

# Florida Credentials Review Committee

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April 28, 2022



# Chair's Welcome and Remarks



**Katie Crofoot**

**Director, REACH Office**

**Executive Office of the Governor**

# New Member Welcome



**Kevin O'Farrell, Ph.D.**

**Chancellor**

**Division of Career and Adult Education**

**Department of Education**

# For Public Comment:

- Please see Lisa Cramer for a Public Comment card.



# Developments Since March

# Consent Item

Approval of March 9, 2022, Meeting Minutes, to include any modifications or changes noted by the board.

# Credentials of Value Work



**Dan McGrew**

**Vice President**

**Strategic Policy & Performance**

**CareerSource Florida**



**Keith Richard, Ph.D.**

**Statewide Director**

**Career & Technical Education Quality**

**Department of Education**

# Credentials of Value Work

- Education Strategy Group contracted through a Bill and Melinda Gates Foundation Grant.
- Credentials of Value workgroup convened May 2021 prior to REACH Act and met periodically through January 2022.
- Workgroup developed conceptual Framework of Quality utilizing available data sources.
- Conceptual framework applied to credentials at the sub-baccalaureate level only.
- Lessons learned and forward-looking questions shared with CRC workgroup staff leads.

# Framework of Quality Workgroups

## Wage Thresholds



**Adrienne Johnston**

**Deputy Secretary**

**Division of Workforce Services**

**Department of Economic Opportunity**



**Adam Briggs, Ph.D.**

**Senior Director**

**Strategic Policy & Performance**

**CareerSource Florida**

# Wage Thresholds

- Guiding questions

- What methods are best for measuring wages associated with credentials?
- What criteria are best for designating wage thresholds, given relevant variables such as education/training level, geographic location, etc.?

# Wage Thresholds

- Collaborative partners at the Department of Economic Opportunity have built the prototype for an exploratory tool that enables:
  - Inquiry into distributional implications of wage threshold decisions.
  - Analysis under several potential wage measurement methods.
- The tool also identifies qualifying proportions of Florida workers and credential completers categorized by:
  - Occupational sector
  - Occupational educational requirement
  - Credential type
  - Credential subject matter
  - Population demographic characteristics

# Wage Thresholds

## Wage and Projections Dashboard (CIP)

Choose Wage Type:  
Median

### Set Parameters:

Wages (Hourly):

Minimum Median Wage

0

Maximum Median Wage

100

Projections (Annual):

Minimum Growth Rate

-1.6625

Maximum Growth Rate

6.1625

Minimum Growth

1.000

Maximum Growth

7.064

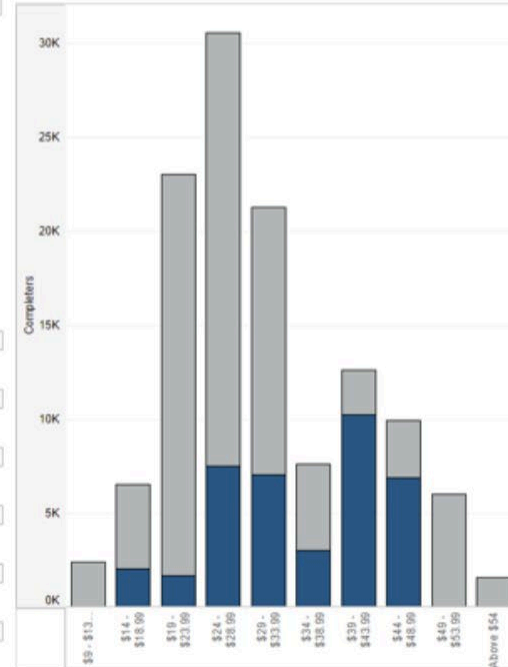
Minimum Openings

6

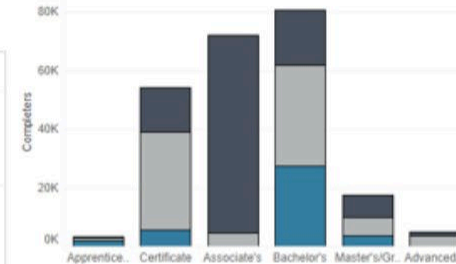
Maximum Openings

37.996

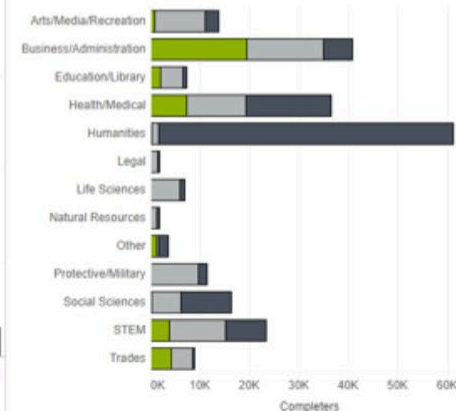
### Completer Distribution by Wage Category



### Completer Distribution by Educational Attainment



### Completer Distribution by CIP Super-Category



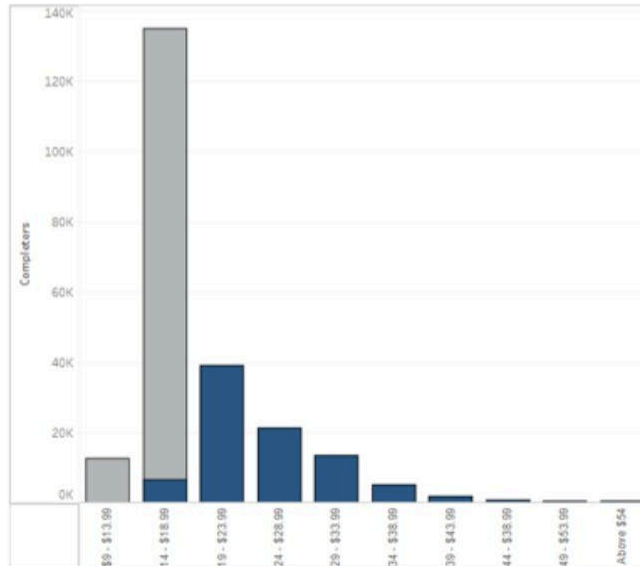


# Wage Thresholds

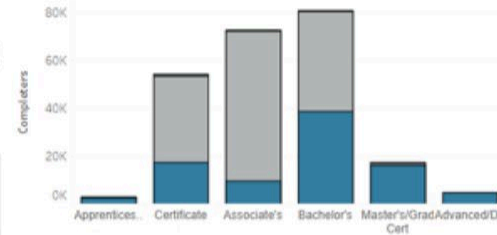
## Wage and Completers Dashboard (CIP)

Choose Wage Type: Minimum Median (Wage Records) Wage Maximum Median (Wage Records) Wage  
Median (Wage Records) 18 100

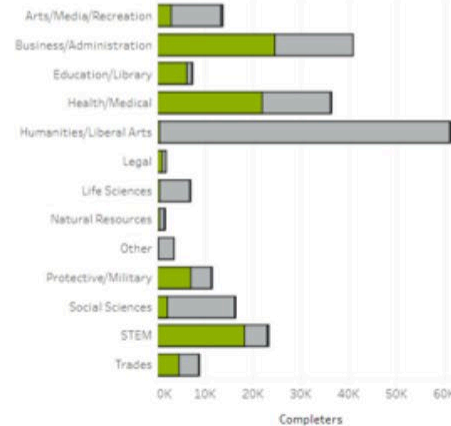
### Completer Distribution by Wage Category



### Completer Distribution by Educational Attainment



### Completer Distribution by CIP Super-Category



# Wage Thresholds

## Wage and Projections Dashboard (SOC)

Choose Wage Type:

Median

### Set Parameters:

Wages (Hourly):

Minimum Median Wage

0

Maximum Median Wage

93.05

Projections (Annual):

Minimum Growth Rate:

2

Maximum Growth Rate:

5.7563

Minimum Growth:

-307

Maximum Growth:

7.165

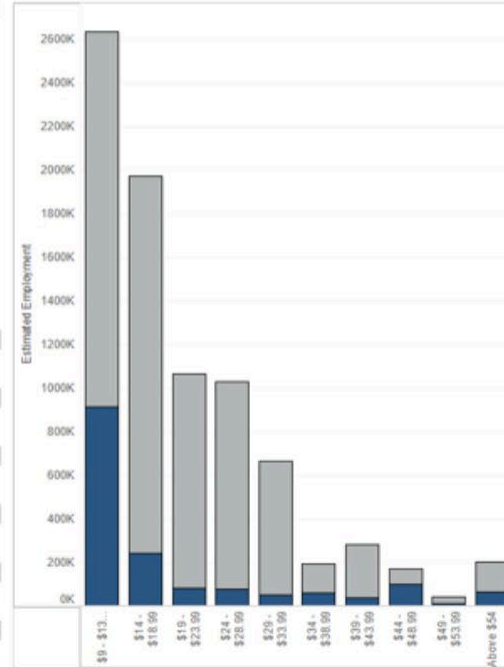
Minimum Openings:

3

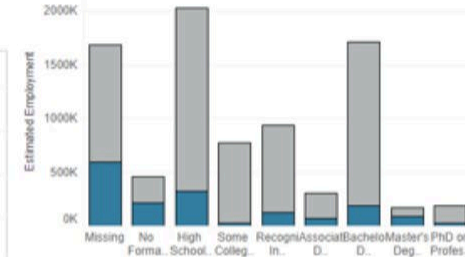
Maximum Openings:

53.312

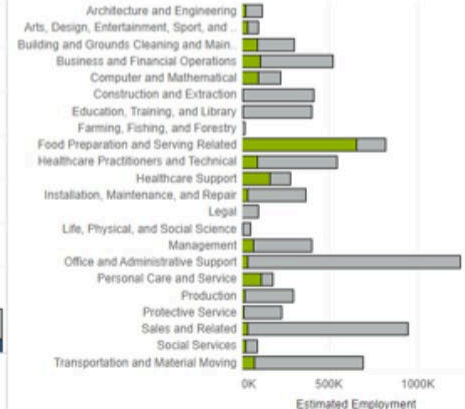
### Employment Distribution by Wage Category



### Employment Distribution by Educational Attainment



### Employment Distribution by Occupational Category

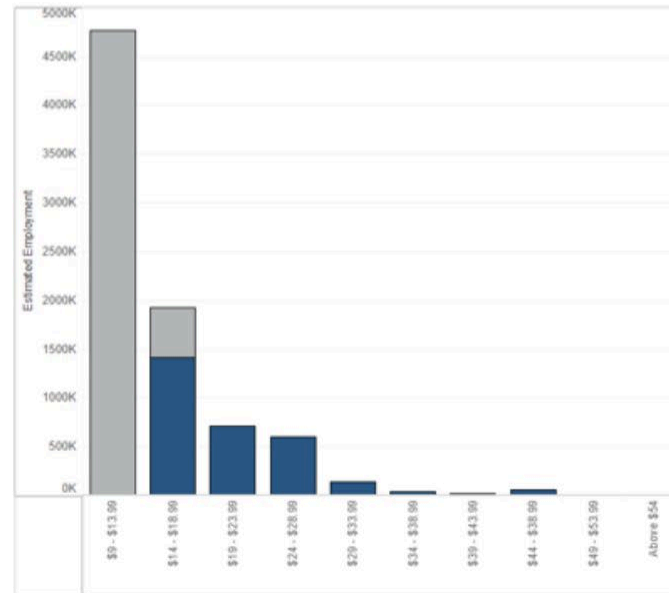


# Wage Thresholds

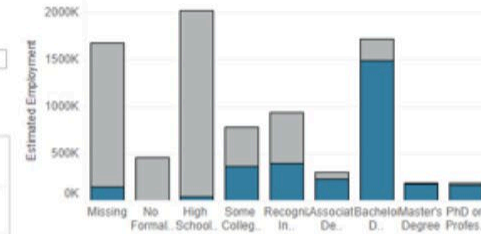
## Wage and Employment Dashboard (SOC)

Select Wage Type:  Minimum Entry Wage:  Maximum Entry Wage:

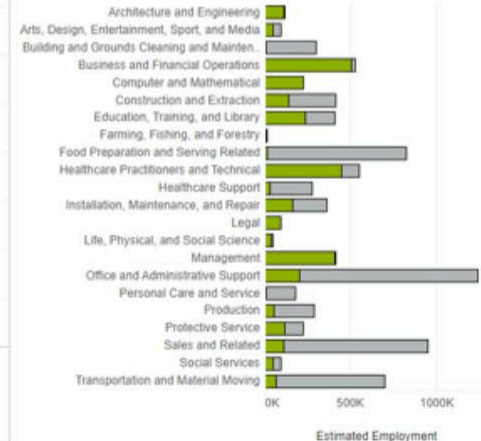
### Employment Distribution by Wage Category



### Employment Distribution by Educational Requirement



### Employment Distribution by Occupational Category



# Wage Thresholds

- As the group awaits definitive data-of-record from the Labor Market Estimating Conference, it continues to:
  - Experiment with different kinds of practical analysis using existing data sources.
  - Employ functional tools that shed light on critical wage-related factors.
  - Contribute to a catalogue of issues/factors with practical relevance for more than one Credentials Review Committee workgroup.

# Framework of Quality Workgroups

## Credential Sequencing



**Katherine Goletz**

**Deputy Director**

**Commissioner's External Affairs Office  
Florida Department of Agriculture and  
Consumer Services**



**Tara Goodman**

**Vice Chancellor**

**Division of Career, Technical and Adult  
Education  
Department of Education**

# Credential Sequencing Workgroup

- **Status:**
  - Committee members are working on providing comments to a draft definitions document and will continue to meet until general consensus is reached.
- **Discussion points include the following:**
  - What does it mean to be validated and recognized by industry?
  - What, if any, minimum wage threshold should be established?
  - What does it mean for a credential to be part of a career pathway?

# Framework of Quality Workgroups

## Credential Identification



**James Taylor**

**President and CEO**

**Florida Technology Council**

**Executive Director**

**Florida Technology Foundation**



**Keith Richard, Ph.D.**

**Statewide Director**

**Career & Technical Education Quality**

**Department of Education**

# Credential-Occupation Correlation and Gap Identification

- **Current efforts**

- Diverse inventory collection and maintenance procedures established.
- Workgroup matrix developed.
- Independent Colleges and Universities of Florida leadership team developed & disseminated new survey to inventory offerings at private institutions.
- Inventory of postsecondary programs underway.

- **Next steps**

- Apply new CIP-to-SOC crosswalk and incorporate linkages into Framework of Quality review process.



# Defining Local Demand: A Case Study



**Dehryl McCall**

**Senior Director**

**Business & Workforce  
Development**

**CareerSource Florida**



**Greg Vickers**

**Owner**

**Certified Towing**



**Diane Head**

**Executive Director**

**CareerSource North Florida**



**David Dunkle**

**Associate Dean**

**Economic Development and  
Technical Programs  
North Florida College**



**NORTH FLORIDA  
COLLEGE**

# **Commercial Vehicle Driving Program**

Madison, Florida






**NORTH FLORIDA  
COLLEGE**

## **Commercial Vehicle Driving Program**

Madison, Florida



**I am taking the  
CDL program at  
North Florida  
College to better  
myself and to be  
a better provider  
for my family.**

*Darrell James, NFC Graduate  
Commercial Vehicle Driving*

**NFC NORTH FLORIDA  
COLLEGE**





NORTH FLORIDA  
COLLEGE





NORTH FLORIDA  
COLLEGE

# Commercial Vehicle Driving Program

Madison, Florida

What I find most  
interesting about  
the career is the  
open possibilities  
and not being  
confined to a  
certain area.

*Scott Wheeler, NFC Graduate  
Commercial Vehicle Driving*

**NFC** NORTH FLORIDA  
COLLEGE









**NFC**  
NORTH FLORIDA  
COLLEGE

# Partnerships







NORTH FLORIDA  
COLLEGE



# Determining Local Demand



**Jennifer Grove**

**Vice President, External Relations  
Baptist Health Care**



**Dehryl McCall**

**Senior Director  
Business & Workforce Development  
CareerSource Florida**

# Determining Local Demand

**REACH Act:** *“Evidence that the credential meets labor market demand as identified by the Labor Market Estimating Conference created in s. 216.136 or meets local demand as identified in the criteria adopted by the Credentials Review Committee.”*

Guiding questions:

- What demand threshold methodologies and processes currently exist?
- What criteria are best for defining “what meets local demand” given relevant variables such as local and regional economies, targeted industries, infrastructure, emerging opportunities, etc.?

# Determining Local Demand

To align processes to the goals and objectives outlined in the REACH Act themes: Access, Alignment and Accountability, the Demand Thresholds workgroup agreed on the following four guiding principles to determine local demand:

1. **Sector-based:** Supports talent needs of industry sectors of focus, including target industries and infrastructure industries, as defined by the local workforce development board; **or**
2. **Emerging opportunities:** Real-time talent needs presented by a new or expanding business, industry, or economic development agency. "Evidence must include employer information on present credential use or emerging opportunities;" **and**
3. **Market-driven:** Flexibility to pivot based on and plan for business talent needs driven by the local economy and emerging credentials discovery; **and**
4. **Aligned and accountable:** Focused on the economic and talent ecosystem including secondary and post-secondary education, local workforce development boards, economic development and industry with shared alignment of resources.

# Determining Local Demand

As the workgroup awaits definitive data-of-record from the Labor Market Estimating Conference, it continues to discuss and consider:

- Ensuring a move toward more proactive anticipation of needs in addition to being responsive to existing needs.
- Ensuring emerging industries/occupations can meet the new demand threshold; and
- Ensuring all demand is captured – the goal is to accurately reflect demand in occupations that are not filled through the traditional methodologies, such as Employ Florida, Indeed.com, etc. Examples include construction and manufacturing.
- Ensuring the new methodology takes a long-term view of demand.
- Ensuring that state demand threshold methodology maintains two threshold options as it does now (x openings and x growth OR x+ openings and lower growth thresholds).



## **Open Discussion and Public Comment**

# Chair's Closing Remarks



**Katie Crofoot**

**Director, REACH Office**

**Executive Office of the Governor**

# Upcoming Meetings

- June 27, 3-5 p.m., Wesley Chapel
- Sept. 22, Tallahassee
- Nov. 17, TBD