

Florida Credentials Review Committee

Meeting Agenda

[MICROSOFT TEAMS LINK](#)

Call-In Number: 850-629-7293, Conference ID: 712 845 565#

MONDAY, OCT. 31 • 10 A.M. – 11 A.M. ET

Chair's Welcome and Remarks

Katie Crofoot

*Director, REACH Office
Executive Office of the Governor*

Consent Item

Katie Crofoot

- June 27, 2022, meeting minutes

Overview of Labor Market Estimating Conference Data

Katie Crofoot

Submission of Certifications Seeking CAPE Funding for 2023-2024 ***Katie Crofoot***

Review of Timeline and Framework of Quality Updates

Dan McGrew

Open Discussion and Public Comment

Chair's Closing Remarks

Katie Crofoot

Upcoming Meetings

Dec. 7, 2022 – Tallahassee

Consent Item 1

Approved _____

Disapproved _____

Consent Item

JUNE 2022 MEETING MINUTES

In accordance with Article VII, Section 7.3 of the approved bylaws of CareerSource Florida, the corporation is required to keep correct and complete books and records of accounts and shall keep minutes on the proceedings of the Credentials Review Committee.

FOR CONSIDERATION

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

**Credentials Review Committee
Meeting Minutes
June 27, 2022**

I. CALL TO ORDER

Chair Crofoot called the meeting to order at 3 p.m. on June 27, 2022.

II. ROLL CALL

Lisa Cramer conducted roll call. The following members were present:

Katie Crofoot
Timothy Beard
Michael Biskie
Robert Boyd
Hugh Campbell
Kevin Carr
Roger Strickland for Marshall Criser
Katherine Goletz
Lloyd Gregg
Jennifer Grove
Diane Head
Kathy Hebda
Adrienne Johnston
Debbie Magruder
Henry Mack
Kevin O'Farrell
James Taylor

A quorum was present.

III. CONSENT ITEM

Chair Crofoot called for a motion to approve the meeting minutes from April 28, 2022.

Motion: Michael Biskie
Second: Hugh Campbell

There was no discussion or comments from the public.

The consent item passed unanimously.

IV. FLORIDA CHAMBER FOUNDATION WORKFORCE NEEDS 2.0 STUDY

Chair Crofoot introduced Dave Sobush, director of research with the Florida Chamber Foundation, to present on the foundation's Workforce Needs Survey.

He shared that the Florida 2030 Blueprint to Secure Florida's Future could be accessed at Florida2030.org. Sobush stated Florida has surpassed pre-pandemic employment levels. The number of unemployed persons declined by 8,000 and the unemployment rate remains at 3.0%. Round One of survey results found that businesses are struggling to recruit and find talent. The survey showed that while Florida's workforce is changing, recruiting primarily still follows traditional processes.

V. CREDENTIALS REVIEW COMMITTEE DELIVERABLE – DEVELOP A RETURNED-VALUE FUNDING FORMULA

Chair Crofoot welcomed Dan McGrew, CareerSource Florida vice president for strategic policy and performance; Kathy Hebda, chancellor of the Florida College System; Dr. Kevin O' Farrell, chancellor for the Division of Career and Adult Education; and Tara Goodman, vice chancellor for the Division of Career and Adult Education, to present on the ongoing work to develop a returned-value funding formula.

Current performance-based funding incentives for postsecondary industry certifications have been provided to district and Florida College System institutions since 2013-2014. The elements of current performance funding model are based on student attainment of industry certification on the Career and Professionals Education (CAPE) Postsecondary Industry Funding List. There is a maximum of \$1,000 per industry certification and all certifications are funded at the same value.

The school district postsecondary 2022-23 appropriation level was \$6.5 million and Florida College System postsecondary 2022-23 appropriation level was \$14 million.

Adoption of fundable certifications for postsecondary education is part of the Credentials Review Committee's mission. The committee's statutory requirements are to develop a returned-value funding formula. All funds provided are based upon employment placement of students earning industry certification. The challenges are employment tracking, lack of access to out-of-state placement, wage information for state incentive fund calculations and a lag between behavior and employment activity.

The funding model requires 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.

Committee member Robert Boyd asked how many postsecondary certifications were funded and how many educational facilities received funding. Goodman said all 28 Florida College System institutions received some portion of funds.

Committee member Mike Biskie asked how the universities target populations with their advertising. Goodman replied they have the statewide Get There Florida campaign to help advertise programs that are available and federal CARES Act funds to assist with raising awareness about rapid credentialing programs among target populations.

UPDATES FROM FRAMEWORK OF QUALITY WORKGROUPS

Demand Thresholds – Committee member Jennifer Grove and CareerSource Florida Senior Director for Business and Workforce Development Dehryl McCall shared the workgroup’s report on local demand thresholds.

To align processes to the goals and objectives outlines in the REACH Act, the workgroup agreed on the following four guiding principles to determine local demand:

1. Sector-based
2. Emerging opportunities
3. Market-driven
4. Aligned and accountable

The takeaways from recent workgroup presentations and discussions are:

- All key partners should be aligned through a sector strategy group.
- Local workforce development boards should be the conveners and submitters on behalf of the partners.
- Technology should be used by developing a portal to manage applications.

The next steps are to develop local demand criteria and analyze demand threshold recommendations for the Credential Review Committee’s consideration.

Wage Thresholds - Committee member Adrienne Johnston and Adam Briggs, Ph.D., provided an update on wage thresholds. The workgroup has the option to use wage outcomes from the Florida Education and Training Placement Information Program (FETPIP) and survey wage data by occupation. Where the data is available for a program, use aggregate statewide FETPIP outcomes for the program’s Classification of Instructional Program (CIP) code credential type. Where there are no aggregate FETPIP outcomes available, they will use Occupational and Wage Statistics (OEWS) wages for corresponding Standard Occupational Classification (SOC) codes. A credential must meet either a Florida Education and Training Placement Information Program 1-year/ Occupational and Wage Statistics entry threshold or a higher Florida Education and Training Placement Information Program 5-year/ Occupational and Wage Statistics median threshold. A credential must have met the requirement in two of the most recent three years. The workgroup recommends a proportional inclusion to determine the threshold.

Johnston shared a tool, the Wage and Completers Dashboard, which is available to the Committee.

Credential Sequencing - Tara Goodman, vice chancellor for the Division of Career and Adult Education, provided an update on the Credential Sequencing workgroup. The committee has been reviewing a draft definition and required components for credential sequencing. The scope of non-degree credentials is:

- Career Certificate Programs
- Apprenticeship Certificate
- Applied Technology Diploma
- College Credit Certificates
- Industry Certifications

Goodman stated recent discussions have focused on the following potential requirements for credential sequencing:

- The credential is validated and recognized by industry.
- The credential meets an established wage threshold above the minimum wage or meets a minimum demand based upon evidence of an unmet need for skilled workers.
- The credential is part of a career pathway leading to a credential that meets the middle to high wage threshold.

In conclusion, Goodman stated the future discussion is expected to focus on the best options for establishing the presence of a career pathway leading to a credential at the middle to high wage level and where digital tool certificates fit into the framework.

Credential Identification – Committee member James Taylor stated the workgroup has focused on the identification of a postsecondary programs using Classification of Instructional Program (CIP) codes and identifying the occupations using Standard Occupational Classification (SOC) codes. The workgroup has been collaborating with various Florida postsecondary sectors to successfully identify an active program inventory across:

- The Florida College System
- State University System
- Commission of Independent Education
- Public district technical colleges
- Independent Colleges and Universities of Florida

The three main decision points being considered are the decision to add additional linkages that were not included on the SkillsEngine crosswalk, a strength of connection indicator on the SkillsEngine and a competitive education requirement rating for each occupation listed on the SkillsEngine Classification of Instructional Program (CIP) to Standard Occupational Classification (SOC).

VI. ECONOMIC & DEMOGRAPHIC RESEARCH PLANNING WORKGROUP

Chair Crofoot reported the workgroup met with the Office of Economic and Demographic Research on June 15, during which they received updates on recent requests by the wage threshold workgroup to include wage identifiers. The Office of Economic and Demographic Research reported they will be providing three additional wage descriptors includes wages in the 10th percentile, wages in the 75th percentile and the mean wages. It is anticipated that the Labor Market Estimating Conference will convene in August to provide a final product.

VII. OPEN DISCUSSION AND PUBLIC COMMENT

There were no public comments.

XI. CHAIR'S CLOSING REMARKS

Chair Crofoot thanked everyone for their time and adjourned the meeting at 5:02 p.m.

Information Items



Florida Credentials Review Committee

Adam Callaway



Adam Callaway serves as deputy secretary of the Department of Economic Opportunity's Division of Strategic Business Development, a role which he started in 2020. Previously, Mr. Callaway served as assistant general counsel in the Department of Economic Opportunity's Office of General Counsel, working on issues involving all aspects of the department's operations and responsibilities.

He received his bachelor's degree in history from Millsaps College in Jackson, Mississippi, and his law degree from the Florida A&M University College of Law. Adam is a native of the Florida Panhandle and lives in Tallahassee.

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.

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

The Credentials Review Committee 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 Credentials Review Committee.
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 Credentials Review Committee.

The Credentials Review Committee 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 Credentials Review Committee.

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

Establish Timely Processes

The Credentials Review Committee 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 Credentials Review Committee.

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. 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. Floridians 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 Credentials Review Committee 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 Credentials Review Committee 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.