



Adam Briggs, Ph. D., PMP

Senior Director, Performance and Analytics

CareerSource Florida

Today's Objectives

Lay the foundation for future discussions on:

- Wages
 - bottom threshold, entry-level vs mean by occupation group, role of household composition, absolute vs relative methodologies, etc.
- Credential stacking/sequencing
 - absolute vs. relative methods for stacking credentials not deemed “of value”, degree vs non-degree considerations, whether variable time-to-credential is a valid factor, etc.

Today's Objectives

- Discuss what a composite set of criteria for inclusion on the Master Credentials List—considering wages, demand, and sequencing factors—might look like.
- What information and support does this committee need to make key decisions in the coming months?

Earnings/Wage Thresholds

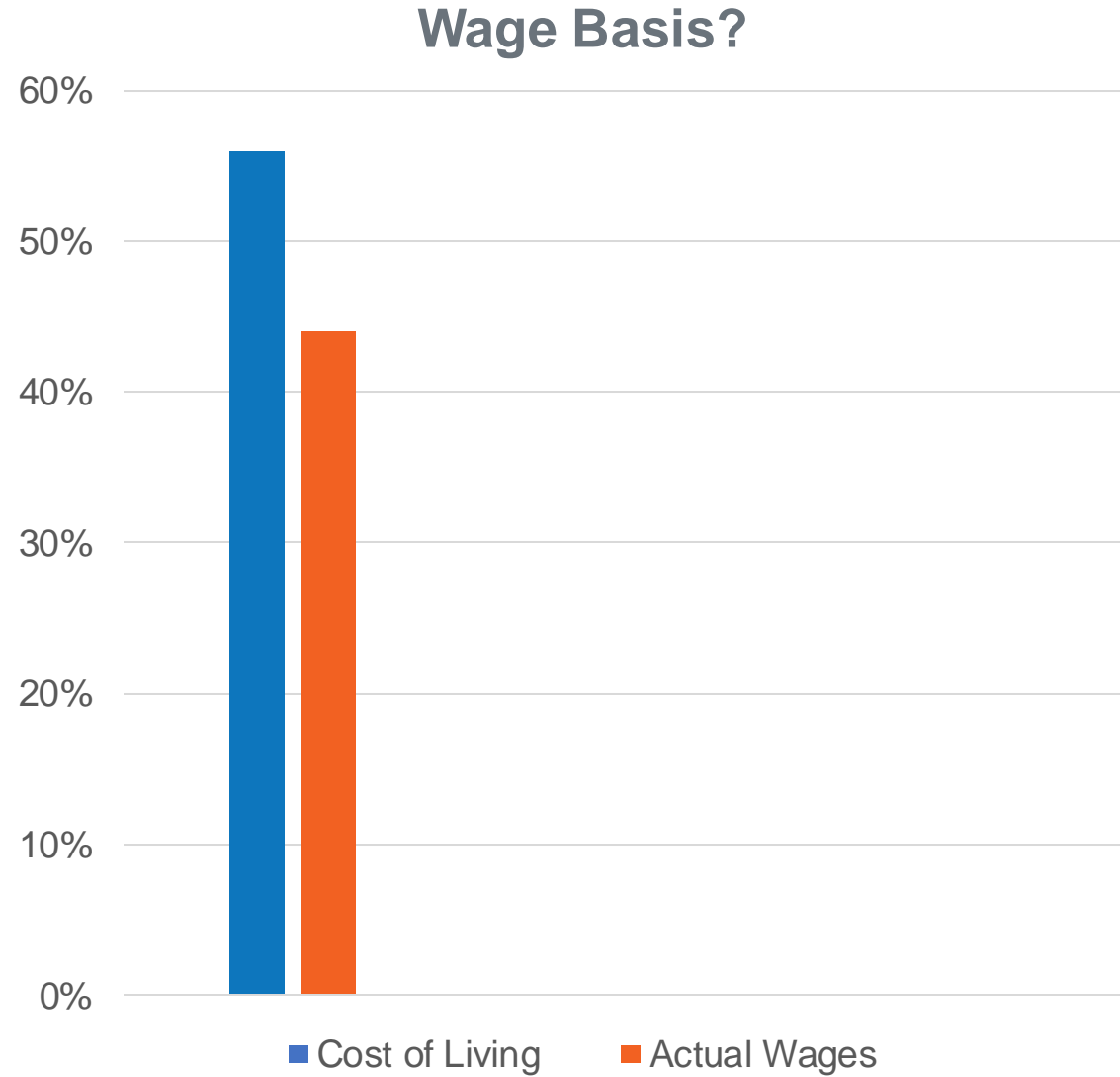
When determining actual wage dollar thresholds for “middle-level to high-level,” which of the following methodologies should the definition of middle and high level be based? *

- ☐ Cost-of-Living / Financial Stability – There is research and data that have quantified the annual wage necessary for a person to meet expenses (housing, food costs, health insurance, child care, etc.) for Florida and for each county. Furthermore, there is research available that defines how much above the break even point needs to be made in order for an individual or family to not only make ends meet, but also thrive and plan for the future.
- ☐ Actual Wage Data from Earners – The Labor Market Estimating Conference produced an analysis that divided wages along 5 different wage bands, A – E with A being the highest band and C being the middle-level band. These wage bands were based on actual salary data for the state. Wages were analyzed at the state level, by region, and by occupation.

← PREVIOUS

NEXT →

Survey Results



Cost-of-Living Based on Household Composition

(Statewide, 2018)

	Survival Budget	Stability Budget
Single Adult	\$24,600	\$47,232
One Adult w/One School-Age Child	\$37,260	\$67,068*
One Adult w/One in Child Care	\$42,744	\$71,211*
Two Adults	\$37,920	\$68,508
Two Adults w/Two School-Age Children	\$59,112	\$106,248
Two Adults w/Two in Child Care	\$69,516	\$115,800

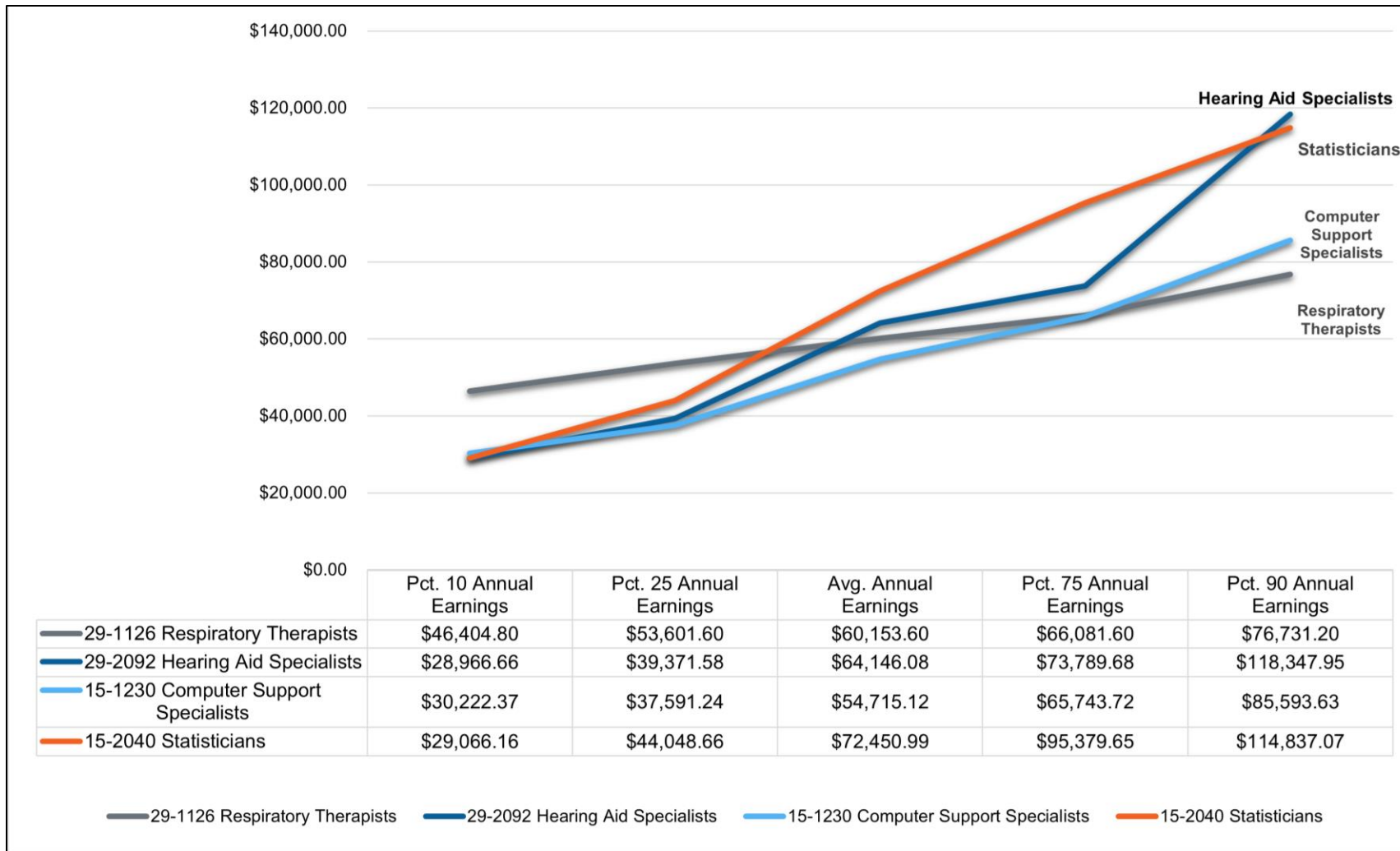
Source: <https://www.unitedforalice.org/household-budgets/florida>

Potential Impact of Wage Levels on Select Occupational Groups

Select Occupational Groups (<u>not</u> employees)	% of Groups <u>Included</u> at \$31,000	% of Groups <u>Included</u> at \$44,000	% of Groups <u>Included</u> at \$52,000
SOC Major Group Codes 47, 49 (Carpenters, Masons, Electricians, Plumbers, Industrial Mechanics, etc.)	96%	47%	20%
SOC Major Group Codes 29, 31 (Respiratory Therapists, Pharmacy Techs, Home Health Aides, Medical Assistants, Phlebotomists, etc.)	78%	38%	30%
SOC Major Group Codes 15, 17 (Computer Support Specialists, Electronics Technologists, Civil Drafters, etc.)	100%	93%	80%

Source: Labor Market Estimating Conference, Oct. 6, 2021

Occupational Wage Comparisons



Credential Sequencing

What “basement” or “bottom” wage threshold should be used in order for a credential to be evaluated for stackability? In other words, stackable credentials will only be evaluated for stackability if they *at least* meet a basement or bottom wage threshold of:*

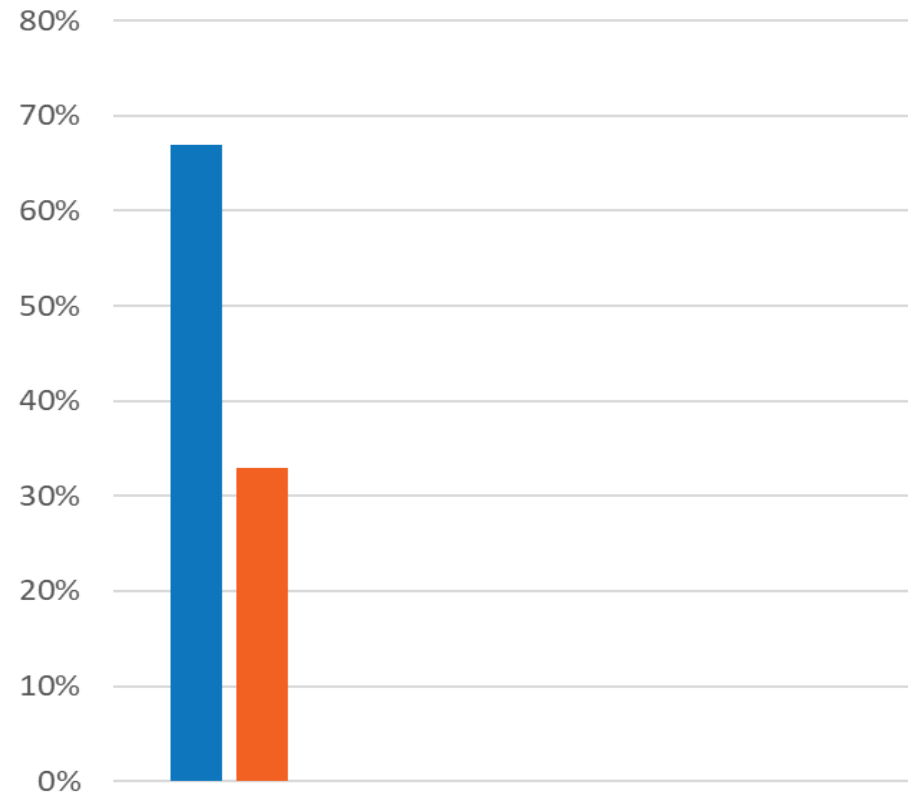
- ☐ 200% of Federal Poverty Level – For a household of 1, this equates to \$12.38/hour or \$25,750 annually.
- ☐ \$15/hour– The minimum wage in Florida is currently \$10/hour (\$20,080 annually) and will increase by \$1/hour each year until 2026 when the minimum wage will be \$15/hour or \$31,200 annually.
- ☐ No wage threshold – As long as the next level credential in the sequence meets the middle- to high-level wage threshold, it does not matter what wage is of the credential being evaluated.

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Survey Results

Basement Threshold?



■ No threshold ■ \$15/hr min. threshold ■ 200% federal poverty level

Credential Sequencing: Proposed Criteria

1. Validated and recognized by industry AND
2. Part of a well-defined sequence of credentials that leads to a next-level credential on the Master Credentials List
3. **AND/OR** At least 25% of credential holders "stack" that credential to a Credential of Value on the Master Credentials List
4. **OR** Included on Florida's Gold Standard Articulation list

Building the Master Credentials List

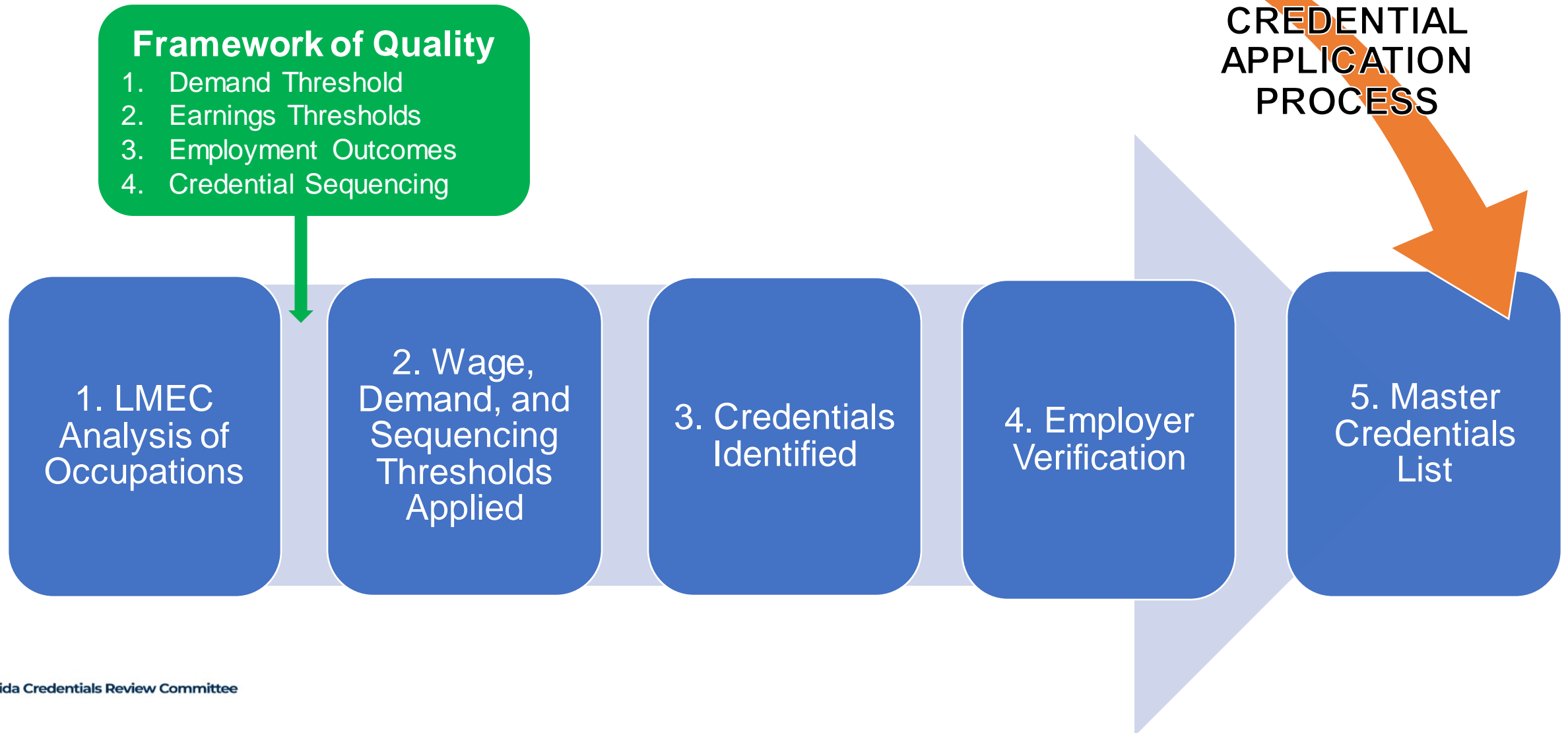


Dan McGrew

**Vice President, Strategic Policy and
Performance**

CareerSource Florida

Building the Master Credentials List



Timeline Update



Andra Cornelius, CEcD

**Senior Vice President, Business & Workforce
Development**

CareerSource Florida

Timeline Update

	CRC Mtg 1	Framework of Quality Workshop 1	CRC Mtg 2	Framework of Quality Workshop 2	CRC Mtg 3	Returned-Value Funding Workshop	CRC Mtg 4
Prior to Meeting	SBE adopted CAPE lists as Master Credentials List (MCL) for 21-22 (08/18/2021)	Labor Market Estimating Conference Meeting 1 (10/06/2021) <ul style="list-style-type: none"> Occupations requiring HS to Associates analyzed Wage brackets for state, occupation, and region provided Job opening projections provided 	Send CRC feedback survey on middle- to high-level wage thresholds and credential sequencing wage threshold	Labor Market Estimating Conference Meeting 2 (TBD) <ul style="list-style-type: none"> Analyze occupations at all education levels Analyze supply and demand for each occupation 	Draft Framework of Quality based on CRC feedback	Identify Returned-Value Funding data elements and data sources are identified	Apply approved Framework of Quality to currently available credentials in Florida
	CRC Members appointed (08/26/2021)		ESG continues analysis and begins to build a process framework for CRC to use when evaluating credentials	Draft thresholds for evaluating demand and employment outcomes including local demand for Framework of Quality	Draft process for submitting credentials for evaluation and inclusion on MCL		Accept applications and evaluate new credentials for inclusion on MCL
	CRC Charter drafted	ESG drafts criteria for evaluating credentials for sequencing and proposes middle- to high-level wage threshold for Framework of Quality		Initiate employer engagement activities to include CRC members, industry/ business groups, and other industry sector constituents			
Meeting Date	Sept. 2021	Oct. 2021	Dec. 2021	Jan./ Feb. 2022	Mar./ Apr. 2022	Apr. 2022	June 2022
CRC Actions	Approved CRC Charter	LMEC provided overview of occupation analysis and preview of data expected in January	Discuss potential wage thresholds to define middle- to high-level wages	Review labor supply and demand analysis	Consider approval of Framework of Quality	Review elements of Returned-Value Funding formula and data sources	Consider approval of MCL for 2022-2023
	Scheduled Framework of Quality Workshop for CRC members (10/26/2021)	ESG provided status update on Framework of Quality focusing on 2 of 4 factors: <ul style="list-style-type: none"> Middle- to high-level wages Credential stacking 	Discuss criteria to evaluate for credential sequencing	Review results from employer engagement activities	Consider approval of process for adding credentials to MCL		Submit approved MCL to CSF board for their approval, then to SBE
			Review updated timeline for deliverables	Review draft thresholds for evaluating demand and employment outcomes			Consider new Returned-Value Funding formula

Open Discussion and Public Comment

Chair's Closing Remarks



Katie Crofoot

Director

REACH Office

Upcoming Meetings

- January/February 2022: Framework of Quality Workshop (virtual)
- March/April 2022: Credentials Review Committee (in person)