

Florida Credentials Review Committee

Feb. 9, 2023



Chair's Welcome and Remarks



Katie Crofoot

Director, REACH Office

Executive Office of the Governor

For Public Comment:

Please see Lisa Cramer for a Public Comment card.

Credentials of Value

- A **credential** is defined 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, or Bachelor of Science degree.
- A **credential of value** is defined as any credential from the above list that also satisfies the criteria set forth in the **Framework of Quality**, which includes demand, wage and sequencing criteria.

Consent Item

For Consideration

- Approval of Dec. 7, 2022, Meeting Minutes, to include any modifications or changes noted by the board.

Master Credentials List



Dan McGrew

Sr. Vice President

Business and Workforce Strategies

Evaluation of Credentials

Process Overview



2022-2023 Master Credentials List

- Created based on Career and Professional Education (CAPE) Industry Certification and CAPE Postsecondary Certification lists from 2020.
- November 2022 application window.

Action Item 1

For Consideration

- Approve revisions to the 2022-2023 Master Credentials List including 17 new credentials, updating 11 credentials and the removal of 3 certifications.
- Authorize the Credentials Review Committee to send these recommendations to the CareerSource Florida Board of Directors for delivery to the State Board of Education.

Evaluation of Credentials

- Credential to Standard Occupation Classification (SOC) code linkages
- Demand criteria
- Wage criteria
- Sequencing criteria

2023-2024 Master Credentials List

- **Summary**
 - 275 degree credentials
 - 1,446 non-degree credentials
 - 33 digital tools
- **Provisional status**
 - 10 degree programs of study
 - 78 industry certifications
 - 85 apprenticeships
 - 136 non-degree programs of study
- **Credentials requiring additional evaluation**
 - Validation of SOC linkages
 - Availability and validation of specific program types

Action Item 2

For Consideration

- Approve the list of 2,063 credentials as the first credentials added to the 2023-2024 Master Credentials List.
- Authorize the Credentials Review Committee to send these recommendations to the CareerSource Florida Board of Directors for delivery to the State Board of Education.

New Credential Evaluation



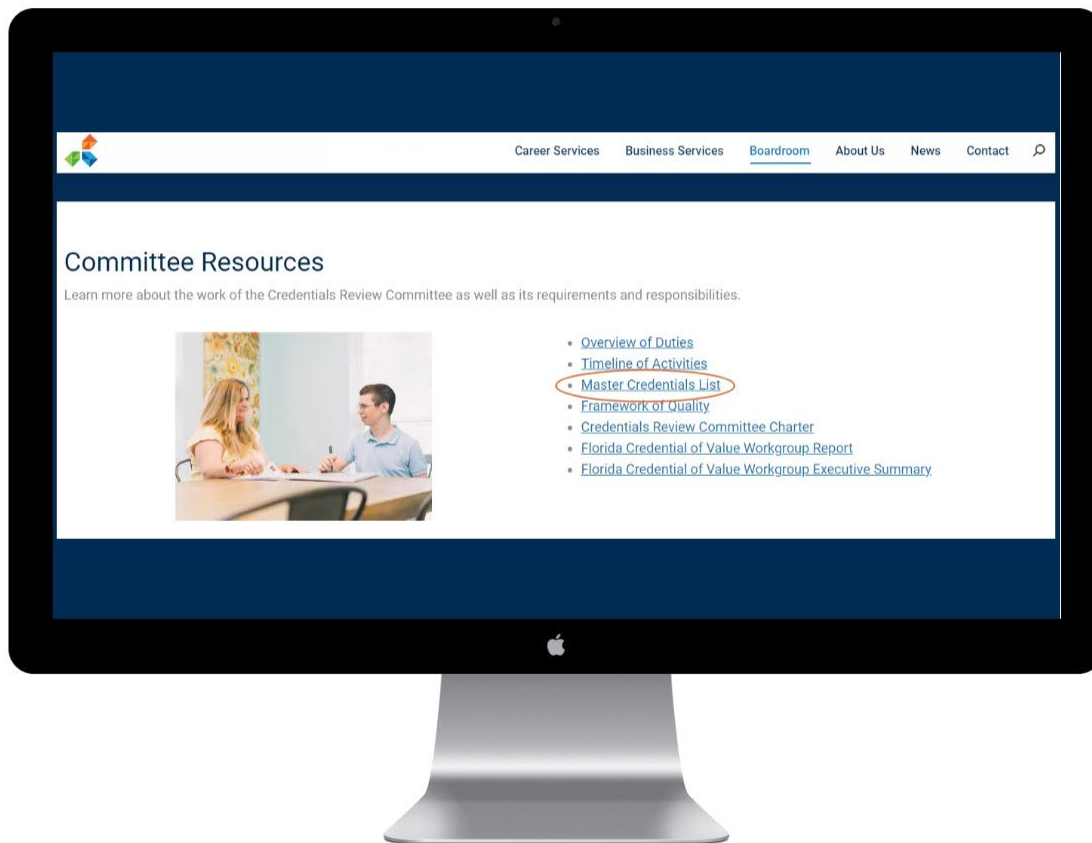
Adam Briggs, Ph.D.

Senior Director

Business and Workforce Strategies

Master Credentials List

Online Application Platform



Application Process

- Applications can be submitted by local workforce development boards, school districts and colleges.
- Online applications are accepted year-round with a deadline prior to each Credentials Review Committee meeting.
- New credentials will be evaluated against the Framework of Quality.

Application Requirements

- Degree and non-degree credentials listed in Chapter 14.36(2)(a), Florida Statutes.
- Standard Occupational Classification (SOC) code linkage.
- Demand and wage data outlined in the Framework of Quality.
- Demonstrated support from local workforce development board(s), education partners and industry sectors.
- Documentation supporting local demand and sequencing.
- Those seeking CAPE secondary/postsecondary funding for the 2024-2025 school year must apply by Sept. 30, 2023.

Master Credentials List

Evaluation Process

- Credentials are evaluated quarterly and prior to the following Credentials Review Committee meeting. The next deadline is March 15.
- The multi-partner team supporting this work will review applications for connections, via SOC code, to:
 - Labor Market Estimating Conference (LMEC) Critical Undersupply List occupations and/or one of the Regional Demand Occupations Lists named in the Framework of Quality.
 - Wage information - when recent enough and sufficient for evaluation, the source is Florida Education & Training Placement Information Program (FETPIP); otherwise LMEC wage data is used.
 - Preliminary sequencing evaluation based on articulation agreements and other applicant-sourced evidence described in the Framework of Quality.

Timeline Review

Feb. 2023	2/09 - Credentials Review Committee meeting to consider recommendations for additions to the 2022-2023 Master Credentials List and the first credentials added to the 2023-2024 Master Credentials List.
	2/10 - Master Credentials List online application available.
	2/23 - CareerSource Florida Board of Directors meeting - Board to vote on delivery of the 2022-2023 Master Credentials List revisions and 2023-2024 Master Credentials List to the State Board of Education.
March 2023	3/22 - State Board of Education meeting
	3/15 - Deadline for credential applications for consideration at May Credentials Review Committee meeting.
May 2023	TBD - Credentials Review Committee meeting - Committee to consider recommendations for additions to 2023-2024 Master Credentials List.
June 2023	TBD - CareerSource Florida Board of Directors meeting - Board approves delivery of updated 2023-2024 Master Credentials List to State Board of Education.
	6/30 - Deadline for credential applications for consideration at August Credentials Review Committee meeting.

Industry Engagement and Gap Identification



Dehryl McCall

Senior Director

Business and Workforce Strategies

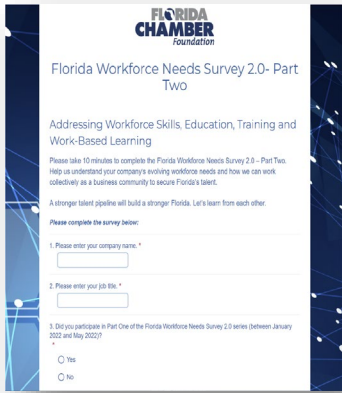


Dave Sobush, CECD

Director of Research

Florida Chamber Foundation

Building on the Next Phase of Florida's Workforce Research



FLORIDA CHAMBER
Foundation

Florida Workforce Needs Survey 2.0- Part Two

Addressing Workforce Skills, Education, Training and Work-Based Learning

Please take 10 minutes to complete the Florida Workforce Needs Survey 2.0 - Part Two. Help us understand your company's existing workforce needs and how we can work collectively as a business community to secure Florida's talent.

A stronger talent pipeline will build a stronger Florida. Let's learn from each other.

Please complete the survey below:

1. Please enter your company name. *

2. Please enter your job title. *

3. Did you participate in Part One of the Florida Workforce Needs Survey 2.0 series between January 2022 and May 2023? *

Yes

No



Survey Part-Two Addressed:

- Desired skills and education level for applicants
- Internship and apprenticeship opportunities
- Availability of employer-led training and work-based learning

Survey Part-Two Goals:



Exploring pain points: sources of difficulty in the recruitment process



Assessing workforce needs for training



Gauging awareness of available employee training programs

Where We're Going

- Engage employers on credentials of value
- Engage employers to enhance education and skills training partnerships with tech centers, colleges, and universities to upskill incumbent workers (or those to be laid off)
- Increased awareness of current state and federal support initiatives available to upskill incumbent workers

Workforce Needs Study 2.0 Focus Groups: Research on the Road

- **Research Objectives:**
 - Verify Current/Emerging Skills Needs
 - Master Credentials List
 - Catalogue Industry-Education Partnership Best Practices
 - Assess Training Resource Utilization
- **8 Regions**
- **4 Occupational Groups**
 - Manufacturing/Construction/Skilled Trades
 - Information Technology
 - Healthcare
 - Finance/Professional Services



Workforce Needs Study 2.0 Focus Groups: Research on the Road

- **Review of Prior Survey Results**
- **Current and Emerging Skill Needs**
- **Education and Skills Training Partnerships**
- **State and Federal Support Initiatives for Upskilling**

Workforce Needs Study 2.0 Focus Groups: Research on the Road

- **25-30 Employers per Focus Group**
 - 800 to 960 Employers Engaged
- **Late March/Early April**
- **Partnering with CareerSource Florida, Local Chambers, Local Workforce Development Boards, Industry and Professional Associations**
- **Contact Florida Chamber Foundation for Registration Information**



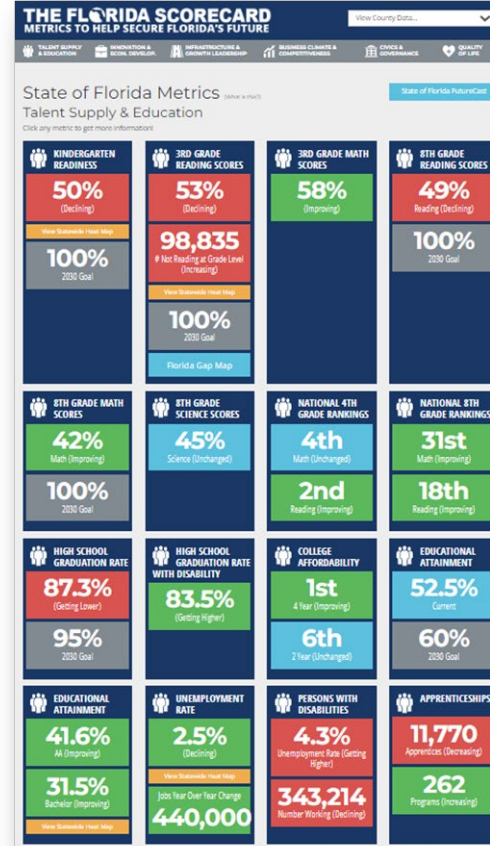
Questions?

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Open Discussion and Public Comment

Closing Remarks



Katie Crofoot

Chair

THANK YOU

Demand Threshold Workgroup

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Dehryl McCall (Team Lead), CareerSource Florida

Kendall Kelley, REACH Office

Roger Strickland, Florida Board of Governors

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Jimmy Heckman, Florida Department of Economic Opportunity

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John Kaliski, Cambridge Systematics, Inc.

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THANK YOU

Credential Sequencing Workgroup

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Roger Strickland, Florida Board of Governors

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Credential-Occupation Correlation and Identification Workgroup

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Sam Ferguson, Florida Department of Education Commission for Independent Education

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Marcelo Dossantos, FloridaMakes

Beth Cicchetti, Florida Economic Development Council

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Byron Clayton, CareerSource Tampa Bay

Lynn Peoples, TruMont

Upcoming Meeting

May 2023, Virtual