

Florida Credentials Review Committee

Meeting Agenda

DEC. 6 2023 • 1 P.M. - 3 P.M. ET

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AUDIO ONLY: [850-629-7293 ID: 937 744 354#](#)

Chair's Welcome and Remarks

Katie Crofoot

*Director, REACH Office
Executive Office of the Governor*

Ethics and Open Government

George Levesque

*Shareholder
Gray Robinson*

Appeals to Decisions of the Credentials Review Committee **Katie Crofoot**

Consent Agenda

Katie Crofoot

- Approval of Sept. 6, 2023, Meeting Minutes

Action Item

Dan McGrew

1. Additions to the 2023-2024 Master Credentials List

Addressing Emerging Demand

Dehryl McCall

Moderator: Rachel Ludwig, Senior Director, Future of Work, Florida Chamber Foundation

Panelists:

- **David Arnold, Ph.D.**, Professor/Associate Chair for Faculty Affairs in the Department of Electrical and Computer Engineering, University of Florida
- **Jesus Lebeña**, SVP, Corporate Operations, MasTec Communications Group
- **Mike Miller**, VP of External Affairs and Workforce Integration, SPACE Florida
- **James Taylor**, CEO, Florida Technology Council (Credential Review Committee Member)

Evaluating Apprenticeships for Master Credentials List

Dan McGrew

Florida Credentials Review Committee

Summary of Applications Received in September

Jackie Barreiros

Open Discussion and Public Comment

Chair's Closing Remarks

Katie Crofoot

Upcoming Meetings

Feb. 21, 2024 | Betty Easley Center
Tallahassee 1:00 – 5:00 p.m.

Florida Credentials Review Committee

Credentials Review Committee
December 6, 2023
Consent Item 1

Approved _____

Disapproved _____

Consent Item 1

SEPTEMBER 6, 2023, MEETING MINUTES

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

FOR CONSIDERATION

- **Approval of September 6, 2023, Meeting Minutes, to include any modifications or changes noted by the Committee.**

Florida Credentials Review Committee

Credentials Review Committee Meeting Minutes Sept. 6, 2023

I. CALL TO ORDER

Chair Katie Crofoot called the meeting to order at 10 a.m.

II. ROLL CALL

The following members were present:

Katie Crofoot
Mike Biskie
Robert Boyd
Chancellor Paul Burns
Dr. Christopher Constantine
Katherine Goletz
Lloyd Gregg
Kathy Hebda
Debbie Magruder
Chancellor Kevin O'Farrell
Emily Sikes
James Taylor
Lindsay Volpe

III. CHAIR'S WELCOME AND REMARKS

Introduction Of Committee Appointee, Dr. Christopher Constantine

Chair Crofoot welcomed new Committee member, Dr. Christopher Constantine. Dr. Constantine introduced himself.

Chair Crofoot described action on an appeal filed May 26, 2023.

Chair Crofoot described the meeting agenda.

IV. CONSENT AGENDA

CONSENT ITEM 1

May 2023, Meeting Minutes

Chair Crofoot called for a vote to approve the Consent Item.

Florida Credentials Review Committee

CONSENT ITEM 2

Revisions to the Credentials Review Committee Charter

Chair Crofoot described updates to the Credentials Review Committee Charter required by Senate Bill 240.

Motion: Chancellor Kevin O'Farrell

Second: Dr. Christopher Constantine

The consent agenda, including both consent items, passed unanimously. There were no comments.

V. ACTION ITEMS

Chair Crofoot introduced CareerSource Florida Senior Vice President for Workforce Program Development, Dan McGrew, to present the Action Items.

ACTION ITEM 1

Additions to the 2023-2024 Master Credentials List

Mr. McGrew described credential applications received including Career and Professional Education Act certifications. Each credential was reviewed by a committee including members of the Florida Department of Commerce (FloridaCommerce), the Florida Department of Education, and CareerSource Florida. This review group recommended the approval of one credential that met the requirements of the Framework of Quality.

Approve the addition of one credential to the 2023-2024 Master Credentials List and send this recommendation to the CareerSource Florida Board of Directors for delivery to the State Board of Education.

Approve technical revisions to the Master Credentials List by the Florida Department of Education, as needed, without adding or removing any credentials not explicitly described in the Action Item.

Chair Crofoot called for a vote to approve the Action Item.

Motion: Dr. Christopher Constantine

Second: Chancellor Kevin O'Farrell

The consent item passed unanimously. There were no comments.

ACTION ITEM 2

Florida Credentials Review Committee

Revisions to the Framework of Quality

CareerSource Florida Senior Vice President for Workforce Program Development, Dan McGrew, presented an overview of an Action Item on revisions to the Framework of Quality approved by the Credentials Review Committee. Revisions were needed due to changes in law and updated labor market data. A summary of the revisions is in the Action Item.

Approve the updated Framework of Quality, which will determine inclusion on the Master Credentials List for the state of Florida for applications received after July 1, 2023.

Chair Crofoot called for a vote to approve the Action Item.

Motion: Jim Taylor
Second: Mike Biskie

The consent item passed unanimously. There were no comments.

VI. INCORPORATING AGRICULTURE CREDENTIALS

Chair Crofoot described the importance of including agricultural credentials on the Master Credentials List and invited Jaime Jerrels, Director of Strategic Initiatives with the Florida Department of Agriculture and Consumer Services to present on the process developed to include Agriculture Credentials on the Master Credentials List.

Director Jerrels noted the importance of agriculture credentials and that agriculture is the number two driver of Florida's economy. Agriculture credentials that do not automatically meet wage and demand requirements in the Framework of Quality established by the Credentials Review Committee will be submitted directly to the Florida Department of Agriculture and Consumer Services for consideration to be included on the Master Credentials List. Confirmation of receipt will be sent to submitters. The Department will consult with the University of Florida Institute of Food and Agricultural Sciences and Florida Agricultural and Mechanical University to review the credentials for demand. The Department of Education will review eligibility. The Florida Department of Commerce will review standard occupation code linkages. Evaluation results will be sent to CareerSource Florida. Credentials will be presented to the Credentials Review Committee for consideration. CareerSource Florida will notify applicants of the Committee's decisions.

Chair Crofoot called for comments from the Committee. Mike Biskie was recognized. Mr. Biskie commended Director Jerrels and the Committee for ensuring a process was in place to consider agriculture credentials for addition to the Master Credentials List.

VII. ACTION ITEM 3

Florida Credentials Review Committee

Process for Department of Agriculture and Consumer Services Submission of Credentials to the Credentials Review Committee.

CareerSource Florida Senior Vice President for Workforce Program Development, Dan McGrew, presented Action Item 3.

Approve the Florida Department of Agriculture and Consumer Services proposed process for submitting credentials for consideration to the Credentials Review Committee.

Chair Crofoot called for a vote to approve the Action Item.

Motion: Mike Biskie
Second: Lindsay Volpe

The consent item passed unanimously. There were no comments.

Chair Crofoot directed CareerSource Florida staff to add information about the process for adding agricultural credentials to the Credentials Review Committee website.

VIII. PREVIEW OF THE 2024-2025 MASTER CREDENTIALS LIST

Chair Crofoot invited CareerSource Florida Senior Vice President for Workforce Program Development, Dan McGrew, to present to the committee a preview of the 2024-2025 Master Credentials List.

Mr. McGrew presented what the updated Master Credentials List will look like after labor market information was updated. There are 2,108 credentials on the Master Credentials List. 416 of those credentials were identified as having provisional status because they do not meet wage and/or demand criteria. 106 credentials were provisional under the previous criteria and now meet the wage and demand requirements of the Framework of Quality. The next step for the 2024-25 Master Credentials List is for new applications to be received through September 30, 2023, and evaluated in the fall for presentation at the February Credentials Review Committee meeting.

Chair Crofoot opened the meeting up for questions. There were no comments.

IX. LIGHTCAST CREDENTIAL REVIEW AND ANALYSIS FINAL REPORT

Chair Crofoot reminded the Committee that Matthew Walsh with Labor Market Analytics Company, Lightcast, provided a status update on contracted research analysis at the previous meeting. The final report from Lightcast was provided to CareerSource Florida.

Florida Credentials Review Committee

Chair Crofoot invited CareerSource Florida Senior Director for Workforce Program Development, Adam Briggs, to present on the Lightcast Credential Review and Analysis.

Senior Director Briggs described the report by Lightcast and identified specific sections of the report published on the Credentials Review Committee website.

Chair Crofoot asked the Committee if there were any questions for Dr. Briggs. James Taylor was recognized and asked if a search feature can be incorporated to identify specific credentials within an occupational field making the tool more functional for industry. Dr. Briggs responded.

X. UPDATE ON ENHANCEMENTS TO THE MASTER CREDENTIALS LIST APPLICATION PROCESS

Chair Crofoot recognized CareerSource Florida Senior Program Analyst for Workforce Program Development, Jackie Barreiros, to present an update on enhancements to the Master Credentials List Application Process.

Ms. Barreiros provided information on enhancements to the application process including a fast-track approach to submit additional information for review and updated technical assistance documents posted online.

Chair Crofoot asked if there were any questions. Dr. Constantine was recognized and asked about how industry specific information is received and reviewed.

CareerSource Florida Senior Director, Adam Briggs, responded providing information on wage and demand requirements and how applicants can identify emerging industries to which credentials are linked.

Ms. Barreiros identified application requirement for endorsement letters.

Chair Crofoot described challenges in identifying emerging industries and recommendations on emerging industries and demand can be brought to the Committee.

Chair Crofoot recognized Committee member James Taylor.

Chair Crofoot directed staff to explore recommendations for identifying emerging industries. Chair asked if there are any further questions.

XI. APPLICATION TIMELINE FOR CAREER AND PROFESSIONAL EDUCATION (CAPE) FUNDING FOR THE 2024-2025 SCHOOL YEAR

Chair Crofoot recognized Florida Department of Education Vice Chancellor for Career and Adult Education, Tara Goodman, to provide an update on the Career

Florida Credentials Review Committee

and Professional Education Funding application timeline for the 2024-2025 school year.

Vice Chancellor Goodman explained that applications will be accepted through September 30, 2023. Applications will be reviewed by the review team for CAPE eligibility requirements and Framework of Quality. Results of evaluations will be brought to the Credentials Review Committee at its February 2024 meeting. The 2024-2025 Master Credentials List will be used to identify credentials for the 2024-2025 CAPE Industry Certification Funding List. The list is supplemented with Digital Tool Certificates. A final list is developed and sent to the State Board of Education for approval in August 2024.

Chair Crofoot asks if there are any questions for the Vice Chancellor. There are no questions.

XII. OPEN DISCUSSION AND PUBLIC COMMENT

Chair Crofoot opens the meeting up for discussion and public comment. There are no comments from members or the public. There are no comments in the chat.

XIII. CHAIR'S CLOSING REMARKS

Chair Crofoot gave closing remarks on updated labor market information and that the Committee will meet next in December or November. The Chair thanked the Committee for their time and reminded them of upcoming CareerSource Florida meetings.

Meeting adjourned.

XIV. BOARD SECRETARY CERTIFICATION

In accordance with Article VII, Section 7.3, I hereby certify these minutes reflect the proceedings by the Board of Directors of CareerSource Florida, have been reviewed by the Board, and approved or approved with modifications which have been incorporated herein.

Adrienne Johnston
Board Secretary

Date

Additional meeting dialogue is recorded and available online at this link:
<https://careersourceflorida.com/event/crc-aug-2023/>

Approved _____
Disapproved _____

Action Item 1

ADDITIONS TO THE 2023-2024 MASTER CREDENTIALS LIST

The Reimagining Education and Career Help (REACH) Act amended Chapter 445.004, Florida Statutes, and requires that the Credentials Review Committee define “Credentials of Value” and make recommendations for these credentials to be added to a state-approved Master Credentials List. The Committee is also charged with establishing a process for quarterly review and approval of credential applications.

In December 2022, the Credentials Review Committee approved the definition for Credentials of Value and a Framework of Quality by which these credentials would be evaluated. This [Framework of Quality](#) is used to evaluate credentials for inclusion on the state-approved Master Credentials List.

In February 2022, an online application for credentials seeking inclusion on the Master Credentials List was made publicly available and the Committee established application deadlines supporting a quarterly review and approval of applications. 38 existing credentials that were not originally evaluated because no Standard Occupation Code was established, and nine newly offered credentials were evaluated since the last meeting. These credentials were evaluated using the Framework of Quality for consideration for the Master Credentials List.

A summary of the credentials evaluated is below:

- New Credentials
 - Eight non-degree credentials evaluated with three passing the Framework of Quality
 - One degree credential evaluated with zero passing the Framework of Quality
- Existing Credentials
 - 31 non-degree credentials evaluated with 14 passing the Framework of Quality and 14 not passing either the demand or wage criteria.
 - One degree credential evaluated and passed the Framework of Quality.

Evaluation of applications is conducted by an interagency team of subject matter experts from the Department of Commerce, Department of Education, and CareerSource Florida. Each credential is evaluated against the Framework of Quality approved by this

Committee and, if applicable, the eligibility requirements for CAPE funding established by the Department of Education.

If approved, the updated recommended additions to the 2023-2024 Master Credentials List will be sent to the CareerSource Florida Board of Directors for delivery to the State Board of Education.

Subsequent to this approval and prior to the State Board of Education meeting, there may arise the need for technical revisions to the list, such as additional certification names, availability of the certification, or code numbers that need to be revised.

FOR CONSIDERATION

- Approve the addition of 18 credentials of value to the 2023-2024 Master Credentials List with full approval and 14 additional credentials with provisional approval and send these recommendations to the CareerSource Florida Board of Directors for delivery to the State Board of Education.
- Approve technical revisions to the list by the Department of Education, as needed without adding or removing any credentials not explicitly described in this Action Item.

ATTACHMENTS

- [Framework of Quality](#)
- **Additions to the 2023-2024 Master Credentials List**

2023-2024 Master Credentials List Recommended Additions
Degree Programs of Study

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code(s)	Major SOC Title(s)	Pass Demand Criteria	State Demand List(s)	RDOL Regional Demand List(s)	LMEC Regional Demand List(s)
FCS	10507	1101050701	Equine Studies	Associate in Science	Degree	39-2011	39-0000	Personal Care and Service Occupations	Yes	Not on Lists	Not on Lists	16

2023-2024 Master Credentials List Recommended Additions
Non-Degree Programs of Study

Yellow Highlights = Credential provisionally approved. See Notes column for details.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code(s)	Major SOC Title(s)	Pass Demand Criteria	State Demand List(s)	RDOL Regional Demand List(s)	LMEC Regional Demand List(s)	Pass Wage Criteria	Notes
FCS	10101	0101010166	Agribusiness Management	Advanced Technical Certificate	Non Degree	11-1021; 11-9013	11-0000	Management Occupations	Yes	RDOL	Not on Lists	18	Yes	
FCS	131003	0713100307	American Sign Language	College Credit Certificate	Non Degree	27-3091	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	Yes	RDOL	Not on Lists	10, 12, 17	No	Must show sequencing to higher-level credential that leads to occupation that does meet wage criteria.
FCS	100304	0610030466	Animation And Game Art	Advanced Technical Certificate	Non Degree	27-1014; 27-1024	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	Yes	Not on Lists	Not on Lists	17	Yes	
FCS/Districts	111003	0511100302	Applied Cybersecurity	Career Certificate	Non Degree	15-1231	15-0000	Computer and Mathematical Occupations	Yes	RDOL	1, 12, 13, 15, 22, 23	Not on Lists	Yes	
FCS	10303	0101030366	Aquaculture Management	Advanced Technical Certificate	Non Degree	11-9013	11-0000	Management Occupations	Yes	RDOL	Not on Lists	18	Yes	
FCS	131003	0713100366	ASL - English Interpreting	Advanced Technical Certificate	Non Degree	25-3011; 27-3091	25-0000; 27-0000	Educational Instruction and Library Occupations; Arts, Design, Entertainment, Sports, and Media Occupations	Yes	RDOL	Not on Lists	10, 12, 17	No	Must show sequencing to higher-level credential that leads to occupation that does meet wage criteria.
FCS	520703	0552070367	Business Entrepreneurship	Advanced Technical Certificate	Non Degree	11-1021; 11-2021	11-0000	Management Occupations	Yes	RDOL	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists	Yes	
FCS	521301	0552130101	Business Intelligence Professional	College Credit Certificate	Non Degree	15-1253	15-0000	Computer and Mathematical Occupations	No	Not on Lists	Not on Lists	Not on Lists	Yes	Must show local demand.
FCS	510719	0351071901	Clinical Research Coordinator	College Credit Certificate	Non Degree	11-9111	11-0000	Management Occupations	Yes	Not on Lists	1, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists	Yes	
FCS/Districts	110902	0511090200	Cloud Computing & Virtualization	Career Certificate	Non Degree	15-1231	15-0000	Computer and Mathematical Occupations	Yes	RDOL	1, 12, 13, 15, 22, 23	Not on Lists	Yes	
FCS	90902	0609090200	Communication Leadership	College Credit Certificate	Non Degree	27-3099	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	Yes	Not on Lists	Not on Lists	24	No	Must show sequencing to higher-level credential that leads to occupation that does meet wage criteria.
FCS	111003	0511100314	Cybersecurity Analyst	College Credit Certificate	Non Degree	15-1231	15-0000	Computer and Mathematical Occupations	Yes	RDOL	1, 12, 13, 15, 22, 23	Not on Lists	Yes	
FCS	111003	0511100313	Cybersecurity Operations Analyst	College Credit Certificate	Non Degree	15-1231	15-0000	Computer and Mathematical Occupations	Yes	RDOL	1, 12, 13, 15, 22, 23	Not on Lists	Yes	
FCS	307001	0530700100	Data Science Technician	College Credit Certificate	Non Degree	15-1252	15-0000	Computer and Mathematical Occupations	No	Not on Lists	Not on Lists	Not on Lists	Yes	Must show local demand.
FCS	111003	0511100311	Database & E-Commerce Security	College Credit Certificate	Non Degree	15-1231	15-0000	Computer and Mathematical Occupations	Yes	RDOL	1, 12, 13, 15, 22, 23	Not on Lists	Yes	
FCS	110802	0511080266	Database Technology	Advanced Technical Certificate	Non Degree	15-1245	15-0000	Computer and Mathematical Occupations	No	Not on Lists	Not on Lists	Not on Lists	Yes	Must show local demand.
FCS	521404	0252140400	Digital Marketing Strategy	College Credit Certificate	Non Degree	15-1255	15-0000	Computer and Mathematical Occupations	No	Not on Lists	Not on Lists	Not on Lists	Yes	Must show local demand.
FCS	521201	0552120102	E-Business Security Technical Certificate	College Credit Certificate	Non Degree	11-3021	11-0000	Management Occupations	Yes	RDOL	2, 5	Not on Lists	Yes	
FCS	521201	0552120166	E-Business Technology	Advanced Technical Certificate	Non Degree	11-1021; 13-1198	11-0000; 13-0000	Management Occupations; Business and Financial Operations Occupations	Yes	RDOL	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists	Yes	
FCS	430302	0743030267	Emergency Administration And Management	Advanced Technical Certificate	Non Degree	11-9111; 11-9161	11-0000	Management Occupations	Yes	Not on Lists	Not on Lists	8, 15, 17	Yes	

2023-2024 Master Credentials List Recommended Additions
Non-Degree Programs of Study

Yellow Highlights = Credential provisionally approved. See Notes column for details.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code(s)	Major SOC Title(s)	Pass Demand Criteria	State Demand List(s)	RDOL Regional Demand List(s)	LMEC Regional Demand List(s)	Pass Wage Criteria	Notes
FCS	10507	0101050766	Equine Studies	Advanced Technical Certificate	Non Degree	39-2011	39-0000	Personal Care and Service Occupations	Yes	Not on Lists	Not on Lists	16	No	Must show sequencing to higher-level credential that leads to occupation that does meet wage criteria.
FCS	450702	0545070213	Geographic Information System	College Credit Certificate	Non Degree	17-3031	17-0000	Architecture and Engineering Occupations	Yes	RDOL	12, 17, 18	Not on Lists	Yes	
FCS	500408	0450040866	Interior Design Technology	Advanced Technical Certificate	Non Degree	27-1025; 41-3091	27-0000; 41-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Sales and Related Occupations	No	Not on Lists	Not on Lists	Not on Lists	No	Must show local demand and sequencing to higher-level credential that leads to occupation that does meet wage criteria.
FCS	90902	0609090266	New Media Communications	Advanced Technical Certificate	Non Degree	27-2012; 27-3023	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	Yes	RDOL	Not on Lists	Not on Lists	No	Must show sequencing to higher-level credential that leads to occupation that does meet wage criteria.
FCS	111005	0511100501	Project Management Associate	College Credit Certificate	Non Degree	13-1082	13-0000	Business and Financial Operations Occupations	No	Not on Lists	Not on Lists	Not on Lists	Yes	Must show local demand.
FCS	520215	0552021501	Risk Management And Insurance Management	College Credit Certificate	Non Degree	13-2054	13-0000	Business and Financial Operations Occupations	Yes	Not on Lists	Not on Lists	16	Yes	
FCS	520201	0552020117	Sports Management Operations	College Credit Certificate	Non Degree	11-9072	11-0000	Management Occupations	Yes	Not on Lists	Not on Lists	16	Yes	
FCS	111005	0511100568	Technology Project Management	Advanced Technical Certificate	Non Degree	13-1198; 15-1299	13-0000; 15-0000	Business and Financial Operations Occupations; Computer and Mathematical Occupations	Yes	Not on Lists	2	Not on Lists	Yes	
FCS	111005	0511100502	Technology Project Manager	College Credit Certificate	Non Degree	13-1082	13-0000	Business and Financial Operations Occupations	No	Not on Lists	Not on Lists	Not on Lists	Yes	Must show local demand.
FCS	131003	0713100367	Translation-Interpretation Studies: English-Spanish Track	Advanced Technical Certificate	Non Degree	25-3011; 27-3091	25-0000; 27-0000	Educational Instruction and Library Occupations; Arts, Design, Entertainment, Sports, and Media Occupations	Yes	RDOL	Not on Lists	10, 12, 17	No	Must show sequencing to higher-level credential that leads to occupation that does meet wage criteria.
FCS	10999	0101099966	Zoo Animal Technology	Advanced Technical Certificate	Non Degree	19-1023	19-0000	Life, Physical, and Social Science Occupations	Yes	LMEC	Not on Lists	2, 4, 8, 9, 10, 12, 13, 15, 17, 18, 20, 21, 22, 24	No	Must show sequencing to higher-level credential that leads to occupation that does meet wage criteria.

Florida Credentials Review Committee

Speaker Bios

George Levesque



George Levesque is a Shareholder in GrayRobinson's Tallahassee office. He focuses his practice on civil litigation, appellate and government matters.

Levesque began his career working in private practice focusing primarily on civil litigation defense. He then served as Special Counsel and policy advisor to the Florida Speaker of the House, representing that chamber in successful gaming compact negotiations on behalf of the State of Florida, among other achievements.

He served as General Counsel for the Florida House of Representatives, and most recently, as General Counsel to the Florida Senate. In those capacities, he advised and represented both chambers of the Legislature on legislation and litigation involving redistricting and challenges to the adequacy of Florida's public education system. As a policy advisor to presiding officers in both the Florida House and Senate, he has advised on subject matter areas that included the criminal and civil justice systems and the courts, regulated industries and professions, health care, insurance and taxation. In addition, during his time in the Senate, George served as a Senate Special Master and oversaw the Senate Special Master and claim bill processes.

Rachel Ludwig



Rachel Ludwig is the senior director of Future of Work at the Florida Chamber Foundation. She leads the Florida Chamber Foundation's initiatives to improve Florida's talent pipeline. Before joining the Florida Chamber, Ludwig worked at the Florida Department of Education Division of Career and Adult Education and oversaw statewide Professional Development for Adult Education. Through this work, Rachel was able to collaborate with educational leaders and key stakeholders to increase her knowledge of various industry and workforce needs throughout Florida. She led expansion efforts of integrated education and training (IET) programs, which accelerate the ability for adult learners to enter the workforce. Rachel has worked in K-12, post-secondary, and workforce

Florida Credentials Review Committee

education to serve learners across urban, suburban, and rural spaces. She spent much of her career teaching adult GED and English language learners.

David P. Arnold



David P. Arnold is the George Kirkland Engineering Leadership Professor and Associate Chair for Faculty Affairs in the Department of Electrical and Computer Engineering at the University of Florida. He received his master's degree from the University of Florida and a Ph.D. in electrical and computer engineering from Georgia Tech. His research focuses on micro/nanostructured magnetic materials, magnetic microsystems, electromechanical transducers, and miniaturized power/energy systems. He has co-authored over 230 refereed journal and conference publications and holds 34 patents (9 licensed technologies). He currently serves as a strategic technology advisor to the State of Florida and on the DARPA MTO Microsystems Exploratory Council.

Jesus Lebeña



Jesus Lebeña is the senior vice president of Corporate Operations at MasTec Communications Group, a Fortune 500 company that provides comprehensive services and turnkey solutions required to design, build, optimize, and maintain telecommunications networks. Prior to joining MasTec, Lebeña served as the vice president of Supply Chain and Procurement Operations at Cable & Wireless Communications, where his focus was on implementing a common supply chain and procurement strategy.

Lebeña also served as the vice president of Supply Chain and Operations at Brightstar Corporation, where he was responsible for the day-to-day operations of a \$4B business, including managing 24 operating facilities and 1,400 associates. Before joining Brightstar Corporation, Lebeña served in several supply chain, operations, and sales roles at Motorola Corporation for over 13 years.

Lebeña earned an associate's degree from Miami Dade College, a Bachelor's degree from Florida International University, and two Master's degrees from the University of Florida and the University of Florida. Lebeña is also a Past President of the Kiwanis Club of Little Havana, a non-profit civic organization of volunteers whose mission is to improve the lives of underprivileged children across South Florida.

Florida Credentials Review Committee

Mike Miller



Mike Miller is the VP of External Affairs and Workforce Integration. He plays a vital role in advocating for the mission of Space Florida both in Tallahassee and Washington, DC. Miller is responsible for guiding the organization to access and enhance the skilled labor force in Florida through partnerships with the Department of Education and companies seeking to relocate to Florida or expand their current operations in the state.

Miller has a long career in public service, spanning nearly 30 years. After graduating from the University of Florida, Mike began working on Capitol Hill for US Senator Connie Mack III. During his years on Capitol Hill, he also worked for the National Republican Senatorial Committee (NRSC) and the House Agriculture Committee.

Relocating to Florida in 1998, Mike worked for several US House and Senate members from Florida. He also worked at Rollins College in Winter Park as a Development Officer within the Athletic Dept.

In 2014, Miller won a seat in the Florida Legislature as a Representative of the 47th District (Orange County). He served on Ways & Means, Commerce, and Judicial Appropriations Committees. He served as the Chief of External Affairs for the Florida Virtual School until his appointment to Space Florida.

He currently serves on the boards for Goodwill Industries of Central Florida, the Alzheimer's Association, AMI Kids Orlando (an afterschool program for at-risk kids), and the Florida Network (a statewide association representing 29 agencies that serve homeless, runaways, and troubled youth ages and their families). Miller has a bachelor's degree from the University of Florida and a master's degree from Rollins College.

James Taylor



James Taylor is president and CEO of the Florida Technology Council and executive director of the Florida Technology Foundation. He has nearly 30 years' experience working with Florida education institutions and government agencies.

Taylor served as the technology industry representative for Governor Ron DeSantis' Reopen Florida Taskforce and the Cybersecurity and Electromagnetic Pulse Legislative Work Group in the Florida House of Representatives. He currently sits on the Florida State University

Florida Credentials Review Committee

GAP Proposal Review Committee, the North Florida Innovation Labs Advisory Panel for Innovation Park and the Govtech CIO Academy and Digital Summit advisory boards.

Taylor is the visionary behind Florida's annual Tech Day at the Capitol™, the Florida CIO Mentorship Program, the FTC State Advisory Workgroup and is a recipient of Government Technology's National Top 25 Doers, Dreamers and Drivers Award for individuals using advancements in technology to improve state government. He studied business at Kalamazoo Valley Community College and Michigan State University. Taylor lives in Tallahassee.

Florida Credentials Review Committee

Evaluation of Apprenticeships for the Master Credentials List

Summary

Registered Apprenticeships are included on the state Master Credentials List. A Registered Apprenticeship is a formal, structured workforce training program overseen in Florida by the Department of Education Office of Apprenticeship that fosters a mutually beneficial relationship between employers, apprentices, training providers, and program sponsors. This model provides an individual with employment, while blending on-the-job training and classroom instruction, aligning with industry standards to cultivate a comprehensive skill set for career advancement. These apprenticeships offer individuals robust career pathways, facilitating upward mobility and access to higher-paying positions, resulting in a skilled and adaptable workforce. Through precise alignment with industry requirements, apprenticeships promote market competitiveness and innovation, bridging talent gaps while nurturing a culture of career-long learning and adaptability, providing a sound foundation for Florida's economic resilience and prosperity.

2022-2023 Master Credentials List Summary

Total Apprenticeships on MCL:	522
Full Approval:	437
Provisional for Demand:	45
Provisional for Wage:	14
Provisional for Both:	26

Proposed Changes to Evaluation

1. Registered Apprenticeships meet demand if:
 - a. Meet Framework of Quality demand criteria; **OR**
 - b. Meet local demand by having at least one registered apprentice in the last academic year; **OR**
 - c. Is a newly Registered Apprenticeship program in the last academic year; **OR**;
 - d. Submit application for local demand and pass evaluation.
2. Registered Apprenticeships meet wage requirements if:
 - a. Meet Framework of Quality wage criteria; **OR**
 - b. If the final wage in the wage sequence for the specific registered apprenticeship meets either the representative starting, average, or high-level wage thresholds for post-secondary non-degree award as published by the LMEC.

Florida Credentials Review Committee

Master Credentials List Applications Received

The following list of credentials were submitted via the Master Credentials List application by September 30, 2023, and are currently under review by the evaluation team for consideration by the Credentials Review Committee at its February 21, 2024, meeting.

1. BASF Plant Science Certification
2. BloomBoard Paraprofessional Portfolio-Based Credential
3. C-101 Certified Industry 4.0 Associate I – Basic Operations
4. C-102 Certified Industry 4.0 Associate II – Advanced Operations
5. Center for Financial Responsibility Personal Financial Literacy Certification
6. Certificate for Apartment Maintenance Technicians (CAMT)
7. Certified Behavioral Health Technician (CBHT)
8. Certified Fanuc Robot Operator
9. Certified Fanuc Robot Technician
10. Certified Forklift Technician
11. Certified IPC Specialist (CIS) – IPC J-STD-001
12. Coding in Minecraft: JavaScript Expert
13. Coding in Minecraft: Python Expert Coding
14. Cyber in Minecraft: Expert
15. Equine Management & Evaluation Certification
16. Electrical Level 1
17. FANUC Certified Applied Robot Operator w/ ROBOGUIDE
18. Heavy Equipment Operations Level 1
19. Hospitality and Tourism Specialist
20. HVACR Level 1
21. Introduction to Basic Construction Skills
22. IPC-J-STD-001 Standard
23. Marketing Innovation Certification
24. Microsoft Office Specialist
25. Microsoft Office Specialist (MOS) Excel Expert
26. NCCER Carpentry – Level 3 (Postsecondary)

27. NCCER Carpentry – Level 4 (Postsecondary)
28. NCCER Carpentry Level 1
29. NOCTI, JROTC Leadership and Employability Skills
30. Power Line Worker Level I
31. Quickbooks Certified User
32. SACA C-103 Certified Industry 4.0 Associate III Robotic System Operations
33. SACA C-104 Certified Industry 4.0 Associate IV – IIoT Networking & Data Analytics
34. SHRM Certified Professional
35. Tosa Desktop Certified User for Google Workspace
36. Tosa Desktop Certified User for Microsoft Office
37. Tosa Graphics Certified User for Adobe – Visual Design