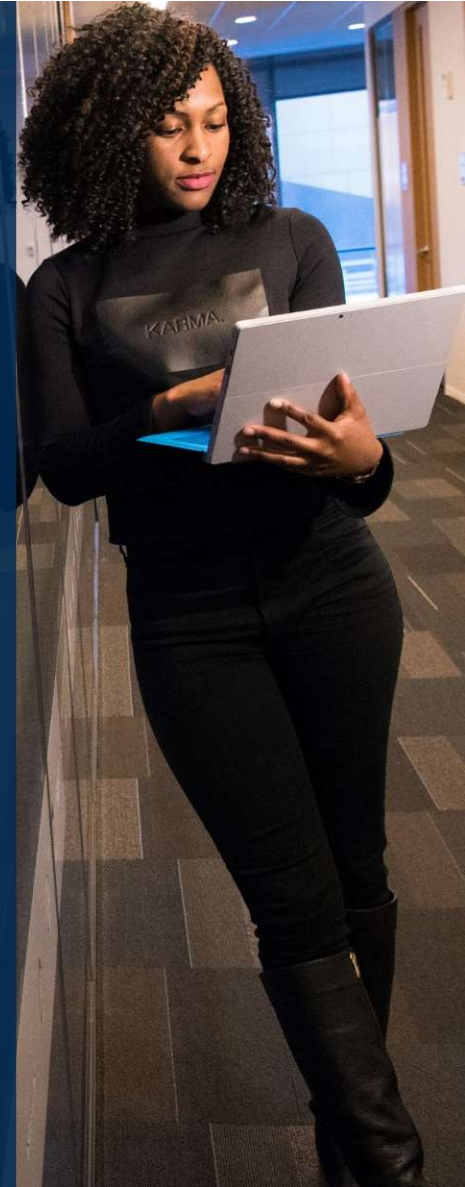


# Florida Credentials Review Committee

February 21, 2024



# Welcome and Remarks



**Katie Crofoot**

Chair

# FOR PUBLIC COMMENT:

Please see Iesha Pompey for a public comment card and wait to be recognized by the committee chair.

# Appeals to Decisions of the Credentials Review Committee



**Katie Crofoot**

Chair



## Review Committee Appeals Process

- **15-Day Appeal Window:** Applicants challenge deficiencies in writing to President/CEO of CareerSource Florida
- **Interagency Review:** Appeals evaluated by team from FloridaCommerce, Department of Education, and CareerSource Florida
- **Board Review:** CareerSource Florida Board of Directors assess appeals in board meetings



# Credentials in Review

Credential	Issue	Status
Tosa Graphics Certified User for Adobe – Graphic Design	CAPE Post-Secondary Funding eligibility	Board approved Expert level proficiency for post-secondary funding at Dec. 12 meeting.
Tosa Java Script	CAPE Post-Secondary Funding eligibility	Board approved Expert level proficiency for post-secondary funding at Dec. 12 meeting.
Tosa Python	CAPE Post-Secondary Funding eligibility	Board approved Expert level proficiency for post-secondary funding at Dec. 12 meeting.
Tosa Web Developer	CAPE Post-Secondary Funding eligibility	Board approved Expert level proficiency for post-secondary funding at Dec. 12 meeting.
Tosa Wordpress	CAPE Post-Secondary Funding eligibility	Appeal denied due to no linkage to post-secondary program.

# Consent Agenda

For Consideration:

- Approval of Dec. 6, 2023, meeting minutes to include any modifications or changes noted by the Committee.

# Status Update on 2024 - 2025 Master Credentials List



**Dan McGrew**

Sr. Vice President, Workforce Program Development





## 2024-2025 Master Credentials List

- FL Statute 445.004 requires annual review of the Master Credentials List.
- Over 2,300 credentials currently being evaluated and include:
  - Current Master Credentials List
  - New credentials added to the credential inventory
  - Existing credentials in the credential inventory that were not added to the Master Credentials List
- Existing Master Credentials List credentials that do not meet the Framework of Quality will be tagged for removal on the 2025-2026 Master Credentials List.
- Credentials tagged for removal will have opportunities to establish local demand or credential sequencing to cure deficiencies in either demand or wage evaluations.



## Next Steps

- Once the annual evaluation is complete and verified, the Credentials Review Committee will need to convene to approve the new 2024-2025 Master Credentials List.



## Summary of Applications Received

- 38 credential applications received from July 1 – September 30
  - Two applications submitted to the Department of Agriculture and Consumer Services via the new process
- A total of 8 credentials are being presented to add to the Master Credentials List.

# Action Item

## For Consideration:

- Approve the addition of 8 credentials 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.



# CAPE Industry Certification Funding List:

State Board of Education Approval Progress

## Secondary (Grades 6-12) Funding

- Industry Certifications may be eligible for K-12 funding requests.
- FDOE has additional criteria for Florida Education Finance Program (FEFP) funding in its administrative rules.
- The FDOE will inform school districts of the spring request window timeline.
- Upon meeting CAPE list inclusion requirements for FEFP funding, certifications may be recommended for the next CAPE funding list adoption.



# CAPE Industry Certification Funding List:

State Board of Education Approval Progress

## Postsecondary

- Determination of funding eligibility is made during the CRC review process.
- FDOE will recommend the certification for the next CAPE list with postsecondary funding eligibility after the CRC adoption of the Master Credentials List.

# Questions?

# Workforce Needs 2.0 Study



**Dehryl McCall**

Senior Director, Workforce  
Program Development  
CareerSource Florida



**Sheridan Meek**

Senior Research Economist,  
Florida Chamber Foundation



# Floridians Seeking Employment

Open Jobs

**405,134**  
(declining)

Unemployed

**334,000**  
(increasing)

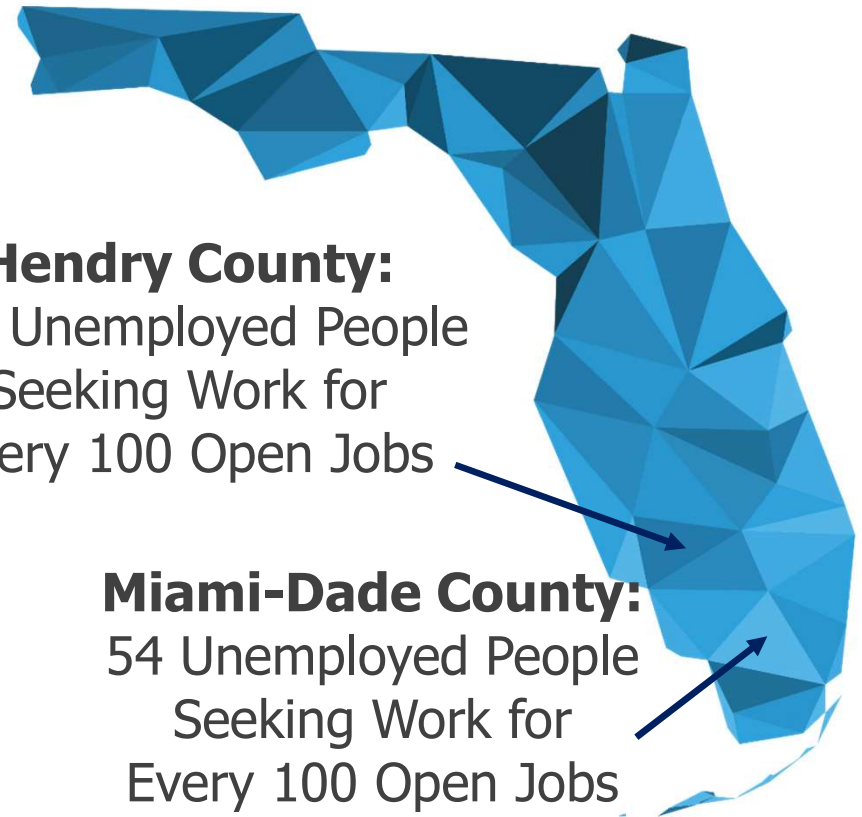
Unemployed People  
Per 100 Jobs

**83**

Unemployment Rate

**3.0%**  
(increasing)

## Workforce Needs Vary by County



# Employer Focus Groups



A few years ago, we wouldn't take any graduates from our local technical college because **they were not prepared when they graduated**. Then **we helped advise on the curriculum** and now the students are prepared, and our health system hires their graduates.

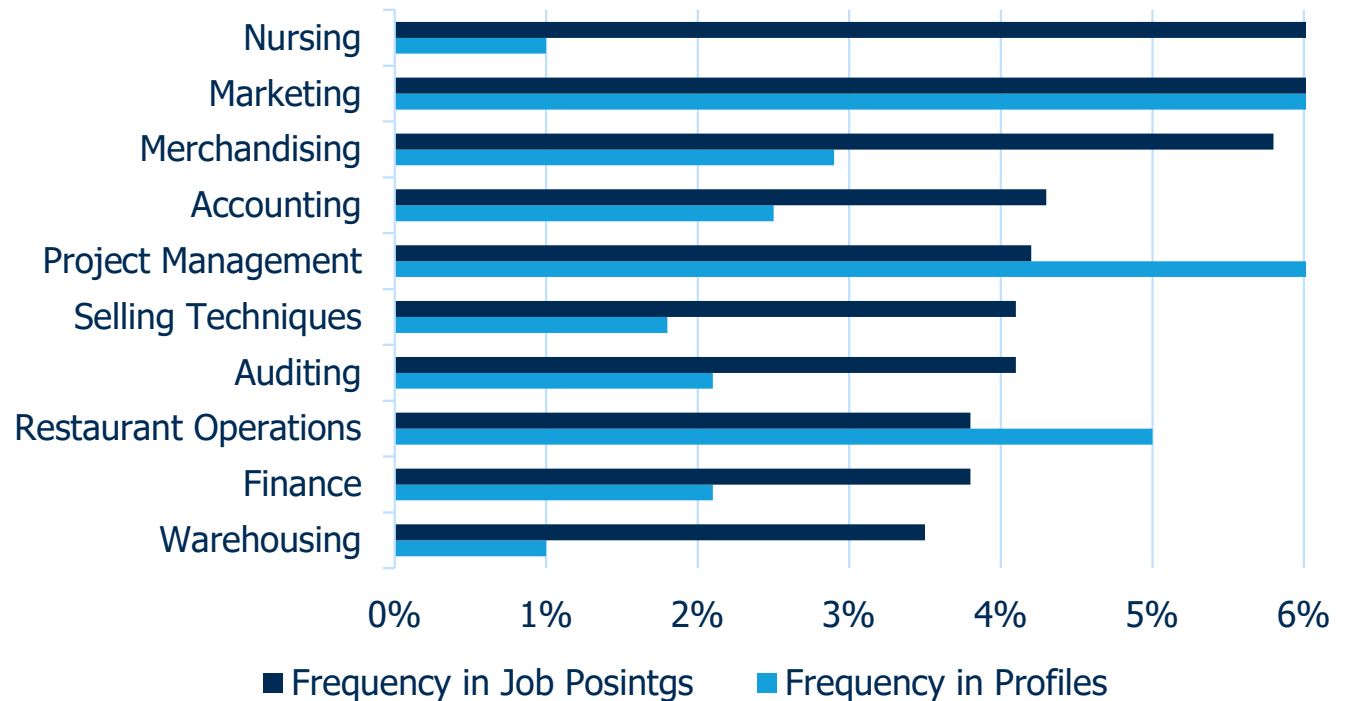
*– Healthcare Employer*

# Florida's Healthcare Industry

## Addressing Critical Shortages

- **Top 10 Hiring Companies:** 3/10 in healthcare
- **Top 10 Open Jobs:** registered nurses rank #1

### Skill Supply vs. Demand



# Registered Nurses

In High Demand

Completions

20,571

Openings

15,095

- 52,939 Approaching Retirement
- Salary has 6% Lower Purchasing Power
- High Housing Costs Compound Workforce Challenges

# Aviation Mechanics

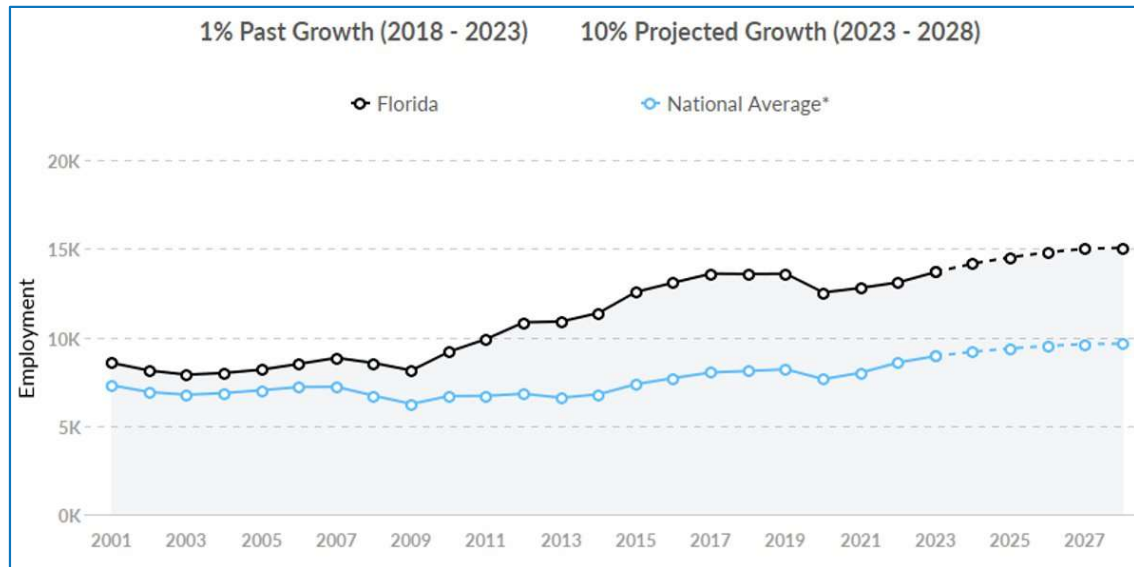
Demand Outpaces Supply

Completions

1,333

Openings

1,573



- 3,943 Approaching Retirement
- Salary has 10% Lower Purchasing Power
- High Housing Costs

# Semiconductor Engineers

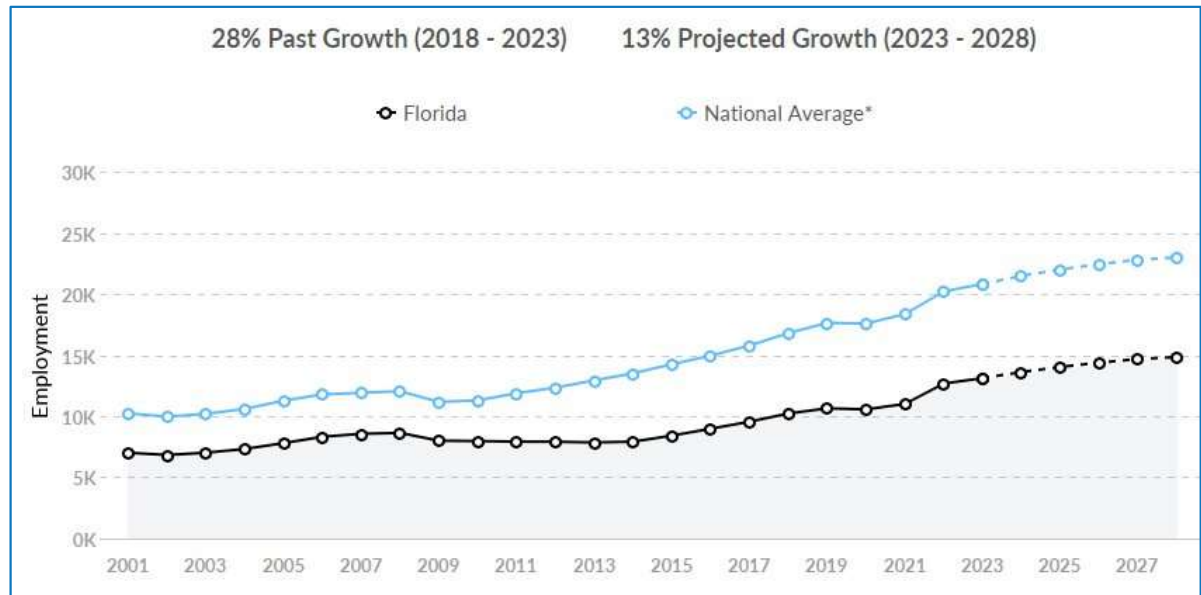
Will See Steady Growth

Completions

500

Openings

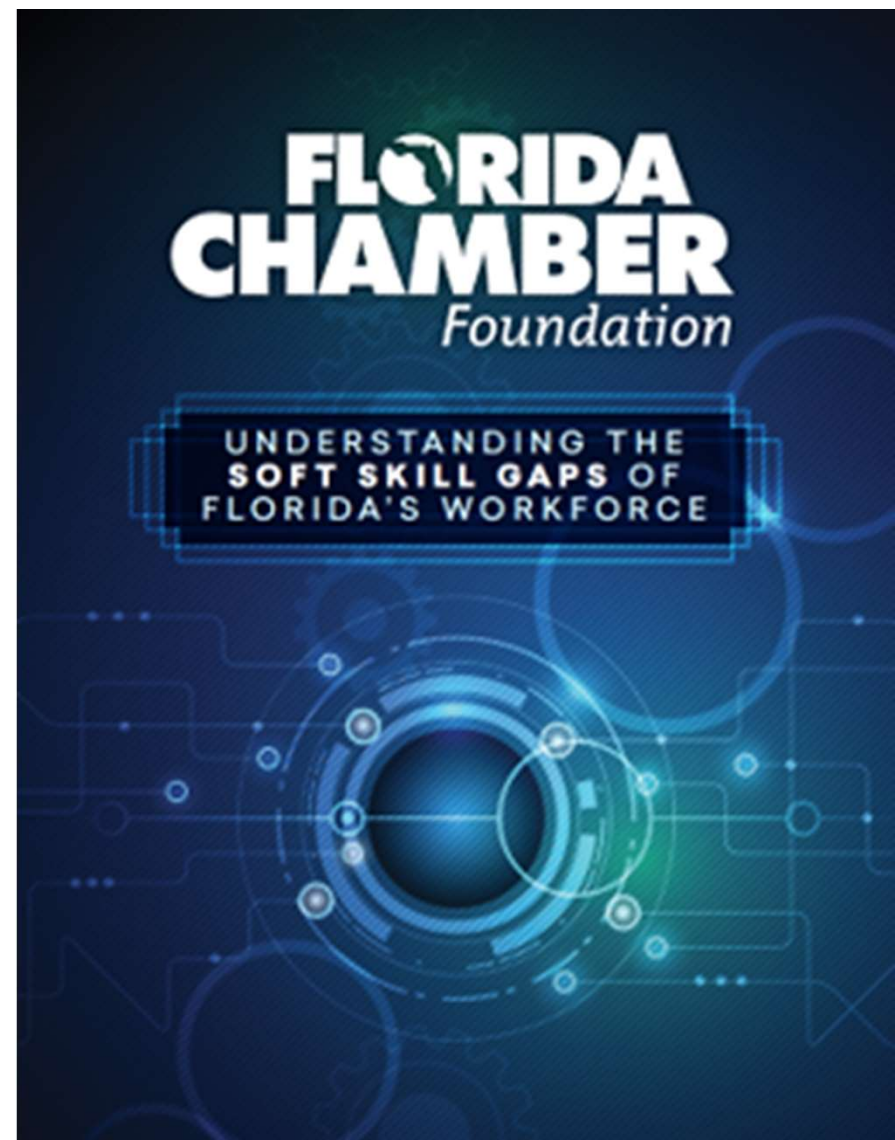
1,147



- 4,110 Approaching Retirement

## Soft Skills Report Insight: Labor Market Inefficiencies

“Many of the labor market inefficiencies employers experience come down to poor communication between potential employees and employers. Individuals do not know how to properly highlight their skills and employers do not properly know how to vet them.”



## Workforce Needs Insight: Labor Market Challenges

- Overview of Questions Facing Florida's Job Creators
- Legislative Action
- Employer-Centric Strategies to Improve Workforce Outcomes



# New Master Credentials List and Demand Dashboard



**Jimmy Heckman**

Workforce Statistics and Economic Research Bureau Chief,  
FloridaCommerce



## Scenario 1: Jobseeker Interested in Healthcare

- What is the demand for healthcare occupations in my area?
- What credentials are needed to be considered for these occupations?
- What are the wages associated with this occupation in my area?



# Major Occupation Lookup and Analysis

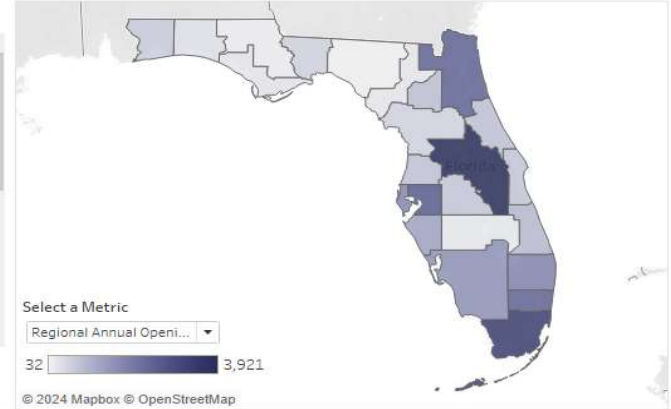
Select a Region:  Select a Major Occupation:

WFR	SOC Code Linkage(s)	Occupation Title	Credential Type	Program Type	Program/Profession Title	Registered Program Name	Certification Title
Statewide	29-1071	Physician Assistants	Industry Certifications				National Certified Medical Assistant (NCMA)
	29-1126	Respiratory Therapists	Degree Programs of Study	Associate in Science	Respiratory Care		
					Respiratory Care Assistant		
					Respiratory Therapy		

## Statewide Wages



## 29-0000 Regional Annual Openings



[Browse Regional Demand Occupation List](#)
[Single Occupation Lookup & Analysis](#)
[Back to Homepage](#)



# Major Occupation Lookup and Analysis

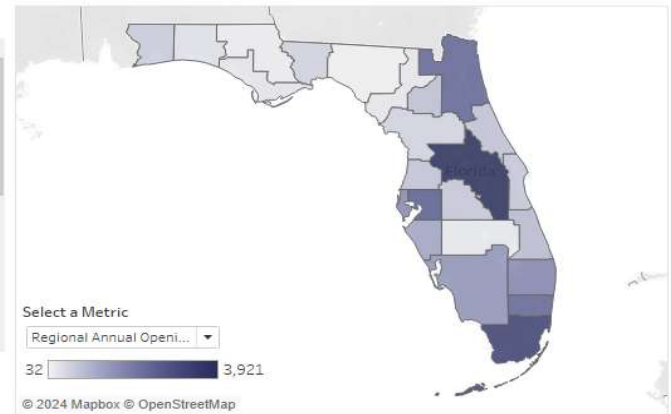
Select a Region:  Select a Major Occupation:

WFR	SOC Code Linkage(s)	Occupation Title	Credential Type	Program Type	Program/Profession Title	Registered Program Name	Certification Title
3	29-1071	Physician Assistants	Industry Certifications				National Certified Medical Assistant (NCMA)
	29-1126	Respiratory Therapists	Degree Programs of Study	Associate in Science	Respiratory Care		
					Respiratory Care Assistant		
					Respiratory Therapy		

## Workforce Region 3 Wages



## 29-0000 Regional Annual Openings



[Browse Regional Demand Occupation List](#)
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## Scenario 2: Employer with Occupations in Production

- Where in the state are these occupations in demand?
- What credentials are linked to these occupations?
- What wages are associated with these occupations?

# Major Occupation Lookup and Analysis

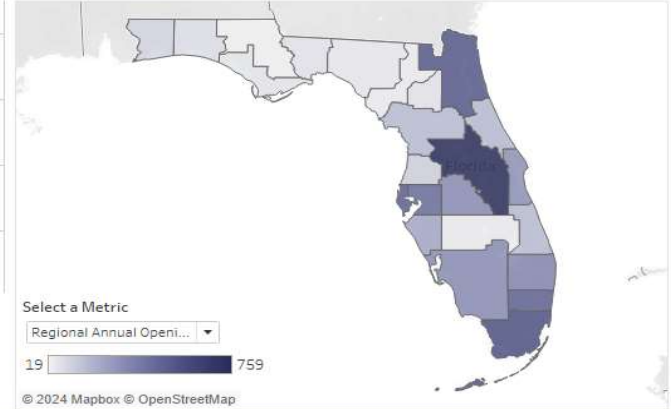
Select a Region:  Select a Major Occupation:

WFR	SOC Code Linkage(s)	Occupation Title	Credential Type	Program Type	Program/Profession Title	Registered Program Name	Certification Title
Statewide	51-1011	First-Line Supervisors of Production and Operating Workers	Degree Programs of Study	Associate in Science	Industrial Management Technology		
			Non-degree Programs of Study	Advanced Technical Certificate	Industrial Management Technology		
				Career Certificate	Digital Printing Technology		
					Nursery Management		

## Statewide Wages



## 51-0000 Regional Annual Openings



# Major Occupation Lookup and Analysis

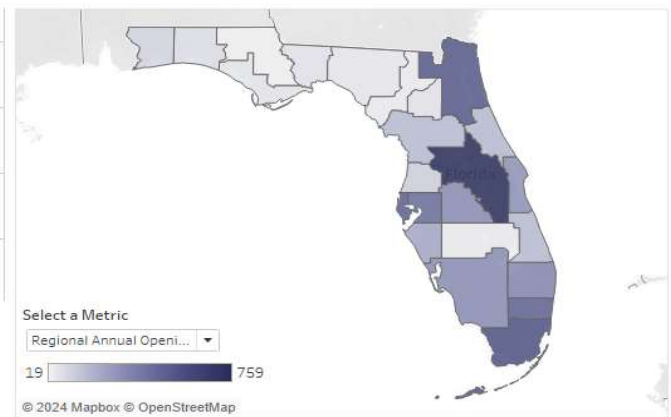
Select a Region:  Select a Major Occupation:

WFR	SOC Code Linkage(s)	Occupation Title	Credential Type	Program Type	Program/Profession Title	Registered Program Name	Certification Title
1	51-1011	First-Line Supervisors of Production and Operating Workers	Degree Programs of Study	Associate in Science	Industrial Management Technology		
			Non-degree Programs of Study	Advanced Technical Certificate	Industrial Management Technology		
				Career Certificate	Digital Printing Technology		
					Nursery Management		

## Workforce Region 1 Wages



## 51-0000 Regional Annual Openings





## Scenario 3: Education Provider

- Based on a specific credential offered at my institution, what are the occupations linked to the credential?
- Where in the state are these occupations in demand?
- What are the associated wages for these occupations?



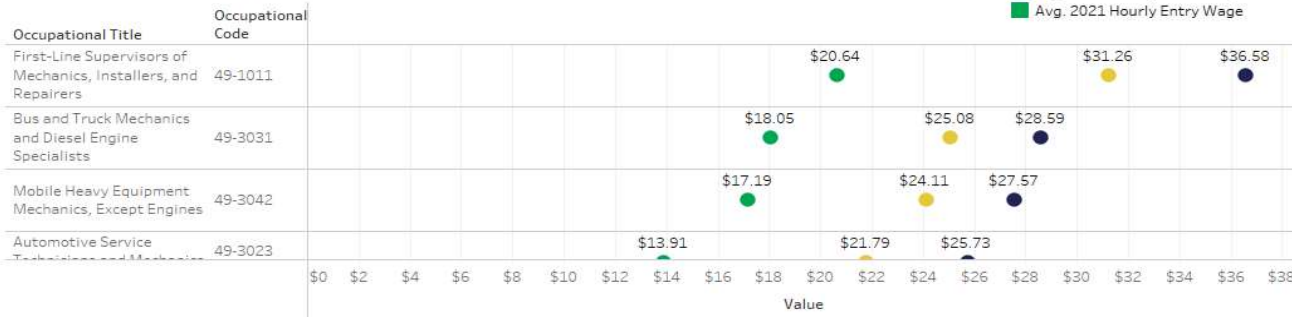


# Credential Lookup and Analysis

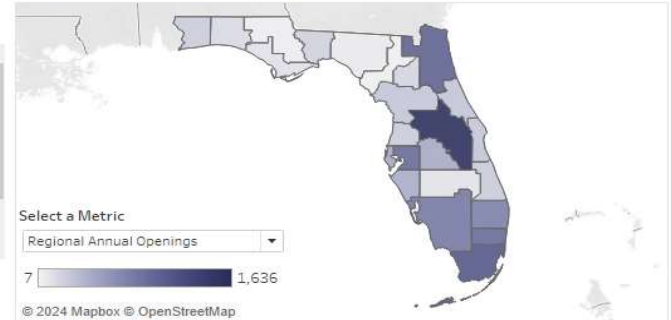
MCL Credential Type:  Program/Profession Title:  Select a Region:

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	Major SOC Title	Pass Demand Criteria	State Demand List(s)	RDOL Regional Demand List(s)	LMEC Regional Demand List(s)	Pass Wage Criteria	Notes
FCS	470605	647060516	Professional Welder	College Credit Certificate	Non Degree	49-1011	49-0000	Installation, Maintena..	Yes	RDOL	8, 10, 11, 12, 1..	Not on Lists	Yes	
						49-3023	49-0000	Installation, Maintena..	Yes	RDOL	8, 10, 11, 12, 1..	Not on Lists	Yes	
						49-3031	49-0000	Installation, Maintena..	Yes	RDOL	8, 10, 11, 12, 1..	Not on Lists	Yes	
						49-3041	49-0000	Installation, Maintena..	Yes	RDOL	8, 10, 11, 12, 1..	Not on Lists	Yes	
						49-3042	49-0000	Installation, Maintena..	Yes	RDOL	8, 10, 11, 12, 1..	Not on Lists	Yes	
						49-3092	49-0000	Installation, Maintena..	Yes	RDOL	8, 10, 11, 12, 1..	Not on Lists	Yes	
						51-4121	51-0000	Production Occupations	Yes	RDOL	8, 10, 11, 12, 1..	Not on Lists	Yes	
						51-4122	51-0000	Production Occupations	Yes	RDOL	8, 10, 11, 12, 1..	Not on Lists	Yes	

## 2021 Statewide Wages



## Regional Annual Openings



[Browse Master Credential List](#)

[Occupational Lookup Navigation](#)

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# Credential Lookup and Analysis

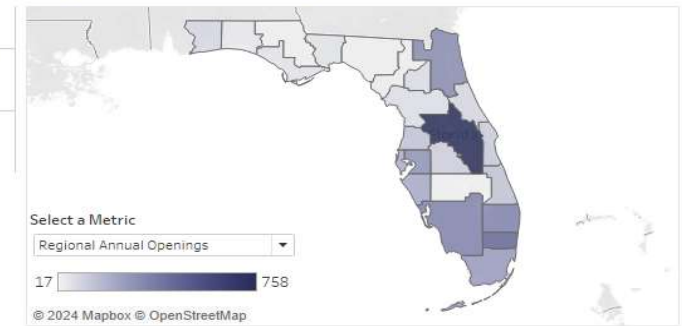
MCL Credential Type:  Certification Title:  Select a Region:

FDOE Certification Code	Certification Title	Certifying Agency Name	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	State Demand List(s)	RDOL Regional Demand List(s)	LMEC Regional Demand List(s)	Pass Wage Criteria	Notes
N/A	NCCER HVACR Level 1	National Center for Construction Educati...	49-9021	49-0000	Installation, Maintenan..	Yes	RDOL	1, 2, 4, 5, 8, 9, 10, ...	Not on Lists	Yes	

## 2021 Statewide Wages



## Regional Annual Openings



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# Questions?

# OPEN DISCUSSION AND PUBLIC COMMENT

# Closing Remarks



**Katie Crofoot**

Chair

# Upcoming Meetings

- May 22, 2024 | TBD