

## **CareerSource Florida, Inc.**

### **Request for Quote**

**for**

### **Credentials Review Committee**

#### **PLEASE DIRECT INQUIRIES TO:**

**Violet Sharpe,**

**Contracts and Officer Services Director**

**[contracts@careersourceflorida.com](mailto:contracts@careersourceflorida.com)**

## **Background**

The 2021 Reimagining Education and Career Help (REACH) Act established a Credentials Review Committee (CRC) for the state of Florida whose primary role is to develop a Master Credentials List that identifies degree and non-degree credentials that meet specific statutory criteria including linkages to occupations in demand and occupations with middle and high wages. These criteria are collectively referred to as the Framework of Quality which will be used to identify credentials of value. The final creation of the Master Credentials List is dependent upon labor market analyses provided by the newly established Labor Market Estimating Conference.

In January 2022, the CRC established four workgroups, each focused on specific elements of the Framework of Quality:

- Wage Thresholds: Non-degree credentials must show evidence that earnings outcomes meet middle- to high-level wages with preference given to credentials generating high-level wages.
- Demand Thresholds: Non-degree and degree credentials must show evidence that the credential (or competencies mastered upon completion of the credential) meet labor market demand.
- Credential Sequencing: Non-degree credentials that do not meet the wage threshold must be part of a sequence of credentials required for the next level occupation that does meet the wage threshold.
- Credential-Occupation Correlation and Gap Identification: The body of credentials defined in statute 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. This group will collect the inventory of credentials that will be evaluated by the Framework of Quality and identify opportunities where education programs that are linked to demand occupations may not be available.

Prior to the passing of the REACH Act in July 2021, the Florida Department of Education received a grant from the Bill and Melinda Gates Foundation and contracted with Education Strategy Group (ESG) to create a definition for credentials of value. When the REACH Act

became law, ESG’s work was brought into line with the statutory requirements. ESG produced a final report in March 2022 which described how they created a draft Master Credential List utilizing the data and tools available at the time. The final report also indicated several questions and considerations for the CRC to contemplate as the work continues.

## Description of Work

One of the critical elements of the Framework of Quality is determining how a non-degree credential that does not meet a wage threshold may be evaluated for its place in a sequence of credentials required for the next level occupation that does meet a wage threshold. Specifically, CareerSource Florida is seeking a vendor that can:

- Establish Standard Occupation Classification (SOC) code linkages to credentials identified by CareerSource Florida.** Florida currently has a Classification of Instructional Program (CIP) code to SOC crosswalk but has identified around 400 additional non-CIP credentials that need to be linked to SOC codes. Credentials to link include industry certifications, licenses, and apprenticeships. Outcomes of this work would also include technical documentation that could be used to establish linkages when future credentials are identified.
- Evaluate, identify, and propose quantitative elements that establish a sequence of credentials.** It is anticipated that the evaluation of individual credentials for their place in a defined sequence will take considerable qualitative and quantitative analysis. When considering the evaluation of the relationships between credentials there are linear and absolute relationships (cannot receive credential Y without credential X), relative relationships (individuals with credential Y are more competitive for the occupation than credential X), collaborative relationships (individuals with both credential X and Y, but neither individually, are qualified for the occupation), and empirical relationships (some % of individuals with credential X advance to earn credential Y, but you can earn credential Y independently). Data-supported evidence will need to be analyzed to determine criteria for each of these types of relationships. Initial analysis will need to be completed for the inaugural application of the Framework of Quality to create the Master Credentials List. Furthermore, analysis will need to be easily replicable for the ongoing work of the Credentials Review Committee.
- Defining industry sector career pathways or maps for the state of Florida that could be utilized by the Credentials Review Committee to establish a “well-defined sequence of credentials.”** Career maps developed would consider relationships not only among non-degree and degree credentials utilizing Florida’s newly created CIP-to-SOC crosswalk and existing articulation relationships, but also occupations in a sequence.

## Timeline for Work

Deliverable	Description	Date Needed
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1	Establish linkages to Standard Occupational Classification (SOC) codes for licenses, apprenticeships, and industry certifications that do not have associated Classification of Instructional Program (CIP) codes or are not currently included in Florida's CIP to SOC crosswalk.	31 October 2022
2	Create preliminary occupation-based career pathway maps for sectors that have adequate data to demonstrate sufficient inter-occupational association (e.g., healthcare, IT, fintech, etc.) utilizing the definition for "credential sequence" and the criteria for sequencing adopted by the CRC and identify needed data elements to expand career pathway maps.	30 November 2022
3	Develop process for evaluating credentials based on sequencing criteria established by Credentials Review Committee and complete first round of credential evaluations for sequencing.	31 December 2022
4	Identify additional occupation clusters to map beyond those addressed in (1), challenges that prevented these from being mapped and associated with credentials during the activities in (2), and specific, staged recommendations for remediating the information needs noted in (3).	31 January 2022
5	Evaluate existing processes and timeline for applicants to submit credentials—both sequenced and self-standing—for MCL consideration and develop recommendations to support the collaborative evolution of career pathway maps based on application submissions and approvals.	30 March 2023
6	Create additional occupation-based career pathway maps not created in output (1).	31 October 2023

## Responses

### Proposals

Interested vendors should describe their approach to complete the work described. The following list of elements should be included:

- Descriptions of applicable work completed by the vendor in the past
- Expected approach to establish linkages or develop career maps
- References from customers

### How to Respond

Responses should be submitted to [contracts@careersourceflorida.com](mailto:contracts@careersourceflorida.com) no later than 5pm on September 16, 2022.