

# Florida Credentials Review Committee

## Meeting Agenda

BETTY EASLEY CONFERENCE CENTER, ROOM 148  
4075 ESPLANADE WAY, TALLAHASSEE, FL 32399  
FEBRUARY 21, 2024 • 1:00 – 3:00 P.M., ET

### Chair's Welcome and Remarks

**Katie Crofoot**  
*Director, REACH Office  
Executive Office of the Governor*

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

### Consent Agenda **Katie Crofoot**

1. Approval of Dec. 6, 2023, Meeting Minutes

### Status Update on the 2024-2025 Master Credentials List **Dan McGrew**

### Action Item

1. Additions to the Master Credentials List

### Workforce Needs 2.0 Study

**Dehryl McCall**  
**Sheridan Meek**  
*Senior Research Economist  
Florida Chamber*

### New Master Credentials List and Demand Dashboard **Jimmy Heckman** *Chief, Bureau of Workforce Statistics and Economic Research FloridaCommerce*

### Open Discussion and Public Comment

### Chair's Closing Remarks

**Katie Crofoot**

### Upcoming Meetings

May 22, 2024 | TBD

# Florida Credentials Review Committee

**Chair's Closing Remarks**

*Katie Crofoot*

**Upcoming Meetings**

May 22, 2024 | TBD

**Information Items**

Credentials Review Committee  
February 21, 2024  
**Consent Item 1**  
Approved \_\_\_\_\_  
Disapproved \_\_\_\_\_

# Consent Item 1

## DECEMBER 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 December 6, 2023, Meeting Minutes, to include any modifications or changes noted by the Committee.**

**Credentials Review Committee  
Meeting Minutes  
December 6, 2023**

**I. CALL TO ORDER**

Chair Katie Crofoot called the meeting to order at 1:00 p.m.

**II. ROLL CALL**

The following members were present:

Katie Crofoot  
Mike Biskie  
Robert Boyd  
Mary Jane Brecklin  
Chancellor Paul Burns  
Adam Callaway  
Kevin Carr  
Dr. Christopher Constantine  
Katherine Goletz  
Lloyd Gregg  
Chancellor Kathy Hebda  
Debbie Magruder  
Chancellor Kevin O'Farrell  
Emily Sikes

**III. CHAIR'S WELCOME AND REMARKS**

Chair Crofoot congratulated committee members Robert Boyd and Kevin Carr for being recognized on the Florida Trend's 500 most influential business leaders list.

Chair Crofoot described the meeting agenda.

**IV. ETHICS AND OPEN GOVERNMENT**

GrayRobinson Shareholder George Levesque provided an overview of Florida's Sunshine Law, covering public records and ethics laws.

**V. APPEALS TO DECISIONS OF THE CREDENTIALS REVIEW COMMITTEE**

Chair Crofoot informed the Committee of the recent appeals to the Committee decisions that were received by CareerSource Florida. the appeals to the decisions of the Credentials Review Committee. Two appeals have been received for a total of eight separate credentials. The reason and current status of each of the credentials were listed in the [presentation](#) on slide 25.

## VII. CONSENT AGENDA

### September 6, 2023, Meeting Minutes

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

**Motion:** Mike Biskie  
**Second:** Kevin O'Farrell

The consent item passed unanimously. There were no comments.

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

## VIII. ACTION ITEM

McGrew presented the action item.

**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**

**Motion:** James Taylor  
**Second:** Lloyd Gregg

The action item passed unanimously. There were no comments.

## IX. ADDRESSING EMERGING DEMAND

Chair Crofoot invited Dehryl McCall, CareerSource Florida Senior Director of Workforce Program Development, to introduce the panel of industry

stakeholders, including committee member James Taylor, to speak on the importance of addressing emerging occupational demand throughout the state.

McCall said the committee was charged with exploring emerging credentials that may need to be identified and included on the Master Credentials List. An analysis conducted by Florida Commerce found that 16.9% of individual demand occupations do not have a corresponding credential on the Master Credential List.

McCall introduced moderator Rachel Ludwig, Senior Director of Future of Work for the Florida Chamber Foundation. Ludwig introduced the panelist:

- David Arnold, Ph.D., Professor and Associate Chair of Electrical and Computer Engineering at the University of Florida
- Jesus Lebeña, Senior Vice President of Corporate Operations at Mass Tech Communications Group
- Mike Miller, Vice President of External Affairs for Workforce Integration at Space Florida
- James Taylor, CEO of Florida Technology Council

## **X. EVALUATING APPRENTICESHIPS FOR MASTER CREDENTIALS LIST**

Chair Crofoot recognized McGrew to present an update on evaluating apprenticeships for the Master Credentials List. McGrew said a formal registered apprenticeship is a unique credential as it combines on the job training with related technical instruction and results in a recognized and portable credential.

The current master credentials list includes 522 registered apprenticeships, 437 of which meet the demand wage thresholds of the framework of quality and are fully approved. McGrew said the other 85 apprenticeships are on provisional status because they don't meet the demand criteria and/or wage criteria.

McGrew notified the Committee that these changes are planned for implementation by the February meeting and opened the floor for discussion or comments on the planned changes. Committee member Constantine asked how apprenticeships could assist in building a workforce for emerging industries. McGrew answered that apprenticeships by their inherent structure, can be used for emerging industries.

The proposed changes create an automatic evaluation of registered apprenticeships upon registration and does not require a separate application.

## **XI. SUMMARY OF APPLICATIONS RECEIVED**

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 reminded the committee that the Master Credentials List online application is open year-round for Florida school districts, Florida college system institutions, and local workforce development boards to submit credentials for the Master Credentials List on a quarterly basis.

From July 1 through September 30, a total of 37 credentials were submitted for consideration for the Master Credentials List. A list of all the applications received during this application cycle can be found in the agenda packet.

## **XII. OPEN DISCUSSION AND PUBLIC COMMENT**

Chair Crofoot opened the meeting up for discussion and public comment. There were no comments from members or the public.

## **XIII. CHAIR'S CLOSING REMARKS**

Chair Crofoot gave closing remarks, including a high-level summary of next steps for the committee and upcoming meetings and thanked the Committee for their time.

The meeting was adjourned at 2:32 p.m.

## **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:*  
[Credentials Review Committee Meeting - CareerSource Florida](#)

Approved \_\_\_\_\_  
Disapproved \_\_\_\_\_

# Action Item 1

## ADDITIONS TO THE MASTER CREDENTIALS LIST

The Reimagining Education and Career Help (REACH) Act amended Chapter 445.004, Florida Statutes, and requires that the Credentials Review Committee (“the Committee”) define “Credentials of Value” and make recommendations for these credentials to be added to a state-approved Master Credentials List.

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.

By action of the Credentials Review Committee, the Framework of Quality was amended on September 6, 2023, to reflect statutory changes and to update the framework with references to current labor market information. The amended Framework of Quality allows the Committee to consider labor market information identified by the Labor Market Statistics Center within the Florida Department of Commerce and the Labor Market Estimating Conference created in Section 216.136, Florida Statutes. The Committee may consider additional evidence to determine labor market demand for credentials of agricultural occupations.

The evaluation committee completed a review of credential applications received by the September 30, 2023, deadline.

A total of 38 applications were received, representing 35 unduplicated credentials. Two credentials were submitted to the Department of Agriculture and Consumer Services. Each credential was evaluated using the Framework of Quality to validate that the credential met the following criteria:

- Meets the definition of an industry certification.
- Direct linkage to a Standard Occupation Classification (SOC) code that meets the demand and wage criteria as required.
- Meets criteria for post-secondary CAPE funding eligibility.

Five of the applications received were for credentials already on the Master Credentials List and were seeking evaluation for post-secondary CAPE funding eligibility.



The evaluation of credential applications resulted in the inclusion of eight additional credentials to the 2024-2025 Master Credentials List. Of the existing credentials seeking postsecondary CAPE funding eligibility, none were determined to meet the criteria.

The application evaluation was conducted by an interagency team of subject matter experts from the Department of Commerce, Department of Education, and CareerSource Florida.

If approved, these credentials will be sent to the CareerSource Florida Board of Directors for delivery to the State Board of Education. Correspondence will be sent to all applicants and associated credentialing bodies whose credential applications were evaluated and not approved for addition to the Master Credentials List. These applicants will have an opportunity to appeal via the process documented in the Credentials Review Committee Charter.

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

## **FOR CONSIDERATION**

- Approve the additions to the Master Credentials List 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](#)
- [Master Credentials List Recommended Additions](#)

# Florida Credentials Review Committee

## Framework of Quality

### Demand Criteria

Degree and non-degree credentials must be linked to at least one Standard Occupation Classification (SOC) code that is either:

1. Designated by the Labor Market Estimating Conference as an occupation designated as an area of concern either statewide or for an individual region, in the [conference product](#) adopted by the conference July 14, 2023.

**-OR-**

2. Included on the Florida Department of Commerce's [Regional Demand Occupation Lists](#) from 2023-2024, either statewide or for an individual region.

### Local Demand

Credentials that do not meet criteria 1 or 2 above may be evaluated under **local demand**. Credentials must be submitted by the local workforce development board and meet all the following criteria for **local demand**:

1. Documented support from the local workforce development board, education institution and economic development organizations in the local area.
2. Evidence that the credential leads to occupations in an industry sector of focus or is in an emerging industry for the local area.
3. Evidence that the number of current or future job openings for the occupation exceeds either a threshold established by the local workforce development board or a minimum of 30 openings where no local threshold exists.

### Wage Criteria (Non-Degree Credentials Only)

Non-degree credentials must show evidence of earnings outcomes and evidence that earnings outcomes meet middle- to high-level wages. For non-degree credentials that have sufficient and recent wage outcome data in the Florida Education and Training Placement Information Program (FETPIP), the following criteria must be met:

1. Wages reported one year after completion must be greater than or equal to 80% of the median Year One wages for all non-degree credential completers in FETPIP.

**-OR-**

2. Wages reported five years after completion must be greater than or equal to 80% of the median Year Five wages for all non-degree credential completers in FETPIP.

For non-degree credentials that do not have sufficient and recent wage outcome data in FETPIP, the credential must be linked to a SOC code.

# Florida Credentials Review Committee

The occupation wages provided by the Labor Market Estimating Conference in the [conference product](#) must meet the following criteria:

1. The representative starting wage for the occupation must be greater than or equal to the representative starting wage for all occupations requiring a postsecondary nondegree award.

**-OR-**

2. The average annual wage for the occupation must be greater than or equal to the average annual wage for all occupations requiring a postsecondary nondegree award.

**-OR-**

3. The high-level wage threshold for the occupation must be greater than or equal to the high-level wage threshold for all occupations requiring a postsecondary nondegree award.

## Credential Sequencing Criteria

Non-degree credentials that do not meet the wage criteria must be part of a sequence of credentials that are required for the next-level occupation that does meet the wage criteria. To meet the credential sequencing criteria, the non-degree credential must:

1. Be linked to at least one SOC code that has an average wage greater than or equal to the median wage of high school graduates with no other credential as calculated using FETPIP data.

**-AND-**

2. Be validated and recognized by industry.

**-AND-**

3. Demonstrate evidence that the credential is part of an established sequence of credentials that lead to an occupation that meets the Framework of Quality wage criteria.

New industry certifications that meet demand criteria and sequencing criteria 1 and 2 above may be recommended for conditional approval pending review of evidence of a career pathway through articulation or other means when documentation is available. Conditionally approved certifications must be reviewed for sequencing criteria 3 within the first year of addition to the Master Credentials List. If the certification does not meet sequencing criteria 3, the certification will be recommended for removal from the list.

## Definition of Industry Recognized Certification

An industry certification is a credential resulting from a voluntary process through which individuals are assessed by an independent, third-party certifying entity using predetermined standards for knowledge, skills and competencies.

## Digital Tool Certificates

Digital tool certificates provide elementary and middle school students with skills that are foundational to the earning of credentials on the Master Credentials List. Under Section 1003.4203(3), Florida Statutes, these certificates are to be included on the Master Credentials List. The Florida Department of Education shall annually transmit a list of all eligible digital tool certificates that shall be included on the Master Credentials List for review and approval by the Credentials Review Committee.

## Master Credentials List Recommended Additions September 30, 2023 Applications: Industry Certifications

FDOE Certification Code	Certification Title	Certifying Agency Name	Eligible for Post-Secondary CAPE Funding?	Degree / Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	Pass Wage Criteria
	BASF Plant Science Certification	BASF	N	Non Degree	45-2092; 37-3011	45-0000; 37-0000	Farming, Fishing, and Forestry Occupations; Building and Grounds Cleaning and Maintenance Occupations	Y**	Y**
	C-102 Certified Industry 4.0 Associate II – Advanced Operations	Smart Automation Certification Alliance (SACA)	N*	Non Degree	17-3024; 51-9162	17-0000; 51-0000	Architecture and Engineering Occupations; Production Occupations	Y	Y
	C-103 Certified Industry 4.0 Associate III Robotic System Operations	Smart Automation Certification Alliance (SACA)	N*	Non Degree	17-3023; 51-9162	17-0000; 51-0000	Architecture and Engineering Occupations; Production Occupations	Y	Y
	C-104 Certified Industry 4.0 Associate IV-IIoT Networking & Data Analytics	Smart Automation Certification Alliance (SACA)	N*	Non Degree	15-1231; 15-2051; 17-3023; 17-3024; 51-9162	15-0000; 17-0000; 51-0000	Computer and Mathematical Occupations; Architecture and Engineering Occupations; Production Occupations	Y	Y
	Equine Management & Evaluation Certification	National Horse Judging Team Coaches Association	N	Non Degree	39-2021	39-0000	Personal Care and Service Operations	Y**	Y**
NCCER204	NCCER Carpentry Level 4 (postsecondary)	National Center for Construction Education and Research (NCCER)	Y	Non Degree	47-2031	47-0000	Construction and Extraction Occupations	Y	Y
	NCCER Heavy Equipment Operations Level 1 (postsecondary)	National Center for Construction Education and Research (NCCER)	N	Non Degree	47-2073	47-0000	Construction and Extraction Occupations	Y	Y
	NCCER HVACR Level 1	National Center for Construction Education and Research (NCCER)	N	Non Degree	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	Y	Y

\*Credential not eligible for post-secondary CAPE funding because not highest level credential available in the sequence. May be determined eligible for secondary CAPE funding per DOE rule.

\*\* Demand and Wage assessment was conducted by Florida Department of Agriculture and Consumer Services per FL Statute 445.004

# Information Items



## Speakers' Bios

### Jimmy Heckman

---



Jimmy Heckman is an economist and bureau chief for Workforce Statistics and Economic Research (WSER) at FloridaCommerce. Heckman researches a variety of topics including reducing unemployment, long-term growth industries, and in-demand job skills.

Heckman is a Florida native and attended Florida State University where he earned a master's degree in applied economics.

### Sheridan Meek

---



Sheridan Meek serves as the Senior Research Economist for the Florida Chamber Foundation. Her experience spans many subjects, and she specializes in labor market and workforce research.

As the senior research economist, Sheridan oversees the Foundation's numerous research projects, including TheFloridaScorecard.org, and provides research insights for the Florida 2030 Blueprint and associated goals. She also provides economic analysis to local chambers, developers and other key members and partners of the Florida Chamber Foundation.

# Florida Credentials Review Committee

## Evaluation of Apprenticeships for the Master Credentials List

The REACH Act established the Credentials Review Committee to identify nondegree and degree credentials of value for inclusion in the Master Credentials List. Such credentials must include registered apprenticeship programs.

At its December 2023 meeting, the Committee was notified that the evaluation of registered apprenticeships that did not meet demand or wage would allow for the unique elements of a registered apprenticeship to be utilized in the evaluation.

Specifically:

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.

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.

These changes have been implemented and are documented in the technical assistance documents for local demand and credential sequencing and are posted on the Credentials Review Committee website.

# Florida Credentials Review Committee

## Master Credentials List: Meeting Local Demand

Florida's Master Credentials List is a comprehensive list of state-approved degree and non-degree credentials of value. As required by the [Reimagining Education and Career Help \(REACH\) Act](#), the Credentials Review Committee adopted a [Framework of Quality](#) to identify the credentials of value that should be added to the Master Credentials List.

Florida school districts, Florida College System institutions and local workforce development boards may submit credentials for consideration through the online application on the [Master Credentials List](#) page on the Credentials Review Committee website.

Once a credential is submitted through the application, the first step in identifying credentials of value is to determine whether the credential meets the Demand Criteria as outlined in the Framework of Quality. If the credential **does not** meet this criterion, the credential may be evaluated for local demand. Note, however, that **for a credential to be evaluated under local demand, it must be submitted by a local workforce development board.**

### Submitting a Credential for Consideration under Local Demand

Credentials not currently on the Master Credentials List that are linked to open jobs with wages that meet or exceed the wage threshold within the Framework of Quality must show verifiable evidence that there is industry demand for these jobs.

Local workforce development boards submitting credentials for local demand consideration are encouraged to work directly with local stakeholders in industry, workforce development, education and economic development to determine if:

- 1) The local workforce development board, education institution and local economic development organization will support the submission of the credential;
- 2) The credential has a direct link to a Standard Occupation Classification (SOC) code;
- 3) Evidence can be obtained showing the credential leads to an occupation in an industry sector of focus or is in an emerging industry for the local area;
- 4) Evidence the number of current or future job openings for the occupation exceed either a threshold established by the local workforce development board or a minimum of 30 openings where no local threshold exists; and,
- 5) (If the credential is a non-degree credential) Whether or not the wages associated with the credential meet or exceed the Wage Criteria as defined in the Framework of Quality.

**Details about the criteria above are available on the following pages.**



# Florida Credentials Review Committee

Once the criteria above are met, the local workforce development board supporting the credential may submit the credential for consideration via the [Master Credentials List](#) online application.

## 1 – Documented Support

Documented support from the local workforce development board, education institution and economic development organization in the local area should be submitted. **Acceptable documentation:** letters of endorsement from each entity.

## 2 – SOC Association

To be considered for the Master Credentials List under local demand, credentials of value must be linked to a SOC code. Applicants are required to provide the SOC code to which the credential is directly linked. [SOC codes and their definitions](#) may be found on the U.S. Bureau of Labor Statistics website. The SOC code included in the application must align with the industry sectors, job openings, wage criteria and other documentation submitted.

## 3 – Industry Sector of Focus/Emerging Industry

Credentials submitted under local demand should lead to an occupation in an industry sector of focus or an emerging industry for the local area. Examples of industry sectors of focus include:

- Aviation and Aerospace
- Clean Technology
- Defense and Homeland Security
- Financial and Professional Services
- Information Technology
- Healthcare/Life Sciences
- Manufacturing
- Transportation and Logistics

Prior to submitting credentials for consideration, applicants should be prepared to describe how the credential is linked to the chosen occupation and industry, which specific skills are acquired by obtaining the credential and whether the credential is needed for the occupation. **Acceptable documentation:** show that the industry is included in the local workforce development board Workforce Innovation and Opportunity Act (WIOA) local plan; show that the industry is included as a local economic development organization industry of focus.

## 4 – Job Openings

Credentials evaluated under local demand require specific information about the number of current or future job openings for the occupation linked to the credential. Submitters must show proof that job openings exceed a threshold established by the local workforce development board or a minimum of 30 job openings in local areas where no local threshold exists. **Acceptable documentation:** if the

# Florida Credentials Review Committee

local workforce development board has established a threshold for the number of job openings needed to demonstrate local demand, the local workforce development board will be required to upload relevant pages of its current WIOA local plan or applicable local policy as documentation to support the established threshold.

Documentation must also be provided to substantiate the number of current or future job openings for the occupation linked to the credential. **Acceptable documentation:** existing job postings confirming actual openings in the local area; direct requests from businesses; or documentation within the local area from an economic development organization pointing to future job openings in relation to an economic development project, industry research study, or documented in advisory council minutes; news articles; social media; or other sources.

## 5 – Wage Criteria (Non-Degree Credentials Only)

Non-degree credentials must show evidence of earnings outcomes that meet middle- to high-level wages as defined in the Framework of Quality. The Florida Education and Training Placement Information Program (FETPIP) will be used to confirm wages. For non-degree credentials that do not have sufficient and recent wage outcome data in FETPIP, the credential must be linked to a SOC code. The SOC-connected occupational wages provided by the most recent Labor Market Estimating Conference [product](#) will be used to evaluate wages.

If you have additional questions, please send an email to [mcl@careersourceflorida.com](mailto:mcl@careersourceflorida.com) with “local demand” in the subject line.

## Evaluating Registered Apprenticeships for Local Demand

Registered apprenticeships are industry-driven, high quality career pathways where employers are able to develop and prepare their future workforce and individuals can obtain paid work experience and a nationally-recognized credential. The Florida Department of Education (FDOE) is responsible for registering apprenticeships in the state of Florida.

Registered apprenticeships will be automatically evaluated against the Framework of Quality upon registration with FDOE and annually when new labor market information is available. Therefore, Registered Apprenticeships are not required to submit an application for inclusion on the Master Credentials List unless the credential does not meet the demand and wage (if applicable) criteria in the Framework of Quality.

A registered apprenticeship is considered to meet local demand if it was newly registered in the prior academic year OR had at least one registered apprentice in the prior academic year.

# Florida Credentials Review Committee

Registered apprenticeships that do not meet the demand criteria in the Framework of Quality or do not meet the local demand criteria outlined in this document, may submit an application and meet criteria 1 – 5 above.

# Florida Credentials Review Committee

## Master Credentials List: Credential Sequencing

Florida's Master Credentials List is a comprehensive list of state-approved degree and non-degree credentials of value. As required by the [Reimagining Education and Career Help \(REACH\) Act](#), the Florida Credentials Review Committee adopted a [Framework of Quality](#) to identify the credentials of value that should be added to the Master Credentials List.

Florida school districts, Florida College System institutions and local workforce development boards may submit credentials for consideration using the Master Credentials List online application on the [Master Credentials List](#) page on the Credentials Review Committee's website.

The Framework of Quality, approved by the Credentials Review Committee, provides a way for non-degree credentials that do not meet the wage threshold on their own, to satisfy wage requirements by sequencing to a higher-level credential that leads to an occupation that meets the wage threshold. Average earnings associated with the credential seeking inclusion on the Master Credentials List must be greater than or equal to the median wage of high school graduates with no other credential, as calculated using Florida Education and Training Placement Information Program (FETPIP) data (currently \$27,876).

### Submitting a Credential for Sequencing Evaluation

Credentials that have provisional approval on the Master Credentials List for not meeting the wage criteria must have a sequencing relationship to another credential required for the next-level occupation that does meet the wage requirement. In preparing to complete the Master Credentials List application, applicants pointing to a sequencing scenario should have the following information:

- 1) The Standard Occupational Classifications (SOC) code used to evaluate the credential must demonstrate a sequencing relationship and be submitted through the online Master Credentials List application.
- 2) The name, certifying agency and most relevant SOC code of the higher-level credential to which the credential sequences.
- 3) Proof the credential is recognized by industry – examples include, but are not limited to, letters of endorsement from an industry association or information from the website of an industry association or similar entity.
- 4) Evidence that the credential in question directly sequences to a higher-level credential that is linked to an occupation that does meet the wage threshold.

Once the above criteria are met, applicants submitting a credential under the credential sequencing criteria may submit the credential for consideration through the online [Master Credentials List](#) application.

### Acceptable Evidence to Establish a Sequence of Credentials

The following documentation is accepted to establish a sequence of credentials:

- 1) Articulation agreements connecting one credential to a second credential.
- 2) Documentation from certifying body demonstrating that the specific certification is a requirement or pre-requisite for the next level certification.

# Florida Credentials Review Committee

If you have additional questions, please send an email to [mcl@careersourceflorida.com](mailto:mcl@careersourceflorida.com) with “credential sequencing” in the subject line.

## Evaluating Registered Apprenticeships for Credential Sequencing

Registered apprenticeships are industry-driven, high quality career pathways where employers are able to develop and prepare their future workforce and individuals can obtain paid work experience and a nationally-recognized credential. The Florida Department of Education (FDOE) is responsible for registering apprenticeships in the state of Florida.

Registered apprenticeships will be automatically evaluated against the Framework of Quality upon registration with FDOE and annually when new labor market information is available. Therefore, Registered Apprenticeships are not required to submit an application for inclusion on the Master Credentials List unless the credential does not meet the demand and wage (if applicable) criteria in the Framework of Quality.

A registered apprenticeship is considered to meet the credential sequencing requirement if the final wage in the wage sequence documented in the apprenticeship standards meet either the representative starting, average, or high-level wage thresholds for postsecondary non-degree awards as published by the Labor Market Estimating Conference.

Registered apprenticeships that do not meet the wage criteria in the Framework of Quality or do not meet the credential sequencing requirement outlined in this document, may submit an application and meet the criteria outlined in the first section of this document.