

Board of Directors Meeting Agenda

FEBRUARY 28, 2024 • 9:00 A.M. – 12:00 P.M., ET

Chair's Welcome and Remarks

Stephanie Smith

Consent Agenda

1. December 12, 2023, Board of Directors Meeting Minutes
2. Approval of Master Credentials List for Delivery to State Board of Education
3. Approval of Request to Serve as One Stop Operator for CareerSource Escarosa and CareerSource Palm Beach County
4. Approval of Request to Serve as One Stop Operator for CareerSource South Florida

President's Report

Adrienne Johnston

Joint Council Report

Bill Johnson
Finance Council Chair

Action Items

Dan McGrew

Sr. Vice President, Workforce Program Development

1. Administrative Policy 110 Local Workforce Development Area and Board Governance
Keantha Moore
Chief, Bureau of One-Stop and Program Support, FloridaCommerce
2. Administrative Policy 091 Local Workforce Development Board Composition and Certification
Keantha Moore
3. Designation of Regional Planning Areas
Dan McGrew

2024-2028 WIOA Combined State Plan Panel

Adrienne Johnston

Michelle Branham

Secretary, Department of Elder Affairs

J. Alex Kelly

Secretary, FloridaCommerce

Casey Penn

Deputy Secretary, Department of Children and Families

Kim Richey

Senior Chancellor, Department of Education

FloridaCommerce Report

J. Alex Kelly

collaborate.
innovate.
lead.



Florida Workforce System Transformation Update

Garrick Wright

Program Director

AJ Temple

Senior Consultant, Ernst & Young LLP (EY)

Brian Woods

Managing Director, Ernst & Young LLP (EY)

Florida Department of Juvenile Justice Report

Adrienne Campbell

Deputy Secretary, Florida Department of Juvenile Justice

Local Partners Report

Marcus McBride, Ph.D.

President, Florida Workforce Development Association

CEO, CareerSource Escarosa

Open Discussion/Public Comment

Chair's Closing Remarks

Stephanie Smith

UPCOMING MEETINGS

Board of Directors Information Meeting – April 9, Virtual

Information Items

Approved _____
Disapproved _____

Consent Item 1

December 12, 2023, MEETING MINUTES

In accordance with Article VII, Section 7.3 of the approved bylaws, 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 12, 2023, Board of Directors Meeting Minutes, to include any modifications or changes noted by the board.**

**CareerSource Florida
Board of Directors Meeting Minutes
December 12, 2023**

I. Call to Order

Chair Stephanie Smith called the Board of Directors meeting to order at 9:00 a.m. on December 12, 2023.

II. Roll Call

Executive Assistant Kay Clement conducted a roll call. The following members were present:

Stephanie Smith
John Adams
Jennifer O’Flannery Anderson
Erik Arroyo
Bayne Beecher
Kiley Damone
Robert Doyle
Sophia Eccleston
Ryan Goertzen
Adrienne Campbell
Casey Penn
Tim Hinson
Bill Johnson
Allison Kinney
Joe Marino
Kevin McDonald
Rep. Lauren Melo
Mel Ponder
D.C. Reeves
Robert Salonen
Brian Sartain
Andrew Schmadeke
Les Sims
Meridith Stanfield
Emmanuel Tormes
Rep. Dana Trabulsy
Lindsay Volpe

Chair Smith introduced new board members Mayor D.C. Reeves and Ryan Goertzen. She also congratulated reappointed board members: Joe Marino, Laura Sallarulo, Commissioner Mel Ponder, Robert Salonen, and representative Dana Trabulsy before giving a recap of the previous board meeting held in September.

III. President’s Report

Chair Smith recognized CareerSource President and CEO Adrienne Johnston to provide the President’s Report. Johnston introduced new CareerSource Florida team members, Chief Operating Officer Jason McCandless and Vice President of External Affairs and Strategic Initiatives Keri Nucatola.

She provided an overview of the Statewide Standardization of Tools and Services Strategic Policy recently approved by the board and funding initiatives to include the Florida Workforce System Transformation Plan, Florida Healthcare Training Initiative, and Hope Florida – A Pathway to Prosperity.

Johnston also shared the new Workforce Innovation and Opportunity Act Combined Plan. Unlike the WIOA Unified Plan, the WIOA Combined Plan allows for a more dynamic integration of key workforce programs and enables CareerSource Florida to tailor strategies to best address the unique needs of diverse populations and industries across the state.

IV. Consent Items

Chair Smith called for a vote to approve the Consent Items.

1. Approval of September 19, 2023, Meeting Minutes, to include any modifications or changes noted by the board.

2. Approval of October 12, 2023, Meeting Minutes, to include any modifications or changes noted by the board.

3. Approval of Florida Department of Children and Families Secretary Shevaun Harris' request to appoint Deputy Secretary Casey Penn as the Florida Department of Children and Families designee to serve in her absence on the CareerSource Florida Board of Directors, contingent upon any additional information or approval signatures required.

4. Approval of Florida Department of Juvenile Justice Secretary Eric Hall's request to appoint Deputy Secretary Adrienne Campbell as the Florida Department of Juvenile Justice designee to serve in his absence on the CareerSource Florida Board of Directors, contingent upon any additional information or approval signatures required.

5. Approve delivery to the Florida State Board of Education of 18 credentials of value to the 2023-2024 Master Credentials List with full approval and 14 additional credentials with provisional approval to the 2023-2024 Master Credentials List as approved by the Florida Credentials Review Committee at the December 6, 2023, meeting.

6. Authorize CareerSource South Florida to serve as a One-Stop Operator beginning January 1, 2024, through March 31, 2024.

7. Authorize CareerSource Escarosa to serve as one-stop operator effective September 1, 2023, through August 31, 2026, and authorize CareerSource Palm Beach County to serve as a one-stop operator effective July 1, 2023, through June 30, 2026.

8. Authorize CareerSource Escarosa's request to be designated as a Direct Provider of Workforce Services beginning July 1, 2023, through June 30, 2026.

Motion: Jennifer O'Flannery Anderson

Second: John Adams

The consent items passed unanimously. There were no public comments.

V. Sunshine Law

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

VI. Finance Council Report

Finance Council Chair Bill Johnson gave an update on the Finance Council meeting held the previous day. The council approved the 2022-2023 annual audit report conducted by Carr, Riggs & Ingram after Michael Carter, a principal, shared an overview of the audit findings. Chair Johnson congratulated the CareerSource Florida team on its 23rd consecutive clean audit.

VII. Strategic Policy and Performance Council Report

Strategic Policy and Performance Council Chair Sophia Eccleston said board member Joe Marino gave an overview of Veterans Florida at the Strategic Policy and Performance Council meeting held the previous day. The CareerSource Florida Workforce Program Development team also hosted a registered apprenticeship panel to highlight the importance of registered apprenticeship programs as a talent development strategy in different industries.

VIII. Action Items

CareerSource Florida Vice President of Workforce Program Development Dan McGrew presented the Action Items recommended for approval at the Strategic Policy and Performance Council meeting held the previous day.

He gave a brief update on the Florida Workforce System Transformation Plan before inviting Workforce Program Development Director Susan Bosse to present the first action item.

1. Approve CareerSource Florida Strategic Policy 2019.02.13.A.1 – Registered Apprenticeship Policy

Chair Eccleston called for a vote to approve the action item.

Motion: Sophia Eccleston

Second: Bayne Beecher

The action item passed unanimously. There were no public comments.

McGrew invited FloridaCommerce One-Stop and Program Support Bureau Chief Keantha Moore to present the second and third action items.

2. Approve CareerSource Florida Administrative Policy – Statewide Standardization of Tools and Services implementing the requirements

Chair Eccleston called for a vote to approve the action item.

Motion: John Adams

Second: Rob Salonen

The action item passed unanimously. There were no public comments.

3. Approve CareerSource Florida Administrative Policy – Regional Planning Area Identification and Requirements

Chair Eccleston called for a vote to approve the action item.

Motion: Jennifer O’Flannery Anderson

Second: John Adams

The action item passed unanimously. There were no public comments.

McGrew presented the final Action Item.

4. Approve the appeal of Miami Dade College and grant postsecondary CAPE funding for the following credentials for the 2024-2025 school year:

- a. TOSA Graphics Certified User for Adobe – Graphic Design (Expert Level)
- b. TOSA JavaScript (Expert Level)
- c. TOSA Python (Expert Level)
- d. TOSA Web Developer (Expert Level)

Deny the appeal of Miami Dade College and uphold the decisions of the Florida Credentials Review Committee pertaining to:

- a. TOSA WordPress (Expert Level)

Chair Eccleston called for a vote to approve the action item.

Motion: John Adams

Second: Robert Doyle

The action item passed unanimously. There were no public comments.

IX. Designation of Regional Planning Areas

McGrew provided an overview of the related administrative policy the board approved and reiterated that the goal in designating planning regions is to improve the workforce system alignment with larger economic development areas to support economic mobility, growth and prosperity. McGrew asked board members to refer to the agenda packet for the information item regarding the Florida Workforce System Transformation plan.

X. Florida Workforce System Transformation Update

CareerSource Florida Program Director Garrick Wright has been meeting with local workforce development boards biweekly with Ernst & Young (EY). They also host monthly elective training sessions and a Transition Council. These meetings allow local boards to discuss what's working and what can be improved.

He introduced Ernst & Young Managing Director Brian Woods and Senior Manager Janeth Merchan to present an update on the Florida Workforce System Transformation Plan.

XI. 2024-2028 WIOA Combined State Plan

McGrew gave an update on the WIOA Combined State Plan and how it differs from the previously submitted WIOA Unified Plan, stating the combined plan promotes greater communication and transparency across the state’s workforce system to best serve Florida’s job seekers and businesses.

The WIOA Combined State Plan includes the six WIOA Core Partners: Adult, Dislocated Worker, Youth, Adult Education, Vocational Rehabilitation, and Wagner-Peyser, in addition to the Temporary Assistance for Needy Families (TANF) program, Supplemental Nutrition Assistance Program (SNAP), Trade Adjustment Assistance for Workers programs, Unemployment Insurance programs, Jobs for Veterans State Grants Program, Senior Community Service Employment Programs, and Community Services Block Grant.

XII. FloridaCommerce Report

Lindsay Volpe provided an economic update stating the state’s unemployment rate of 2.8 percent in October marked the 36th consecutive month Florida’s rate has fallen below the national average of 3.9 percent. Volpe shared a list of strategic investments made by FloridaCommerce to promote Governor Ron DeSantis’ statewide economic and workforce development goals.

XIII. Local Partners Report

Florida Workforce Development Association President and CareerSource Escarosa CEO Marcus McBride gave the Local Partners Report. McBride said he and his colleagues have been working to leverage the many years of experience and expertise in workforce development across the CareerSource Florida network to support the Florida Workforce System Transformation Plan and align local efforts with state efforts to remain united while continuing to serve customers and businesses in their communities.

XIV. Open Discussion/Public Comment

Chair Smith asked if any board members or members of the public wished to comment.

There were no comments.

XV. Chair’s Closing Remarks

Chair Smith thanked the board for attending the meeting and wished everyone happy holidays.

The meeting was adjourned at 11:20 a.m.

Additional meeting dialogue is recorded and available online at [this link](#).

Approved _____
Disapproved _____

Consent Item 2

DELIVERY THE 2024-2025 MASTER CREDENTIALS LIST TO THE STATE BOARD OF EDUCATION

The Reimagining Education and Career Help (REACH) Act amended Chapter 445.004, Florida Statutes, and requires the Florida Credentials Review Committee to define Credentials of Value and make recommendations for these credentials to be added to a state-approved Master Credentials List. The Credentials Review 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. In September 2023, the Credentials Review Committee approved an updated Framework of Quality by which these credentials would be evaluated. This [Framework of Quality](#) is used to evaluate credentials for inclusion on the Master Credentials List.

By action of the Credentials Review Committee, the Framework of Quality was amended 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 committee is required by FL statute to establish a process for an annual review of the Master Credentials List and for phasing out credentials on the Master Credentials List that no longer meet the Framework of Quality. Credentials identified to be phased out must remain on the list for at least one year after identification for removal.

The 2024-2025 Master Credentials List presented with this Action Item was developed as part of the annual review required by FL statute. This annual review was conducted using the Framework of Quality adopted by the Credentials Review Committee at the September 6, 2023, meeting. The credentials evaluated included:

1. All credentials on the 2023-2024 Master Credentials List as of October 1, 2023.

2. All new degree (associates only) and non-degree credentials available at Florida's public post-secondary institutions including newly registered apprenticeships.
3. All remaining existing degree (associates only) and non-degree credentials at the that are available at Florida's public post-secondary institutions that were not included in items 1 and 2.

As part of this annual review of the existing credential inventory, credentials that are no longer available were identified and included on a separate tab on the Master Credentials List.

This annual evaluation resulted in the following dispositions:

- All credentials that met the criteria in the Framework of Quality are added to the 2024-2025 Master Credentials List.
- Existing credentials on the 2023-2024 Master Credentials List that no longer meet the criteria in the Framework of Quality have been designated for removal on the 2025-2026 Master Credentials List. These credentials will have one year to cure their deficiency through either local demand or credential sequencing. Credentials that cannot meet the local demand or credential sequencing criteria will NOT be included on the 2025-2026 Master Credentials List.
- Credentials that were not on the 2023-2024 Master Credentials that did not meet the criteria in the Framework of Quality were not added to the 2024-2025 Master Credentials List.

In addition to the required annual review of the Master Credentials List and the existing credential inventory, the evaluation committee also reviewed 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

5 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 9 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 annual review and application evaluation was conducted by an interagency team of subject matter experts from the Department of Commerce, Department of Education, and CareerSource Florida.

The Credentials Review Committee met on February 21, 2024, and again on February 26, 2024, to approve the complete 2024-2025 Master Credentials List.

FOR CONSIDERATION

- **Approve delivery to the Florida State Board of Education of the new 2024-2025 Master Credentials List.**
- **Authorize the CareerSource Florida team in collaboration with the Florida Department of Education staff to make technical revisions to approved certifications. This does not include authority to amend or add certifications to the approved list.**

ATTACHMENTS

- [Framework of Quality](#)
- [2024-2025 Master Credentials List](#)

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.

2024-2025 Master Credentials List Degree Programs of Study																		
Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.																		
Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details. Green Highlights = Credential is new to the MCL in 2024-2025.																		
Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	520302	0552030206	Accounting	Associate in Applied Science	No	Degree	13-2082; 43-3031; 43-3051; 43-4011	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	Yes	No		\$45,380	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20, 24	Not on Lists
CIE	520302	0552030206	Accounting	Associate in Science	No	Degree	13-2082; 43-3031; 43-3051; 43-4011	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	Yes	No		\$45,380	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20, 24	Not on Lists
CIE	520302	0552030200	Accounting Technology	Associate in Applied Science	No	Degree	13-2082; 43-3031; 43-3051; 43-4011	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	Yes	No		\$45,380	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20, 24	Not on Lists
CIE	520302	0552030200	Accounting Technology	Associate in Science	No	Degree	13-2082; 43-3031; 43-3051; 43-4011	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	Yes	No		\$45,380	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20, 24	Not on Lists
FCS	520302	1552030201	Accounting Technology	Associate in Science	No	Degree	13-2082; 43-3031; 43-3051; 43-4011	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	Yes	No		\$45,380	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20, 24	Not on Lists
ICUF	490101		Aeronautical Science - Flight	Associate in Science	No	Degree	17-3021	17-0000	Architecture and Engineering Occupations	Yes	No		\$78,140	Yes	Not on Lists	Not evaluated for local demand	13	Not on Lists
FCS	150801	1615080100	Aerospace Technology	Associate in Science	No	Degree	17-3021; 17-3024; 17-3026; 51-2011	17-0000; 51-0000	Architecture and Engineering Occupations; Production Occupations	Yes	No		\$60,230	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	2, 8, 10, 12, 20, 24
FCS	010101	1101010100	Agribusiness Management	Associate in Science	No	Degree	11-1021; 11-9013	11-0000	Management Occupations	Yes	No		\$88,820	Yes	RDOL	Not evaluated for local demand	Not on Lists	18
FCS	010000	1101000000	Agricultural Production Technology	Associate in Science	No	Degree	19-4010; 45-2091	19-0000; 45-0000	Life, Physical, and Social Science Occupations; Farming, Fishing, and Forestry Occupations	Yes	No		\$36,360	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	8
ICUF	010000		Agricultural Studies	Associate in Science	No	Degree	19-4010	19-0000	Life, Physical, and Social Science Occupations	Yes	No		\$52,780	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	15
FCS	150501	0615050100	Air Conditioning, Refrigeration And Heating Systems Technology	Associate in Applied Science	No	Degree	17-3098; 49-1011; 49-9021; 49-9031; 51-8021	17-0000; 49-0000; 51-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	150501	0615050100	Air Conditioning, Refrigeration, Heating Systems	Associate in Science	No	Degree	17-3098; 49-1011; 49-9021; 49-9031; 51-8021	17-0000; 49-0000; 51-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	511501	0351150100	Alcohol/Drug Rehabilitation Technician	Associate in Science	No	Degree	21-1093	21-0000	Community and Social Service Occupations	Yes	No		\$39,890	Yes	Not on Lists	Not evaluated for local demand	1, 8, 13, 18	Not on Lists
CIE	510809	0351080901	Anesthesiologist Assistant	Associate in Science	No	Degree	31-9092	31-0000	Healthcare Support Occupations	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	100304	1610030400	Animation And Game Art	Associate in Science	No	Degree	27-1014; 27-1024	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	Yes	No		\$66,270	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17
ICUF	150406		Applied Engineering	Associate in Science	No	Degree	17-3023; 17-3024; 17-3027; 17-3098; 49-2094	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	Yes	No		\$71,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS	520201	0552020107	Applied Management	Associate in Applied Science	No	Degree	11-1021; 11-9051; 11-9141; 13-1081; 13-1198	11-0000; 13-0000	Management Occupations; Business and Financial Operations Occupations	Yes	No		\$70,120	Yes	RDOL	Not evaluated for local demand	2, 8, 12, 13, 15, 18, 22, 23	Not on Lists
FCS	010303	1101030301	Aquaculture Management	Associate in Science	No	Degree	11-9013	11-0000	Management Occupations	Yes	No		\$88,820	Yes	RDOL	Not evaluated for local demand	Not on Lists	18
FCS	040901	1604090100	Architectural Design & Construction Technology	Associate in Science	No	Degree	17-3011; 17-3022	17-0000	Architecture and Engineering Occupations	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists

2024-2025 Master Credentials List Degree Programs of Study																		
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Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details. Green Highlights = Credential is new to the MCL in 2024-2025.																		
Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	131003	1713100305	ASL - English Interpreting	Associate in Science	No	Degree	25-3011; 27-3091	25-0000; 27-0000	Educational Instruction and Library Occupations; Arts, Design, Entertainment, Sports, and Media Occupations	Yes	No		\$54,030	Yes	RDOL	Not evaluated for local demand	Not on Lists	10, 12, 17
FCS	150803	0615080300	Automotive Service Management Technology	Associate in Applied Science	No	Degree	17-3023; 17-3098; 49-2096; 49-3023	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS	490104	1649010403	Aviation Administration	Associate in Science	No	Degree	53-2021; 53-2022	53-0000	Transportation and Material Moving Occupations	Yes	No		\$126,360	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	18
FCS	470607	1647060700	Aviation Maintenance Administration	Associate in Science	No	Degree	49-1011; 49-2091; 49-3011	49-0000	Installation, Maintenance, and Repair Occupations	Yes	No		\$70,110	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	490104	1649010401	Aviation Maintenance Management	Associate in Science	No	Degree	49-2091; 49-3011; 53-2021; 53-2022	49-0000; 53-0000	Installation, Maintenance, and Repair Occupations; Transportation and Material Moving Occupations	Yes	No		\$126,360	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	18
FCS	490104	1649010404	Aviation Operations	Associate in Science	No	Degree	53-2021; 53-2022	53-0000	Transportation and Material Moving Occupations	Yes	No		\$126,360	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	18
CIE	490104	0649010407	Aviation Operations Technician	Associate in Science	No	Degree	49-1011; 49-2091; 49-3011; 53-1041; 53-2021; 53-2022	49-0000; 53-0000	Installation, Maintenance, and Repair Occupations; Transportation and Material Moving Occupations	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	470609	1647060911	Avionics Systems Integration Specialist	Associate in Science	No	Degree	17-3021; 49-1011; 49-2021; 49-2091	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	120501	1612050102	Baking & Pastry Management	Associate in Science	No	Degree	35-1011; 35-1012	35-0000	Food Preparation and Serving Related Occupations	Yes	No		\$58,860	Yes	RDOL	Not evaluated for local demand	1, 10, 11, 12, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists
ICUF	120501		Baking And Pastry Arts	Associate in Science	No	Degree	35-1011; 35-1012	35-0000	Food Preparation and Serving Related Occupations	Yes	No		\$58,860	Yes	RDOL	Not evaluated for local demand	1, 10, 11, 12, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	120501	0612050111	Baking/Pastry Arts	Associate in Applied Science	No	Degree	35-1011; 35-1012	35-0000	Food Preparation and Serving Related Occupations	Yes	No		\$58,860	Yes	RDOL	Not evaluated for local demand	1, 10, 11, 12, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	120501	0612050111	Baking/Pastry Arts	Associate in Science	No	Degree	35-1011; 35-1012	35-0000	Food Preparation and Serving Related Occupations	Yes	No		\$58,860	Yes	RDOL	Not evaluated for local demand	1, 10, 11, 12, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	520804	1252080301	Banking-Financial Services	Associate in Science	No	Degree	43-3071; 43-3099	43-0000	Office and Administrative Support Occupations	Yes	No		\$54,400	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	20
CIE	150401	0615040102	Biomedical Equipment Technician	Associate in Science	No	Degree	15-1231; 17-3023; 17-3098; 49-9062; 51-9082	15-0000; 17-0000; 49-0000; 51-0000	Computer and Mathematical Occupations; Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	Yes	No		\$53,360	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	150401	1615040102	Biomedical Equipment Technician	Associate in Science	No	Degree	17-3023; 17-3098; 49-9062	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	Yes	No		\$53,360	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
ICUF	410101		Biotechnology	Associate in Science	No	Degree	29-2010; 51-9082	29-0000; 51-0000	Healthcare Practitioners and Technical Occupations; Production Occupations	Yes	No		\$55,480	Yes	Not on Lists	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	410101	1341010100	Biotechnology Laboratory Technology	Associate in Science	No	Degree	19-4021; 29-2010	19-0000; 29-0000	Life, Physical, and Social Science Occupations; Healthcare Practitioners and Technical Occupations	Yes	No		\$55,480	Yes	Not on Lists	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	151001	1615100102	Building Construction Technology	Associate in Science	No	Degree	11-9021; 17-3022; 47-4011	11-0000; 17-0000; 47-0000	Management Occupations; Architecture and Engineering Occupations; Construction and Extraction Occupations	Yes	No		\$56,060	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	10, 12, 16, 17

2024-2025 Master Credentials List

Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	520201	0552020102	Business Administration	Associate in Applied Science	No	Degree	11-9051; 11-9141; 13-1081; 41-9021; 41-9022	11-0000; 13-0000; 41-0000	Management Occupations; Business and Financial Operations Occupations; Sales and Related Occupations	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
CIE	520201	0552020102	Business Administration	Associate in Science	No	Degree	11-9051; 11-9141; 13-1081; 41-9021; 41-9022	11-0000; 13-0000; 41-0000	Management Occupations; Business and Financial Operations Occupations; Sales and Related Occupations	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS	520201	1552020102	Business Administration	Associate in Science	No	Degree	11-9051; 11-9141; 13-1081; 41-9021	11-0000; 13-0000; 41-0000	Management Occupations; Business and Financial Operations Occupations; Sales and Related Occupations	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
CIE	520201	0552020110	Business Administration Cross-Training	Associate in Applied Science	No	Degree	11-9051; 11-9141; 13-1081; 41-9021; 41-9022	11-0000; 13-0000; 41-0000	Management Occupations; Business and Financial Operations Occupations; Sales and Related Occupations	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS	307102	1530710200	Business Analysis Specialist	Associate in Science	No	Degree	13-1081; 13-1111	13-0000	Business and Financial Operations Occupations	Yes	No		\$70,120	Yes	RDOL	Not evaluated for local demand	2, 8, 12, 13, 15, 18, 22, 23	Not on Lists
FCS	520703	1552070308	Business Entrepreneurship	Associate in Science	No	Degree	11-1021; 11-2021	11-0000	Management Occupations	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
FCS	307001	1530700101	Business Intelligence Specialist	Associate in Science	No	Degree	15-1256; 15-2041	15-0000	Computer and Mathematical Occupations	Yes	No		\$83,820	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
CIE	520201	0552020100	Business Management/Marketing	Associate in Applied Science	No	Degree	11-9051; 11-9141; 13-1081; 41-9021; 41-9022	11-0000; 13-0000; 41-0000	Management Occupations; Business and Financial Operations Occupations; Sales and Related Occupations	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
CIE	520201	0552020100	Business Management/Marketing	Associate in Science	No	Degree	11-9051; 11-9141; 13-1081; 41-9021; 41-9022	11-0000; 13-0000; 41-0000	Management Occupations; Business and Financial Operations Occupations; Sales and Related Occupations	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
CIE	520204	0552020402	Business Office Administration	Associate in Applied Science	No	Degree	43-1011; 43-6011	43-0000	Office and Administrative Support Occupations	Yes	No		\$63,740	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 11, 12, 15, 17, 18, 20, 21, 22, 23	Not on Lists
CIE	520204	0552020402	Business Office Administration	Associate in Science	No	Degree	43-1011; 43-6011	43-0000	Office and Administrative Support Occupations	Yes	No		\$63,740	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 11, 12, 15, 17, 18, 20, 21, 22, 23	Not on Lists
CIE	520101		Business/Commerce, General	Associate in Science	No	Degree	13-1081	13-0000	Business and Financial Operations Occupations	Yes	No		\$70,120	Yes	RDOL	Not evaluated for local demand	2, 8, 12, 13, 15, 18, 22, 23	Not on Lists
CIE	151302	0615130201	Cad Specialist	Associate in Applied Science	No	Degree	17-3011; 17-3012; 17-3019; 51-4041; 51-4061	17-0000; 51-0000	Architecture and Engineering Occupations; Production Occupations	Yes	No		\$48,140	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
CIE	151302	0615130201	Cad Specialist	Associate in Science	No	Degree	17-3011; 17-3012; 17-3019; 51-4041; 51-4061	17-0000; 51-0000	Architecture and Engineering Occupations; Production Occupations	Yes	No		\$48,140	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
CIE	510901	0351090101	Cardiovascular Technician	Associate in Science	No	Degree	29-2031; 29-2032; 29-2098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$55,160	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
FCS	510901	1351090100	Cardiovascular Technology	Associate in Science	No	Degree	29-2031; 29-2032; 29-2098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$55,160	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24

2024-2025 Master Credentials List Degree Programs of Study																		
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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	410301	1641030100	Chemical Technology	Associate in Science	No	Degree	17-3098; 19-4031; 29-2010; 51-8091	17-0000; 19-0000; 29-0000; 51-0000	Architecture and Engineering Occupations; Life, Physical, and Social Science Occupations; Healthcare Practitioners and Technical Occupations; Production Occupations	Yes	No		\$61,980	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24
FCS	150201	1715020101	Civil Engineering Technology	Associate in Science	No	Degree	17-1022; 17-3022	17-0000	Architecture and Engineering Occupations	Yes	No		\$56,060	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	10, 12, 16, 17
CIE	510802	0351080200	Clinical Laboratory Assisting	Associate in Science	No	Degree	29-2010; 31-9092	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	Yes	No		\$55,480	Yes	Not on Lists	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	510719	1351071902	Clinical Research Professional	Associate in Science	No	Degree	11-9111; 11-9121	11-0000	Management Occupations	Yes	No		\$119,520	Yes	Not on Lists	Not evaluated for local demand	1, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists
ICUF	110902		Cloud And Computing Technology	Associate in Science	No	Degree	15-1231; 15-1256; 15-1257	15-0000	Computer and Mathematical Occupations	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
CIE	120503	0612050313	Commercial Foods/Culinary Arts	Associate in Applied Science	No	Degree	11-9051; 25-3021; 35-1011; 35-1012; 35-2013	11-0000; 25-0000; 35-0000	Management Occupations; Educational Instruction and Library Occupations; Food Preparation and Serving Related Occupations	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
CIE	120503	0612050313	Commercial Foods/Culinary Arts	Associate in Science	No	Degree	11-9051; 25-3021; 35-1011; 35-1012; 35-2013	11-0000; 25-0000; 35-0000	Management Occupations; Educational Instruction and Library Occupations; Food Preparation and Serving Related Occupations	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
CIE	490102	0649010201	Commmercial Pilot	Associate in Science	No	Degree	53-2012	53-0000	Transportation and Material Moving Occupations	Yes	No		\$131,610	Yes	RDOL	Not evaluated for local demand	Not on Lists	16
CIE	110803	0611080307	Computer Animation	Associate in Science	No	Degree	15-1256; 15-1257; 43-9031	15-0000; 43-0000	Computer and Mathematical Occupations; Office and Administrative Support Occupations	Yes	No		\$50,040	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
CIE	110601	0511060100	Computer Applications	Associate in Science	No	Degree	15-1232	15-0000	Computer and Mathematical Occupations	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	110601	0511060110	Computer Applications Cross-Training	Associate in Science	No	Degree	15-1232	15-0000	Computer and Mathematical Occupations	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	151201	1615120100	Computer Engineering Technology	Associate in Science	No	Degree	15-1251; 17-2061; 17-3023; 17-3098	15-0000; 17-0000	Computer and Mathematical Occupations; Architecture and Engineering Occupations	Yes	No		\$119,660	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
ICUF	110101		Computer Information Systems	Associate in Science	No	Degree	15-1232; 15-1256	15-0000	Computer and Mathematical Occupations	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	110103	0511010305	Computer Information Technology	Associate in Applied Science	No	Degree	15-1231; 15-1232; 15-1256; 15-1257; 29-9098	15-0000; 29-0000	Computer and Mathematical Occupations; Healthcare Practitioners and Technical Occupations	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	110103	0511010305	Computer Information Technology	Associate in Science	No	Degree	15-1231; 15-1232; 15-1256; 15-1257; 29-9098	15-0000; 29-0000	Computer and Mathematical Occupations; Healthcare Practitioners and Technical Occupations	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	110103	1511010307	Computer Information Technology	Associate in Science	No	Degree	15-1231; 15-1232; 15-1256; 15-1257; 29-9098	15-0000; 29-0000	Computer and Mathematical Occupations; Healthcare Practitioners and Technical Occupations	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists

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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	110103	0511010301	Computer Information Technology/Computer Science	Associate in Applied Science	No	Degree	15-1231; 15-1232; 15-1256; 15-1257; 29-9098	15-0000; 29-0000	Computer and Mathematical Occupations; Healthcare Practitioners and Technical Occupations	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	110103	0511010301	Computer Information Technology/Computer Science	Associate in Science	No	Degree	15-1231; 15-1232; 15-1256; 15-1257; 29-9098	15-0000; 29-0000	Computer and Mathematical Occupations; Healthcare Practitioners and Technical Occupations	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	110201	0511020100	Computer Programming And Analysis	Associate in Science	No	Degree	15-1256; 15-1257; 17-3023	15-0000; 17-0000	Computer and Mathematical Occupations; Architecture and Engineering Occupations	Yes	No		\$100,940	Yes	RDOL	Not evaluated for local demand	2, 5, 8, 9, 12, 13, 14, 15, 17, 18, 21, 22, 23	Not on Lists
FCS	110201	1511020101	Computer Programming And Analysis	Associate in Science	No	Degree	15-1211; 15-1256; 15-1257	15-0000	Computer and Mathematical Occupations	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	430403	1743040300	Computer Related Crime Investigations	Associate in Science	No	Degree	19-4092; 33-3021	19-0000; 33-0000	Life, Physical, and Social Science Occupations; Protective Service Occupations	Yes	No		\$85,330	Yes	Not on Lists	Not evaluated for local demand	5, 23	Not on Lists
CIE	110701		Computer Science	Associate in Science	No	Degree	15-1231; 15-1256; 15-1257	15-0000	Computer and Mathematical Occupations	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
CIE	110901	0511090109	Computer/Network Telecommunications	Associate in Science	No	Degree	15-1231; 15-1232	15-0000	Computer and Mathematical Occupations	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	151302	1615130202	Computer-Aided Drafting And Design	Associate in Science	No	Degree	17-3011; 17-3012; 17-3013; 17-3019	17-0000	Architecture and Engineering Occupations	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	460412	1646041201	Construction Management Technology	Associate in Science	No	Degree	11-9021; 47-1011; 47-4011	11-0000; 47-0000	Management Occupations; Construction and Extraction Occupations	Yes	No		\$118,400	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	120401	0612040114	Cosmetology/Postgraduate Specialities	Associate in Science	No	Degree	39-5012; 39-5092	39-0000	Personal Care and Service Occupations	Yes	No		\$35,040	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 24
CIE	220303	0522030300	Court Reporting	Associate in Science	No	Degree	27-3092; 43-4031	27-0000; 43-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Office and Administrative Support Occupations	Yes	No		\$52,720	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16, 18, 20
FCS	430406	1743040600	Crime Scene Technology	Associate in Science	No	Degree	19-4092; 33-3021	19-0000; 33-0000	Life, Physical, and Social Science Occupations; Protective Service Occupations	Yes	No		\$85,330	Yes	Not on Lists	Not evaluated for local demand	5, 23	Not on Lists
CIE	430103	0743010300	Criminal Justice Technology	Associate in Applied Science	No	Degree	33-1011; 33-1090; 33-3051	33-0000	Protective Service Occupations	Yes	No		\$73,350	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	430103	0743010300	Criminal Justice Technology	Associate in Science	No	Degree	33-1011; 33-1090; 33-3051	33-0000	Protective Service Occupations	Yes	No		\$73,350	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	430103	1743010302	Criminal Justice Technology	Associate in Science	No	Degree	33-1011; 33-1012; 33-1090; 33-3051	33-0000	Protective Service Occupations	Yes	No		\$73,350	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	430107		Criminal Justice/Police Science	Associate in Science	No	Degree	33-1011; 33-1090; 33-3021; 33-3051	33-0000	Protective Service Occupations	Yes	No		\$73,350	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	430103	0743010303	Criminal Justice/Security Technician	Associate in Applied Science	No	Degree	33-1011; 33-1090; 33-3051	33-0000	Protective Service Occupations	Yes	No		\$73,350	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists

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Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	120504	1612050401	Culinary Management	Associate in Science	No	Degree	11-9051; 35-1011; 35-1012	11-0000; 35-0000	Management Occupations; Food Preparation and Serving Related Occupations	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS	111003	1511100308	Cybersecurity	Associate in Science	No	Degree	15-1212; 15-1231; 15-1299	15-0000	Computer and Mathematical Occupations	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS	111003	1511100300	Cybersecurity Operations	Associate in Science	No	Degree	15-1212; 15-1231; 15-1299	15-0000	Computer and Mathematical Occupations	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS	307001	1530700100	Data Science Technology	Associate in Science	No	Degree	15-1256; 15-2041	15-0000	Computer and Mathematical Occupations	Yes	No		\$83,820	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
FCS	110802	1511080200	Database Technology	Associate in Science	No	Degree	15-1245	15-0000	Computer and Mathematical Occupations	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$100,260	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	510601	1351060104	Dental Assisting Technology And Management	Associate in Science	No	Degree	29-1292; 31-9091	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	Yes	No		\$42,650	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	510602	0351060200	Dental Hygiene	Associate in Science	No	Degree	29-1292; 31-9091	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	Yes	No		\$42,650	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	510602	1351060200	Dental Hygiene	Associate in Science	No	Degree	29-1292; 31-9091	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	Yes	No		\$42,650	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	510603	0351060302	Dental Laboratory Technician	Associate in Science	No	Degree	51-9081	51-0000	Production Occupations	Yes	No		\$49,850	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16, 20
CIE	510910	0351091000	Diagnostic Medical Sonography	Associate in Applied Science	No	Degree	29-2031; 29-2032	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$55,160	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
CIE	510910	0351091000	Diagnostic Medical Sonography	Associate in Science	No	Degree	29-2031; 29-2032	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$55,160	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
CIE	510910	0351091010	Diagnostic Medical Sonography Cross-Training	Associate in Science	No	Degree	29-2031; 29-2032	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$55,160	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
ICUF	510910		Diagnostic Medical Sonography (Abdominal - Extended/Obstetrics And Gynecology Concentration)	Associate in Science	No	Degree	29-2031; 29-2032	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$55,160	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
FCS	510910	1351091004	Diagnostic Medical Sonography Technology	Associate in Science	No	Degree	29-2031; 29-2032	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$55,160	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
FCS	513103	1351310301	Dietetic Technician	Associate in Science	No	Degree	29-1031; 29-2051	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$31,010	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 3, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24
CIE	110803	0611080308	Digital Design & Animation	Associate in Science	No	Degree	15-1256; 15-1257; 43-9031	15-0000; 43-0000	Computer and Mathematical Occupations; Office and Administrative Support Occupations	Yes	No		\$50,040	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS	110801	1611080103	Digital Media/Multimedia Technology	Associate in Science	No	Degree	15-1256; 15-1257; 27-4031; 27-4032; 43-9031	15-0000; 27-0000; 43-0000	Computer and Mathematical Occupations; Arts, Design, Entertainment, Sports, and Media Occupations; Office and Administrative Support Occupations	Yes	No		\$50,040	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS	090702	1609070213	Digital Television And Media Production	Associate in Science	No	Degree	27-2012; 27-3099; 27-4032; 27-4098; 43-9031	27-0000; 43-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Office and Administrative Support Occupations	Yes	No		\$67,290	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	8

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.

Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	490304	0249030400	Diving Business And Technology	Associate in Applied Science	No	Degree	25-3021; 49-9092	25-0000; 49-0000	Educational Instruction and Library Occupations; Installation, Maintenance, and Repair Occupations	Yes	No		\$53,270	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 15, 24
CIE	131210	0413121003	Early Childhood Education	Associate in Science	No	Degree	25-2011; 25-9045	25-0000	Educational Instruction and Library Occupations	Yes	No		\$30,990	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 16, 17, 18, 20, 24
FCS	131210	1413121004	Early Childhood Education	Associate in Science	No	Degree	25-2011; 25-9045	25-0000	Educational Instruction and Library Occupations	Yes	No		\$30,990	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 16, 17, 18, 20, 24
FCS	190708	1419070802	Early Childhood Management	Associate in Science	No	Degree	11-1021; 11-9031; 25-2011; 39-1098	11-0000; 25-0000; 39-0000	Management Occupations; Educational Instruction and Library Occupations; Personal Care and Service Occupations	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
FCS	521201	1552120107	E-Business Technology	Associate in Science	No	Degree	11-1021; 13-1198	11-0000; 13-0000	Management Occupations; Business and Financial Operations Occupations	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
FCS	460303	0646030304	Electrical Distribution Technology	Associate in Applied Science	No	Degree	49-1011; 49-2022; 49-9051; 49-9052	49-0000	Installation, Maintenance, and Repair Occupations	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
FCS	150303	1615030318	Electrical Power Technology	Associate in Science	No	Degree	17-3012; 17-3021; 17-3023; 17-3024; 17-3098; 49-2022; 49-2091; 49-2093; 49-2094; 49-2095	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
CIE	460302	0646030204	Electrician	Associate in Science	No	Degree	47-1011; 47-2111	47-0000	Construction and Extraction Occupations	Yes	No		\$69,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	460302	0646030208	Electrician Helper	Associate in Science	No	Degree	47-1011; 47-2111	47-0000	Construction and Extraction Occupations	Yes	No		\$69,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	150303	0615030300	Electronic Technology	Associate in Science	No	Degree	17-3012; 17-3021; 17-3023; 17-3024; 17-3098; 49-2022; 49-2091; 49-2093; 49-2094; 49-2095	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
CIE	150303	0615030301	Electronics Engineering Technology	Associate in Science	No	Degree	17-3012; 17-3021; 17-3023; 17-3024; 17-3098; 49-2022; 49-2091; 49-2093; 49-2094; 49-2095	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24

2024-2025 Master Credentials List

Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	150303	1615030301	Electronics Engineering Technology	Associate in Science	No	Degree	17-3012; 17-3021; 17-3023; 17-3024; 17-3098; 49-2022; 49-2091; 49-2093; 49-2094; 49-2095	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
FCS	430302	1743030200	Emergency Administration And Management	Associate in Science	No	Degree	11-9111; 11-9161	11-0000	Management Occupations	Yes	No		\$119,520	Yes	Not on Lists	Not evaluated for local demand	1, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	510904	0351090402	Emergency Medical Services	Associate in Science	No	Degree	29-2040	29-0000	Healthcare Practitioners and Technical Occupations	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$51,520	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	510904	1351090402	Emergency Medical Services	Associate in Science	No	Degree	29-2040	29-0000	Healthcare Practitioners and Technical Occupations	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$51,520	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	150303	1615170100	Energy Management And Controls Technology	Associate in Science	No	Degree	17-3012; 17-3021; 17-3023; 17-3024; 17-3098; 49-2022; 49-2091; 49-2093; 49-2094; 49-2095	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
CIE	470604	0647060409	Engine Repair Technician	Associate in Applied Science	No	Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031	49-0000	Installation, Maintenance, and Repair Occupations	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
CIE	150000	0615000001	Engineering Technology	Associate in Science	No	Degree	17-3021; 17-3022; 17-3023; 17-3024; 17-3026; 17-3027; 49-2094; 51-9161; 51-9162	17-0000; 49-0000; 51-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	Yes	No		\$60,230	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	2, 8, 10, 12, 20, 24
FCS	150000	1615000001	Engineering Technology	Associate in Science	No	Degree	17-3021; 17-3022; 17-3023; 17-3024; 17-3027	17-0000	Architecture and Engineering Occupations	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
CIE	030104	0703010401	Environmental Science Technology	Associate in Science	No	Degree	19-4031; 19-4042	19-0000	Life, Physical, and Social Science Occupations	Yes	No		\$63,420	Yes	Not on Lists	Not evaluated for local demand	5, 12	Not on Lists
FCS	030104	1703010401	Environmental Science Technology	Associate in Science	No	Degree	19-2041; 19-4042	19-0000	Life, Physical, and Social Science Occupations	Yes	No		\$51,330	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	1, 2, 8, 11, 12, 16, 17, 18, 20
FCS	010507	1101050701	Equine Studies	Associate in Science	No	Degree	39-2011	39-0000	Personal Care and Service Occupations	Yes	No		\$37,250	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16

2024-2025 Master Credentials List Degree Programs of Study																		
Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.																		
Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details. Green Highlights = Credential is new to the MCL in 2024-2025.																		
Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	310507	0331050701	Exercise Physiology/Fitness Training	Associate in Science	No	Degree	39-9031	39-0000	Personal Care and Service Occupations	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$42,200	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	500407	0450040701	Fashion Design	Associate in Applied Science	No	Degree	27-1026	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$67,590	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	8
FCS	500407	1450040700	Fashion Design	Associate in Science	No	Degree	27-1022; 27-1026	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	Yes	No		\$35,140	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	521902	0452190203	Fashion Merchandising	Associate in Applied Science	No	Degree	27-1026; 41-2031; 41-4012	27-0000; 41-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Sales and Related Occupations	Yes	No		\$71,560	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 11, 12, 13, 14, 15, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	521902	1252190200	Fashion Merchandising	Associate in Science	No	Degree	13-1020; 27-1026; 41-2031; 41-4012	13-0000; 27-0000; 41-0000	Business and Financial Operations Occupations; Arts, Design, Entertainment, Sports, and Media Occupations; Sales and Related Occupations	Yes	No		\$71,560	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 11, 12, 13, 14, 15, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	500602	0650060213	Film & Video Production	Associate in Applied Science	No	Degree	27-3011; 27-4014	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	Yes	No		\$67,760	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
CIE	500602	0650060213	Film & Video Production	Associate in Science	No	Degree	27-3011; 27-4014	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	Yes	No		\$67,760	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
FCS	500602	1650060213	Film Production Technology	Associate in Science	No	Degree	27-4014; 27-4032	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	Yes	No		\$67,760	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
CIE	500602	0650060207	Film/Video Cinematography	Associate in Science	No	Degree	27-3011; 27-4014	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	Yes	No		\$67,760	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
FCS	520801	1252080100	Financial Services	Associate in Science	No	Degree	11-3031; 13-2052; 43-3099	11-0000; 13-0000; 43-0000	Management Occupations; Business and Financial Operations Occupations; Office and Administrative Support Occupations	Yes	No		\$120,760	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
ICUF	430203		Fire Science	Associate in Science	No	Degree	29-2040; 33-1021; 33-2011; 33-2021; 33-2022	29-0000; 33-0000	Healthcare Practitioners and Technical Occupations; Protective Service Occupations	Yes	No		\$91,530	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
CIE	430201	0743020100	Fire Science Technology	Associate in Applied Science	No	Degree	19-5012; 33-1021; 33-2011; 33-2021; 33-2022	19-0000; 33-0000	Life, Physical, and Social Science Occupations; Protective Service Occupations	Yes	No		\$56,560	Yes	RDOL	Not evaluated for local demand	2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	430201	1743020112	Fire Science Technology	Associate in Science	No	Degree	33-1021; 33-2011; 33-2021; 33-2022	33-0000	Protective Service Occupations	Yes	No		\$56,560	Yes	RDOL	Not evaluated for local demand	2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	430201	0743020100	Fire Science Technology	Associate in Science	Yes	Degree	19-5012; 33-1021; 33-2011; 33-2021; 33-2022	19-0000; 33-0000	Life, Physical, and Social Science Occupations; Protective Service Occupations	Yes	No		\$56,560	Yes	RDOL	Not evaluated for local demand	2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	120301	1312030100	Funeral Services	Associate in Science	No	Degree	11-9171; 39-4011; 39-4031	11-0000; 39-0000	Management Occupations; Personal Care and Service Occupations	Yes	No		\$46,690	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12

2024-2025 Master Credentials List
Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	500411	1550041100	Game Development Design	Associate in Science	No	Degree	15-1256; 15-1257	15-0000	Computer and Mathematical Occupations	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$89,730	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	510000	0351000001	General Allied Health	Associate in Applied Science	No	Degree	29-2098; 29-9098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
CIE	510000	0351000001	General Allied Health	Associate in Science	No	Degree	29-2098; 29-9098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$65,940	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17
FCS	010607	1101060701	Golf Course Operations	Associate in Science	No	Degree	37-1012; 37-3011	37-0000	Building and Grounds Cleaning and Maintenance Occupations	Yes	No		\$52,560	Yes	RDOL	Not evaluated for local demand	5, 8, 11, 12, 13, 16, 20, 21, 22, 23, 24	Not on Lists
ICUF	310302		Golf Management	Associate in Science	No	Degree	37-1012; 37-3011	37-0000	Building and Grounds Cleaning and Maintenance Occupations	Yes	No		\$52,560	Yes	RDOL	Not evaluated for local demand	5, 8, 11, 12, 13, 16, 20, 21, 22, 23, 24	Not on Lists
ICUF	500401		Graphic Arts And Design	Associate in Science	No	Degree	15-1257	15-0000	Computer and Mathematical Occupations	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	100301	1610030100	Graphic Arts Technology	Associate in Science	No	Degree	43-9031; 51-5111	43-0000; 51-0000	Office and Administrative Support Occupations; Production Occupations	Yes	No		\$50,040	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
CIE	110803	0611080301	Graphic Arts Technology	Associate in Applied Science	No	Degree	15-1256; 15-1257; 43-9031	15-0000; 43-0000	Computer and Mathematical Occupations; Office and Administrative Support Occupations	Yes	No		\$50,040	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
CIE	110803	0611080301	Graphic Arts Technology	Associate in Science	No	Degree	15-1256; 15-1257; 43-9031	15-0000; 43-0000	Computer and Mathematical Occupations; Office and Administrative Support Occupations	Yes	No		\$45,130	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18
ICUF	500409		Graphic Design	Associate in Science	No	Degree	15-1257; 43-9031	15-0000; 43-0000	Computer and Mathematical Occupations; Office and Administrative Support Occupations	Yes	No		\$50,040	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS	110803	1611080300	Graphics Technology	Associate in Science	No	Degree	15-1256; 15-1257; 27-1024; 43-9031	15-0000; 27-0000; 43-0000	Computer and Mathematical Occupations; Arts, Design, Entertainment, Sports, and Media Occupations; Office and Administrative Support Occupations	Yes	No		\$56,870	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	510707	0351070708	Health Information Management	Associate in Science	No	Degree	29-2098; 29-9098; 31-9094	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	Yes	No		\$35,320	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	510707	1351070700	Health Information Technology	Associate in Science	No	Degree	29-2098; 29-9098; 31-9094	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	Yes	No		\$35,320	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	512208	1351220800	Health Navigator	Associate in Science	No	Degree	21-1093; 21-1094	21-0000	Community and Social Service Occupations	Yes	No		\$39,890	Yes	Not on Lists	Not evaluated for local demand	1, 8, 13, 18	Not on Lists
ICUF	510000		Health Sciences	Associate in Science	No	Degree	29-2098; 29-9098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS	510701	1351070101	Health Services Management	Associate in Science	No	Degree	11-9051; 11-9111	11-0000	Management Occupations	Yes	No		\$119,520	Yes	Not on Lists	Not evaluated for local demand	1, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	470201	0647020101	Heating, Air Conditioning& Refrigeration	Associate in Science	No	Degree	49-1011; 49-9021; 51-8021	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	Yes	No		\$49,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 22, 23, 24	Not on Lists
FCS	511008	1351100800	Histologic Technology	Associate in Science	No	Degree	29-2010	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$55,480	Yes	Not on Lists	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists

2024-2025 Master Credentials List
Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
ICUF	511008		Histotechnology	Associate in Science	No	Degree	29-2010	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$55,480	Yes	Not on Lists	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	520901	1252090101	Hospitality & Tourism Management	Associate in Science	No	Degree	11-9051; 11-9081	11-0000	Management Occupations	Yes	No		\$86,350	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	2, 8, 12, 15, 16, 17, 18, 20, 24
CIE	521001	0552100101	Human Resources	Associate in Science	No	Degree	43-4161	43-0000	Office and Administrative Support Occupations	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,130	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	511504	0351150400	Human Services	Associate in Science	No	Degree	21-1093	21-0000	Community and Social Service Occupations	Yes	No		\$39,890	Yes	Not on Lists	Not evaluated for local demand	1, 8, 13, 18	Not on Lists
FCS	520205	1652020501	Industrial Management Technology	Associate in Science	No	Degree	11-1021; 13-1081; 13-1198; 49-1011; 51-1011	11-0000; 13-0000; 49-0000; 51-0000	Management Occupations; Business and Financial Operations Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
ICUF	110103		Information Technology (Concentrations In Networking, Cybersecurity, And Programming)	Associate in Science	No	Degree	15-1231; 15-1232; 15-1256; 15-1257; 29-9098	15-0000; 29-0000	Computer and Mathematical Occupations; Healthcare Practitioners and Technical Occupations	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	131299	1713129902	Instructional Services Technology	Associate in Science	No	Degree	25-3021; 25-9045	25-0000	Educational Instruction and Library Occupations	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$29,380	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	100201	1610020101	Interactive Media Production Technology	Associate in Science	No	Degree	27-4011; 27-4098; 49-9061	27-0000; 49-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Installation, Maintenance, and Repair Occupations	Yes	No		\$66,270	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17
FCS	500102	1650010200	Interactive Media Production Technology	Associate in Science	No	Degree	15-1257; 27-1014; 27-1019; 27-1024	15-0000; 27-0000	Computer and Mathematical Occupations; Arts, Design, Entertainment, Sports, and Media Occupations	Yes	No		\$53,490	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18, 20
FCS	500408	1450040801	Interior Design Technology	Associate in Science	No	Degree	27-1025; 41-3091	27-0000; 41-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Sales and Related Occupations	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$66,880	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	111004	1511100400	Internet Services Technology	Associate in Science	No	Degree	15-1231; 15-1232; 15-1256; 15-1257	15-0000	Computer and Mathematical Occupations	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS	111003	1511100307	IT Security	Associate in Science	No	Degree	15-1212; 15-1231; 15-1299	15-0000	Computer and Mathematical Occupations	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS	010605	1101060502	Landscape & Horticulture Technology	Associate in Science	No	Degree	37-1012; 37-3011	37-0000	Building and Grounds Cleaning and Maintenance Occupations	Yes	No		\$52,560	Yes	RDOL	Not evaluated for local demand	5, 8, 11, 12, 13, 16, 20, 21, 22, 23, 24	Not on Lists
CIE	220302	0722030200	Legal Assisting	Associate in Applied Science	No	Degree	23-2011; 23-2093; 23-2099; 43-6012	23-0000; 43-0000	Legal Occupations; Office and Administrative Support Occupations	Yes	No		\$56,650	Yes	RDOL	Not evaluated for local demand	4, 5, 8, 9, 11, 12, 13, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists

2024-2025 Master Credentials List Degree Programs of Study																		
Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.																		
Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.																		
Green Highlights = Credential is new to the MCL in 2024-2025.																		
Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	220302	0722030200	Legal Assisting	Associate in Science	No	Degree	23-2011; 23-2093; 23-2099; 43-6012	23-0000; 43-0000	Legal Occupations; Office and Administrative Support Occupations	Yes	No		\$56,650	Yes	RDOL	Not evaluated for local demand	4, 5, 8, 9, 11, 12, 13, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	520904	0252090400	Lodging Operations	Associate in Science	No	Degree	11-9051	11-0000	Management Occupations	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
CIE	510920	0351092006	Magnetic Resonance Imaging	Associate in Science	No	Degree	29-2034; 29-2035	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$62,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23	Not on Lists
FCS	470604	0647060407	Manufacture-Specific Automotive Technology	Associate in Applied Science	No	Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031	49-0000	Installation, Maintenance, and Repair Occupations	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS	150613	1615061307	Manufacturing Technology	Associate in Science	No	Degree	17-3021; 17-3023; 17-3024; 17-3026; 17-3027; 17-3098; 41-4011	17-0000; 41-0000	Architecture and Engineering Occupations; Sales and Related Occupations	Yes	No		\$78,140	Yes	Not on Lists	Not evaluated for local demand	13	Not on Lists
FCS	470605	0647060500	Marine Engineering, Management & Seamanship	Associate in Applied Science	No	Degree	49-1011; 49-2093; 49-3023; 49-3031; 49-3051	49-0000	Installation, Maintenance, and Repair Occupations	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	030601	1103060100	Marine Environmental Technology	Associate in Science	No	Degree	19-2041; 19-4021; 19-4071	19-0000	Life, Physical, and Social Science Occupations	Yes	No		\$47,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
FCS	030601	1103060101	Marine Environmental Technology	Associate in Science	No	Degree	19-4071	19-0000	Life, Physical, and Social Science Occupations	Yes	No		\$47,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
FCS	521401	1252140101	Marketing Management	Associate in Science	No	Degree	11-2021; 13-1161	11-0000; 13-0000	Management Occupations; Business and Financial Operations Occupations	Yes	No		\$151,020	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	521401		Marketing/Marketing Management, General	Associate in Science	No	Degree	41-3011	41-0000	Sales and Related Occupations	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$65,560	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	521401	0252140105	Marketing/Marketing Research	Associate in Applied Science	No	Degree	41-3011	41-0000	Sales and Related Occupations	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$65,560	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	521401	0252140105	Marketing/Marketing Research	Associate in Science	No	Degree	41-3011	41-0000	Sales and Related Occupations	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$65,560	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	090102	0609010201	Mass Communication/Media Studies	Associate in Applied Science	No	Degree	27-3099	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	Yes	No		\$47,230	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
CIE	090102	0609010201	Mass Communication/Media Studies	Associate in Science	No	Degree	27-3099	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	Yes	No		\$47,230	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
CIE	513501	0351350100	Massage Therapy	Associate in Applied Science	No	Degree	31-9011	31-0000	Healthcare Support Occupations	Yes	No		\$50,560	Yes	LMEC	Not evaluated for local demand	Not on Lists	2, 8, 10, 11, 12, 15, 16, 17, 18, 20, 24

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	513501	0351350100	Massage Therapy	Associate in Science	No	Degree	31-9011	31-0000	Healthcare Support Occupations	Yes	No		\$50,560	Yes	LMEC	Not evaluated for local demand	Not on Lists	2, 8, 10, 11, 12, 15, 16, 17, 18, 20, 24
ICUF	510713		Medical Administrative Billing And Coding	Associate in Science	No	Degree	29-2098; 29-9098; 31-9092; 43-6013	29-0000; 31-0000; 43-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	Yes	No		\$37,530	Yes	RDOL	Not evaluated for local demand	8, 9, 10, 14, 16, 17, 18, 19, 20, 22, 23, 24	Not on Lists
CIE	510801	0351080101	Medical Assistant	Associate in Applied Science	No	Degree	31-9092; 43-6013	31-0000; 43-0000	Healthcare Support Occupations; Office and Administrative Support Occupations	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	510801	0351080101	Medical Assistant	Associate in Science	No	Degree	31-9092; 43-6013	31-0000; 43-0000	Healthcare Support Occupations; Office and Administrative Support Occupations	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	510801	0351080100	Medical Assisting	Associate in Applied Science	No	Degree	31-9092; 43-6013	31-0000; 43-0000	Healthcare Support Occupations; Office and Administrative Support Occupations	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	510801	0351080100	Medical Assisting	Associate in Science	No	Degree	31-9092; 43-6013	31-0000; 43-0000	Healthcare Support Occupations; Office and Administrative Support Occupations	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
ICUF	510801		Medical Assisting	Associate in Science	No	Degree	31-9092; 43-6013	31-0000; 43-0000	Healthcare Support Occupations; Office and Administrative Support Occupations	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	510801	1351080103	Medical Assisting Advanced	Associate in Science	No	Degree	31-9092; 43-6013	31-0000; 43-0000	Healthcare Support Occupations; Office and Administrative Support Occupations	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	510714	0351071410	Medical Billing/Coding Cross-Training	Associate in Science	No	Degree	13-1031; 29-2098; 29-9098; 31-9092; 43-6013	13-0000; 29-0000; 31-0000; 43-0000	Business and Financial Operations Occupations; Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	510714	0351071401	Medical Billing/Coding Management	Associate in Applied Science	No	Degree	13-1031; 29-2098; 29-9098; 31-9092; 43-6013	13-0000; 29-0000; 31-0000; 43-0000	Business and Financial Operations Occupations; Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	510714	0351071401	Medical Billing/Coding Management	Associate in Science	Yes	Degree	13-1031; 29-2098; 29-9098; 31-9092; 43-6013	13-0000; 29-0000; 31-0000; 43-0000	Business and Financial Operations Occupations; Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	510714	0351071402	Medical Billing/Coding Technician	Associate in Applied Science	No	Degree	13-1031; 29-2098; 29-9098; 31-9092; 43-6013	13-0000; 29-0000; 31-0000; 43-0000	Business and Financial Operations Occupations; Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	510714	0351071402	Medical Billing/Coding Technician	Associate in Science	No	Degree	13-1031; 29-2098; 29-9098; 31-9092; 43-6013	13-0000; 29-0000; 31-0000; 43-0000	Business and Financial Operations Occupations; Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
ICUF	511004		Medical Laboratory Technician	Associate in Science	No	Degree	29-2010	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$55,480	Yes	Not on Lists	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	511004	1351100405	Medical Laboratory Technology	Associate in Science	No	Degree	29-2010	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$55,480	Yes	Not on Lists	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	513501	0351350101	Medical Massage Therapy/Somatic Bodywork	Associate in Science	No	Degree	31-9011	31-0000	Healthcare Support Occupations	Yes	No		\$50,560	Yes	LMEC	Not evaluated for local demand	Not on Lists	2, 8, 10, 11, 12, 15, 16, 17, 18, 20, 24

2024-2025 Master Credentials List Degree Programs of Study																		
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Green Highlights = Credential is new to the MCL in 2024-2025.																		
Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	510705	1551070500	Medical Office Administration	Associate in Science	No	Degree	29-2098; 43-1011; 43-6013	29-0000; 43-0000	Healthcare Practitioners and Technical Occupations; Office and Administrative Support Occupations	Yes	No		\$37,530	Yes	RDOL	Not evaluated for local demand	8, 9, 10, 14, 16, 17, 18, 19, 20, 22, 23, 24	Not on Lists
CIE	510705	0351070500	Medical Office Management	Associate in Applied Science	No	Degree	29-2098; 43-1011; 43-6013	29-0000; 43-0000	Healthcare Practitioners and Technical Occupations; Office and Administrative Support Occupations	Yes	No		\$37,530	Yes	RDOL	Not evaluated for local demand	8, 9, 10, 14, 16, 17, 18, 19, 20, 22, 23, 24	Not on Lists
CIE	510705	0351070500	Medical Office Management	Associate in Science	Yes	Degree	29-2098; 43-1011; 43-6013	29-0000; 43-0000	Healthcare Practitioners and Technical Occupations; Office and Administrative Support Occupations	Yes	No		\$37,530	Yes	RDOL	Not evaluated for local demand	8, 9, 10, 14, 16, 17, 18, 19, 20, 22, 23, 24	Not on Lists
CIE	510716	0351071602	Medical Office Technology	Associate in Science	No	Degree	29-2098; 31-9092; 31-9094; 43-6011; 43-6013	29-0000; 31-0000; 43-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	Yes	No		\$37,530	Yes	RDOL	Not evaluated for local demand	8, 9, 10, 14, 16, 17, 18, 19, 20, 22, 23, 24	Not on Lists
CIE	511508	0351150801	Mental Health Technology	Associate in Science	No	Degree	21-1093	21-0000	Community and Social Service Occupations	Yes	No		\$39,890	Yes	Not on Lists	Not evaluated for local demand	1, 8, 13, 18	Not on Lists
CIE	110202	0511020205	Mobile Computing Applications Developer	Associate in Science	No	Degree	15-1256; 15-1257	15-0000	Computer and Mathematical Occupations	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	110804	0611080401	Modeling, Virtual Environments & Simulation	Associate in Science	No	Degree	15-1256	15-0000	Computer and Mathematical Occupations	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	110801	0511080113	Multimedia & Web Design	Associate in Science	No	Degree	15-1231; 15-1256; 15-1257; 43-9031; 49-2022	15-0000; 43-0000; 49-0000	Computer and Mathematical Occupations; Office and Administrative Support Occupations; Installation, Maintenance, and Repair Occupations	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
FCS	500913	1650091300	Music And Sound Production Technology	Associate in Science	No	Degree	27-2042; 27-4011; 27-4014	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	Yes	No		\$67,760	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
CIE	110901	0511090100	Network Administration	Associate in Science	No	Degree	15-1231; 15-1232	15-0000	Computer and Mathematical Occupations	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	110901	0511090103	Network Services Technology	Associate in Science	No	Degree	15-1231; 15-1232	15-0000	Computer and Mathematical Occupations	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	111001	1511100112	Network Systems Technology	Associate in Science	No	Degree	15-1231; 15-1232	15-0000	Computer and Mathematical Occupations	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	090902	1609090200	New Media Communications	Associate in Science	No	Degree	27-2012; 27-3023	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	Yes	No		\$81,030	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	510905	1351090502	Nuclear Medicine Technology	Associate in Science	No	Degree	29-2031; 29-2033; 29-2098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$55,160	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
ICUF	510905		Nuclear Medicine Technology	Associate in Science	No	Degree	29-2031; 29-2033; 29-2098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$55,160	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
CIE	513801	0351380100	Nursing	Associate in Applied Science	No	Degree	29-2061	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$53,780	Yes	Both	Not evaluated for local demand	1, 2, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	1, 2, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24

2024-2025 Master Credentials List
Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	513801	0351380100	Nursing	Associate in Science	No	Degree	29-2061	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$53,780	Yes	Both	Not evaluated for local demand	1, 2, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	1, 2, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
ICUF	513801		Nursing	Associate in Science	No	Degree	29-2061	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$53,780	Yes	Both	Not evaluated for local demand	1, 2, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	1, 2, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
FCS	513801	1351380100	Nursing R.N	Associate in Science	No	Degree	29-1141; 29-2061	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$53,780	Yes	Both	Not evaluated for local demand	1, 2, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	1, 2, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
CIE	513801	0351380101	Nursing Professional	Associate in Science	No	Degree	29-2061	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$53,780	Yes	Both	Not evaluated for local demand	1, 2, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	1, 2, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
CIE	510803	0351080301	Occupational Therapy Assistant	Associate in Science	No	Degree	31-2011; 31-2012; 31-2021	31-0000	Healthcare Support Occupations	Yes	No		\$56,020	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	1, 5, 9, 10, 13, 17
FCS	510803	1351080303	Occupational Therapy Assistant	Associate in Science	No	Degree	31-2011; 31-2012; 31-2021	31-0000	Healthcare Support Occupations	Yes	No		\$56,020	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	1, 5, 9, 10, 13, 17
ICUF	510803		Occupational Therapy Assistant	Associate in Science	No	Degree	31-2011; 31-2012; 31-2021	31-0000	Healthcare Support Occupations	Yes	No		\$56,020	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	1, 5, 9, 10, 13, 17
FCS	520204	1552020401	Office Administration	Associate in Science	No	Degree	43-1011; 43-6011	43-0000	Office and Administrative Support Occupations	Yes	No		\$63,740	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 11, 12, 15, 17, 18, 20, 21, 22, 23	Not on Lists
FCS	511803	1351180301	Ophthalmic Technician	Associate in Science	No	Degree	29-2098; 31-9092	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	511802	1351180202	Optical Management	Associate in Science	No	Degree	29-2057; 29-2081; 29-2098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS	511801	1351180100	Opticianry	Associate in Science	No	Degree	29-2081	29-0000	Healthcare Practitioners and Technical Occupations	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$48,860	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	512307	1351230703	Orthotics & Prosthetics Technology	Associate in Science	No	Degree	29-2091; 51-9082	29-0000; 51-0000	Healthcare Practitioners and Technical Occupations; Production Occupations	Yes	No		\$83,480	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 15, 24
CIE	220302	0722030201	Paralegal	Associate in Science	No	Degree	23-2011; 23-2093; 23-2099; 43-6012	23-0000; 43-0000	Legal Occupations; Office and Administrative Support Occupations	Yes	No		\$56,650	Yes	RDOL	Not evaluated for local demand	4, 5, 8, 9, 11, 12, 13, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	220302	1722030200	Paralegal Studies (Legal Assisting)	Associate in Science	No	Degree	23-2011; 23-2093; 23-2099; 43-6012	23-0000; 43-0000	Legal Occupations; Office and Administrative Support Occupations	Yes	No		\$56,650	Yes	RDOL	Not evaluated for local demand	4, 5, 8, 9, 11, 12, 13, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	510805	0351080502	Pharmacy Management	Associate in Science	No	Degree	29-2052; 41-1011	29-0000; 41-0000	Healthcare Practitioners and Technical Occupations; Sales and Related Occupations	Yes	No		\$38,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 20, 21, 22, 23, 24	Not on Lists
FCS	510805	1351080502	Pharmacy Management	Associate in Science	No	Degree	29-2052; 41-1011	29-0000; 41-0000	Healthcare Practitioners and Technical Occupations; Sales and Related Occupations	Yes	No		\$38,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 20, 21, 22, 23, 24	Not on Lists
CIE	510805	0351080509	Pharmacy Technician	Associate in Applied Science	No	Degree	29-2052; 41-1011	29-0000; 41-0000	Healthcare Practitioners and Technical Occupations; Sales and Related Occupations	Yes	No		\$38,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 20, 21, 22, 23, 24	Not on Lists
CIE	510805	0351080501	Pharmacy Technology	Associate in Science	No	Degree	29-2052; 41-1011	29-0000; 41-0000	Healthcare Practitioners and Technical Occupations; Sales and Related Occupations	Yes	No		\$38,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 20, 21, 22, 23, 24	Not on Lists

2024-2025 Master Credentials List Degree Programs of Study																		
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Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details. Green Highlights = Credential is new to the MCL in 2024-2025.																		
Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	500605	1650060500	Photographic Technology	Associate in Science	No	Degree	27-4021	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	Yes	No		\$43,590	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24
FCS	510806	1351080601	Physical Therapist Assistant	Associate in Science	No	Degree	31-2011; 31-2021; 31-2022	31-0000	Healthcare Support Occupations	Yes	No		\$67,180	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
ICUF	510806		Physical Therapist Assistant	Associate in Science	No	Degree	31-2011; 31-2021; 31-2022	31-0000	Healthcare Support Occupations	Yes	No		\$67,180	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	510806	0351080600	Physical Therapy Aide	Associate in Applied Science	No	Degree	31-2011; 31-2021; 31-2022	31-0000	Healthcare Support Occupations	Yes	No		\$67,180	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	510806	0351080600	Physical Therapy Aide	Associate in Science	No	Degree	31-2011; 31-2021; 31-2022	31-0000	Healthcare Support Occupations	Yes	No		\$67,180	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	513901	0351390100	Practical Nursing	Associate in Science	No	Degree	29-2061	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$53,780	Yes	Both	Not evaluated for local demand	1, 2, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	1, 2, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
CIE	430109	0743010906	Private Investigator	Associate in Science	No	Degree	33-1090	33-0000	Protective Service Occupations	Yes	No		\$59,420	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18
CIE	430109	0743010900	Private Security Officer	Associate in Science	No	Degree	33-1090	33-0000	Protective Service Occupations	Yes	No		\$59,420	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18
ICUF	490102		Professional Pilot	Associate in Applied Science	No	Degree	53-2012	53-0000	Transportation and Material Moving Occupations	Yes	No		\$131,610	Yes	RDOL	Not evaluated for local demand	Not on Lists	16
FCS	490102	1649010200	Professional Pilot Technology	Associate in Science	No	Degree	53-2011; 53-2012	53-0000	Transportation and Material Moving Occupations	Yes	No		\$270,720	Yes	RDOL	Not evaluated for local demand	Not on Lists	16, 18
CIE	510907	0351090701	Radiation Therapy	Associate in Science	No	Degree	29-1124; 29-2034; 29-2098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$62,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23	Not on Lists
FCS	510907	1351090701	Radiation Therapy	Associate in Science	No	Degree	29-1124; 29-2034; 29-2098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$62,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23	Not on Lists
ICUF	510907		Radiation Therapy	Associate in Science	No	Degree	29-1124; 29-2034; 29-2098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$62,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23	Not on Lists
CIE	100202	0610020204	Radio & Television Production	Associate in Science	No	Degree	27-3011; 27-4012; 27-4014; 27-4098	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	Yes	No		\$67,290	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	8
FCS	100202	1610020202	Radio And Television Broadcast Programming	Associate in Science	No	Degree	27-2012; 27-3011; 27-4012; 27-4014	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	Yes	No		\$67,760	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
CIE	090402	0609040200	Radio/Television News Broadcast	Associate in Applied Science	No	Degree	27-3011	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	Yes	No		\$60,700	Yes	LMEC	Not evaluated for local demand	Not on Lists	8, 12, 15, 18, 21, 22, 23, 24
CIE	090402	0609040200	Radio/Television News Broadcast	Associate in Science	No	Degree	27-3011	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	Yes	No		\$60,700	Yes	LMEC	Not evaluated for local demand	Not on Lists	8, 12, 15, 18, 21, 22, 23, 24
FCS	510911	1351091100	Radiography	Associate in Science	No	Degree	29-1124; 29-2034; 29-2035	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$62,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23	Not on Lists
ICUF	510911		Radiologic Technology	Associate in Science	No	Degree	29-1124; 29-2034; 29-2035	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$62,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23	Not on Lists
CIE	510603	0351060310	Radiological (Dental) Technology Cross-Training	Associate in Science	No	Degree	51-9081	51-0000	Production Occupations	Yes	No		\$49,850	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16, 20
CIE	510907	0351090710	Radiology/Tomography Cross-Training	Associate in Science	No	Degree	29-1124; 29-2034; 29-2098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$62,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23	Not on Lists
CIE	100203	0610020300	Recording Arts Technician	Associate in Applied Science	No	Degree	27-4011; 27-4012; 27-4014; 49-2097	27-0000; 49-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Installation, Maintenance, and Repair Occupations	Yes	No		\$64,120	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 3, 4, 5, 8, 9, 11, 12, 14, 15, 18, 21, 22, 23, 24

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Degree Programs of Study

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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	100203	0610020302	Recording Arts Technology	Associate in Applied Science	No	Degree	27-4011; 27-4012; 27-4014; 49-2097	27-0000; 49-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Installation, Maintenance, and Repair Occupations	Yes	No		\$64,120	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 3, 4, 5, 8, 9, 11, 12, 14, 15, 18, 21, 22, 23, 24
FCS	521501	1552150100	Residential Property Management	Associate in Science	No	Degree	11-9141; 41-9021; 41-9022	11-0000; 41-0000	Management Occupations; Sales and Related Occupations	Yes	No		\$56,580	Yes	Not on Lists	Not evaluated for local demand	5	Not on Lists
FCS	510908	1351090800	Respiratory Care	Associate in Science	No	Degree	29-1126; 29-2031; 29-2098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$55,160	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
CIE	510908	0351090802	Respiratory Care Assistant	Associate in Science	No	Degree	29-1126; 29-2031; 29-2098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$55,160	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
ICUF	510908		Respiratory Therapy	Associate in Science	Yes	Degree	29-1126; 29-2031; 29-2098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$55,160	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
FCS	520905	1252090501	Restaurant Management	Associate in Science	No	Degree	11-9051; 35-1011; 35-1012	11-0000; 35-0000	Management Occupations; Food Preparation and Serving Related Occupations	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
CIE	521801		Sales, Distribution, And Marketing Operations, General	Associate in Science	No	Degree	41-1012; 41-3011; 41-4012; 41-9099	41-0000	Sales and Related Occupations	Yes	No		\$71,560	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 11, 12, 13, 14, 15, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	520401	0552040100	Secretarial	Associate in Science	No	Degree	43-1011; 43-4161; 43-6011; 43-6013; 43-9199	43-0000	Office and Administrative Support Occupations	Yes	No		\$63,740	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 11, 12, 15, 17, 18, 20, 21, 22, 23	Not on Lists
FCS	430112	1743011202	Security Management And Administration	Associate in Science	No	Degree	33-1090	33-0000	Protective Service Occupations	Yes	No		\$59,420	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18
FCS	150616	1615061600	Semiconductor Engineering Technology	Associate in Science	Yes	Degree	17-3023	17-0000	Architecture and Engineering Occupations	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	150801	1615080101	Simulation Technology	Associate in Science	No	Degree	17-3021; 17-3024; 17-3026; 51-2011	17-0000; 51-0000	Architecture and Engineering Occupations; Production Occupations	Yes	No		\$60,230	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	2, 8, 10, 12, 20, 24
FCS	511599	1451159901	Social And Human Services	Associate in Science	No	Degree	21-1093; 21-1094	21-0000	Community and Social Service Occupations	Yes	No		\$39,890	Yes	Not on Lists	Not evaluated for local demand	1, 8, 13, 18	Not on Lists
ICUF	310504		Sport Business Mgt- A.S.	Associate in Science	No	Degree	39-9031	39-0000	Personal Care and Service Occupations	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$42,200	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	310507	1731050701	Sports, Fitness, And Recreation Management	Associate in Science	No	Degree	11-9198; 39-9031	11-0000; 39-0000	Management Occupations; Personal Care and Service Occupations	Yes	No		\$78,370	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
FCS	520209	1652020901	Supply Chain Management	Associate in Science	No	Degree	13-1020; 13-1081; 53-1047	13-0000; 53-0000	Business and Financial Operations Occupations; Transportation and Material Moving Occupations	Yes	No		\$58,540	Yes	Not on Lists	Not evaluated for local demand	9, 11, 12, 13, 16, 18, 20, 22, 23, 24	Not on Lists
FCS	510909	1351090900	Surgical First Assisting	Associate in Science	No	Degree	29-2055; 29-9098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$65,940	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17
FCS	510909	1351090901	Surgical Services	Associate in Science	No	Degree	29-2055; 29-9098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$65,940	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17
CIE	510909	0351090906	Surgical Technologist	Associate in Applied Science	No	Degree	29-2055; 29-9098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$65,940	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17
CIE	510909	0351090906	Surgical Technologist	Associate in Science	No	Degree	29-2055; 29-9098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$65,940	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17
CIE	510909	0351090905	Surgical Technology	Associate in Science	No	Degree	29-2055; 29-9098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$65,940	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17
ICUF	510909		Surgical Technology	Associate in Science	No	Degree	29-2055; 29-9098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$65,940	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17

2024-2025 Master Credentials List Degree Programs of Study																		
Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.																		
Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details. Green Highlights = Credential is new to the MCL in 2024-2025.																		
Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	131206	0013120610	Teacher Education Cross-Training	Associate in Science	No	Degree	25-2011; 25-9045	25-0000	Educational Instruction and Library Occupations	Yes	No		\$30,990	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 16, 17, 18, 20, 24
FCS	111005	1511100509	Technology Project Management	Associate in Science	No	Degree	13-1198; 15-1299	13-0000; 15-0000	Business and Financial Operations Occupations; Computer and Mathematical Occupations	Yes	No		\$91,790	Yes	Not on Lists	Not evaluated for local demand	2	Not on Lists
FCS	150303	1615030302	Telecommunications Engineering Technology	Associate in Science	No	Degree	17-3012; 17-3021; 17-3023; 17-3024; 17-3098; 49-2022; 49-2091; 49-2093; 49-2094; 49-2095	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
CIE	470103	0647010301	Telecommunications Technology	Associate in Science	No	Degree	27-4011; 27-4012; 49-1011; 49-2021; 49-2022; 49-2091; 49-2094; 49-2097; 49-2098; 49-9052	27-0000; 49-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Installation, Maintenance, and Repair Occupations	Yes	No		\$64,120	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 3, 4, 5, 8, 9, 11, 12, 14, 15, 18, 21, 22, 23, 24
FCS	500502	1650050202	Theater And Entertainment Technology	Associate in Science	No	Degree	27-4011; 27-4014	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	Yes	No		\$67,760	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
CIE	500501	0650050100	Theatrical Arts	Associate in Applied Science	No	Degree	27-2011	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$34,350	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	131003	1713100304	Translation-Interpretation Studies: English-Spanish Track	Associate in Science	No	Degree	25-3011; 27-3091	25-0000; 27-0000	Educational Instruction and Library Occupations; Arts, Design, Entertainment, Sports, and Media Occupations	Yes	No		\$54,030	Yes	RDOL	Not evaluated for local demand	Not on Lists	10, 12, 17
FCS	520203	1652020301	Transportation And Logistics	Associate in Science	No	Degree	11-3071; 13-1081; 43-5011	11-0000; 13-0000; 43-0000	Management Occupations; Business and Financial Operations Occupations; Office and Administrative Support Occupations	Yes	No		\$109,610	Yes	RDOL	Not evaluated for local demand	8, 12, 17, 23	Not on Lists
FCS	150801	1615080102	Unmanned Vehicle Systems Operations	Associate in Science	No	Degree	17-3021; 17-3024; 17-3026	17-0000	Architecture and Engineering Occupations	Yes	No		\$71,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS	018301	1301830100	Veterinary Technology	Associate in Science	No	Degree	29-2056	29-0000	Healthcare Practitioners and Technical Occupations	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$38,060	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ICUF	500411		Video Game Design	Associate in Science	No	Degree	15-1256; 15-1257	15-0000	Computer and Mathematical Occupations	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists

2024-2025 Master Credentials List

Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.

Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	110801	0511080108	Web/Internet/Intranet Services	Associate in Science	No	Degree	15-1231; 15-1256; 15-1257; 43-9031; 49-2022	15-0000; 43-0000; 49-0000	Computer and Mathematical Occupations; Office and Administrative Support Occupations; Installation, Maintenance, and Repair Occupations	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
CIE	110801	0511080110	Web/Internet/Intranet Technology Cross-Training	Associate in Applied Science	No	Degree	15-1231; 15-1256; 15-1257; 43-9031; 49-2022	15-0000; 43-0000; 49-0000	Computer and Mathematical Occupations; Office and Administrative Support Occupations; Installation, Maintenance, and Repair Occupations	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
CIE	480508	0648050804	Welding Technician	Associate in Applied Science	No	Degree	51-4121; 51-4122	51-0000	Production Occupations	Yes	No		\$46,690	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	510907	0351090704	X-Ray Technician	Associate in Science	No	Degree	29-1124; 29-2034; 29-2098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	No		\$62,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23	Not on Lists
FCS	010999	1101099901	Zoo Animal Technology	Associate in Science	No	Degree	19-1023	19-0000	Life, Physical, and Social Science Occupations	Yes	No		\$53,630	Yes	LMEC	Not evaluated for local demand	Not on Lists	2, 4, 8, 9, 10, 12, 13, 15, 17, 18, 20, 21, 22, 24

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	110203	511020314	.NET Application Development And Programming	Career Certificate	No	Non Degree	15-1232; 15-1256; 15-1257	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	100304	610030400	3 D Animation Technology	Career Certificate	No	Non Degree	27-1014; 27-1024	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1024	Yes	Yes	No		\$56,870	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	520301		Accounting	College Credit Certificate	No	Non Degree	13-2082; 43-3031	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	43-3031	Yes	Yes	No		\$45,380	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20, 24	Not on Lists
ICUF	520302		Accounting	College Credit Certificate	No	Non Degree	13-2082; 43-3021; 43-3031; 43-3051; 43-4011	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	43-3031	Yes	Yes	No		\$45,380	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20, 24	Not on Lists
CIE	520302	552030206	Accounting	Diploma	No	Non Degree	13-2082; 43-3021; 43-3031; 43-3051; 43-4011	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	43-3031	Yes	Yes	No		\$45,380	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20, 24	Not on Lists
CIE	520302	552030210	Accounting & Computing Cross-Training	Diploma	No	Non Degree	13-2082; 43-3021; 43-3031; 43-3051; 43-4011	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	43-3031	Yes	Yes	No		\$45,380	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20, 24	Not on Lists
CIE	520302	552030201	Accounting & Computing Technology	Diploma	No	Non Degree	13-2082; 43-3021; 43-3031; 43-3051; 43-4011	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	43-3031	Yes	Yes	No		\$45,380	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20, 24	Not on Lists
CIE	520304		Accounting And Finance	College Credit Certificate	No	Non Degree	13-2082; 43-3031	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	43-3031	Yes	Yes	No		\$45,380	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20, 24	Not on Lists
FCS/Districts	520302	552030202	Accounting Operations	Career Certificate	No	Non Degree	13-2082; 43-3021; 43-3031; 43-3051; 43-4011	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	43-3031	Yes	Yes	No		\$45,380	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20, 24	Not on Lists
FCS	520302	552030266	Accounting Technology	Advanced Technical Certificate	Yes	Non Degree	13-2082; 43-3031; 43-3051; 43-4011	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	43-3031	Yes	Yes	No		\$45,380	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20, 24	Not on Lists
CIE	520302	552030200	Accounting Technology	Diploma	No	Non Degree	13-2082; 43-3021; 43-3031; 43-3051; 43-4011	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	43-3031	Yes	Yes	No		\$45,380	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20, 24	Not on Lists
FCS	520302	552030205	Accounting Technology Management	College Credit Certificate	No	Non Degree	13-2082; 43-3021; 43-3031; 43-3051; 43-4011	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	43-3031	Yes	Yes	No		\$45,380	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20, 24	Not on Lists
FCS	520302	552030203	Accounting Technology Operations	College Credit Certificate	No	Non Degree	13-2082; 43-3021; 43-3031; 43-3051; 43-4011	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	43-3031	Yes	Yes	No		\$45,380	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20, 24	Not on Lists
FCS	520302	552030204	Accounting Technology Specialist	College Credit Certificate	No	Non Degree	13-2082; 43-3021; 43-3031; 43-3051; 43-4011	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	43-3031	Yes	Yes	No		\$45,380	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20, 24	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	500506	650050601	Acting	Diploma	No	Non Degree	27-2011	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-2011	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$34,350	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ICUF	131009		Adaptive Physical Education	College Credit Certificate	No	Non Degree	25-9045	25-0000	Educational Instruction and Library Occupations	25-9042	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$29,380	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	511501	451150100	Addiction Services	College Credit Certificate	No	Non Degree	21-1093	21-0000	Community and Social Service Occupations	21-1093	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$39,890	Yes	Not on Lists	Not evaluated for local demand	1, 8, 13, 18	Not on Lists
CIE	520401	552040103	Administrative Assistant	Diploma	No	Non Degree	43-1011; 43-6011; 43-6013; 43-6014; 43-9061; 43-9199	43-0000	Office and Administrative Support Occupations	43-1011	Yes	Yes	No		\$63,740	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 11, 12, 15, 17, 18, 20, 21, 22, 23	Not on Lists
FCS/Districts	520401	552040103	Administrative Office Specialist	Career Certificate	No	Non Degree	43-1011; 43-6011; 43-6013; 43-6014; 43-9061; 43-9199	43-0000	Office and Administrative Support Occupations	43-1011	Yes	Yes	No		\$63,740	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 11, 12, 15, 17, 18, 20, 21, 22, 23	Not on Lists
ICUF	229999		Admiralty & Maritime Law	College Credit Certificate	No	Non Degree	43-6012	43-0000	Office and Administrative Support Occupations	43-6012	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$48,920	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	131201		Adult And Continuing Education And Teaching	College Credit Certificate	No	Non Degree	25-3021	25-0000	Educational Instruction and Library Occupations	25-3021	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$40,370	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	470604	647060406	Advanced Automotive Service Technology	Career Certificate	No	Non Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031; 49-3041; 49-3052; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS/Districts	470604	647060413	Advanced Automotive Service Technology 1	Career Certificate	No	Non Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031; 49-3041; 49-3052; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS/Districts	470604	647060414	Advanced Automotive Service Technology 2	Career Certificate	No	Non Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031; 49-3041; 49-3052; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS/Districts	150617	615061701	Advanced Composites	Career Certificate	No	Non Degree	49-9071; 51-2051; 51-4072	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	49-9071	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,480	Yes	Not on Lists	Not evaluated for local demand	9, 16, 18	Not on Lists
FCS	151302	615130200	Advanced Computer-Aided Design Technical Certificate	College Credit Certificate	No	Non Degree	17-3011; 17-3013	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	120409	612040902	Advanced Esthetics	Career Certificate	No	Non Degree	39-5092; 39-5094	39-0000	Personal Care and Service Occupations	39-5092	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,550	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	150406	615040606	Advanced Manufacturing And Production Technology	Career Certificate	No	Non Degree	17-3024; 17-3027	17-0000	Architecture and Engineering Occupations	17-3024	Yes	Yes	No		\$71,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS	111001	511100115	Advanced Network Infrastructure	College Credit Certificate	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	111001	511100117	Advanced Network Virtualization	College Credit Certificate	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	90903	209090302	Advertising	Diploma	No	Non Degree	41-3011	41-0000	Sales and Related Occupations	41-3011	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$65,560	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	150801	615080103	Aerospace Technician	College Credit Certificate	No	Non Degree	17-3021; 51-2011	17-0000; 51-0000	Architecture and Engineering Occupations; Production Occupations	17-3021	Yes	Yes	No		\$78,140	Yes	Not on Lists	Not evaluated for local demand	13	Not on Lists
FCS	150801	615080166	Aerospace Technology	Advanced Technical Certificate	Yes	Non Degree	17-3021; 17-3024; 17-3026; 51-2011	17-0000; 51-0000	Architecture and Engineering Occupations; Production Occupations	17-3021	Yes	Yes	No		\$78,140	Yes	Not on Lists	Not evaluated for local demand	13	Not on Lists
CIE	120409	612040901	Aesthetician/Esthetician	Diploma	No	Non Degree	39-5092; 39-5094	39-0000	Personal Care and Service Occupations	39-5092	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,550	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	511599	451159902	Aging Services	College Credit Certificate	No	Non Degree	21-1093	21-0000	Community and Social Service Occupations	21-1093	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$39,890	Yes	Not on Lists	Not evaluated for local demand	1, 8, 13, 18	Not on Lists
FCS	10101	101010166	Agribusiness Management	Advanced Technical Certificate	No	Non Degree	11-1021; 11-9013	11-0000	Management Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
FCS	10000	101000066	Agricultural Production Technology	Advanced Technical Certificate	Yes	Non Degree	19-4010; 45-2091	19-0000; 45-0000	Life, Physical, and Social Science Occupations; Farming, Fishing, and Forestry Occupations	19-4012	Yes	Yes	No		\$39,970	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS	490104	649010404	Air Cargo Management	College Credit Certificate	No	Non Degree	53-1041; 53-2022; 53-7062	53-0000	Transportation and Material Moving Occupations	53-2022	Yes	Yes	No		\$126,360	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	18
FCS	150501	615050166	Air Conditioning, Refrigeration And Heating Systems Technology	Advanced Technical Certificate	Yes	Non Degree	17-3098; 49-1011; 49-9021; 49-9031; 51-8021	17-0000; 49-0000; 51-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	150501	615050100	Air Conditioning, Refrigeration, Heating Systems	Diploma	No	Non Degree	49-1011; 49-9021; 49-9031; 51-8021	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	490104	649010411	Airline Maintenance Procedures And Records Management	College Credit Certificate	No	Non Degree	49-1011; 49-3011; 53-2022	49-0000; 53-0000	Installation, Maintenance, and Repair Occupations; Transportation and Material Moving Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
ICUF	490102		Airline Transport Pilot	License	No	Non Degree	53-2012	53-0000	Transportation and Material Moving Occupations	53-2012	Yes	Yes	No		\$131,610	Yes	RDOL	Not evaluated for local demand	Not on Lists	16
FCS	490104	649010403	Airline/Aviation Management	College Credit Certificate	No	Non Degree	53-2021; 53-2022	53-0000	Transportation and Material Moving Occupations	53-2022	Yes	Yes	No		\$126,360	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	18
FCS	490104	649010405	Airport Management	College Credit Certificate	No	Non Degree	53-2021; 53-2022	53-0000	Transportation and Material Moving Occupations	53-2022	Yes	Yes	No		\$126,360	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	18
FCS	151701	615170100	Alternative Energy Engineering Technology	College Credit Certificate	No	Non Degree	17-3023; 47-2231; 49-2095; 51-8013; 51-8099	17-0000; 47-0000; 49-0000; 51-0000	Architecture and Engineering Occupations; Construction and Extraction Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	151701	615170101	Alternative Energy Systems Specialist	College Credit Certificate	No	Non Degree	17-3023; 47-2231; 51-8013; 51-8099	17-0000; 47-0000; 51-0000	Architecture and Engineering Occupations; Construction and Extraction Occupations; Production Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS/Districts	470604	647060421	Alternative Fuels Technology	Career Certificate	No	Non Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031; 49-3041; 49-3052; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS	131003	713100307	American Sign Language	College Credit Certificate	No	Non Degree	27-3091	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-3091	Yes	Yes	No		\$54,030	Yes	RDOL	Not evaluated for local demand	Not on Lists	10, 12, 17
CIE	10505	101050500	Animal Training/Behavior	Diploma	No	Non Degree	39-2011; 39-2021; 45-1011	39-0000; 45-0000	Personal Care and Service Occupations; Farming, Fishing, and Forestry Occupations	39-2011	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$37,250	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
FCS	100304	610030466	Animation And Game Art	Advanced Technical Certificate	No	Non Degree	27-1014; 27-1024	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1024	Yes	Yes	No		\$56,870	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	111003	511100302	Applied Cybersecurity	Career Certificate	No	Non Degree	15-1231	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS/Districts	110103	511010302	Applied Information Technology	Career Certificate	No	Non Degree	15-1231; 15-1232; 29-9098	15-0000; 29-0000	Computer and Mathematical Occupations; Healthcare Practitioners and Technical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS	520201	552020167	Applied Management	Advanced Technical Certificate	Yes	Non Degree	11-1021; 11-9051; 11-9141; 13-1081; 13-1198	11-0000; 13-0000	Management Occupations; Business and Financial Operations Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	150612	615061203	Applied Technology Specialist	College Credit Certificate	No	Non Degree	17-3023; 17-3027; 49-9041	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
CIE	480508	648050802	Applied Welding Technologies	Diploma	No	Non Degree	51-4121; 51-4122	51-0000	Production Occupations	51-4121	Yes	Yes	No		\$46,690	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	10303	101030366	Aquaculture Management	Advanced Technical Certificate	No	Non Degree	11-9013	11-0000	Management Occupations	11-9013	Yes	Yes	No		\$88,820	Yes	RDOL	Not evaluated for local demand	Not on Lists	18
FCS	10303	101030302	Aquaculture Technology	College Credit Certificate	No	Non Degree	45-1011	45-0000	Farming, Fishing, and Forestry Occupations	45-1011	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$55,310	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	40901	604090166	Architectural Design & Construction Technology	Advanced Technical Certificate	Yes	Non Degree	17-3011; 17-3022	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	131003	713100366	ASL - English Interpreting	Advanced Technical Certificate	No	Non Degree	25-3011; 27-3091	25-0000; 27-0000	Educational Instruction and Library Occupations; Arts, Design, Entertainment, Sports, and Media Occupations	27-3091	Yes	Yes	No		\$54,030	Yes	RDOL	Not evaluated for local demand	Not on Lists	10, 12, 17
FCS	100203	610020301	Audio Electronics Specialist	College Credit Certificate	No	Non Degree	27-4012; 49-2097	27-0000; 49-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Installation, Maintenance, and Repair Occupations	27-4012	Yes	Yes	No		\$64,120	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 3, 4, 5, 8, 9, 11, 12, 14, 15, 18, 21, 22, 23, 24
FCS	100203	610020303	Audio Technology	College Credit Certificate	No	Non Degree	27-4012; 49-2097	27-0000; 49-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Installation, Maintenance, and Repair Occupations	27-4012	Yes	Yes	No		\$64,120	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 3, 4, 5, 8, 9, 11, 12, 14, 15, 18, 21, 22, 23, 24
CIE	470603	647060300	Auto Collision Repair And Refinishing	Diploma	No	Non Degree	49-3021; 49-3022; 49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
CIE	470604	647060408	Auto Transmission & Transaxle Technician	Diploma	No	Non Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031; 49-3041; 49-3052; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
ICUF	151302		Autocad Drafting	College Credit Certificate	No	Non Degree	51-4041	51-0000	Production Occupations	51-4041	Yes	Yes	No		\$48,140	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	150406	615040601	Automation	College Credit Certificate	No	Non Degree	17-3024; 17-3027	17-0000	Architecture and Engineering Occupations	17-3024	Yes	Yes	No		\$71,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS/Districts	470604	647060420	Automotive Cng/Lpg Technology	Career Certificate	No	Non Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031; 49-3041; 49-3052; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS/Districts	470603	647060306	Automotive Collision Technology Technician	Career Certificate	No	Non Degree	49-3021; 49-3022; 49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	470604	647060427	Automotive Customer Service Advisor	Career Certificate	No	Non Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031; 49-3041; 49-3052; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
ICUF	521907		Automotive Dealership Fundamentals (Fixed Operations, Variable Operations, And General Management Tracks)	College Credit Certificate	No	Non Degree	41-2022	41-0000	Sales and Related Occupations	41-2022	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$37,500	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	470604	647060423	Automotive Drivetrain Technician	Career Certificate	No	Non Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031; 49-3041; 49-3052; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS/Districts	470604	647060424	Automotive Electrical Technician	Career Certificate	No	Non Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031; 49-3041; 49-3052; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS/Districts	470604	647060425	Automotive General Service Technician	Career Certificate	No	Non Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031; 49-3041; 49-3052; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS/Districts	470604	647060422	Automotive Maintenance And Light Repair Technician	Career Certificate	No	Non Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031; 49-3041; 49-3052; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS/Districts	470604	647060426	Automotive Performance Technician	Career Certificate	No	Non Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031; 49-3041; 49-3052; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS	150803	615080366	Automotive Service Management Technology	Advanced Technical Certificate	Yes	Non Degree	17-3023; 17-3098; 49-2096; 49-3023	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	150803	615080301	Automotive Service Technician	College Credit Certificate	No	Non Degree	49-2096; 49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists

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Non-Degree Programs of Study

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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	470604	647060400	Automotive Service Technician	Diploma	No	Non Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031; 49-3041; 49-3052; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
CIE	470604	647060410	Automotive Service Technician Cross-Training	Diploma	No	Non Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031; 49-3041; 49-3052; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS/Districts	470604	647060405	Automotive Service Technology	Career Certificate	No	Non Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031; 49-3041; 49-3052; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS/Districts	470604	647060411	Automotive Service Technology 1	Career Certificate	No	Non Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031; 49-3041; 49-3052; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS/Districts	470604	647060412	Automotive Service Technology 2	Career Certificate	No	Non Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031; 49-3041; 49-3052; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS/Districts	430107	743010709	Auxiliary Law Enforcement Officer	Career Certificate	No	Non Degree	33-1011; 33-1090; 33-3012; 33-3021	33-0000	Protective Service Occupations	33-1099	Yes	Yes	No		\$59,420	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18
FCS/Districts	430107	743010711	Auxiliary Law Enforcement Officer	Career Certificate	No	Non Degree	33-1011; 33-1012; 33-1090; 33-3012; 33-3021; 33-3051	33-0000	Protective Service Occupations	33-3051	Yes	Yes	No		\$73,350	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	490104	649010468	Aviation Administration	Advanced Technical Certificate	Yes	Non Degree	53-2021; 53-2022	53-0000	Transportation and Material Moving Occupations	53-2022	Yes	Yes	No		\$126,360	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	18
FCS/Districts	470607	647060703	Aviation Airframe Mechanics	Career Certificate	No	Non Degree	49-1011; 49-2091; 49-3011	49-0000	Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	490104	649010409	Aviation Airframe Mechanics	College Credit Certificate	No	Non Degree	49-2091; 49-3011; 53-2022	49-0000; 53-0000	Installation, Maintenance, and Repair Occupations; Transportation and Material Moving Occupations	49-3011	Yes	Yes	No		\$70,110	Yes	RDOL	Not evaluated for local demand	2	Not on Lists

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Non-Degree Programs of Study

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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	470607	1647060768	Aviation Maintenance Administration	Advanced Technical Certificate	Yes	Non Degree	49-1011; 49-2091; 49-3011	49-0000	Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	490104	649010467	Aviation Maintenance Management	Advanced Technical Certificate	Yes	Non Degree	49-2091; 49-3011; 53-2021; 53-2022	49-0000; 53-0000	Installation, Maintenance, and Repair Occupations; Transportation and Material Moving Occupations	49-3011	Yes	Yes	No		\$70,110	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	490104	649010408	Aviation Mechanic	College Credit Certificate	No	Non Degree	49-2091; 49-3011; 53-2022	49-0000; 53-0000	Installation, Maintenance, and Repair Occupations; Transportation and Material Moving Occupations	49-3011	Yes	Yes	No		\$70,110	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	490104	649010466	Aviation Operations	Advanced Technical Certificate	Yes	Non Degree	53-2021; 53-2022	53-0000	Transportation and Material Moving Occupations	53-2022	Yes	Yes	No		\$126,360	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	18
FCS/Districts	470608	647060801	Aviation Powerplant Mechanics	Career Certificate	No	Non Degree	49-2091; 49-3011; 51-2011	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	49-3011	Yes	Yes	No		\$70,110	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	490104	649010410	Aviation Powerplant Mechanics	College Credit Certificate	No	Non Degree	49-2091; 49-3011; 53-2022	49-0000; 53-0000	Installation, Maintenance, and Repair Occupations; Transportation and Material Moving Occupations	49-3011	Yes	Yes	No		\$70,110	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	470609	647060908	Avionics Specialist	College Credit Certificate	No	Non Degree	17-3021; 49-1011; 49-2091	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	470609	647060966	Avionics Systems Integration Specialist	Advanced Technical Certificate	Yes	Non Degree	17-3021; 49-1011; 49-2021; 49-2091	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	470609	647060905	Avionics Systems Technician	Career Certificate	No	Non Degree	17-3021; 49-1011; 49-2091	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	470609	647060904	Avionics Technician	Diploma	No	Non Degree	49-1011	49-0000	Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	430199	743019902	Bail Bond Agent	Career Certificate	No	Non Degree	33-1011; 33-3012; 33-3021; 43-3031	33-0000; 43-0000	Protective Service Occupations; Office and Administrative Support Occupations	43-3031	Yes	Yes	No		\$45,380	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20, 24	Not on Lists
FCS	120501	612050102	Baking & Pastry Arts	College Credit Certificate	No	Non Degree	35-1011; 35-1012; 35-2014; 51-3011	35-0000; 51-0000	Food Preparation and Serving Related Occupations; Production Occupations	35-1011	Yes	Yes	No		\$58,860	Yes	RDOL	Not evaluated for local demand	1, 10, 11, 12, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	120501	612050166	Baking & Pastry Management	Advanced Technical Certificate	Yes	Non Degree	35-1011; 35-1012	35-0000	Food Preparation and Serving Related Occupations	35-1011	Yes	Yes	No		\$58,860	Yes	RDOL	Not evaluated for local demand	1, 10, 11, 12, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	120501	612050103	Baking And Pastry Arts	Career Certificate	No	Non Degree	35-1011; 35-1012; 35-2014; 51-3011	35-0000; 51-0000	Food Preparation and Serving Related Occupations; Production Occupations	35-1011	Yes	Yes	No		\$58,860	Yes	RDOL	Not evaluated for local demand	1, 10, 11, 12, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	120501	612050105	Baking And Pastry Specialist	College Credit Certificate	No	Non Degree	35-1011; 35-1012; 35-2014; 51-3011	35-0000; 51-0000	Food Preparation and Serving Related Occupations; Production Occupations	35-1011	Yes	Yes	No		\$58,860	Yes	RDOL	Not evaluated for local demand	1, 10, 11, 12, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	120501	612050111	Baking/Pastry Arts	Diploma	No	Non Degree	35-1012; 35-2014; 51-3011	35-0000; 51-0000	Food Preparation and Serving Related Occupations; Production Occupations	35-1012	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,200	Yes	Not on Lists	Not evaluated for local demand	18, 19	Not on Lists
FCS	520803	252080301	Banking Management-Financial Services	College Credit Certificate	No	Non Degree	13-2072; 43-4041; 43-4051; 43-4141	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	13-2072	Yes	Yes	No		\$71,790	Yes	RDOL	Not evaluated for local demand	12, 15, 23	Not on Lists
FCS	520803	252080302	Banking Operations-Financial Services	College Credit Certificate	No	Non Degree	13-2072; 43-4041; 43-4051; 43-4141	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	13-2072	Yes	Yes	No		\$71,790	Yes	RDOL	Not evaluated for local demand	12, 15, 23	Not on Lists
FCS	520803	252080303	Banking Specialist-Financial Services	College Credit Certificate	No	Non Degree	13-2072; 43-4041; 43-4051; 43-4141	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	13-2072	Yes	Yes	No		\$71,790	Yes	RDOL	Not evaluated for local demand	12, 15, 23	Not on Lists
FCS	520803	252080366	Banking-Financial Services	Advanced Technical Certificate	Yes	Non Degree	43-3071; 43-3099	43-0000	Office and Administrative Support Occupations	43-3071	Yes	Yes	No		\$37,920	Yes	Not on Lists	Not evaluated for local demand	1	Not on Lists
CIE	120402	612040210	Barber Cross-Training	Diploma	No	Non Degree	39-5011; 39-5012; 39-5094	39-0000	Personal Care and Service Occupations	39-5012	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$35,040	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 24
FCS/Districts	120402	612040202	Barbering	Career Certificate	No	Non Degree	39-5011; 39-5012; 39-5094	39-0000	Personal Care and Service Occupations	39-5012	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$35,040	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 24
CIE	120402	612040200	Barbering	Diploma	No	Non Degree	39-5011; 39-5012; 39-5094	39-0000	Personal Care and Service Occupations	39-5012	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$35,040	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 24
FCS	150303	615030310	Basic Electronics Technician	College Credit Certificate	No	Non Degree	17-3023; 49-2022; 49-2093; 49-2094; 49-2095; 51-2028	17-0000; 49-0000; 51-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	510907	351090711	Basic X-Ray Machine Cross-Training	Diploma	No	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
CIE	510907	351090702	Basic X-Ray Machine Operator	Diploma	No	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS/Districts	150401	615040106	Biomedical Equipment Repair Technology	Career Certificate	No	Non Degree	17-3023; 49-9062	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	150401	615040167	Biomedical Equipment Technician	Advanced Technical Certificate	Yes	Non Degree	17-3023; 17-3098; 49-9062	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
CIE	150401	615040102	Biomedical Equipment Technician	Diploma	No	Non Degree	51-9082	51-0000	Production Occupations	51-9082	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$40,310	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	410101	341010101	Biotechnology Laboratory Specialist	College Credit Certificate	No	Non Degree	19-4021; 29-2010	19-0000; 29-0000	Life, Physical, and Social Science Occupations; Healthcare Practitioners and Technical Occupations	19-4021	Yes	Yes	No		\$43,330	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24
FCS	410101	341010166	Biotechnology Laboratory Technology	Advanced Technical Certificate	Yes	Non Degree	19-4021; 29-2010	19-0000; 29-0000	Life, Physical, and Social Science Occupations; Healthcare Practitioners and Technical Occupations	19-4021	Yes	Yes	No		\$43,330	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24
FCS	410101	641010100	Biotechnology Specialist	College Credit Certificate	No	Non Degree	19-4021; 29-2010	19-0000; 29-0000	Life, Physical, and Social Science Occupations; Healthcare Practitioners and Technical Occupations	19-4021	Yes	Yes	No		\$43,330	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24
CIE	460101	646010105	Brick And Block Mason Helper	Diploma	No	Non Degree	47-1011; 47-2021; 47-2022	47-0000	Construction and Extraction Occupations	47-1011	Yes	Yes	No		\$69,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	460101	646010103	Brick And Block Masonry	Career Certificate	No	Non Degree	47-1011; 47-2021; 47-2022	47-0000	Construction and Extraction Occupations	47-1011	Yes	Yes	No		\$69,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	100202	610020216	Broadcast Production	College Credit Certificate	No	Non Degree	27-4031; 27-4098	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4015	Yes	Yes	No		\$49,280	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	15, 24
FCS	151001	615100103	Building Construction Specialist	College Credit Certificate	No	Non Degree	11-9021; 47-4011	11-0000; 47-0000	Management Occupations; Construction and Extraction Occupations	11-9021	Yes	Yes	No		\$118,400	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	151001	615100102	Building Construction Technician	Diploma	No	Non Degree	47-4011	47-0000	Construction and Extraction Occupations	47-4011	Yes	Yes	No		\$63,040	Yes	RDOL	Not evaluated for local demand	2, 8, 11, 12, 15, 18, 21, 22, 23	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	460415	646041502	Building Construction Technologies	Career Certificate	No	Non Degree	47-1011; 47-2031; 47-4011; 47-4090; 49-9071; 49-9098	47-0000; 49-0000	Construction and Extraction Occupations; Installation, Maintenance, and Repair Occupations	47-1011	Yes	Yes	No		\$69,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	151001	615100166	Building Construction Technology	Advanced Technical Certificate	Yes	Non Degree	11-9021; 17-3022; 47-4011	11-0000; 17-0000; 47-0000	Management Occupations; Architecture and Engineering Occupations; Construction and Extraction Occupations	11-9021	Yes	Yes	No		\$118,400	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	151001	615100101	Building Construction Technology	Diploma	No	Non Degree	47-4011	47-0000	Construction and Extraction Occupations	47-4011	Yes	Yes	No		\$63,040	Yes	RDOL	Not evaluated for local demand	2, 8, 11, 12, 15, 18, 21, 22, 23	Not on Lists
CIE	151001	615100110	Building Contruction Technician Cross-Training	Diploma	No	Non Degree	47-4011	47-0000	Construction and Extraction Occupations	47-4011	Yes	Yes	No		\$63,040	Yes	RDOL	Not evaluated for local demand	2, 8, 11, 12, 15, 18, 21, 22, 23	Not on Lists
FCS/Districts	460401	646040107	Building Maintenance And Management	Career Certificate	No	Non Degree	37-1011; 37-2011; 47-1011; 47-4011; 49-1011; 49-9071	37-0000; 47-0000; 49-0000	Building and Grounds Cleaning and Maintenance Occupations; Construction and Extraction Occupations; Installation, Maintenance, and Repair Occupations	37-1011	Yes	Yes	No		\$45,080	Yes	RDOL	Not evaluated for local demand	8, 11, 12, 15, 20, 23, 24	Not on Lists
FCS/Districts	460415	646041506	Building Trades And Construction Design Technology	Career Certificate	No	Non Degree	47-1011; 47-2031; 47-4011; 47-4090; 49-9071; 49-9098	47-0000; 49-0000	Construction and Extraction Occupations; Installation, Maintenance, and Repair Occupations	47-1011	Yes	Yes	No		\$69,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	520201	552020166	Business Administration	Advanced Technical Certificate	Yes	Non Degree	11-9051; 11-9141; 13-1081; 41-9021	11-0000; 13-0000; 41-0000	Management Occupations; Business and Financial Operations Occupations; Sales and Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
CIE	520201	552020102	Business Administration	Diploma	No	Non Degree	11-9051; 11-9141; 13-1081; 41-9021; 41-9022	11-0000; 13-0000; 41-0000	Management Occupations; Business and Financial Operations Occupations; Sales and Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS	520201	552020169	Business Administration - Compensation And Benefits	Advanced Technical Certificate	Yes	Non Degree	11-9051; 11-9141; 13-1081; 41-9021	11-0000; 13-0000; 41-0000	Management Occupations; Business and Financial Operations Occupations; Sales and Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS	520201	552020168	Business Administration - Human Resource Management	Advanced Technical Certificate	Yes	Non Degree	11-9051; 11-9141; 13-1081; 41-9021	11-0000; 13-0000; 41-0000	Management Occupations; Business and Financial Operations Occupations; Sales and Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
CIE	520201		Business Administration And Management, General	College Credit Certificate	No	Non Degree	11-9051; 11-9141; 13-1081; 41-9021; 41-9022	11-0000; 13-0000; 41-0000	Management Occupations; Business and Financial Operations Occupations; Sales and Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
CIE	520201	552020110	Business Administration Cross- Training	College Credit Certificate	No	Non Degree	11-9051; 11-9141; 13-1081; 41-9021; 41-9022	11-0000; 13-0000; 41-0000	Management Occupations; Business and Financial Operations Occupations; Sales and Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
CIE	520201	552020110	Business Administration Cross- Training	Diploma	No	Non Degree	11-9051; 11-9141; 13-1081; 41-9021; 41-9022	11-0000; 13-0000; 41-0000	Management Occupations; Business and Financial Operations Occupations; Sales and Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	520299		Business Administration, Management And Operations, Other	College Credit Certificate	No	Non Degree	43-1011	43-0000	Office and Administrative Support Occupations	43-1011	Yes	Yes	No		\$63,740	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 11, 12, 15, 17, 18, 20, 21, 22, 23	Not on Lists
FCS	307102	530710266	Business Analysis Specialist	Advanced Technical Certificate	Yes	Non Degree	13-1081; 13-1111	13-0000	Business and Financial Operations Occupations	13-1081	Yes	Yes	No		\$70,120	Yes	RDOL	Not evaluated for local demand	2, 8, 12, 13, 15, 18, 22, 23	Not on Lists
FCS/Districts	110202	511020202	Business Computer Programming	Career Certificate	No	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	520703	552070306	Business Development And Entrepreneurship	College Credit Certificate	No	Non Degree	11-1021	11-0000	Management Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
FCS	520703	552070367	Business Entrepreneurship	Advanced Technical Certificate	No	Non Degree	11-1021; 11-2021	11-0000	Management Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
FCS	520703	552070308	Business Entrepreneurship	College Credit Certificate	No	Non Degree	11-1021	11-0000	Management Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
FCS	520703	552070303	Business Entrepreneurship Operations	College Credit Certificate	No	Non Degree	11-1021	11-0000	Management Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
FCS	521301	552130101	Business Intelligence Professional	College Credit Certificate	No	Non Degree	15-1253	15-0000	Computer and Mathematical Occupations	15-1253	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$89,730	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	307001	530700167	Business Intelligence Specialist	Advanced Technical Certificate	Yes	Non Degree	15-1256; 15-2041	15-0000	Computer and Mathematical Occupations	15-2041	Yes	Yes	No		\$83,820	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
FCS	520701	552070101	Business Management	College Credit Certificate	No	Non Degree	11-1021; 13-1198	11-0000; 13-0000	Management Occupations; Business and Financial Operations Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	520201	552020101	Business Management And Analysis	Career Certificate	No	Non Degree	11-9051; 11-9141; 13-1081	11-0000; 13-0000	Management Occupations; Business and Financial Operations Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
CIE	520201	552020100	Business Management/Marketing	Diploma	No	Non Degree	11-9051; 11-9141; 13-1081; 41-9021; 41-9022	11-0000; 13-0000; 41-0000	Management Occupations; Business and Financial Operations Occupations; Sales and Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
CIE	520204	552020402	Business Office Administration	Diploma	No	Non Degree	43-1011; 43-6011; 43-9061	43-0000	Office and Administrative Support Occupations	43-1011	Yes	Yes	No		\$63,740	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 11, 12, 15, 17, 18, 20, 21, 22, 23	Not on Lists
FCS	520201	552020104	Business Operations	College Credit Certificate	No	Non Degree	11-1021; 11-9051; 11-9141; 13-1081; 13-1198	11-0000; 13-0000	Management Occupations; Business and Financial Operations Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
FCS	520201	552020103	Business Specialist	College Credit Certificate	No	Non Degree	11-1021; 11-9051; 11-9141; 13-1081; 13-1198	11-0000; 13-0000	Management Occupations; Business and Financial Operations Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
CIE	529999		Business, Management, Marketing, And Related Support Services, Other	College Credit Certificate	No	Non Degree	43-1011; 43-4051	43-0000	Office and Administrative Support Occupations	43-1011	Yes	Yes	No		\$63,740	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 11, 12, 15, 17, 18, 20, 21, 22, 23	Not on Lists
CIE	520101		Business/Commerce, General	College Credit Certificate	No	Non Degree	13-1081	13-0000	Business and Financial Operations Occupations	13-1081	Yes	Yes	No		\$70,120	Yes	RDOL	Not evaluated for local demand	2, 8, 12, 13, 15, 18, 22, 23	Not on Lists
FCS/Districts	480703	648070303	Cabinetmaking	Career Certificate	No	Non Degree	47-2031; 51-7011; 51-7041; 51-7042	47-0000; 51-0000	Construction and Extraction Occupations; Production Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	470103	647010304	Cable Installation	College Credit Certificate	No	Non Degree	49-1011; 49-2022; 49-2094; 49-2097; 49-2098; 49-9052	49-0000	Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
CIE	151302	615130203	Cad Assistant	Diploma	No	Non Degree	51-4041	51-0000	Production Occupations	51-4041	Yes	Yes	No		\$48,140	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
CIE	151302	615130210	Cad Cross-Training	Diploma	No	Non Degree	51-4041	51-0000	Production Occupations	51-4041	Yes	Yes	No		\$48,140	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
CIE	151302	615130202	Cad Operator	Diploma	No	Non Degree	51-4041	51-0000	Production Occupations	51-4041	Yes	Yes	No		\$48,140	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
CIE	151302	615130201	Cad Specialist	Diploma	No	Non Degree	51-4041	51-0000	Production Occupations	51-4041	Yes	Yes	No		\$48,140	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	510901	351090166	Cardiovascular Technology	Advanced Technical Certificate	Yes	Non Degree	29-2031; 29-2032; 29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2031	Yes	Yes	No		\$55,160	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	460201	646020117	Carpentry	Career Certificate	No	Non Degree	47-1011; 47-2031; 51-7011	47-0000; 51-0000	Construction and Extraction Occupations; Production Occupations	47-1011	Yes	Yes	No		\$69,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	511012	351101202	Central Sterile Processing Technologist	College Credit Certificate	No	Non Degree	29-2010; 29-2055; 31-9093	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-2055	Yes	Yes	No		\$52,230	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	511012	351101201	Central Sterile Processing Technology	Career Certificate	No	Non Degree	29-2010; 29-2055; 31-9093	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-2055	Yes	Yes	No		\$52,230	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	150499	615049905	Certified Production Technology	Career Certificate	No	Non Degree	17-3024; 17-3027; 51-2028	17-0000; 51-0000	Architecture and Engineering Occupations; Production Occupations	17-3024	Yes	Yes	No		\$71,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS	120503	612050302	Chefs Apprentice	College Credit Certificate	No	Non Degree	11-9051; 25-3021; 35-1012; 35-2013; 35-2014	11-0000; 25-0000; 35-0000	Management Occupations; Educational Instruction and Library Occupations; Food Preparation and Serving Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS	410301	641030101	Chemical Laboratory Specialist	College Credit Certificate	No	Non Degree	19-4031; 29-2010; 51-9011	19-0000; 29-0000; 51-0000	Life, Physical, and Social Science Occupations; Healthcare Practitioners and Technical Occupations; Production Occupations	19-4031	Yes	Yes	No		\$51,330	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	1, 2, 8, 11, 12, 16, 17, 18, 20
FCS	410301	641030167	Chemical Technology	Advanced Technical Certificate	Yes	Non Degree	17-3098; 19-4031; 29-2010; 51-8091	17-0000; 19-0000; 29-0000; 51-0000	Architecture and Engineering Occupations; Life, Physical, and Social Science Occupations; Healthcare Practitioners and Technical Occupations; Production Occupations	51-8091	Yes	Yes	No		\$61,980	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24
CIE	190709	419070915	Child Care Aide	Diploma	No	Non Degree	25-9045; 39-9011	25-0000; 39-0000	Educational Instruction and Library Occupations; Personal Care and Service Occupations	25-9042	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$29,380	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	190709	419070906	Child Care Center Management Specialization	College Credit Certificate	No	Non Degree	11-1021; 39-9011	11-0000; 39-0000	Management Occupations; Personal Care and Service Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
FCS/Districts	190708	419070802	Child Care Center Operations	Career Certificate	No	Non Degree	11-1021; 39-1098; 39-9011	11-0000; 39-0000	Management Occupations; Personal Care and Service Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
CIE	190708	419070802	Child Care Center Operations	Diploma	No	Non Degree	39-1098; 39-9011	39-0000	Personal Care and Service Occupations	39-1014	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$52,030	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists

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Non-Degree Programs of Study

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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
ICUF	440702		Child Welfare	College Credit Certificate	No	Non Degree	21-1093	21-0000	Community and Social Service Occupations	21-1093	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$39,890	Yes	Not on Lists	Not evaluated for local demand	1, 8, 13, 18	Not on Lists
FCS	150201	715020166	Civil Engineering Technology	Advanced Technical Certificate	Yes	Non Degree	17-1022; 17-3022	17-0000	Architecture and Engineering Occupations	17-3022	Yes	Yes	No		\$56,060	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	10, 12, 16, 17
CIE	510802	351080200	Clinical Laboratory Assisting	Diploma	No	Non Degree	31-9092	31-0000	Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	510802	351080204	Clinical Laboratory/Sterile Processing Technician	Diploma	No	Non Degree	31-9092	31-0000	Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	510719	351071901	Clinical Research Coordinator	College Credit Certificate	No	Non Degree	11-9111	11-0000	Management Occupations	11-9111	Yes	Yes	No		\$119,520	Yes	Not on Lists	Not evaluated for local demand	1, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	510701	351070167	Clinical Research Professional	Advanced Technical Certificate	Yes	Non Degree	11-9111; 11-9121	11-0000	Management Occupations	11-9111	Yes	Yes	No		\$119,520	Yes	Not on Lists	Not evaluated for local demand	1, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	511503		Clinical/Medical Social Work	College Credit Certificate	No	Non Degree	21-1093	21-0000	Community and Social Service Occupations	21-1093	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$39,890	Yes	Not on Lists	Not evaluated for local demand	1, 8, 13, 18	Not on Lists
FCS/Districts	110902	511090200	Cloud Computing & Virtualization	Career Certificate	No	Non Degree	15-1231	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS	150805	615080501	CNC Composite Fabricator/Programmer	College Credit Certificate	No	Non Degree	51-9161; 51-9162	51-0000	Production Occupations	51-9162	Yes	Yes	No		\$60,100	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	15
FCS	150000	615000015	CNC Machinist Operator/Programmer	College Credit Certificate	No	Non Degree	51-9161; 51-9162	51-0000	Production Occupations	51-9162	Yes	Yes	No		\$60,100	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	15
FCS	480510	648051002	CNC Machinist/Fabricator	College Credit Certificate	No	Non Degree	51-4041; 51-9161; 51-9162	51-0000	Production Occupations	51-4041	Yes	Yes	No		\$48,140	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS/Districts	480503	648050307	CNC Production Specialist	Career Certificate	No	Non Degree	51-4031; 51-4032; 51-4033; 51-4034; 51-4035; 51-4041; 51-4081; 51-4111; 51-4191; 51-9161; 51-9162	51-0000	Production Occupations	51-4032	Yes	Yes	No		\$56,280	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24

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Non-Degree Programs of Study

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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
ICUF	430104		Command Officer Management Program	College Credit Certificate	No	Non Degree	33-1011; 33-3012; 33-3021	33-0000	Protective Service Occupations	33-3021	Yes	Yes	No		\$85,330	Yes	Not on Lists	Not evaluated for local demand	5, 23	Not on Lists
FCS/Districts	500402	650040208	Commercial Art Technology	Career Certificate	No	Non Degree	27-1014; 27-1019; 27-1024	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1019	Yes	Yes	No		\$50,950	Yes	LMEC	Not evaluated for local demand	Not on Lists	2, 8, 12, 15, 21, 22, 23
FCS/Districts	490205	649020502	Commercial Class B Driving	Career Certificate	No	Non Degree	53-3032; 53-3033; 53-3052; 53-3058; 53-3099	53-0000	Transportation and Material Moving Occupations	53-3032	Yes	Yes	No		\$49,690	Yes	RDOL	Not evaluated for local demand	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
CIE	120503	612050313	Commercial Foods/Culinary Arts	Diploma	No	Non Degree	11-9051; 25-3021; 35-1012; 35-2013; 35-2014	11-0000; 25-0000; 35-0000	Management Occupations; Educational Instruction and Library Occupations; Food Preparation and Serving Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
CIE	500402	650040209	Commercial Illustration	Diploma	No	Non Degree	27-1019	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1019	Yes	Yes	No		\$50,950	Yes	LMEC	Not evaluated for local demand	Not on Lists	2, 8, 12, 15, 21, 22, 23
FCS/Districts	500406	650040605	Commercial Photography Technology 1	Career Certificate	No	Non Degree	27-4021; 27-4031	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4031	Yes	Yes	No		\$59,050	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16, 17
FCS/Districts	500406	650040606	Commercial Photography Technology 2	Career Certificate	No	Non Degree	27-4021; 49-9061	27-0000; 49-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Installation, Maintenance, and Repair Occupations	49-9061	Yes	Yes	No		\$53,490	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18, 20
FCS	490102	649010202	Commercial Pilot	College Credit Certificate	No	Non Degree	53-2011; 53-2012	53-0000	Transportation and Material Moving Occupations	53-2011	Yes	Yes	No		\$270,720	Yes	RDOL	Not evaluated for local demand	Not on Lists	16, 18
FCS/Districts	490205	649020500	Commercial Vehicle Driving	Career Certificate	No	Non Degree	53-3032; 53-3033; 53-3052; 53-3058; 53-3099	53-0000	Transportation and Material Moving Occupations	53-3032	Yes	Yes	No		\$49,690	Yes	RDOL	Not evaluated for local demand	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
CIE	490205	649020500	Commercial Vehicle Driving	Diploma	No	Non Degree	53-3032; 53-3033; 53-3052; 53-3058; 53-3099	53-0000	Transportation and Material Moving Occupations	53-3032	Yes	Yes	No		\$49,690	Yes	RDOL	Not evaluated for local demand	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
CIE	490205	649020510	Commercial Vehicle Driving Cross-Training	Diploma	No	Non Degree	53-3032; 53-3033; 53-3052; 53-3058; 53-3099	53-0000	Transportation and Material Moving Occupations	53-3032	Yes	Yes	No		\$49,690	Yes	RDOL	Not evaluated for local demand	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
CIE	490205	649020503	Commercial Vehicle Driving/Cdl	Diploma	No	Non Degree	53-3032; 53-3033; 53-3052; 53-3058; 53-3099	53-0000	Transportation and Material Moving Occupations	53-3032	Yes	Yes	No		\$49,690	Yes	RDOL	Not evaluated for local demand	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
FCS	90902	609090200	Communication Leadership	College Credit Certificate	No	Non Degree	27-3099	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-3099	Yes	Yes	No		\$47,230	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24

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Non-Degree Programs of Study

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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	511504	451150400	Community Health Worker	College Credit Certificate	No	Non Degree	21-1093; 21-1094	21-0000	Community and Social Service Occupations	21-1094	Yes	Yes	No		\$47,720	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 5, 6, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24
FCS	150617	615061700	Composite Fabrication And Testing	College Credit Certificate	No	Non Degree	49-9071; 51-2051; 51-4072	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	49-9071	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,480	Yes	Not on Lists	Not evaluated for local demand	9, 16, 18	Not on Lists
FCS/Districts	151302	615130205	Computer Aided Drawing And Modeling	Career Certificate	No	Non Degree	17-3011; 17-3013	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	110199		Computer And Information Sciences, Other	College Credit Certificate	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	110601	511060100	Computer Applications	Diploma	No	Non Degree	15-1232; 43-9021; 43-9061	15-0000; 43-0000	Computer and Mathematical Occupations; Office and Administrative Support Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	110601	511060110	Computer Applications Cross-Training	Diploma	No	Non Degree	15-1232; 43-9021; 43-9061	15-0000; 43-0000	Computer and Mathematical Occupations; Office and Administrative Support Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	151201	615120166	Computer Engineering Technology	Advanced Technical Certificate	Yes	Non Degree	15-1251; 17-2061; 17-3023; 17-3098	15-0000; 17-0000	Computer and Mathematical Occupations; Architecture and Engineering Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	110501	611050101	Computer Information Data Specialist	College Credit Certificate	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	110103	511010367	Computer Information Technology	Advanced Technical Certificate	Yes	Non Degree	15-1231; 15-1232; 15-1256; 15-1257; 29-9098	15-0000; 29-0000	Computer and Mathematical Occupations; Healthcare Practitioners and Technical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
CIE	110103	511010305	Computer Information Technology	Diploma	No	Non Degree	15-1232; 29-9098	15-0000; 29-0000	Computer and Mathematical Occupations; Healthcare Practitioners and Technical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	110103	511010301	Computer Information Technology/Computer Science	Diploma	No	Non Degree	15-1232; 29-9098	15-0000; 29-0000	Computer and Mathematical Occupations; Healthcare Practitioners and Technical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	110202	511020200	Computer Programmer	College Credit Certificate	No	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	110201	511020166	Computer Programming And Analysis	Advanced Technical Certificate	Yes	Non Degree	15-1211; 15-1256; 15-1257	15-0000	Computer and Mathematical Occupations	15-1211	Yes	Yes	No		\$100,940	Yes	RDOL	Not evaluated for local demand	2, 5, 8, 9, 12, 13, 14, 15, 17, 18, 21, 22, 23	Not on Lists
FCS	110201	511020103	Computer Programming Specialist	College Credit Certificate	No	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	110203		Computer Programming, Vendor/Product Certification	College Credit Certificate	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	430403	743040366	Computer Related Crime Investigations	Advanced Technical Certificate	Yes	Non Degree	19-4092; 33-3021	19-0000; 33-0000	Life, Physical, and Social Science Occupations; Protective Service Occupations	19-4092	Yes	Yes	No		\$60,990	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
FCS/Districts	110901	511090107	Computer Systems & Information Technology (CSIT)	Career Certificate	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	110501		Computer Systems Analysis/Analyst	College Credit Certificate	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	151303	615130304	Computer-Aided Design And Drafting	College Credit Certificate	No	Non Degree	17-3011; 17-3013	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	151302	615130204	Computer-Aided Design Technical Certificate	College Credit Certificate	No	Non Degree	17-3011; 17-3013	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	151302	615130266	Computer-Aided Drafting And Design	Advanced Technical Certificate	Yes	Non Degree	17-3011; 17-3012; 17-3013; 17-3019	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	460415	646041503	Construction Contracting & Estimation	Diploma	No	Non Degree	47-1011; 47-2031; 47-4011; 47-4090; 49-9071	47-0000; 49-0000	Construction and Extraction Occupations; Installation, Maintenance, and Repair Occupations	47-1011	Yes	Yes	No		\$69,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	460412	646041266	Construction Management Technology	Advanced Technical Certificate	Yes	Non Degree	11-9021; 47-1011; 47-4011	11-0000; 47-0000	Management Occupations; Construction and Extraction Occupations	11-9021	Yes	Yes	No		\$118,400	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	490202	649020202	Construction Vehicle Technician	Career Certificate	No	Non Degree	45-4022; 47-1011; 47-2071; 47-2073; 47-4061; 53-3032; 53-3033	45-0000; 47-0000; 53-0000	Farming, Fishing, and Forestry Occupations; Construction and Extraction Occupations; Transportation and Material Moving Occupations	47-1011	Yes	Yes	No		\$69,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	430102	743010200	Correctional Officer (Traditional Correctional BRTP)	Career Certificate	No	Non Degree	33-1011; 33-3012	33-0000	Protective Service Occupations	33-1011	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$54,170	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	430102	743010207	Correctional Probation Officer	Career Certificate	No	Non Degree	33-1011; 33-3012	33-0000	Protective Service Occupations	33-1011	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$54,170	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	430102	743010211	Correctional Probation Officer	Career Certificate	No	Non Degree	21-1092; 33-1011; 33-3012	21-0000; 33-0000	Community and Social Service Occupations; Protective Service Occupations	21-1092	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$44,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	430102		Corrections	College Credit Certificate	No	Non Degree	33-1011; 33-3012	33-0000	Protective Service Occupations	33-1011	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$54,170	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	120401	612040102	Cosmetology	Career Certificate	No	Non Degree	39-5012; 39-5092	39-0000	Personal Care and Service Occupations	39-5012	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$35,040	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 24
CIE	120401	612040103	Cosmetology	Diploma	No	Non Degree	39-5012; 39-5092	39-0000	Personal Care and Service Occupations	39-5012	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$35,040	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 24

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	120401	612040110	Cosmetology Cross-Training	Diploma	No	Non Degree	39-5012; 39-5092	39-0000	Personal Care and Service Occupations	39-5012	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$35,040	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 24
CIE	120413	612041307	Cosmetology Instructor Training	Diploma	No	Non Degree	39-5011; 39-5012; 39-5092	39-0000	Personal Care and Service Occupations	39-5012	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$35,040	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 24
CIE	220303	522030300	Court Reporting	Diploma	No	Non Degree	27-3092; 43-4031	27-0000; 43-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Office and Administrative Support Occupations	27-3092	Yes	Yes	No		\$52,720	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16, 18, 20
FCS/Districts	220303	522030305	Court Reporting 2	Career Certificate	No	Non Degree	27-3092; 43-4031	27-0000; 43-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Office and Administrative Support Occupations	27-3092	Yes	Yes	No		\$52,720	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16, 18, 20
FCS/Districts	220303	522030306	Court Reporting 3	Career Certificate	No	Non Degree	27-3092; 43-4031	27-0000; 43-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Office and Administrative Support Occupations	27-3092	Yes	Yes	No		\$52,720	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16, 18, 20
FCS/Districts	220303	522030311	Court Reporting Technology	Career Certificate	No	Non Degree	27-3092; 43-4031	27-0000; 43-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Office and Administrative Support Occupations	27-3092	Yes	Yes	No		\$52,720	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16, 18, 20
CIE	220303	522030301	Court Reporting Technology	Diploma	No	Non Degree	27-3092; 43-4031	27-0000; 43-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Office and Administrative Support Occupations	27-3092	Yes	Yes	No		\$52,720	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16, 18, 20
FCS	430406	743040600	Crime Scene Technician	College Credit Certificate	No	Non Degree	19-4092; 33-3021	19-0000; 33-0000	Life, Physical, and Social Science Occupations; Protective Service Occupations	19-4092	Yes	Yes	No		\$60,990	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
FCS	430406	743040666	Crime Scene Technology	Advanced Technical Certificate	Yes	Non Degree	19-4092; 33-3021	19-0000; 33-0000	Life, Physical, and Social Science Occupations; Protective Service Occupations	19-4092	Yes	Yes	No		\$60,990	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
FCS	430103	743010366	Criminal Justice Technology	Advanced Technical Certificate	Yes	Non Degree	33-1011; 33-1012; 33-1090; 33-3051	33-0000	Protective Service Occupations	33-3051	Yes	Yes	No		\$73,350	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	430103	743010304	Criminal Justice Technology Specialist	College Credit Certificate	No	Non Degree	33-1011; 33-1090; 33-3012; 33-3051	33-0000	Protective Service Occupations	33-3051	Yes	Yes	No		\$73,350	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	430103		Criminal Justice/Law Enforcement Administration	College Credit Certificate	No	Non Degree	33-1011; 33-1090; 33-3012; 33-9093	33-0000	Protective Service Occupations	33-1099	Yes	Yes	No		\$59,420	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	430102	743010203	Crossover From Correctional Officer To Correctional Probation Officer	Career Certificate	No	Non Degree	21-1092; 33-1011; 33-3012	21-0000; 33-0000	Community and Social Service Occupations; Protective Service Occupations	21-1092	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$44,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	430107	743010702	Crossover From Correctional Officer To Law Enforcement Officer	Career Certificate	No	Non Degree	33-1011; 33-1012; 33-1090; 33-3012; 33-3021; 33-3051	33-0000	Protective Service Occupations	33-3051	Yes	Yes	No		\$73,350	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	430102	743010204	Crossover From Correctional Probation Officer To CMS Correctional B RTP	Career Certificate	No	Non Degree	33-1011; 33-3012	33-0000	Protective Service Occupations	33-1011	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$54,170	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	430107	743010703	Crossover From Correctional Probation Officer To Law Enforcement Officer	Career Certificate	No	Non Degree	33-1011; 33-1012; 33-1090; 33-3012; 33-3021; 33-3051	33-0000	Protective Service Occupations	33-3051	Yes	Yes	No		\$73,350	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	430102	743010205	Crossover From Law Enforcement Officer To Correctional Officer	Career Certificate	No	Non Degree	33-1011; 33-3012	33-0000	Protective Service Occupations	33-1011	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$54,170	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	520901	252090102	Cruise Line Operations	College Credit Certificate	No	Non Degree	11-9051; 11-9081; 43-4051	11-0000; 43-0000	Management Occupations; Office and Administrative Support Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS	120503	612050301	Culinary Arts	College Credit Certificate	No	Non Degree	11-9051; 25-3021; 35-1011; 35-1012; 35-2013; 35-2014	11-0000; 25-0000; 35-0000	Management Occupations; Educational Instruction and Library Occupations; Food Preparation and Serving Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS	120504	612050401	Culinary Arts Management Operations	College Credit Certificate	No	Non Degree	11-9051; 35-1012	11-0000; 35-0000	Management Occupations; Food Preparation and Serving Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS	120504	612050466	Culinary Management	Advanced Technical Certificate	Yes	Non Degree	11-9051; 35-1011; 35-1012	11-0000; 35-0000	Management Occupations; Food Preparation and Serving Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS/Districts	120503	612050303	Culinary Vegetarian And Plant Based Specialty	Career Certificate	No	Non Degree	11-9051; 25-3021; 35-1012; 35-2013; 35-2014	11-0000; 25-0000; 35-0000	Management Occupations; Educational Instruction and Library Occupations; Food Preparation and Serving Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	520411	552041102	Customer Assistance Technology	Career Certificate	No	Non Degree	15-1232; 41-1012; 41-9041; 41-9099; 43-1011; 43-4051; 43-4151; 43-4181	15-0000; 41-0000; 43-0000	Computer and Mathematical Occupations; Sales and Related Occupations; Office and Administrative Support Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	520411	252041110	Customer Service Cross-Training	Diploma	No	Non Degree	15-1232; 41-1012; 41-9041; 41-9099; 43-1011; 43-4051; 43-4151; 43-4181	15-0000; 41-0000; 43-0000	Computer and Mathematical Occupations; Sales and Related Occupations; Office and Administrative Support Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	520411	252041100	Customer Service Representative	Diploma	No	Non Degree	15-1232; 41-1012; 41-9041; 41-9099; 43-1011; 43-4051; 43-4151; 43-4181	15-0000; 41-0000; 43-0000	Computer and Mathematical Occupations; Sales and Related Occupations; Office and Administrative Support Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	111003	511100366	Cybersecurity	Advanced Technical Certificate	Yes	Non Degree	15-1212; 15-1231; 15-1299	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	111003	511100314	Cybersecurity Analyst	College Credit Certificate	No	Non Degree	15-1231	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS	111003	511100368	Cybersecurity Operations	Advanced Technical Certificate	Yes	Non Degree	15-1212; 15-1231; 15-1299	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	111003	511100313	Cybersecurity Operations Analyst	College Credit Certificate	No	Non Degree	15-1231	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS	307001	530700100	Data Science Technician	College Credit Certificate	No	Non Degree	15-1252	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	307001	530700166	Data Science Technology	Advanced Technical Certificate	Yes	Non Degree	15-1256; 15-2041	15-0000	Computer and Mathematical Occupations	15-2041	Yes	Yes	No		\$83,820	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
FCS	111003	511100311	Database & E-Commerce Security	College Credit Certificate	No	Non Degree	15-1231	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS/Districts	110203	511020315	Database Application Development & Programming	Career Certificate	No	Non Degree	15-1232; 15-1256; 15-1257	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	110802	511080266	Database Technology	Advanced Technical Certificate	No	Non Degree	15-1245	15-0000	Computer and Mathematical Occupations	15-1242	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$100,260	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	470604	647060418	Dealer Line Technician	College Credit Certificate	No	Non Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031; 49-3041; 49-3052; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS	470604	647060419	Dealer Service Technician	College Credit Certificate	No	Non Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031; 49-3041; 49-3052; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS	470604	647060466	Dealer-Specific Automotive Technology	Advanced Technical Certificate	Yes	Non Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
CIE	490304	649030400	Deep Sea Diving	Diploma	No	Non Degree	25-3021; 29-2040; 49-9071; 49-9092	25-0000; 29-0000; 49-0000	Educational Instruction and Library Occupations; Healthcare Practitioners and Technical Occupations; Installation, Maintenance, and Repair Occupations	49-9092	Yes	Yes	No		\$53,270	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 15, 24
CIE	510601	351060110	Dental Aide	Diploma	No	Non Degree	31-9091	31-0000	Healthcare Support Occupations	31-9091	Yes	Yes	No		\$42,650	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	510601	351060112	Dental Assisting	Career Certificate	No	Non Degree	29-1292; 31-9091	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-1292	Yes	Yes	No		\$76,100	Yes	RDOL	Not evaluated for local demand	12, 13, 15, 18, 20, 21, 22, 23	Not on Lists
CIE	510601	351060100	Dental Assisting	Diploma	No	Non Degree	31-9091	31-0000	Healthcare Support Occupations	31-9091	Yes	Yes	No		\$42,650	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	510601	351060101	Dental Assisting Technology	Diploma	No	Non Degree	31-9091	31-0000	Healthcare Support Occupations	31-9091	Yes	Yes	No		\$42,650	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	510601	351060166	Dental Assisting Technology And Management	Advanced Technical Certificate	Yes	Non Degree	29-1292; 31-9091	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-1292	Yes	Yes	No		\$76,100	Yes	RDOL	Not evaluated for local demand	12, 13, 15, 18, 20, 21, 22, 23	Not on Lists
FCS/Districts	510601	351060113	Dental Assisting Technology And Management - ATD	Applied Technology Diploma (Clock Hour)	No	Non Degree	29-1292; 31-9091	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-1292	Yes	Yes	No		\$76,100	Yes	RDOL	Not evaluated for local demand	12, 13, 15, 18, 20, 21, 22, 23	Not on Lists
FCS	510601	351060108	Dental Assisting Technology And Management--ATD	Applied Technology Diploma (Credit Hour)	No	Non Degree	29-1292; 31-9091	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-1292	Yes	Yes	No		\$76,100	Yes	RDOL	Not evaluated for local demand	12, 13, 15, 18, 20, 21, 22, 23	Not on Lists
FCS	510602	351060266	Dental Hygiene	Advanced Technical Certificate	Yes	Non Degree	29-1292; 31-9091	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-1292	Yes	Yes	No		\$76,100	Yes	RDOL	Not evaluated for local demand	12, 13, 15, 18, 20, 21, 22, 23	Not on Lists
CIE	510603	351060302	Dental Laboratory Technician	Diploma	No	Non Degree	51-9081; 51-9083	51-0000	Production Occupations	51-9081	Yes	Yes	No		\$49,850	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16, 20
FCS/Districts	510603	351060306	Dental Laboratory Technology	Career Certificate	No	Non Degree	51-9081; 51-9083	51-0000	Production Occupations	51-9081	Yes	Yes	No		\$49,850	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16, 20

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	120414	312041401	Dermatology Aide	Diploma	No	Non Degree	39-5094	39-0000	Personal Care and Service Occupations	39-5094	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$41,140	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	521902	452190203	Design/Fashion Merchandising	Diploma	No	Non Degree	27-1026; 41-2031; 41-4012	27-0000; 41-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Sales and Related Occupations	41-4012	Yes	Yes	No		\$71,560	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 11, 12, 13, 14, 15, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	520409	552040905	Desktop Publishing	Diploma	No	Non Degree	43-4051; 43-5061; 43-5071	43-0000	Office and Administrative Support Occupations	43-5061	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$51,790	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	510910	351091005	Diagnostic Medical Sonography Specialist	College Credit Certificate	No	Non Degree	29-2031; 29-2032	29-0000	Healthcare Practitioners and Technical Occupations	29-2031	Yes	Yes	No		\$55,160	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
FCS	510910	351091066	Diagnostic Medical Sonography Technology	Advanced Technical Certificate	Yes	Non Degree	29-2031; 29-2032	29-0000	Healthcare Practitioners and Technical Occupations	29-2031	Yes	Yes	No		\$55,160	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
CIE	470408	647040802	Diamond Cutting	Diploma	No	Non Degree	49-9064; 51-9071	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	51-9071	Yes	Yes	No		\$48,970	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
FCS/Districts	470605	647060515	Diesel Maintenance Technician	Career Certificate	No	Non Degree	49-1011; 49-2093; 49-3023; 49-3031; 49-3041; 49-3042; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	470605	647060502	Diesel Service Technology	Diploma	No	Non Degree	47-2111; 49-1011; 49-2093; 49-3023; 49-3031; 49-3041; 49-3042; 49-3051; 49-3092; 51-4121; 51-4122	47-0000; 49-0000; 51-0000	Construction and Extraction Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	470605	647060501	Diesel Systems Technician	Career Certificate	No	Non Degree	49-1011; 49-2093; 49-3023; 49-3031; 49-3041; 49-3042; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	470613	647061305	Diesel Systems Technician 1	Career Certificate	No	Non Degree	49-2093; 49-3023; 49-3031; 49-3041; 49-3042; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS/Districts	470613	647061306	Diesel Systems Technician 2	Career Certificate	No	Non Degree	49-2093; 49-3023; 49-3031; 49-3041; 49-3042; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS/Districts	513104	351310405	Dietetic Management And Supervision	Career Certificate	No	Non Degree	29-2051	29-0000	Healthcare Practitioners and Technical Occupations	29-2051	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$31,010	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 3, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24
FCS/Districts	500602	650060223	Digital Audio Production	Career Certificate	No	Non Degree	27-3011; 27-4014	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-3011	Yes	Yes	No		\$60,700	Yes	LMEC	Not evaluated for local demand	Not on Lists	8, 12, 15, 18, 21, 22, 23, 24
FCS/Districts	500602	650060211	Digital Cinema Production	Career Certificate	No	Non Degree	27-4031	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4031	Yes	Yes	No		\$59,050	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16, 17
FCS/Districts	100303	510030306	Digital Design	Career Certificate	No	Non Degree	27-1014; 27-1024	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1024	Yes	Yes	No		\$56,870	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	100303	510030307	Digital Design 1	Career Certificate	No	Non Degree	43-9031	43-0000	Office and Administrative Support Occupations	43-9031	Yes	Yes	No		\$50,040	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS/Districts	100303	510030308	Digital Design 2	Career Certificate	No	Non Degree	27-1014; 27-1024	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1024	Yes	Yes	No		\$56,870	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	111001	511100119	Digital Forensics	College Credit Certificate	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	521401	252140112	Digital Marketing Management	College Credit Certificate	No	Non Degree	41-3011	41-0000	Sales and Related Occupations	41-3011	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$65,560	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	521404	252140400	Digital Marketing Strategy	College Credit Certificate	No	Non Degree	15-1255	15-0000	Computer and Mathematical Occupations	15-1255	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$85,340	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	90702	509070200	Digital Media Technology	Career Certificate	No	Non Degree	15-1231	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	90702	609070209	Digital Media/Multimedia Authoring	College Credit Certificate	No	Non Degree	27-1014	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1014	Yes	Yes	No		\$66,270	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17
FCS/Districts	90702	609070208	Digital Media/Multimedia Design	Career Certificate	No	Non Degree	27-1014	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1014	Yes	Yes	No		\$66,270	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17
FCS	90702	609070211	Digital Media/Multimedia Instructional Technology	College Credit Certificate	No	Non Degree	27-4032	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4032	Yes	Yes	No		\$55,330	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 20
FCS	90702	609070219	Digital Media/Multimedia Presentation	College Credit Certificate	No	Non Degree	27-4032	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4032	Yes	Yes	No		\$55,330	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 20
FCS	100105	610010507	Digital Media/Multimedia Production	College Credit Certificate	No	Non Degree	27-4032; 49-2022	27-0000; 49-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
FCS	110801	611080167	Digital Media/Multimedia Technology	Advanced Technical Certificate	Yes	Non Degree	15-1256; 15-1257; 27-4031; 27-4032; 43-9031	15-0000; 27-0000; 43-0000	Computer and Mathematical Occupations; Arts, Design, Entertainment, Sports, and Media Occupations; Office and Administrative Support Occupations	27-4031	Yes	Yes	No		\$59,050	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16, 17
FCS	90702	609070210	Digital Media/Multimedia Video Production	College Credit Certificate	No	Non Degree	27-4032	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4032	Yes	Yes	No		\$55,330	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 20
FCS	500102	650010208	Digital Media/Multimedia Web Production	College Credit Certificate	No	Non Degree	27-1019; 27-4032	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1019	Yes	Yes	No		\$50,950	Yes	LMEC	Not evaluated for local demand	Not on Lists	2, 8, 12, 15, 21, 22, 23
FCS	100203	610020304	Digital Music Production	College Credit Certificate	No	Non Degree	27-4011; 27-4014	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4011	Yes	Yes	No		\$50,040	Yes	RDOL	Not evaluated for local demand	Not on Lists	8, 12, 15, 16, 17, 18, 20, 24
FCS/Districts	500605	650060502	Digital Photography Technology	Career Certificate	No	Non Degree	27-4021; 27-4032	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4032	Yes	Yes	No		\$55,330	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 20
FCS/Districts	100305	610030501	Digital Printing Technology	Career Certificate	No	Non Degree	43-9031; 51-1011; 51-5111; 51-5112; 51-9199	43-0000; 51-0000	Office and Administrative Support Occupations; Production Occupations	51-1011	Yes	Yes	No		\$65,510	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	90702	609070268	Digital Television And Media Production	Advanced Technical Certificate	Yes	Non Degree	27-2012; 27-3099; 27-4032; 27-4098; 43-9031	27-0000; 43-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Office and Administrative Support Occupations	27-2012	Yes	Yes	No		\$81,030	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	100202	610020205	Digital Video Fundamentals	College Credit Certificate	No	Non Degree	27-4031; 27-4032	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4031	Yes	Yes	No		\$59,050	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16, 17
FCS/Districts	100105	610010524	Digital Video Technology	Career Certificate	No	Non Degree	27-4032; 49-2022	27-0000; 49-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
FCS/Districts	520409	252040900	Distribution And Logistics Management	Career Certificate	No	Non Degree	41-4011; 43-4051; 43-5061; 43-5071	41-0000; 43-0000	Sales and Related Occupations; Office and Administrative Support Occupations	41-4011	Yes	Yes	No		\$103,490	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	490304	249030466	Diving Business And Technology	Advanced Technical Certificate	Yes	Non Degree	25-3021; 49-9092	25-0000; 49-0000	Educational Instruction and Library Occupations; Installation, Maintenance, and Repair Occupations	49-9092	Yes	Yes	No		\$53,270	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 15, 24
FCS	490304	249030402	Diving Medical Technician	College Credit Certificate	No	Non Degree	25-3021; 29-2040; 49-9092	25-0000; 29-0000; 49-0000	Educational Instruction and Library Occupations; Healthcare Practitioners and Technical Occupations; Installation, Maintenance, and Repair Occupations	49-9092	Yes	Yes	No		\$53,270	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 15, 24

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	511599	451159904	Domestic Violence Services	College Credit Certificate	No	Non Degree	21-1093	21-0000	Community and Social Service Occupations	21-1093	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$39,890	Yes	Not on Lists	Not evaluated for local demand	1, 8, 13, 18	Not on Lists
FCS/Districts	151301	615130100	Drafting	Career Certificate	No	Non Degree	17-3011; 17-3013	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	460404	646040400	Drywall Installation Technician	Diploma	No	Non Degree	47-1011	47-0000	Construction and Extraction Occupations	47-1011	Yes	Yes	No		\$69,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	190709	419070904	Early Childhood Development Specialization	College Credit Certificate	No	Non Degree	25-2011; 25-9045; 39-9011	25-0000; 39-0000	Educational Instruction and Library Occupations; Personal Care and Service Occupations	25-2011	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$30,990	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 16, 17, 18, 20, 24
FCS/Districts	190709	419070913	Early Childhood Education	Career Certificate	No	Non Degree	25-2011; 25-9045; 39-9011	25-0000; 39-0000	Educational Instruction and Library Occupations; Personal Care and Service Occupations	25-2011	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$30,990	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 16, 17, 18, 20, 24
CIE	131210	413121003	Early Childhood Education	Diploma	No	Non Degree	25-9045	25-0000	Educational Instruction and Library Occupations	25-9042	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$29,380	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	131210		Early Childhood Education And Teaching	College Credit Certificate	No	Non Degree	25-9045	25-0000	Educational Instruction and Library Occupations	25-9042	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$29,380	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	131210	413121000	Early Childhood Inclusion Specialization	College Credit Certificate	No	Non Degree	25-2011; 25-9045	25-0000	Educational Instruction and Library Occupations	25-2011	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$30,990	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 16, 17, 18, 20, 24
FCS	190708	419070866	Early Childhood Management	Advanced Technical Certificate	Yes	Non Degree	11-1021; 11-9031; 25-2011; 39-1098	11-0000; 25-0000; 39-0000	Management Occupations; Educational Instruction and Library Occupations; Personal Care and Service Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
FCS	521201	552120102	E-Business Security Technical Certificate	College Credit Certificate	No	Non Degree	11-3021	11-0000	Management Occupations	11-3021	Yes	Yes	No		\$157,810	Yes	RDOL	Not evaluated for local demand	2, 5	Not on Lists
FCS	521201	552120103	E-Business Software Technical Certificate	College Credit Certificate	No	Non Degree	11-1021; 13-1198	11-0000; 13-0000	Management Occupations; Business and Financial Operations Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
FCS	521201	552120101	E-Business Technical Certificate	College Credit Certificate	No	Non Degree	11-1021; 13-1198	11-0000; 13-0000	Management Occupations; Business and Financial Operations Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
FCS	521201	552120166	E-Business Technology	Advanced Technical Certificate	No	Non Degree	11-1021; 13-1198	11-0000; 13-0000	Management Occupations; Business and Financial Operations Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
FCS	521201	552120104	E-Business Technology Technical Certificate	College Credit Certificate	No	Non Degree	11-1021; 13-1198	11-0000; 13-0000	Management Occupations; Business and Financial Operations Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
FCS	521201	552120105	E-Business Ventures Technical Certificate	College Credit Certificate	No	Non Degree	11-1021; 13-1198	11-0000; 13-0000	Management Occupations; Business and Financial Operations Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
ICUF	131202		Education Workshop	Education Workshop	No	Non Degree	25-9045	25-0000	Educational Instruction and Library Occupations	25-9042	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$29,380	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	139999		Education, Other	College Credit Certificate	No	Non Degree	25-9045	25-0000	Educational Instruction and Library Occupations	25-9042	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$29,380	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	131011		Education/Teaching Of Individuals With Specific Learning Disabilities	College Credit Certificate	No	Non Degree	25-9045	25-0000	Educational Instruction and Library Occupations	25-9042	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$29,380	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	131501	713150100	Educational Assisting	College Credit Certificate	No	Non Degree	25-9045	25-0000	Educational Instruction and Library Occupations	25-9042	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$29,380	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	150404	615040400	Electrical And Instrumentation Technology	Career Certificate	No	Non Degree	17-3023; 49-2094	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS/Districts	150404	615040401	Electrical And Instrumentation Technology 1	Career Certificate	No	Non Degree	17-3023; 47-2111	17-0000; 47-0000	Architecture and Engineering Occupations; Construction and Extraction Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS/Districts	150404	615040402	Electrical And Instrumentation Technology 2	Career Certificate	No	Non Degree	17-3023; 49-2094	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	460303	646030366	Electrical Distribution Technology	Advanced Technical Certificate	Yes	Non Degree	49-1011; 49-2022; 49-9051; 49-9052	49-0000	Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
CIE	460303	646030300	Electrical Line Service/Repair	Diploma	No	Non Degree	49-1011; 49-2022; 49-9051; 49-9052	49-0000	Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
FCS/Districts	460303	646030302	Electrical Lineworker	Career Certificate	No	Non Degree	49-1011; 49-2022; 49-9051; 49-9052	49-0000	Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
FCS	150303	615030371	Electrical Power Technology	Advanced Technical Certificate	Yes	Non Degree	17-3012; 17-3021; 17-3023; 17-3024; 17-3098; 49-2022; 49-2091; 49-2093; 49-2094; 49-2095	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
FCS	460303	646030301	Electrical Utility Lineworker Advanced	College Credit Certificate	No	Non Degree	49-1011; 49-2022; 49-9051; 49-9052	49-0000	Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	460303	646030303	Electrical Utility Lineworker Basic	College Credit Certificate	No	Non Degree	49-1011; 49-2022; 49-9051; 49-9052	49-0000	Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
FCS	460303	646030305	Electrical Utility Lineworker Fundamentals	College Credit Certificate	No	Non Degree	49-1011; 49-2022; 49-9051; 49-9052	49-0000	Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
FCS/Districts	460302	646030204	Electrician	Career Certificate	No	Non Degree	47-1011; 47-2111; 47-3013	47-0000	Construction and Extraction Occupations	47-1011	Yes	Yes	No		\$69,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	460302	646030204	Electrician	Diploma	No	Non Degree	47-1011; 47-2111; 47-3013	47-0000	Construction and Extraction Occupations	47-1011	Yes	Yes	No		\$69,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	460302	646030208	Electrician Helper	Diploma	No	Non Degree	47-1011; 47-2111; 47-3013	47-0000	Construction and Extraction Occupations	47-1011	Yes	Yes	No		\$69,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	460302	646030202	Electricity	Career Certificate	No	Non Degree	47-1011; 47-2111; 47-3013	47-0000	Construction and Extraction Occupations	47-1011	Yes	Yes	No		\$69,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	510902	351090202	Electrocardiograph Technician	Diploma	No	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS/Districts	510902	351090203	Electrocardiograph Technology	Career Certificate	No	Non Degree	29-2031; 29-2032; 29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2031	Yes	Yes	No		\$55,160	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
CIE	510902	351090203	Electrocardiograph Technology	Diploma	No	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
CIE	510902	351090210	Electrocardiograph Technology Cross-Training	Diploma	No	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
CIE	120404	612040400	Electrolysis	Diploma	No	Non Degree	27-1019; 39-5094	27-0000; 39-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Personal Care and Service Occupations	27-1019	Yes	Yes	No		\$50,950	Yes	LMEC	Not evaluated for local demand	Not on Lists	2, 8, 12, 15, 21, 22, 23
CIE	120404	612040410	Electrolysis/Laser Hair Removal- Cross Training	Diploma	No	Non Degree	27-1019; 39-5094	27-0000; 39-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Personal Care and Service Occupations	27-1019	Yes	Yes	No		\$50,950	Yes	LMEC	Not evaluated for local demand	Not on Lists	2, 8, 12, 15, 21, 22, 23
CIE	510903	351090300	Electroneurodiagnostic Technology	Diploma	No	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS/Districts	470101	647010106	Electronic Systems Integration And Automation	Career Certificate	No	Non Degree	17-3023; 49-1011; 49-2011; 49-2093; 49-2096; 49-2097; 49-9099; 51-2028	17-0000; 49-0000; 51-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	150303	615030332	Electronic Systems Technician	Career Certificate	No	Non Degree	17-3023; 49-2022; 49-2093; 49-2094; 49-2095; 51-2028	17-0000; 49-0000; 51-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
FCS/Districts	150303	615030300	Electronic Technology	Career Certificate	No	Non Degree	17-3023; 49-2022; 49-2093; 49-2094; 49-2095; 51-2028	17-0000; 49-0000; 51-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
CIE	150303	615030300	Electronic Technology	Diploma	No	Non Degree	49-2022; 49-2093; 49-2095; 51-2028	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
FCS/Districts	150303	615030315	Electronic Technology 1	Career Certificate	No	Non Degree	17-3023; 49-2022; 49-2093; 49-2095; 51-2028	17-0000; 49-0000; 51-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
FCS/Districts	150303	615030316	Electronic Technology 2	Career Certificate	No	Non Degree	17-3023; 49-2022; 49-2093; 49-2094; 49-2095; 51-2028	17-0000; 49-0000; 51-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
FCS	150303	615030313	Electronics Aide	College Credit Certificate	No	Non Degree	17-3023; 49-2022; 49-2093; 49-2094; 49-2095; 51-2028	17-0000; 49-0000; 51-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
FCS	150303	615030370	Electronics Engineering Technology	Advanced Technical Certificate	Yes	Non Degree	17-3012; 17-3021; 17-3023; 17-3024; 17-3098; 49-2022; 49-2091; 49-2093; 49-2094; 49-2095	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
CIE	470101	647010111	Electronics Technican Cross-Training	Diploma	No	Non Degree	49-1011; 49-2011; 49-2093; 49-2096; 49-2097; 49-9099; 51-2028	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	150303	615030309	Electronics Technician	College Credit Certificate	No	Non Degree	17-3023; 49-2022; 49-2093; 49-2094; 49-2095; 51-2028	17-0000; 49-0000; 51-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
CIE	131202		Elementary Education And Teaching	College Credit Certificate	No	Non Degree	25-9045	25-0000	Educational Instruction and Library Occupations	25-9042	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$29,380	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	430302	743030267	Emergency Administration And Management	Advanced Technical Certificate	No	Non Degree	11-9111; 11-9161	11-0000	Management Occupations	11-9111	Yes	Yes	No		\$119,520	Yes	Not on Lists	Not evaluated for local demand	1, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	430302	743030201	Emergency Administrator And Manager	College Credit Certificate	No	Non Degree	11-9161	11-0000	Management Occupations	11-9161	Yes	Yes	No		\$89,990	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	8, 15, 17
FCS/Districts	510810	351081000	Emergency Medical Responder	Career Certificate	No	Non Degree	29-2040; 29-2098; 31-1120; 53-3011	29-0000; 31-0000; 53-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Transportation and Material Moving Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
CIE	510904	351090402	Emergency Medical Services	Diploma	No	Non Degree	29-2040	29-0000	Healthcare Practitioners and Technical Occupations	29-2043	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$51,520	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	510904	351090415	Emergency Medical Technician	College Credit Certificate	No	Non Degree	29-2040	29-0000	Healthcare Practitioners and Technical Occupations	29-2043	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$51,520	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	510904	351090401	Emergency Medical Technician	Diploma	No	Non Degree	29-2040	29-0000	Healthcare Practitioners and Technical Occupations	29-2043	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$51,520	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	510904	351090413	Emergency Medical Technician - ATD	Applied Technology Diploma (Clock Hour)	No	Non Degree	29-2040	29-0000	Healthcare Practitioners and Technical Occupations	29-2043	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$51,520	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	510904	351090408	Emergency Medical Technician - ATD	Applied Technology Diploma (Credit Hour)	No	Non Degree	29-2040	29-0000	Healthcare Practitioners and Technical Occupations	29-2043	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$51,520	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	510904	351090410	Emt Cross-Training	Diploma	No	Non Degree	29-2040	29-0000	Healthcare Practitioners and Technical Occupations	29-2043	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$51,520	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	510999	351099902	Endoscopic Technician	College Credit Certificate	No	Non Degree	29-2098; 31-9092; 31-9099	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	151701	615170166	Energy Management And Controls Technology	Advanced Technical Certificate	Yes	Non Degree	17-3012; 17-3021; 17-3023; 17-3024; 17-3098; 49-2022; 49-2091; 49-2093; 49-2094; 49-2095	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
FCS/Districts	151701	715170101	Energy Technician	Career Certificate	No	Non Degree	47-2231; 49-9081; 51-8013; 51-8099	47-0000; 49-0000; 51-0000	Construction and Extraction Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	47-2231	Yes	Yes	No		\$43,470	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	18
CIE	470604	647060409	Engine Repair Technician	Diploma	No	Non Degree	49-2093; 49-2096; 49-3021; 49-3023; 49-3031; 49-3041; 49-3052; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS	150000	615000066	Engineering Technology	Advanced Technical Certificate	Yes	Non Degree	17-3021; 17-3022; 17-3023; 17-3024; 17-3027	17-0000	Architecture and Engineering Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	150000	615000007	Engineering Technology Support Specialist	College Credit Certificate	No	Non Degree	17-3023; 17-3026	17-0000	Architecture and Engineering Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS/Districts	111001	511100124	Enterprise Desktop And Mobile Support Technology	Career Certificate	No	Non Degree	15-1231; 15-1232	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS/Districts	111001	511100123	Enterprise Network And Server Support Technology	Career Certificate	No	Non Degree	15-1231	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS	520701	252070100	Entrepreneurship	College Credit Certificate	No	Non Degree	11-1021	11-0000	Management Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
FCS	520703	552070309	Entrepreneurship Operations	College Credit Certificate	No	Non Degree	11-1021	11-0000	Management Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	30104	703010407	Environmental Science Technician	College Credit Certificate	No	Non Degree	19-4042	19-0000	Life, Physical, and Social Science Occupations	19-4042	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$42,020	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	30104	703010466	Environmental Science Technology	Advanced Technical Certificate	Yes	Non Degree	19-2041; 19-4042	19-0000	Life, Physical, and Social Science Occupations	19-2041	Yes	Yes	No		\$63,420	Yes	Not on Lists	Not evaluated for local demand	5, 12	Not on Lists
CIE	30104	703010401	Environmental Science Technology	College Credit Certificate	No	Non Degree	47-4041	47-0000	Construction and Extraction Occupations	47-4041	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$40,400	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	190699	419069911	Environmental Services	Career Certificate	No	Non Degree	37-1011; 37-2011	37-0000	Building and Grounds Cleaning and Maintenance Occupations	37-1011	Yes	Yes	No		\$45,080	Yes	RDOL	Not evaluated for local demand	8, 11, 12, 15, 20, 23, 24	Not on Lists
FCS	10507	101050701	Equine Assistant Management	College Credit Certificate	No	Non Degree	39-2011; 39-2021	39-0000	Personal Care and Service Occupations	39-2011	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$37,250	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
FCS	10507	101050766	Equine Studies	Advanced Technical Certificate	No	Non Degree	39-2011	39-0000	Personal Care and Service Occupations	39-2011	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$37,250	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
CIE	10507	101050700	Equine Studies	Diploma	No	Non Degree	39-2011; 39-2021; 45-1011	39-0000; 45-0000	Personal Care and Service Occupations; Farming, Fishing, and Forestry Occupations	39-2011	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$37,250	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	10507	101050703	Equine Technician	College Credit Certificate	No	Non Degree	39-2011; 39-2021; 45-1011	39-0000; 45-0000	Personal Care and Service Occupations; Farming, Fishing, and Forestry Occupations	39-2011	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$37,250	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
FCS	520909	252090905	Event Planning Management	College Credit Certificate	No	Non Degree	11-9051; 13-1121; 35-1012; 37-1011; 43-4081	11-0000; 13-0000; 35-0000; 37-0000; 43-0000	Management Occupations; Business and Financial Operations Occupations; Food Preparation and Serving Related Occupations; Building and Grounds Cleaning and Maintenance Occupations; Office and Administrative Support Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
CIE	310507	331050710	Exercise Physiology/Fitness Cross-Training	Diploma	No	Non Degree	39-9031	39-0000	Personal Care and Service Occupations	39-9031	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$42,200	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	310507	331050701	Exercise Physiology/Fitness Training	Diploma	No	Non Degree	39-9031	39-0000	Personal Care and Service Occupations	39-9031	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$42,200	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	120409	612040906	Facials & Nails Speciality	Diploma	No	Non Degree	39-5092; 39-5094	39-0000	Personal Care and Service Occupations	39-5092	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,550	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	120408	612040806	Facials Specialty	Career Certificate	No	Non Degree	39-5012; 39-5092; 39-5094	39-0000	Personal Care and Service Occupations	39-5012	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$35,040	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 24

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Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	120408	612040805	Facials Specialty	Diploma	No	Non Degree	39-5012; 39-5092; 39-5094	39-0000	Personal Care and Service Occupations	39-5012	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$35,040	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 24
FCS/Districts	190709	419070905	Family Child Care Training	Career Certificate	No	Non Degree	25-2011; 39-9011	25-0000; 39-0000	Educational Instruction and Library Occupations; Personal Care and Service Occupations	25-2011	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$30,990	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 16, 17, 18, 20, 24
ICUF	513801		Family Nurse Practitioner	License	No	Non Degree	29-2061	29-0000	Healthcare Practitioners and Technical Occupations	29-2061	Yes	Yes	No		\$53,780	Yes	Both	Not evaluated for local demand	1, 2, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	1, 2, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
FCS	500407	450040766	Fashion Design	Advanced Technical Certificate	Yes	Non Degree	27-1022; 27-1026	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1022	Yes	Yes	No		\$67,590	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	8
CIE	500407	450040701	Fashion Design	Diploma	No	Non Degree	27-1026; 41-9012; 51-6092	27-0000; 41-0000; 51-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Sales and Related Occupations; Production Occupations	51-6092	Yes	Yes	No		\$50,530	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24
CIE	500407	450040700	Fashion Design & Marketing	Diploma	No	Non Degree	27-1026; 41-9012; 51-6092	27-0000; 41-0000; 51-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Sales and Related Occupations; Production Occupations	51-6092	Yes	Yes	No		\$50,530	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24
FCS	521902	252190266	Fashion Merchandising	Advanced Technical Certificate	Yes	Non Degree	13-1020; 27-1026; 41-2031; 41-4012	13-0000; 27-0000; 41-0000	Business and Financial Operations Occupations; Arts, Design, Entertainment, Sports, and Media Occupations; Sales and Related Occupations	41-4012	Yes	Yes	No		\$71,560	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 11, 12, 13, 14, 15, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	500407	650040701	Fashion Technology And Production Services	Career Certificate	No	Non Degree	27-1022; 27-1026; 41-9012; 51-6092	27-0000; 41-0000; 51-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Sales and Related Occupations; Production Occupations	51-6092	Yes	Yes	No		\$50,530	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24
FCS/Districts	430102	743010209	Fbrtp: Correctional Probation Basic Recruit Training For Special Operations	Career Certificate	No	Non Degree	33-1011; 33-3012	33-0000	Protective Service Occupations	33-1011	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$54,170	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists

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Non-Degree Programs of Study

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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	430102	743010212	FB RTP: Correctional Probation Basic Recruit Training For Special Operations	Career Certificate	No	Non Degree	21-1092; 33-1011; 33-3012	21-0000; 33-0000	Community and Social Service Occupations; Protective Service Occupations	21-1092	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$44,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	430102	743010210	FB RTP: Corrections Basic Recruit Training For Special Operations Recruits	Career Certificate	No	Non Degree	33-1011; 33-3012	33-0000	Protective Service Occupations	33-1011	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$54,170	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	430107	743010710	FB RTP: Law Enforcement Basic Training For Special Operations Forces Recruits	Career Certificate	No	Non Degree	33-1011; 33-1012; 33-1090; 33-3012; 33-3021; 33-3051	33-0000	Protective Service Occupations	33-3051	Yes	Yes	No		\$73,350	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	150201	715020102	Field Survey Technician	College Credit Certificate	No	Non Degree	17-3031	17-0000	Architecture and Engineering Occupations	17-3031	Yes	Yes	No		\$45,970	Yes	RDOL	Not evaluated for local demand	12, 17, 18	Not on Lists
FCS	500602	650060203	Film Production Fundamentals	College Credit Certificate	No	Non Degree	27-4032	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4032	Yes	Yes	No		\$55,330	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 20
FCS	500602	650060266	Film Production Technology	Advanced Technical Certificate	Yes	Non Degree	27-4014; 27-4032	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4014	Yes	Yes	No		\$67,760	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
ICUF	520801		Finance	College Credit Certificate	No	Non Degree	43-3099	43-0000	Office and Administrative Support Occupations	43-3099	Yes	Yes	No		\$54,400	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	20
CIE	520801		Finance, General	College Credit Certificate	No	Non Degree	43-3099	43-0000	Office and Administrative Support Occupations	43-3099	Yes	Yes	No		\$54,400	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	20
FCS	520801	252080102	Financial Para-Planner-Financial Services	College Credit Certificate	No	Non Degree	13-2071; 43-3099	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	43-3099	Yes	Yes	No		\$54,400	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	20
CIE	520804		Financial Planning And Services	College Credit Certificate	No	Non Degree	43-3099	43-0000	Office and Administrative Support Occupations	43-3099	Yes	Yes	No		\$54,400	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	20
FCS	520801	252080166	Financial Services	Advanced Technical Certificate	Yes	Non Degree	11-3031; 13-2052; 43-3099	11-0000; 13-0000; 43-0000	Management Occupations; Business and Financial Operations Occupations; Office and Administrative Support Occupations	11-3031	Yes	Yes	No		\$157,780	Yes	RDOL	Not evaluated for local demand	1, 5, 8, 9, 10, 11, 12, 13, 14, 15, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	307104	530710400	Fintech Technician	College Credit Certificate	No	Non Degree	13-1081	13-0000	Business and Financial Operations Occupations	13-1081	Yes	Yes	No		\$70,120	Yes	RDOL	Not evaluated for local demand	2, 8, 12, 13, 15, 18, 22, 23	Not on Lists
FCS	430201	743020111	Fire Officer Supervisor	College Credit Certificate	No	Non Degree	19-5012; 33-1021; 33-2011; 33-2021; 33-2022	19-0000; 33-0000	Life, Physical, and Social Science Occupations; Protective Service Occupations	33-2011	Yes	Yes	No		\$56,560	Yes	RDOL	Not evaluated for local demand	2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	430201	743020167	Fire Science Technology	Advanced Technical Certificate	Yes	Non Degree	33-1021; 33-2011; 33-2021; 33-2022	33-0000	Protective Service Occupations	33-2011	Yes	Yes	No		\$56,560	Yes	RDOL	Not evaluated for local demand	2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	430203	743020304	Firefighter	Career Certificate	No	Non Degree	33-1021; 33-2011; 33-2021; 33-2022	33-0000	Protective Service Occupations	33-2011	Yes	Yes	No		\$56,560	Yes	RDOL	Not evaluated for local demand	2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	430203	743020303	Firefighter I/II	Career Certificate	No	Non Degree	33-1021; 33-2011; 33-2021; 33-2022	33-0000	Protective Service Occupations	33-2011	Yes	Yes	No		\$56,560	Yes	RDOL	Not evaluated for local demand	2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	430203	743020300	Firefighter II	Diploma	No	Non Degree	29-2040; 33-2011; 33-2021; 33-2022	29-0000; 33-0000	Healthcare Practitioners and Technical Occupations; Protective Service Occupations	33-2011	Yes	Yes	No		\$56,560	Yes	RDOL	Not evaluated for local demand	2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	430203	743020312	Firefighter/Emergency Medical Technician-Combined	Career Certificate	No	Non Degree	29-2040; 33-2011; 33-2021; 33-2022	29-0000; 33-0000	Healthcare Practitioners and Technical Occupations; Protective Service Occupations	33-2011	Yes	Yes	No		\$56,560	Yes	RDOL	Not evaluated for local demand	2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	430203	743020313	Firefighter/Emergency Medical Technician-Combined	Career Certificate	No	Non Degree	29-2040; 33-2011; 33-2021; 33-2022	29-0000; 33-0000	Healthcare Practitioners and Technical Occupations; Protective Service Occupations	33-2011	Yes	Yes	No		\$56,560	Yes	RDOL	Not evaluated for local demand	2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	120301	312030102	Florida Funeral Director	College Credit Certificate	No	Non Degree	11-9171; 39-4021; 39-4031	11-0000; 39-0000	Management Occupations; Personal Care and Service Occupations	39-4031	Yes	Yes	No		\$55,510	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16, 18, 20
FCS/Districts	430107	743010700	Florida Law Enforcement Academy	Career Certificate	No	Non Degree	33-1011; 33-1012; 33-1090; 33-3012; 33-3021; 33-3051	33-0000	Protective Service Occupations	33-3051	Yes	Yes	No		\$73,350	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	520905	252090502	Food & Beverage Management	Diploma	No	Non Degree	11-9051; 35-1012	11-0000; 35-0000	Management Occupations; Food Preparation and Serving Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS	520905	252090503	Food And Beverage Management	College Credit Certificate	No	Non Degree	11-9051; 35-1012	11-0000; 35-0000	Management Occupations; Food Preparation and Serving Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS	520905	252090508	Food And Beverage Operations	College Credit Certificate	No	Non Degree	11-9051; 35-1012	11-0000; 35-0000	Management Occupations; Food Preparation and Serving Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS	520905	252090507	Food And Beverage Specialist	College Credit Certificate	No	Non Degree	11-9051; 35-1012	11-0000; 35-0000	Management Occupations; Food Preparation and Serving Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
ICUF	520301		Forensic Accounting	College Credit Certificate	No	Non Degree	13-2082; 43-3031	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	43-3031	Yes	Yes	No		\$45,380	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20, 24	Not on Lists
FCS/Districts	120503	612050304	Fundamental Foodservice Skills	Career Certificate	No	Non Degree	11-9051; 25-3021; 35-1012; 35-2013; 35-2014	11-0000; 25-0000; 35-0000	Management Occupations; Educational Instruction and Library Occupations; Food Preparation and Serving Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	490304	249030404	Fundamentals Of Professional Diving	College Credit Certificate	No	Non Degree	25-3021; 49-9071; 49-9092	25-0000; 49-0000	Educational Instruction and Library Occupations; Installation, Maintenance, and Repair Occupations	49-9092	Yes	Yes	No		\$53,270	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 15, 24
FCS	120301	312030166	Funeral Services	Advanced Technical Certificate	Yes	Non Degree	11-9171; 39-4011; 39-4031	11-0000; 39-0000	Management Occupations; Personal Care and Service Occupations	39-4011	Yes	Yes	No		\$46,690	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS/Districts	500411	550041115	Game/Simulation/Animation Audio/Video Effects	Career Certificate	No	Non Degree	27-1014; 27-1024	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1024	Yes	Yes	No		\$56,870	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	500411	550041116	Game/Simulation/Animation Programming	Career Certificate	No	Non Degree	15-1256; 15-1257	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	500411	550041114	Game/Simulation/Animation Visual Design	Career Certificate	No	Non Degree	27-1014; 27-1024	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1024	Yes	Yes	No		\$56,870	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	510000	351000001	General Allied Health	Diploma	No	Non Degree	29-2098; 29-9098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS	150803	615080302	General Automotive Technician	College Credit Certificate	No	Non Degree	49-2096; 49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS	450702	545070213	Geographic Information System	College Credit Certificate	No	Non Degree	17-3031	17-0000	Architecture and Engineering Occupations	17-3031	Yes	Yes	No		\$45,970	Yes	RDOL	Not evaluated for local demand	12, 17, 18	Not on Lists
FCS/Districts	520203	652020300	Global Logistics And Supply Chain Technology	Career Certificate	No	Non Degree	11-3071; 13-1081	11-0000; 13-0000	Management Occupations; Business and Financial Operations Occupations	11-3071	Yes	Yes	No		\$109,610	Yes	RDOL	Not evaluated for local demand	8, 12, 17, 23	Not on Lists
FCS	10607	101060766	Golf Course Operations	Advanced Technical Certificate	Yes	Non Degree	37-1012; 37-3011	37-0000	Building and Grounds Cleaning and Maintenance Occupations	37-1012	Yes	Yes	No		\$52,560	Yes	RDOL	Not evaluated for local demand	5, 8, 11, 12, 13, 16, 20, 21, 22, 23, 24	Not on Lists
FCS	100301	610030166	Graphic Arts Technology	Advanced Technical Certificate	Yes	Non Degree	43-9031; 51-5111	43-0000; 51-0000	Office and Administrative Support Occupations; Production Occupations	43-9031	Yes	Yes	No		\$50,040	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS/Districts	500402	650040217	Graphic Communications And Printing Technology	Career Certificate	No	Non Degree	27-1014; 27-1019; 27-1024	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1019	Yes	Yes	No		\$50,950	Yes	LMEC	Not evaluated for local demand	Not on Lists	2, 8, 12, 15, 21, 22, 23
FCS	110803	611080303	Graphic Design Production	College Credit Certificate	No	Non Degree	15-1257; 27-1024	15-0000; 27-0000	Computer and Mathematical Occupations; Arts, Design, Entertainment, Sports, and Media Occupations	27-1024	Yes	Yes	No		\$56,870	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	110803	611080302	Graphic Design Support	College Credit Certificate	No	Non Degree	15-1257; 27-1024	15-0000; 27-0000	Computer and Mathematical Occupations; Arts, Design, Entertainment, Sports, and Media Occupations	27-1024	Yes	Yes	No		\$56,870	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	110803	611080367	Graphics Technology	Advanced Technical Certificate	Yes	Non Degree	15-1256; 15-1257; 27-1024; 43-9031	15-0000; 27-0000; 43-0000	Computer and Mathematical Occupations; Arts, Design, Entertainment, Sports, and Media Occupations; Office and Administrative Support Occupations	27-1024	Yes	Yes	No		\$56,870	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	520904	252090403	Guest Services Specialist	College Credit Certificate	No	Non Degree	11-9051; 37-1011; 43-4051; 43-4081	11-0000; 37-0000; 43-0000	Management Occupations; Building and Grounds Cleaning and Maintenance Occupations; Office and Administrative Support Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	30104	703010403	Hazardous Materials Specialist	College Credit Certificate	No	Non Degree	19-4042; 47-4041	19-0000; 47-0000	Life, Physical, and Social Science Occupations; Construction and Extraction Occupations	47-4041	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$40,400	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	510702	351070201	Health Care Services	College Credit Certificate	No	Non Degree	11-9051	11-0000	Management Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS	510701	351070102	Health Care Services Specialist	College Credit Certificate	No	Non Degree	11-9051	11-0000	Management Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS	510707	351070767	Health Information Technology	Advanced Technical Certificate	Yes	Non Degree	29-2098; 29-9098; 31-9094	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
CIE	510707		Health Information/Medical Records Technology/Technician	College Credit Certificate	No	Non Degree	29-2098; 29-9098; 31-9094	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS	512208	351220866	Health Navigator	Advanced Technical Certificate	Yes	Non Degree	21-1093; 21-1094	21-0000	Community and Social Service Occupations	21-1094	Yes	Yes	No		\$47,720	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 5, 6, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24
FCS	512208	351220800	Health Navigator Specialist	College Credit Certificate	No	Non Degree	21-1093; 21-1094	21-0000	Community and Social Service Occupations	21-1094	Yes	Yes	No		\$47,720	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 5, 6, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24
FCS	510701	351070166	Health Services Management	Advanced Technical Certificate	Yes	Non Degree	11-9051; 11-9111	11-0000	Management Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
CIE	510000		Health Services/Allied Health/Health Sciences, General	College Credit Certificate	No	Non Degree	29-2098; 29-9098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
CIE	510703	351070300	Health Unit Coordinator	Diploma	No	Non Degree	29-2098; 31-9092; 31-9099; 43-6013; 43-9041; 43-9199	29-0000; 31-0000; 43-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	510703	351070302	Health Unit Coordinator/Monitor Technician	Career Certificate	No	Non Degree	29-2098; 31-9092; 31-9099; 43-6013; 43-9041; 43-9199	29-0000; 31-0000; 43-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	510701		Health/Health Care Administration/Management	College Credit Certificate	No	Non Degree	11-9051	11-0000	Management Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS	510707	351070712	Healthcare Informatics Specialist	College Credit Certificate	No	Non Degree	29-2098; 29-9098; 31-9094	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12

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Non-Degree Programs of Study

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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	510814	351081401	Healthcare Support Specialist	College Credit Certificate	No	Non Degree	29-2098; 31-9091; 31-9092; 31-9099	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	31-9091	Yes	Yes	No		\$42,650	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	470201	647020101	Heating, Air Conditioning& Refrigeration	Diploma	No	Non Degree	49-1011; 49-9021; 49-9098; 51-8021	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	150501	615050110	Heating, Ventilation, Air-Conditioning/Refrigeration (HVAC/R)	Career Certificate	No	Non Degree	49-1011; 49-9021; 49-9031; 51-8021	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	150501	615050111	Heating, Ventilation, Air-Conditioning/Refrigeration (HVAC/R)1	Career Certificate	No	Non Degree	49-1011; 49-9021; 49-9031; 51-8021	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	150501	615050112	Heating, Ventilation, Air-Conditioning/Refrigeration (HVAC/R)2	Career Certificate	No	Non Degree	49-1011; 49-9021; 49-9031; 51-8021	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	470201	647020110	Heating/Air Conditioning Cross-Training	Diploma	No	Non Degree	49-1011; 49-9021; 49-9098; 51-8021	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	490202	649020210	Heavy Equipment Cross-Training	Diploma	No	Non Degree	45-4022; 47-1011; 47-2071; 47-2073; 47-4061; 53-3032; 53-3033; 53-7021	45-0000; 47-0000; 53-0000	Farming, Fishing, and Forestry Occupations; Construction and Extraction Occupations; Transportation and Material Moving Occupations	47-1011	Yes	Yes	No		\$69,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	490202	649020201	Heavy Equipment Operations Technician	Career Certificate	No	Non Degree	45-4022; 47-1011; 47-2071; 47-2073; 47-4061; 53-3032; 53-7021	45-0000; 47-0000; 53-0000	Farming, Fishing, and Forestry Occupations; Construction and Extraction Occupations; Transportation and Material Moving Occupations	47-1011	Yes	Yes	No		\$69,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	470302	647030201	Heavy Equipment Service Technician	Career Certificate	No	Non Degree	47-2073; 47-4061; 49-3023; 49-3031; 49-3041; 49-3042; 49-3043; 49-9043; 49-9044	47-0000; 49-0000	Construction and Extraction Occupations; Installation, Maintenance, and Repair Occupations	47-2073	Yes	Yes	No		\$53,980	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
ICUF	110103		Help Desk Support	College Credit Certificate	No	Non Degree	15-1232; 29-9098	15-0000; 29-0000	Computer and Mathematical Occupations; Healthcare Practitioners and Technical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	110103	511010313	Help Desk Support Technician	College Credit Certificate	No	Non Degree	15-1231; 15-1232; 29-9098	15-0000; 29-0000	Computer and Mathematical Occupations; Healthcare Practitioners and Technical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS/Districts	511011	351101100	Hemodialysis Technician	Career Certificate	No	Non Degree	29-2098; 29-9098; 31-9092	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	511011	351101101	Hemodialysis/Dialysis Technician	Diploma	No	Non Degree	29-2098; 29-9098; 31-9092	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	511008	351100866	Histologic Technology	Advanced Technical Certificate	Yes	Non Degree	29-2010	29-0000	Healthcare Practitioners and Technical Occupations	29-2011	Yes	Yes	No		\$55,480	Yes	Not on Lists	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	512602	351260200	Home Health Aide	Career Certificate	No	Non Degree	31-1120; 31-1131	31-0000	Healthcare Support Occupations	31-1121	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$28,280	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24
CIE	512602	351260200	Home Health Aide (Postsecondary)	Diploma	No	Non Degree	31-1120; 31-1131	31-0000	Healthcare Support Occupations	31-1121	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$28,280	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24
FCS	500408	450040807	Home Staging Specialist	College Credit Certificate	No	Non Degree	27-1025	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1025	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$63,250	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	430302	743030202	Homeland Security Emergency Manager	College Credit Certificate	No	Non Degree	11-9161	11-0000	Management Occupations	11-9161	Yes	Yes	No		\$89,990	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	8, 15, 17
FCS	430112	743011202	Homeland Security Professional	College Credit Certificate	No	Non Degree	33-1090; 33-9093	33-0000	Protective Service Occupations	33-1099	Yes	Yes	No		\$59,420	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18
FCS	430103	743010306	Homeland Security Specialist	College Credit Certificate	No	Non Degree	33-1011; 33-1090; 33-9093	33-0000	Protective Service Occupations	33-1099	Yes	Yes	No		\$59,420	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18
CIE	439999		Homeland Security, Law Enforcement, Firefighting And Related Protective Services, Other	College Credit Certificate	No	Non Degree	33-1090; 33-3012; 33-3021; 33-9032	33-0000	Protective Service Occupations	33-1099	Yes	Yes	No		\$59,420	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18
ICUF	439999		Homeland Security/Terrorism	College Credit Certificate	No	Non Degree	33-1090; 33-3012; 33-3021; 33-9032	33-0000	Protective Service Occupations	33-1099	Yes	Yes	No		\$59,420	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	520901	252090166	Hospitality & Tourism Management	Advanced Technical Certificate	Yes	Non Degree	11-9051; 11-9081	11-0000	Management Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
CIE	520901	252090100	Hospitality & Tourism Management	Diploma	No	Non Degree	11-9051; 43-4051	11-0000; 43-0000	Management Occupations; Office and Administrative Support Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS/Districts	521906	252190600	Hospitality And Tourism	Career Certificate	No	Non Degree	43-4081; 43-4181	43-0000	Office and Administrative Support Occupations	43-4181	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$42,240	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	520901	252090104	Hospitality Management	Diploma	No	Non Degree	11-9051; 43-4051	11-0000; 43-0000	Management Occupations; Office and Administrative Support Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS	520201	552020105	Human Resources Administrator	College Credit Certificate	No	Non Degree	11-9051; 11-9141; 13-1081	11-0000; 13-0000	Management Occupations; Business and Financial Operations Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
CIE	511504	351150400	Human Services	Diploma	No	Non Degree	21-1093	21-0000	Community and Social Service Occupations	21-1093	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$39,890	Yes	Not on Lists	Not evaluated for local demand	1, 8, 13, 18	Not on Lists
FCS	511599	451159905	Human Services Generalist	College Credit Certificate	No	Non Degree	21-1093	21-0000	Community and Social Service Occupations	21-1093	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$39,890	Yes	Not on Lists	Not evaluated for local demand	1, 8, 13, 18	Not on Lists
CIE	440000		Human Services, General	College Credit Certificate	No	Non Degree	21-1093	21-0000	Community and Social Service Occupations	21-1093	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$39,890	Yes	Not on Lists	Not evaluated for local demand	1, 8, 13, 18	Not on Lists
FCS/Districts	150406	615040607	Industrial Machinery And Controls Technician	Career Certificate	No	Non Degree	17-3023; 49-2094	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	470303	647030303	Industrial Machinery Maintenance 1	Career Certificate	No	Non Degree	47-4021; 49-1011; 49-9012; 49-9041; 49-9043; 49-9044; 49-9098	47-0000; 49-0000	Construction and Extraction Occupations; Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	470303	647030304	Industrial Machinery Maintenance 2	Career Certificate	No	Non Degree	47-4021; 49-1011; 49-9012; 49-9041; 49-9043; 49-9044; 49-9098	47-0000; 49-0000	Construction and Extraction Occupations; Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	470303	647030300	Industrial Machinery Maintenance & Repair	Career Certificate	No	Non Degree	47-4021; 49-1011; 49-9012; 49-9041; 49-9043; 49-9044; 49-9098	47-0000; 49-0000	Construction and Extraction Occupations; Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	520205	652020566	Industrial Management Technology	Advanced Technical Certificate	Yes	Non Degree	11-1021; 13-1081; 13-1198; 49-1011; 51-1011	11-0000; 13-0000; 49-0000; 51-0000	Management Occupations; Business and Financial Operations Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
FCS/Districts	460502	646050200	Industrial Pipefitter	Career Certificate	No	Non Degree	47-1011; 47-2152; 47-3015	47-0000	Construction and Extraction Occupations	47-1011	Yes	Yes	No		\$69,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	150612	615061200	Industrial Technology	Career Certificate	No	Non Degree	17-3026; 49-2094; 49-9041	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	49-9041	Yes	Yes	No		\$55,440	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 15, 17, 18, 22, 23, 24	Not on Lists
FCS	520205	652020502	Industry Operations Specialist	College Credit Certificate	No	Non Degree	11-1021; 13-1081; 13-1198; 49-1011; 51-1011	11-0000; 13-0000; 49-0000; 51-0000	Management Occupations; Business and Financial Operations Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
FCS	190709	419070907	Infant/Toddler Specialization	College Credit Certificate	No	Non Degree	25-2011; 25-9045; 39-9011	25-0000; 39-0000	Educational Instruction and Library Occupations; Personal Care and Service Occupations	25-2011	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$30,990	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 16, 17, 18, 20, 24
CIE	110103		Information Technology	College Credit Certificate	No	Non Degree	15-1232; 29-9098	15-0000; 29-0000	Computer and Mathematical Occupations; Healthcare Practitioners and Technical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
ICUF	119999		Information Technology	College Credit Certificate	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	110103	511010307	Information Technology Administration	College Credit Certificate	No	Non Degree	15-1231; 29-9098	15-0000; 29-0000	Computer and Mathematical Occupations; Healthcare Practitioners and Technical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS	110103	511010312	Information Technology Analysis	College Credit Certificate	No	Non Degree	15-1232; 29-9098	15-0000; 29-0000	Computer and Mathematical Occupations; Healthcare Practitioners and Technical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	110103	511010311	Information Technology Support Specialist	College Credit Certificate	No	Non Degree	15-1231; 15-1232; 29-9098	15-0000; 29-0000	Computer and Mathematical Occupations; Healthcare Practitioners and Technical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
ICUF	500903		Instrumental Performance	College Credit Certificate	No	Non Degree	27-2042	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-2042	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$34,350	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	521908	252190806	Insurance Claims Adjuster	Career Certificate	No	Non Degree	13-1031; 41-3021	13-0000; 41-0000	Business and Financial Operations Occupations; Sales and Related Occupations	13-1031	Yes	Yes	No		\$68,270	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	521908	252190807	Insurance Customer Service Representative	Career Certificate	No	Non Degree	13-1031; 41-3021; 43-4051; 43-9041	13-0000; 41-0000; 43-0000	Business and Financial Operations Occupations; Sales and Related Occupations; Office and Administrative Support Occupations	13-1031	Yes	Yes	No		\$68,270	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	521908	252190805	Insurance General Lines Agent	Career Certificate	No	Non Degree	13-1031; 41-1012; 41-3021	13-0000; 41-0000	Business and Financial Operations Occupations; Sales and Related Occupations	13-1031	Yes	Yes	No		\$68,270	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	521701	252170110	Insurance License Test Prep	Diploma	No	Non Degree	13-1031; 41-3021	13-0000; 41-0000	Business and Financial Operations Occupations; Sales and Related Occupations	13-1031	Yes	Yes	No		\$68,270	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	521908	252190803	Insurance Sales Agent - Life, Health And Annuities	Career Certificate	No	Non Degree	13-1031; 41-1012; 41-3011; 41-3021; 43-4051; 43-9041	13-0000; 41-0000; 43-0000	Business and Financial Operations Occupations; Sales and Related Occupations; Office and Administrative Support Occupations	13-1031	Yes	Yes	No		\$68,270	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	430403	743040300	Intelligence Studies	College Credit Certificate	No	Non Degree	13-1198; 33-3021	13-0000; 33-0000	Business and Financial Operations Occupations; Protective Service Occupations	33-3021	Yes	Yes	No		\$85,330	Yes	Not on Lists	Not evaluated for local demand	5, 23	Not on Lists
FCS	110803	611080304	Interactive Media Production	College Credit Certificate	No	Non Degree	15-1257; 27-1024	15-0000; 27-0000	Computer and Mathematical Occupations; Arts, Design, Entertainment, Sports, and Media Occupations	27-1024	Yes	Yes	No		\$56,870	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	100201	610020166	Interactive Media Production Technology	Advanced Technical Certificate	Yes	Non Degree	27-4011; 27-4098; 49-9061	27-0000; 49-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Installation, Maintenance, and Repair Occupations	27-4011	Yes	Yes	No		\$50,040	Yes	RDOL	Not evaluated for local demand	Not on Lists	8, 12, 15, 16, 17, 18, 20, 24
FCS	500102	650010266	Interactive Media Production Technology	Advanced Technical Certificate	Yes	Non Degree	15-1257; 27-1014; 27-1019; 27-1024	15-0000; 27-0000	Computer and Mathematical Occupations; Arts, Design, Entertainment, Sports, and Media Occupations	27-1019	Yes	Yes	No		\$50,950	Yes	LMEC	Not evaluated for local demand	Not on Lists	2, 8, 12, 15, 21, 22, 23
FCS	110803	611080305	Interactive Media Support	College Credit Certificate	No	Non Degree	15-1257; 27-1024	15-0000; 27-0000	Computer and Mathematical Occupations; Arts, Design, Entertainment, Sports, and Media Occupations	27-1024	Yes	Yes	No		\$56,870	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	500408	450040804	Interior Decorating Services	Career Certificate	No	Non Degree	27-1025	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1025	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$63,250	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	500408	450040866	Interior Design Technology	Advanced Technical Certificate	No	Non Degree	27-1025; 41-3091	27-0000; 41-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Sales and Related Occupations	27-1025	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$63,250	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	520203	652020303	Intermodal Freight Transportation	College Credit Certificate	No	Non Degree	11-3071; 13-1081; 43-5011	11-0000; 13-0000; 43-0000	Management Occupations; Business and Financial Operations Occupations; Office and Administrative Support Occupations	11-3071	Yes	Yes	No		\$109,610	Yes	RDOL	Not evaluated for local demand	8, 12, 17, 23	Not on Lists
FCS	520203	652020302	International Freight Transportation	College Credit Certificate	No	Non Degree	11-3071; 13-1081; 43-5011	11-0000; 13-0000; 43-0000	Management Occupations; Business and Financial Operations Occupations; Office and Administrative Support Occupations	11-3071	Yes	Yes	No		\$109,610	Yes	RDOL	Not evaluated for local demand	8, 12, 17, 23	Not on Lists
FCS	110201	511020110	Internet Of Things Applications	College Credit Certificate	No	Non Degree	17-3023	17-0000	Architecture and Engineering Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	111004	511100466	Internet Services Technology	Advanced Technical Certificate	Yes	Non Degree	15-1231; 15-1232; 15-1256; 15-1257	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS	490304	249030405	Introduction To Commercial Work/Diving	College Credit Certificate	No	Non Degree	25-3021; 49-9071; 49-9092	25-0000; 49-0000	Educational Instruction and Library Occupations; Installation, Maintenance, and Repair Occupations	49-9092	Yes	Yes	No		\$53,270	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 15, 24
FCS	111001	511100120	IP Communications	College Credit Certificate	No	Non Degree	15-1231	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS	111003	511100367	IT Security	Advanced Technical Certificate	Yes	Non Degree	15-1212; 15-1231; 15-1299	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
CIE	460401	446040100	Janitorial Services	Diploma	No	Non Degree	37-1011; 37-2011; 47-1011; 47-4011; 49-1011; 49-9071	37-0000; 47-0000; 49-0000	Building and Grounds Cleaning and Maintenance Occupations; Construction and Extraction Occupations; Installation, Maintenance, and Repair Occupations	37-1011	Yes	Yes	No		\$45,080	Yes	RDOL	Not evaluated for local demand	8, 11, 12, 15, 20, 23, 24	Not on Lists
FCS/Districts	110203	511020313	Java Development & Programming	Career Certificate	No	Non Degree	15-1232; 15-1256; 15-1257	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
ICUF	500910		Jazz Performance	College Credit Certificate	No	Non Degree	27-2042	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-2042	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$34,350	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	470408	647040808	Jewelry Design And Repair 1	Career Certificate	No	Non Degree	27-1013; 49-9064; 51-9071	27-0000; 49-0000; 51-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	51-9071	Yes	Yes	No		\$48,970	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
FCS/Districts	470408	647040809	Jewelry Design And Repair 2	Career Certificate	No	Non Degree	27-1013; 49-9064; 51-9071	27-0000; 49-0000; 51-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	51-9071	Yes	Yes	No		\$48,970	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
CIE	470408	647040810	Jewelry Making & Repair Cross-Training	Diploma	No	Non Degree	49-9064; 51-9071	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	51-9071	Yes	Yes	No		\$48,970	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
CIE	470408	647040806	Jewelry Making And Repair	Diploma	No	Non Degree	49-9064; 51-9071	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	51-9071	Yes	Yes	No		\$48,970	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
FCS/Districts	470408	647040804	Jewelry Making And Repair 1	Career Certificate	No	Non Degree	49-9064; 51-9071	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	51-9071	Yes	Yes	No		\$48,970	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
FCS/Districts	470408	647040805	Jewelry Making And Repair 2	Career Certificate	No	Non Degree	49-9064; 51-9071	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	51-9071	Yes	Yes	No		\$48,970	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
ICUF	500907		Keyboard Performance	College Credit Certificate	No	Non Degree	27-2042	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-2042	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$34,350	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	500408	450040805	Kitchen And Bath Specialization	College Credit Certificate	No	Non Degree	27-1025	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1025	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$63,250	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	10605	101060504	Landscape & Horticulture Professional	College Credit Certificate	No	Non Degree	37-1012; 37-3011	37-0000	Building and Grounds Cleaning and Maintenance Occupations	37-1012	Yes	Yes	No		\$52,560	Yes	RDOL	Not evaluated for local demand	5, 8, 11, 12, 13, 16, 20, 21, 22, 23, 24	Not on Lists
FCS	10605	101060503	Landscape & Horticulture Specialist	College Credit Certificate	No	Non Degree	37-1012; 37-3011	37-0000	Building and Grounds Cleaning and Maintenance Occupations	37-1012	Yes	Yes	No		\$52,560	Yes	RDOL	Not evaluated for local demand	5, 8, 11, 12, 13, 16, 20, 21, 22, 23, 24	Not on Lists
FCS	10605	101060505	Landscape & Horticulture Technician	College Credit Certificate	No	Non Degree	37-1012; 37-3011	37-0000	Building and Grounds Cleaning and Maintenance Occupations	37-1012	Yes	Yes	No		\$52,560	Yes	RDOL	Not evaluated for local demand	5, 8, 11, 12, 13, 16, 20, 21, 22, 23, 24	Not on Lists
FCS	10605	101060567	Landscape & Horticulture Technology	Advanced Technical Certificate	Yes	Non Degree	37-1012; 37-3011	37-0000	Building and Grounds Cleaning and Maintenance Occupations	37-1012	Yes	Yes	No		\$52,560	Yes	RDOL	Not evaluated for local demand	5, 8, 11, 12, 13, 16, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	10607	101060703	Landscape & Turf Management	Career Certificate	No	Non Degree	37-1012; 37-3011	37-0000	Building and Grounds Cleaning and Maintenance Occupations	37-1012	Yes	Yes	No		\$52,560	Yes	RDOL	Not evaluated for local demand	5, 8, 11, 12, 13, 16, 20, 21, 22, 23, 24	Not on Lists
FCS	150304	615030411	Laser And Photonics Technician	College Credit Certificate	No	Non Degree	17-3023; 17-3098	17-0000	Architecture and Engineering Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	150613	615061302	Lean Manufacturing	College Credit Certificate	No	Non Degree	17-3026; 17-3027	17-0000	Architecture and Engineering Occupations	17-3026	Yes	Yes	No		\$60,230	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	2, 8, 10, 12, 20, 24
FCS	150702	615070203	Lean Six Sigma Green Belt Certificate	College Credit Certificate	No	Non Degree	11-3051; 17-3026; 51-9061	11-0000; 17-0000; 51-0000	Management Occupations; Architecture and Engineering Occupations; Production Occupations	17-3026	Yes	Yes	No		\$60,230	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	2, 8, 10, 12, 20, 24

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	220301		Legal Administrative Assistant/Secretary	College Credit Certificate	No	Non Degree	43-1011; 43-6011; 43-6012; 43-9061; 43-9199	43-0000	Office and Administrative Support Occupations	43-1011	Yes	Yes	No		\$63,740	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 11, 12, 15, 17, 18, 20, 21, 22, 23	Not on Lists
FCS/Districts	220301	522030103	Legal Administrative Specialist	Career Certificate	No	Non Degree	43-1011; 43-6011; 43-6012; 43-9061; 43-9199	43-0000	Office and Administrative Support Occupations	43-1011	Yes	Yes	No		\$63,740	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 11, 12, 15, 17, 18, 20, 21, 22, 23	Not on Lists
CIE	220302		Legal Assistant/Paralegal	College Credit Certificate	No	Non Degree	23-2093; 43-6012	23-0000; 43-0000	Legal Occupations; Office and Administrative Support Occupations	23-2093	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$53,530	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	220302	722030200	Legal Assisting	Diploma	No	Non Degree	23-2093; 43-6012	23-0000; 43-0000	Legal Occupations; Office and Administrative Support Occupations	23-2093	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$53,530	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	220301	522030100	Legal Office Management	College Credit Certificate	No	Non Degree	43-1011; 43-6011; 43-6012; 43-9061; 43-9199	43-0000	Office and Administrative Support Occupations	43-1011	Yes	Yes	No		\$63,740	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 11, 12, 15, 17, 18, 20, 21, 22, 23	Not on Lists
CIE	220301	522030103	Legal Secretary	Diploma	No	Non Degree	43-1011; 43-6011; 43-6012; 43-9061; 43-9199	43-0000	Office and Administrative Support Occupations	43-1011	Yes	Yes	No		\$63,740	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 11, 12, 15, 17, 18, 20, 21, 22, 23	Not on Lists
FCS	520801	252080113	Lending	College Credit Certificate	No	Non Degree	13-2041; 43-3099; 43-4131	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	13-2041	Yes	Yes	No		\$85,240	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
FCS/Districts	521908	252190809	Life Insurance Marketing	Career Certificate	No	Non Degree	13-1031; 41-3011; 41-3021	13-0000; 41-0000	Business and Financial Operations Occupations; Sales and Related Occupations	13-1031	Yes	Yes	No		\$68,270	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	111001	511100122	Linux System Administrator	College Credit Certificate	No	Non Degree	15-1231	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS/Districts	520801	252080112	Loan Originator - Mortgage	Career Certificate	No	Non Degree	13-2072; 43-3099; 43-4131	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	13-2072	Yes	Yes	No		\$71,790	Yes	RDOL	Not evaluated for local demand	12, 15, 23	Not on Lists
FCS/Districts	520904	252090400	Lodging Operations	Career Certificate	No	Non Degree	11-9051; 11-9081; 37-1011	11-0000; 37-0000	Management Occupations; Building and Grounds Cleaning and Maintenance Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
CIE	520904	252090400	Lodging Operations	Diploma	No	Non Degree	11-9051; 37-1011; 43-4051; 43-4081	11-0000; 37-0000; 43-0000	Management Occupations; Building and Grounds Cleaning and Maintenance Occupations; Office and Administrative Support Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS	520209	652020901	Logistics And Transportation Specialist	College Credit Certificate	No	Non Degree	11-3071; 13-1081; 43-5011; 53-1047	11-0000; 13-0000; 43-0000; 53-0000	Management Occupations; Business and Financial Operations Occupations; Office and Administrative Support Occupations; Transportation and Material Moving Occupations	11-3071	Yes	Yes	No		\$109,610	Yes	RDOL	Not evaluated for local demand	8, 12, 17, 23	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	520203		Logistics, Materials, And Supply Chain Management	College Credit Certificate	No	Non Degree	13-1081	13-0000	Business and Financial Operations Occupations	13-1081	Yes	Yes	No		\$70,120	Yes	RDOL	Not evaluated for local demand	2, 8, 12, 13, 15, 18, 22, 23	Not on Lists
FCS/Districts	480503	648050305	Machining Technologies	Career Certificate	No	Non Degree	51-4031; 51-4032; 51-4033; 51-4034; 51-4035; 51-4041; 51-4081; 51-4111; 51-4191	51-0000	Production Occupations	51-4032	Yes	Yes	No		\$56,280	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24
FCS/Districts	470106	647010604	Major Appliance And Refrigeration Technician	Career Certificate	No	Non Degree	49-1011; 49-9021; 49-9031	49-0000	Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	120406	612040600	Make Up Artistry	Diploma	No	Non Degree	39-5012; 39-5091; 39-5094	39-0000	Personal Care and Service Occupations	39-5012	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$35,040	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 24
CIE	120406	612040610	Make Up Artistry Cross-Training	Diploma	No	Non Degree	39-5012; 39-5091; 39-5094	39-0000	Personal Care and Service Occupations	39-5012	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$35,040	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 24
ICUF	520305		Management Accounting	College Credit Certificate	No	Non Degree	11-9141	11-0000	Management Occupations	11-9141	Yes	Yes	No		\$71,490	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	150613	615061368	Manufacturing Technology	Advanced Technical Certificate	Yes	Non Degree	17-3021; 17-3023; 17-3024; 17-3026; 17-3027; 17-3098; 41-4011	17-0000; 41-0000	Architecture and Engineering Occupations; Sales and Related Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	470605	647060506	Marine Electrician	College Credit Certificate	No	Non Degree	47-2111; 49-1011; 49-2093; 49-3023; 49-3031; 49-3041; 49-3042; 49-3092	47-0000; 49-0000	Construction and Extraction Occupations; Installation, Maintenance, and Repair Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	470605	647060566	Marine Engineering, Management & Seamanship	Advanced Technical Certificate	Yes	Non Degree	49-1011; 49-2093; 49-3023; 49-3031; 49-3051	49-0000	Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	30601	103060166	Marine Environmental Technology	Advanced Technical Certificate	Yes	Non Degree	19-2041; 19-4021; 19-4071	19-0000	Life, Physical, and Social Science Occupations	19-4021	Yes	Yes	No		\$43,330	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24
FCS	30601	103060167	Marine Environmental Technology	Advanced Technical Certificate	Yes	Non Degree	19-4071	19-0000	Life, Physical, and Social Science Occupations	19-4071	Yes	Yes	No		\$47,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
CIE	470616	647061602	Marine Maintenance	Diploma	No	Non Degree	49-1011; 49-2093; 49-3051; 49-9041; 53-5011	49-0000; 53-0000	Installation, Maintenance, and Repair Occupations; Transportation and Material Moving Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	10505	101050501	Marine Mammal Behavior And Training	College Credit Certificate	No	Non Degree	39-2011; 39-2021; 45-1011	39-0000; 45-0000	Personal Care and Service Occupations; Farming, Fishing, and Forestry Occupations	39-2011	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$37,250	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
FCS	470605	647060505	Marine Propulsion Technician	College Credit Certificate	No	Non Degree	49-1011; 49-2093; 49-3023; 49-3031; 49-3041; 49-3042; 49-3051; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	470616	647061611	Marine Service Technologies	Career Certificate	No	Non Degree	49-1011; 49-2093; 49-3051; 49-9041; 53-5011	49-0000; 53-0000	Installation, Maintenance, and Repair Occupations; Transportation and Material Moving Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	470605	647060513	Marine Systems Technician	College Credit Certificate	No	Non Degree	49-1011; 49-2093; 49-3023; 49-3031; 49-3041; 49-3042; 49-3051; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	470605	647060512	Marine Technology	College Credit Certificate	No	Non Degree	49-1011; 49-2093; 49-3023; 49-3031; 49-3041; 49-3042; 49-3051; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
ICUF	521401		Marketing	College Credit Certificate	No	Non Degree	41-3011	41-0000	Sales and Related Occupations	41-3011	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$65,560	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	520212	252021267	Marketing Management	Advanced Technical Certificate	Yes	Non Degree	11-2021; 13-1161	11-0000; 13-0000	Management Occupations; Business and Financial Operations Occupations	11-2021	Yes	Yes	No		\$151,020	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	521401	252140111	Marketing Operations	College Credit Certificate	No	Non Degree	41-3011	41-0000	Sales and Related Occupations	41-3011	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$65,560	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	521401	252140104	Marketing, Management And Entrepreneurial Principles	Career Certificate	No	Non Degree	11-1021	11-0000	Management Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
CIE	521401		Marketing/Marketing Management, General	College Credit Certificate	No	Non Degree	41-3011	41-0000	Sales and Related Occupations	41-3011	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$65,560	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	521401	252140105	Marketing/Marketing Research	College Credit Certificate	No	Non Degree	41-3011	41-0000	Sales and Related Occupations	41-3011	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$65,560	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	521401	252140105	Marketing/Marketing Research	Diploma	No	Non Degree	41-3011	41-0000	Sales and Related Occupations	41-3011	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$65,560	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	513501	351350110	Massage Specialities Cross-Training	Diploma	No	Non Degree	31-9011	31-0000	Healthcare Support Occupations	31-9011	Yes	Yes	No		\$50,560	Yes	LMEC	Not evaluated for local demand	Not on Lists	2, 8, 10, 11, 12, 15, 16, 17, 18, 20, 24
FCS/Districts	513501	351350102	Massage Therapy	Career Certificate	No	Non Degree	31-9011	31-0000	Healthcare Support Occupations	31-9011	Yes	Yes	No		\$50,560	Yes	LMEC	Not evaluated for local demand	Not on Lists	2, 8, 10, 11, 12, 15, 16, 17, 18, 20, 24
CIE	513501	351350100	Massage Therapy	Diploma	No	Non Degree	31-9011	31-0000	Healthcare Support Occupations	31-9011	Yes	Yes	No		\$50,560	Yes	LMEC	Not evaluated for local demand	Not on Lists	2, 8, 10, 11, 12, 15, 16, 17, 18, 20, 24
CIE	120414	612041401	Master Aesthetician/Esthetician	Diploma	No	Non Degree	39-5094	39-0000	Personal Care and Service Occupations	39-5094	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$41,140	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	150805	615080503	Mechanical Designer And Programmer	College Credit Certificate	No	Non Degree	17-3013; 27-1021	17-0000; 27-0000	Architecture and Engineering Occupations; Arts, Design, Entertainment, Sports, and Media Occupations	27-1021	Yes	Yes	No		\$58,980	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
FCS	150000	615000013	Mechatronics	College Credit Certificate	No	Non Degree	17-3024; 49-2094	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	17-3024	Yes	Yes	No		\$71,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS/Districts	150499	615049901	Mechatronics Technology	Career Certificate	No	Non Degree	17-3024; 51-2028	17-0000; 51-0000	Architecture and Engineering Occupations; Production Occupations	17-3024	Yes	Yes	No		\$71,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS/Districts	510716	551071603	Medical Administrative Specialist	Career Certificate	No	Non Degree	29-2098; 31-9092; 31-9094; 43-6011; 43-6013	29-0000; 31-0000; 43-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	510801	351080101	Medical Assistant	Diploma	No	Non Degree	31-9092; 43-6013	31-0000; 43-0000	Healthcare Support Occupations; Office and Administrative Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	510801	351080102	Medical Assisting	Career Certificate	No	Non Degree	31-9092; 43-6013	31-0000; 43-0000	Healthcare Support Occupations; Office and Administrative Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	510801	351080100	Medical Assisting	Diploma	No	Non Degree	31-9092; 43-6013	31-0000; 43-0000	Healthcare Support Occupations; Office and Administrative Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	510801	351080166	Medical Assisting Advanced	Advanced Technical Certificate	Yes	Non Degree	31-9092; 43-6013	31-0000; 43-0000	Healthcare Support Occupations; Office and Administrative Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	510801	351080104	Medical Assisting Specialist	College Credit Certificate	No	Non Degree	31-9092; 43-6013	31-0000; 43-0000	Healthcare Support Occupations; Office and Administrative Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	510714	351071410	Medical Billing/Coding Cross-Training	Diploma	No	Non Degree	13-1031; 29-2098; 29-9098; 31-9092; 31-9099; 43-3011; 43-3021; 43-6013; 43-9041	13-0000; 29-0000; 31-0000; 43-0000	Business and Financial Operations Occupations; Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	13-1031	Yes	Yes	No		\$68,270	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	510714	351071401	Medical Billing/Coding Management	Diploma	No	Non Degree	13-1031; 29-2098; 29-9098; 31-9092; 31-9099; 43-3011; 43-3021; 43-6013; 43-9041	13-0000; 29-0000; 31-0000; 43-0000	Business and Financial Operations Occupations; Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	13-1031	Yes	Yes	No		\$68,270	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	510714	351071402	Medical Billing/Coding Technician	Diploma	No	Non Degree	13-1031; 29-2098; 29-9098; 31-9092; 31-9099; 43-3011; 43-3021; 43-6013; 43-9041	13-0000; 29-0000; 31-0000; 43-0000	Business and Financial Operations Occupations; Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	13-1031	Yes	Yes	No		\$68,270	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	511004	351100404	Medical Clinical Laboratory Technician - ATD	Applied Technology Diploma (Clock Hour)	No	Non Degree	29-2010	29-0000	Healthcare Practitioners and Technical Occupations	29-2011	Yes	Yes	No		\$55,480	Yes	Not on Lists	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	511004	351100401	Medical Clinical Laboratory Technician -ATD	Applied Technology Diploma (Credit Hour)	No	Non Degree	29-2010	29-0000	Healthcare Practitioners and Technical Occupations	29-2011	Yes	Yes	No		\$55,480	Yes	Not on Lists	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	510714	351071403	Medical Coder/Biller	Career Certificate	No	Non Degree	13-1031; 29-2098; 29-9098; 31-9092; 31-9099; 43-3011; 43-3021; 43-6013; 43-9041	13-0000; 29-0000; 31-0000; 43-0000	Business and Financial Operations Occupations; Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	13-1031	Yes	Yes	No		\$68,270	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	510714	351071405	Medical Coder/Biller--ATD	Applied Technology Diploma (Clock Hour)	No	Non Degree	13-1031; 29-2098; 29-9098; 31-9092; 31-9099; 43-3011; 43-3021; 43-6013; 43-9041	13-0000; 29-0000; 31-0000; 43-0000	Business and Financial Operations Occupations; Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	13-1031	Yes	Yes	No		\$68,270	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	510714	351071400	Medical Coder/Biller--ATD	Applied Technology Diploma (Credit Hour)	No	Non Degree	13-1031; 29-2098; 29-9098; 31-9092; 31-9099; 43-3011; 43-3021; 43-6013; 43-9041	13-0000; 29-0000; 31-0000; 43-0000	Business and Financial Operations Occupations; Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	13-1031	Yes	Yes	No		\$68,270	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	150401	615040108	Medical Device Design And Manufacturing	College Credit Certificate	No	Non Degree	17-3023; 51-9082	17-0000; 51-0000	Architecture and Engineering Occupations; Production Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	150401	615040109	Medical Device Networking And Cybersecurity	College Credit Certificate	No	Non Degree	15-1231	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS	150401	615040107	Medical Equipment Repair	College Credit Certificate	No	Non Degree	17-3023; 49-9062	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	510714	351071404	Medical Information Coder/Biller	College Credit Certificate	No	Non Degree	13-1031; 29-2098; 29-9098; 31-9092; 31-9099; 43-3011; 43-3021; 43-6013; 43-9041	13-0000; 29-0000; 31-0000; 43-0000	Business and Financial Operations Occupations; Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	13-1031	Yes	Yes	No		\$68,270	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	510714		Medical Insurance Specialist/Medical Biller	College Credit Certificate	No	Non Degree	13-1031; 29-2098; 29-9098; 31-9092; 31-9099; 43-3011; 43-3021; 43-6013; 43-9041	13-0000; 29-0000; 31-0000; 43-0000	Business and Financial Operations Occupations; Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	13-1031	Yes	Yes	No		\$68,270	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	510802	351080201	Medical Laboratory Assisting	Career Certificate	No	Non Degree	29-2010; 31-9092	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	511004	351100466	Medical Laboratory Technology	Advanced Technical Certificate	Yes	Non Degree	29-2010	29-0000	Healthcare Practitioners and Technical Occupations	29-2011	Yes	Yes	No		\$55,480	Yes	Not on Lists	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	510705	551070566	Medical Office Administration	Advanced Technical Certificate	Yes	Non Degree	29-2098; 43-1011; 43-6013	29-0000; 43-0000	Healthcare Practitioners and Technical Occupations; Office and Administrative Support Occupations	43-1011	Yes	Yes	No		\$63,740	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 11, 12, 15, 17, 18, 20, 21, 22, 23	Not on Lists
CIE	510710		Medical Office Assistant/Specialist	College Credit Certificate	No	Non Degree	29-2098; 31-9092; 31-9099; 43-1011; 43-4071; 43-6013; 43-9061	29-0000; 31-0000; 43-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	510705	551070500	Medical Office Management	College Credit Certificate	No	Non Degree	29-2098; 43-1011; 43-6013	29-0000; 43-0000	Healthcare Practitioners and Technical Occupations; Office and Administrative Support Occupations	43-1011	Yes	Yes	No		\$63,740	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 11, 12, 15, 17, 18, 20, 21, 22, 23	Not on Lists
CIE	510705	351070500	Medical Office Management	Diploma	No	Non Degree	29-2098; 43-1011; 43-6013	29-0000; 43-0000	Healthcare Practitioners and Technical Occupations; Office and Administrative Support Occupations	43-1011	Yes	Yes	No		\$63,740	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 11, 12, 15, 17, 18, 20, 21, 22, 23	Not on Lists
FCS	510710	551071001	Medical Office Specialist	College Credit Certificate	No	Non Degree	29-2098; 31-9092; 31-9099; 43-1011; 43-4071; 43-6013; 43-9061	29-0000; 31-0000; 43-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	510716	351071603	Medical Office Specialist	Diploma	No	Non Degree	29-2098; 31-9092; 31-9094; 43-6011; 43-6013	29-0000; 31-0000; 43-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	510716	351071602	Medical Office Technology	Diploma	No	Non Degree	29-2098; 31-9092; 31-9094; 43-6011; 43-6013	29-0000; 31-0000; 43-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	410101	641010105	Medical Quality Systems	College Credit Certificate	No	Non Degree	19-4099; 51-9082	19-0000; 51-0000	Life, Physical, and Social Science Occupations; Production Occupations	19-4099	Yes	Yes	No		\$49,500	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
FCS/Districts	510707	351070701	Medical Record Transcribing/Healthcare Documentation	Career Certificate	No	Non Degree	29-2098; 29-9098; 31-9094	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS/Districts	510707	351070704	Medical Record Transcribing/Healthcare Documentation - ATD	Applied Technology Diploma (Clock Hour)	No	Non Degree	29-2098; 29-9098; 31-9094	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS	510707	351070706	Medical Record Transcribing/Healthcare Documentation--ATD	Applied Technology Diploma (Credit Hour)	No	Non Degree	29-2098; 29-9098; 31-9094	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
CIE	510707	351070702	Medical Records Technician	Diploma	No	Non Degree	29-2098; 29-9098; 31-9094	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
CIE	510716	551071603	Medical Secretary	Diploma	Yes	Non Degree	29-2098; 31-9092; 31-9094; 43-6011; 43-6013	29-0000; 31-0000; 43-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists

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Non-Degree Programs of Study

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Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	510716	551071610	Medical Secretary Cross-Training	Diploma	No	Non Degree	29-2098; 31-9092; 31-9094; 43-6011; 43-6013	29-0000; 31-0000; 43-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Office and Administrative Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	511508		Mental Health Counseling/Counselor	College Credit Certificate	No	Non Degree	21-1093	21-0000	Community and Social Service Occupations	21-1093	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$39,890	Yes	Not on Lists	Not evaluated for local demand	1, 8, 13, 18	Not on Lists
FCS/Districts	511502	351150204	Mental Health Technician	Career Certificate	No	Non Degree	29-2053; 29-2098; 31-1133	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
CIE	511508	351150801	Mental Health Technology	Diploma	No	Non Degree	21-1093	21-0000	Community and Social Service Occupations	21-1093	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$39,890	Yes	Not on Lists	Not evaluated for local demand	1, 8, 13, 18	Not on Lists
CIE	511508	351150810	Mental Health Technology Cross-Training	Diploma	No	Non Degree	21-1093	21-0000	Community and Social Service Occupations	21-1093	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$39,890	Yes	Not on Lists	Not evaluated for local demand	1, 8, 13, 18	Not on Lists
FCS	470104	647010406	Microcomputer Repairer/Installer	College Credit Certificate	No	Non Degree	15-1232; 49-2011	15-0000; 49-0000	Computer and Mathematical Occupations; Installation, Maintenance, and Repair Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	110203	511020309	Microsoft Certified Database Administrator Certificate	College Credit Certificate	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	470303	647030302	Millwright	Career Certificate	No	Non Degree	47-4021; 49-1011; 49-9012; 49-9041; 49-9043; 49-9044	47-0000; 49-0000	Construction and Extraction Occupations; Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	470303	647030305	Millwright 1	Career Certificate	No	Non Degree	47-4021; 49-1011; 49-9012; 49-9041; 49-9043; 49-9044	47-0000; 49-0000	Construction and Extraction Occupations; Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	470303	647030306	Millwright 2	Career Certificate	No	Non Degree	47-4021; 49-1011; 49-9012; 49-9041; 49-9043; 49-9044	47-0000; 49-0000	Construction and Extraction Occupations; Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
ICUF	520201		Missional Leadership	College Credit Certificate	No	Non Degree	11-9051; 11-9141; 13-1081; 41-9021; 41-9022	11-0000; 13-0000; 41-0000	Management Occupations; Business and Financial Operations Occupations; Sales and Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS	110103	511010309	Mobile Device Technology	College Credit Certificate	No	Non Degree	15-1231; 15-1232; 29-9098	15-0000; 29-0000	Computer and Mathematical Occupations; Healthcare Practitioners and Technical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
CIE	470101	647010109	Mobile Electronics Technician	Diploma	No	Non Degree	49-1011; 49-2011; 49-2093; 49-2096; 49-2097; 49-9099; 51-2028	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	110804	511080403	Modeling Simulation Design	Career Certificate	No	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	110804	511080402	Modeling Simulation Production	Career Certificate	No	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	520801	252080103	Mortgage Finance Management-Financial Services	College Credit Certificate	No	Non Degree	13-2072; 43-3099	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	13-2072	Yes	Yes	No		\$71,790	Yes	RDOL	Not evaluated for local demand	12, 15, 23	Not on Lists
FCS	520801	252080105	Mortgage Finance Specialist-Financial Services	College Credit Certificate	No	Non Degree	13-2072; 43-3099	13-0000; 43-0000	Business and Financial Operations Occupations; Office and Administrative Support Occupations	13-2072	Yes	Yes	No		\$71,790	Yes	RDOL	Not evaluated for local demand	12, 15, 23	Not on Lists
FCS	500602	650060205	Motion Picture Post Production	College Credit Certificate	No	Non Degree	27-4032	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4032	Yes	Yes	No		\$55,330	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 20
FCS	500602	650060204	Motion Picture Production	College Credit Certificate	No	Non Degree	27-4032	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4032	Yes	Yes	No		\$55,330	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 20
FCS	500602	650060206	Motion Picture Production Management	College Credit Certificate	No	Non Degree	27-4031	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4031	Yes	Yes	No		\$59,050	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16, 17
CIE	470606	647060610	Motorcycle Mechanics Cross-Training	Diploma	No	Non Degree	49-1011; 49-3051; 49-3053; 49-9098	49-0000	Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	470606	647060601	Motorcycle Service Technology	Diploma	No	Non Degree	49-1011; 49-3051; 49-3053; 49-9098	49-0000	Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	110801	511080113	Multimedia & Web Design	Diploma	No	Non Degree	49-2022	49-0000	Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
FCS	500913	650091366	Music Production Technology	Advanced Technical Certificate	Yes	Non Degree	27-2042; 27-4011; 27-4014	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4011	Yes	Yes	No		\$50,040	Yes	RDOL	Not evaluated for local demand	Not on Lists	8, 12, 15, 16, 17, 18, 20, 24
CIE	500903	650090300	Musical Arts	Diploma	No	Non Degree	27-2042	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-2042	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$34,350	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	120410	612041005	Nails Specialty	Career Certificate	No	Non Degree	39-5092; 39-5094	39-0000	Personal Care and Service Occupations	39-5092	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,550	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	120410	612041004	Nails Specialty	Diploma	No	Non Degree	39-5092; 39-5094	39-0000	Personal Care and Service Occupations	39-5092	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,550	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	470000	647000002	Natural Gas Operations And Distribution	Career Certificate	No	Non Degree	43-5041; 49-9012	43-0000; 49-0000	Office and Administrative Support Occupations; Installation, Maintenance, and Repair Occupations	43-5041	Yes	Yes	No		\$46,210	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16, 17, 18
CIE	110901	511090100	Network Administration	Diploma	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	111002	611100206	Network Communications (LAN)	College Credit Certificate	No	Non Degree	15-1231	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS	111002	611100207	Network Communications (WAN)	College Credit Certificate	No	Non Degree	15-1231	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS	111001	511100113	Network Enterprise Administration	College Credit Certificate	No	Non Degree	15-1231	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS	111001	511100114	Network Infrastructure	College Credit Certificate	No	Non Degree	15-1231; 15-1232	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS	111001	511100118	Network Security	College Credit Certificate	No	Non Degree	15-1231	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	111001	511100112	Network Server Administration	College Credit Certificate	No	Non Degree	15-1231	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
CIE	110901	511090103	Network Services Technology	College Credit Certificate	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	110901	511090103	Network Services Technology	Diploma	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	110901	511090102	Network Support Services	Career Certificate	No	Non Degree	15-1231; 15-1232	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
CIE	110901	511090102	Network Support Services	Diploma	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	110901	511090110	Network Support Services Cross-Training	Diploma	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	111001	511100121	Network Support Technician	College Credit Certificate	No	Non Degree	15-1231; 15-1232	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS/Districts	110901	511090105	Network Systems Administration	Career Certificate	No	Non Degree	15-1231; 15-1232	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS	111001	511100166	Network Systems Technology	Advanced Technical Certificate	Yes	Non Degree	15-1231; 15-1232	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
FCS	111001	511100116	Network Virtualization	College Credit Certificate	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
ICUF	111006		Networking Specialist	College Credit Certificate	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	90902	609090266	New Media Communications	Advanced Technical Certificate	No	Non Degree	27-2012; 27-3023; 27-3099	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-2012	Yes	Yes	No		\$81,030	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	510905	351090566	Nuclear Medicine Technology	Advanced Technical Certificate	Yes	Non Degree	29-2031; 29-2033; 29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2031	Yes	Yes	No		\$55,160	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
FCS	510905	351090503	Nuclear Medicine Technology Specialist	College Credit Certificate	No	Non Degree	29-2031; 29-2033; 29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2031	Yes	Yes	No		\$55,160	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
FCS/Districts	10606	101060602	Nursery Management	Career Certificate	No	Non Degree	11-9013; 37-1012; 45-1011; 51-1011	11-0000; 37-0000; 45-0000; 51-0000	Management Occupations; Building and Grounds Cleaning and Maintenance Occupations; Farming, Fishing, and Forestry Occupations; Production Occupations	11-9013	Yes	Yes	No		\$88,820	Yes	RDOL	Not evaluated for local demand	Not on Lists	18

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	513801	351380166	Nursing R.N	Advanced Technical Certificate	Yes	Non Degree	29-1141; 29-2061	29-0000	Healthcare Practitioners and Technical Occupations	29-1141	Yes	Yes	No		\$79,910	Yes	Both	Not evaluated for local demand	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	1, 2, 4, 5, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24
CIE	513902	351390200	Nursing Assistant	Diploma	No	Non Degree	31-1120; 31-1131; 31-1133; 31-9092; 31-9099	31-0000	Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	513902	351390203	Nursing Assistant (Articulated)	Career Certificate	No	Non Degree	31-1120; 31-1131; 31-1133; 31-9092; 31-9099	31-0000	Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	513902	351390200	Nursing Assistant (Long-Term Care)	Career Certificate	No	Non Degree	31-1120; 31-1131; 31-1133; 31-9092; 31-9099	31-0000	Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	513801	351380110	Nursing Cross-Training	Diploma	No	Non Degree	29-2061	29-0000	Healthcare Practitioners and Technical Occupations	29-2061	Yes	Yes	No		\$53,780	Yes	Both	Not evaluated for local demand	1, 2, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	1, 2, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
FCS/Districts	513103	351310302	Nutrition And Dietetic Clerk	Career Certificate	No	Non Degree	29-2051	29-0000	Healthcare Practitioners and Technical Occupations	29-2051	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$31,010	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 3, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24
FCS	510803	351080366	Occupational Therapy Assistant	Advanced Technical Certificate	Yes	Non Degree	31-2011; 31-2012; 31-2021	31-0000	Healthcare Support Occupations	31-2011	Yes	Yes	No		\$67,180	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	520204	552020466	Office Administration	Advanced Technical Certificate	Yes	Non Degree	43-1011; 43-6011	43-0000	Office and Administrative Support Occupations	43-1011	Yes	Yes	No		\$63,740	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 11, 12, 15, 17, 18, 20, 21, 22, 23	Not on Lists
FCS	520204	552020401	Office Management	College Credit Certificate	No	Non Degree	43-1011; 43-6011; 43-9061	43-0000	Office and Administrative Support Occupations	43-1011	Yes	Yes	No		\$63,740	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 11, 12, 15, 17, 18, 20, 21, 22, 23	Not on Lists
FCS	520407	552040704	Office Specialist	College Credit Certificate	No	Non Degree	15-1232; 43-1011; 43-6011; 43-6014; 43-9021; 43-9061; 43-9199	15-0000; 43-0000	Computer and Mathematical Occupations; Office and Administrative Support Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	520204	552020403	Office Support	College Credit Certificate	No	Non Degree	43-1011; 43-6011; 43-9061	43-0000	Office and Administrative Support Occupations	43-1011	Yes	Yes	No		\$63,740	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 11, 12, 15, 17, 18, 20, 21, 22, 23	Not on Lists
CIE	520205		Operations Management And Supervision	College Credit Certificate	No	Non Degree	13-1081; 49-1011; 51-1011	13-0000; 49-0000; 51-0000	Business and Financial Operations Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	13-1081	Yes	Yes	No		\$70,120	Yes	RDOL	Not evaluated for local demand	2, 8, 12, 13, 15, 18, 22, 23	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	511006	351100600	Ophthalmic Laboratory Technician	College Credit Certificate	No	Non Degree	29-2057; 29-2098; 51-9081; 51-9083	29-0000; 51-0000	Healthcare Practitioners and Technical Occupations; Production Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS	511803	351180367	Ophthalmic Technician	Advanced Technical Certificate	Yes	Non Degree	29-2098; 31-9092	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	511802	351180266	Optical Management	Advanced Technical Certificate	Yes	Non Degree	29-2057; 29-2081; 29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS/Districts	511802	351180203	Optometric Assisting	Career Certificate	No	Non Degree	29-2057; 29-2081; 29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS	110203	511020307	Oracle Certified Database Administrator	College Credit Certificate	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	110203	511020308	Oracle Certified Database Developer	College Credit Certificate	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	510923	351092300	Orthopedic Technology	Career Certificate	No	Non Degree	29-2055; 29-2098; 31-9092; 51-9082	29-0000; 31-0000; 51-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Production Occupations	29-2055	Yes	Yes	No		\$52,230	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	512307	1351230767	Orthotics & Prosthetics Technology	Advanced Technical Certificate	Yes	Non Degree	29-2091; 51-9082	29-0000; 51-0000	Healthcare Practitioners and Technical Occupations; Production Occupations	29-2091	Yes	Yes	No		\$83,480	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 15, 24
ICUF	220302		Paralegal Studies	College Credit Certificate	No	Non Degree	23-2093; 43-6012	23-0000; 43-0000	Legal Occupations; Office and Administrative Support Occupations	23-2093	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$53,530	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	220302	722030266	Paralegal Studies (Legal Assisting)	Advanced Technical Certificate	Yes	Non Degree	23-2011; 23-2093; 23-2099; 43-6012	23-0000; 43-0000	Legal Occupations; Office and Administrative Support Occupations	23-2011	Yes	Yes	No		\$56,650	Yes	RDOL	Not evaluated for local demand	4, 5, 8, 9, 11, 12, 13, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	220302	722030202	Paralegal Technology	Diploma	No	Non Degree	23-2093; 43-6012	23-0000; 43-0000	Legal Occupations; Office and Administrative Support Occupations	23-2093	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$53,530	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	510904	351090418	Paramedic	Applied Technology Diploma (Clock Hour)	No	Non Degree	29-2040	29-0000	Healthcare Practitioners and Technical Occupations	29-2043	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$51,520	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	510904	351090417	Paramedic	Applied Technology Diploma (Credit Hour)	No	Non Degree	29-2040	29-0000	Healthcare Practitioners and Technical Occupations	29-2043	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$51,520	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	510904	351090416	Paramedic	Career Certificate	No	Non Degree	29-2040	29-0000	Healthcare Practitioners and Technical Occupations	29-2043	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$51,520	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ICUF	510904		Paramedic	Career Certificate	No	Non Degree	29-2040	29-0000	Healthcare Practitioners and Technical Occupations	29-2043	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$51,520	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	510904	351090405	Paramedic	College Credit Certificate	No	Non Degree	29-2040	29-0000	Healthcare Practitioners and Technical Occupations	29-2043	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$51,520	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	510904	351090406	Paramedic	Diploma	No	Non Degree	29-2040	29-0000	Healthcare Practitioners and Technical Occupations	29-2043	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$51,520	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	490104	649010406	Passenger Service Agent	College Credit Certificate	No	Non Degree	43-4051; 43-4181; 53-2022	43-0000; 53-0000	Office and Administrative Support Occupations; Transportation and Material Moving Occupations	53-2022	Yes	Yes	No		\$126,360	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	18
FCS	120501	612050104	Pastry Chef Assistant	College Credit Certificate	No	Non Degree	35-1011; 35-1012; 35-2014; 51-3011	35-0000; 51-0000	Food Preparation and Serving Related Occupations; Production Occupations	35-1011	Yes	Yes	No		\$58,860	Yes	RDOL	Not evaluated for local demand	1, 10, 11, 12, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	513902	351390202	Patient Care Assistant	Career Certificate	No	Non Degree	31-1120; 31-1131; 31-1133; 31-9092; 31-9099	31-0000	Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	513902	351390202	Patient Care Assistant	Diploma	No	Non Degree	31-1120; 31-1131; 31-1133; 31-9092; 31-9099	31-0000	Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	513902	351390205	Patient Care Technician	Career Certificate	No	Non Degree	31-1120; 31-1131; 31-1133; 31-9092; 31-9099	31-0000	Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	513902	351390205	Patient Care Technician	Diploma	No	Non Degree	31-1120; 31-1131; 31-1133; 31-9092; 31-9099	31-0000	Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	513902	351390211	Patient Care Technician Cross-Training	Diploma	No	Non Degree	31-1120; 31-1131; 31-1133; 31-9092; 31-9099	31-0000	Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	500407	450040702	Pattern Making And Construction	College Credit Certificate	No	Non Degree	27-1022; 27-1026; 41-9012; 51-6092	27-0000; 41-0000; 51-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Sales and Related Occupations; Production Occupations	51-6092	Yes	Yes	No		\$50,530	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24
CIE	111006	511100603	Pc Support Services	Diploma	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	111006	511100610	Pc Support Services Cross-Training	Diploma	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	111006	511100602	Pc Support Services Technology	Diploma	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	120411	612041111	Permanent Makeup/Tattoo	Diploma	No	Non Degree	39-5012; 39-5091; 39-5094	39-0000	Personal Care and Service Occupations	39-5012	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$35,040	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 24
FCS/Districts	521908	252190810	Personal Lines Insurance Agent (20-44)	Career Certificate	No	Non Degree	13-1031; 41-1012; 41-3021	13-0000; 41-0000	Business and Financial Operations Occupations; Sales and Related Occupations	13-1031	Yes	Yes	No		\$68,270	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	10504	101050401	Pet Grooming	Diploma	No	Non Degree	31-9096; 39-2021	31-0000; 39-0000	Healthcare Support Occupations; Personal Care and Service Occupations	31-9096	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,150	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	10504	101050410	Pet Grooming Cross-Training	Diploma	No	Non Degree	31-9096; 39-2021	31-0000; 39-0000	Healthcare Support Occupations; Personal Care and Service Occupations	31-9096	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,150	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	510805	351080500	Pharmacy Aide	Diploma	No	Non Degree	29-2052; 31-9095; 41-1011	29-0000; 31-0000; 41-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Sales and Related Occupations	29-2052	Yes	Yes	No		\$38,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 20, 21, 22, 23, 24	Not on Lists
CIE	510805	351080508	Pharmacy Assistant	Diploma	No	Non Degree	29-2052; 31-9095; 41-1011	29-0000; 31-0000; 41-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Sales and Related Occupations	29-2052	Yes	Yes	No		\$38,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 20, 21, 22, 23, 24	Not on Lists
FCS	510805	351080566	Pharmacy Management	Advanced Technical Certificate	Yes	Non Degree	29-2052; 41-1011	29-0000; 41-0000	Healthcare Practitioners and Technical Occupations; Sales and Related Occupations	29-2052	Yes	Yes	No		\$38,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	510805	351080506	Pharmacy Technician	Career Certificate	No	Non Degree	29-2052; 31-9095	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-2052	Yes	Yes	No		\$38,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 20, 21, 22, 23, 24	Not on Lists
CIE	510805	351080509	Pharmacy Technician	Diploma	No	Non Degree	29-2052; 31-9095; 41-1011	29-0000; 31-0000; 41-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Sales and Related Occupations	29-2052	Yes	Yes	No		\$38,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	510805	351080507	Pharmacy Technician ATD	Applied Technology Diploma (Clock Hour)	No	Non Degree	29-2052; 31-9095	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-2052	Yes	Yes	No		\$38,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 20, 21, 22, 23, 24	Not on Lists
FCS	510805	351080503	Pharmacy Technician -ATD	Applied Technology Diploma (Credit Hour)	No	Non Degree	29-2052; 31-9095	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-2052	Yes	Yes	No		\$38,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 20, 21, 22, 23, 24	Not on Lists
CIE	510805	351080501	Pharmacy Technology	Diploma	No	Non Degree	29-2052; 31-9095; 41-1011	29-0000; 31-0000; 41-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations; Sales and Related Occupations	29-2052	Yes	Yes	No		\$38,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	511009	351100901	Phlebotomy	Career Certificate	No	Non Degree	31-9092; 31-9097	31-0000	Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	511009	351100901	Phlebotomy	Diploma	No	Non Degree	31-9092; 31-9097	31-0000	Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	511009	351100910	Phlebotomy Cross-Training	Diploma	No	Non Degree	31-9092; 31-9097	31-0000	Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	500406	650040601	Photography Specialist	Diploma	No	Non Degree	27-4021	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4021	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$43,590	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24
FCS	500605	650060501	Photography	College Credit Certificate	No	Non Degree	27-4021; 27-4032	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4032	Yes	Yes	No		\$55,330	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 20
ICUF	500605		Photography	College Credit Certificate	No	Non Degree	27-4021	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4021	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$43,590	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24
FCS	510806	351080666	Physical Therapist Assistant	Advanced Technical Certificate	Yes	Non Degree	31-2011; 31-2021; 31-2022	31-0000	Healthcare Support Occupations	31-2011	Yes	Yes	No		\$67,180	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	510806	351080600	Physical Therapy Aide	Diploma	No	Non Degree	31-2022	31-0000	Healthcare Support Occupations	31-2022	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$31,460	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	18
CIE	460503	646050307	Plumber Helper	Diploma	No	Non Degree	47-1011; 47-2152; 47-3015	47-0000	Construction and Extraction Occupations	47-1011	Yes	Yes	No		\$69,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	460503	646050312	Plumbing	Career Certificate	No	Non Degree	47-1011; 47-2152; 47-3015	47-0000	Construction and Extraction Occupations	47-1011	Yes	Yes	No		\$69,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	460503	646050310	Plumbing Cross-Training	Diploma	No	Non Degree	47-1011; 47-2152; 47-3015	47-0000	Construction and Extraction Occupations	47-1011	Yes	Yes	No		\$69,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
CIE	460503	646050308	Plumbing Technician	Diploma	No	Non Degree	47-1011; 47-2152; 47-3015	47-0000	Construction and Extraction Occupations	47-1011	Yes	Yes	No		\$69,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS	150613	615061303	Pneumatics, Hydraulics & Motors For Manufacturing	College Credit Certificate	No	Non Degree	17-3024; 17-3027	17-0000	Architecture and Engineering Occupations	17-3024	Yes	Yes	No		\$71,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	430199	743019903	Police Service Aide	Career Certificate	No	Non Degree	13-1041; 33-1011; 33-3012; 33-3021; 33-9098	13-0000; 33-0000	Business and Financial Operations Occupations; Protective Service Occupations	13-1041	Yes	Yes	No		\$70,310	Yes	RDOL	Not evaluated for local demand	5, 8, 9, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	470606	647060604	Power Equipment Technologies	Career Certificate	No	Non Degree	49-1011; 49-3051; 49-3053; 49-9098	49-0000	Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	513901	351390101	Practical Nursing	Career Certificate	No	Non Degree	29-2061	29-0000	Healthcare Practitioners and Technical Occupations	29-2061	Yes	Yes	No		\$53,780	Yes	Both	Not evaluated for local demand	1, 2, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	1, 2, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
ICUF	513901		Practical Nursing	Career Certificate	No	Non Degree	29-2061	29-0000	Healthcare Practitioners and Technical Occupations	29-2061	Yes	Yes	No		\$53,780	Yes	Both	Not evaluated for local demand	1, 2, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	1, 2, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
CIE	513901	351390100	Practical Nursing	Diploma	No	Non Degree	29-2061	29-0000	Healthcare Practitioners and Technical Occupations	29-2061	Yes	Yes	No		\$53,780	Yes	Both	Not evaluated for local demand	1, 2, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	1, 2, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
FCS	190709	419070908	Preschool Specialization	College Credit Certificate	No	Non Degree	25-2011; 25-9045; 39-9011	25-0000; 39-0000	Educational Instruction and Library Occupations; Personal Care and Service Occupations	25-2011	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$30,990	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 16, 17, 18, 20, 24
CIE	110601	511060104	Presentation Graphics	Diploma	No	Non Degree	15-1232; 43-9021; 43-9061	15-0000; 43-0000	Computer and Mathematical Occupations; Office and Administrative Support Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	131299	713129902	Principles Of Teaching	Career Certificate	No	Non Degree	25-3021; 25-9045	25-0000	Educational Instruction and Library Occupations	25-3021	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$40,370	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	430109	743010905	Private Investigation Technology	Diploma	No	Non Degree	33-1090; 33-9032; 33-9098	33-0000	Protective Service Occupations	33-1099	Yes	Yes	No		\$59,420	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18
FCS/Districts	430109	743010907	Private Investigator Intern	Career Certificate	No	Non Degree	13-1041; 33-1090; 33-9021; 33-9032	13-0000; 33-0000	Business and Financial Operations Occupations; Protective Service Occupations	13-1041	Yes	Yes	No		\$70,310	Yes	RDOL	Not evaluated for local demand	5, 8, 9, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	430109	743010907	Private Investigator Internship	Diploma	No	Non Degree	33-1090; 33-9032; 33-9098	33-0000	Protective Service Occupations	33-1099	Yes	Yes	No		\$59,420	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	430109	743010900	Private Security Officer	Career Certificate	No	Non Degree	33-1090; 33-9032	33-0000	Protective Service Occupations	33-1099	Yes	Yes	No		\$59,420	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18
CIE	430109	743010900	Private Security Officer	Diploma	No	Non Degree	33-1090; 33-9032; 33-9098	33-0000	Protective Service Occupations	33-1099	Yes	Yes	No		\$59,420	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18
FCS/Districts	120503	412050312	Professional Culinary Arts & Hospitality	Career Certificate	No	Non Degree	11-9051; 25-3021; 35-1011; 35-1012; 35-2013; 35-2014	11-0000; 25-0000; 35-0000	Management Occupations; Educational Instruction and Library Occupations; Food Preparation and Serving Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS	490304	249030403	Professional Dive Instructor	College Credit Certificate	No	Non Degree	25-3021; 49-9092	25-0000; 49-0000	Educational Instruction and Library Occupations; Installation, Maintenance, and Repair Occupations	49-9092	Yes	Yes	No		\$53,270	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 15, 24
FCS	490102	649010266	Professional Pilot Technology	Advanced Technical Certificate	Yes	Non Degree	53-2011; 53-2012	53-0000	Transportation and Material Moving Occupations	53-2011	Yes	Yes	No		\$270,720	Yes	RDOL	Not evaluated for local demand	Not on Lists	16, 18
FCS	490304	249030401	Professional Research Diving	College Credit Certificate	No	Non Degree	25-3021; 49-9092	25-0000; 49-0000	Educational Instruction and Library Occupations; Installation, Maintenance, and Repair Occupations	49-9092	Yes	Yes	No		\$53,270	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 15, 24
FCS	470605	647060516	Professional Welder	College Credit Certificate	No	Non Degree	49-1011; 49-3023; 49-3031; 49-3041; 49-3042; 49-3092; 51-4121; 51-4122	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	111005	511100501	Project Management Associate	College Credit Certificate	No	Non Degree	13-1082	13-0000	Business and Financial Operations Occupations	13-1082	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$95,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	521908	252190811	Property Adjuster Estimating	Career Certificate	No	Non Degree	13-1031; 41-3021	13-0000; 41-0000	Business and Financial Operations Occupations; Sales and Related Occupations	13-1031	Yes	Yes	No		\$68,270	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	513810		Psychiatric/Mental Health Nurse/Nursing	College Credit Certificate	No	Non Degree	29-2053	29-0000	Healthcare Practitioners and Technical Occupations	29-2053	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$37,400	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	511502		Psychiatric/Mental Health Services Technician	College Credit Certificate	No	Non Degree	29-2053; 29-2098; 31-1133	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
ICUF	449999		Public Administration	College Credit Certificate	No	Non Degree	21-1093	21-0000	Community and Social Service Occupations	21-1093	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$39,890	Yes	Not on Lists	Not evaluated for local demand	1, 8, 13, 18	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	430399	743039900	Public Safety Telecommunication	Career Certificate	No	Non Degree	33-1090; 33-9093; 43-5031; 43-5032	33-0000; 43-0000	Protective Service Occupations; Office and Administrative Support Occupations	33-1099	Yes	Yes	No		\$59,420	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18
FCS/Districts	150506	615050600	Public Works	Career Certificate	No	Non Degree	17-3025; 51-8031	17-0000; 51-0000	Architecture and Engineering Occupations; Production Occupations	17-3025	Yes	Yes	No		\$46,210	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 3, 4, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 21, 22, 23, 24
FCS	510907	351090766	Radiation Therapy	Advanced Technical Certificate	Yes	Non Degree	29-1124; 29-2034; 29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2034	Yes	Yes	No		\$62,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23	Not on Lists
FCS	510907	351090703	Radiation Therapy Specialist	College Credit Certificate	No	Non Degree	29-1124; 29-2034; 29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2034	Yes	Yes	No		\$62,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23	Not on Lists
CIE	100202	610020204	Radio & Television Production	Diploma	No	Non Degree	27-4098	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4015	Yes	Yes	No		\$49,280	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	15, 24
FCS	100202	610020266	Radio And Television Broadcast Programming	Advanced Technical Certificate	Yes	Non Degree	27-2012; 27-3011; 27-4012; 27-4014	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-2012	Yes	Yes	No		\$81,030	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	510911	351091166	Radiography	Advanced Technical Certificate	Yes	Non Degree	29-1124; 29-2034; 29-2035	29-0000	Healthcare Practitioners and Technical Occupations	29-2034	Yes	Yes	No		\$62,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23	Not on Lists
FCS/Districts	510911	351091100	Radiologic Technology	Career Certificate	No	Non Degree	29-1124; 29-2034	29-0000	Healthcare Practitioners and Technical Occupations	29-2034	Yes	Yes	No		\$62,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23	Not on Lists
CIE	510603	351060310	Radiological (Dental) Technology Cross-Training	Diploma	No	Non Degree	51-9081; 51-9083	51-0000	Production Occupations	51-9081	Yes	Yes	No		\$49,850	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16, 20
CIE	510907	351090710	Radiology/Tomography Cross-Training	Diploma	No	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS	151302	615130211	Rapid Prototyping Specialist	College Credit Certificate	No	Non Degree	51-4041; 51-4061	51-0000	Production Occupations	51-4041	Yes	Yes	No		\$48,140	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	220302	722030203	Real Estate Paralegal Certificate	College Credit Certificate	No	Non Degree	23-2011; 23-2093; 43-6012	23-0000; 43-0000	Legal Occupations; Office and Administrative Support Occupations	23-2011	Yes	Yes	No		\$56,650	Yes	RDOL	Not evaluated for local demand	4, 5, 8, 9, 11, 12, 13, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	521501	252150107	Real Estate Sales Agent	Career Certificate	No	Non Degree	11-9141; 41-9021; 41-9022	11-0000; 41-0000	Management Occupations; Sales and Related Occupations	11-9141	Yes	Yes	No		\$71,490	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	521501	252150101	Real Estate Sales Associate Post Licensing	Career Certificate	No	Non Degree	11-9141; 41-9021; 41-9022	11-0000; 41-0000	Management Occupations; Sales and Related Occupations	11-9141	Yes	Yes	No		\$71,490	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	520201	552020113	Real Estate Specialist	College Credit Certificate	No	Non Degree	11-9051; 11-9141; 13-1081; 41-9021; 41-9022	11-0000; 13-0000; 41-0000	Management Occupations; Business and Financial Operations Occupations; Sales and Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	100203	610020300	Recording Arts Technician	Diploma	No	Non Degree	49-2097	49-0000	Installation, Maintenance, and Repair Occupations	49-2097	Yes	Yes	No		\$47,120	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24
CIE	100203	610020302	Recording Arts Technology	Diploma	No	Non Degree	49-2097	49-0000	Installation, Maintenance, and Repair Occupations	49-2097	Yes	Yes	No		\$47,120	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24
CIE	100203		Recording Arts Technology/Technician	College Credit Certificate	No	Non Degree	49-2097	49-0000	Installation, Maintenance, and Repair Occupations	49-2097	Yes	Yes	No		\$47,120	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24
CIE	470201	647020102	Refrigeration Mechanic	Diploma	No	Non Degree	49-1011; 49-9021; 49-9098; 51-8021	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	513801		Registered Nursing/Registered Nurse	College Credit Certificate	No	Non Degree	29-2061	29-0000	Healthcare Practitioners and Technical Occupations	29-2061	Yes	Yes	No		\$53,780	Yes	Both	Not evaluated for local demand	1, 2, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	1, 2, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
FCS	150501	615050101	Residential Air Conditioning, Refrigeration & Heating Systems Assistant	College Credit Certificate	No	Non Degree	49-1011; 49-9021; 49-9031; 51-8021	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	150501	615050102	Residential Air Conditioning, Refrigeration & Heating Systems Technician	College Credit Certificate	No	Non Degree	49-1011; 49-9021; 49-9031; 51-8021	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	521501	552150166	Residential Property Management	Advanced Technical Certificate	Yes	Non Degree	11-9141; 41-9021; 41-9022	11-0000; 41-0000	Management Occupations; Sales and Related Occupations	11-9141	Yes	Yes	No		\$71,490	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	521501	552150101	Residential Property Management Specialist	College Credit Certificate	No	Non Degree	11-9141; 41-9021; 41-9022	11-0000; 41-0000	Management Occupations; Sales and Related Occupations	11-9141	Yes	Yes	No		\$71,490	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
CIE	520906	252090600	Resort Management	Diploma	No	Non Degree	11-9051; 35-1012; 37-1011; 39-1098	11-0000; 35-0000; 37-0000; 39-0000	Management Occupations; Food Preparation and Serving Related Occupations; Building and Grounds Cleaning and Maintenance Occupations; Personal Care and Service Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS	510908	351090866	Respiratory Care	Advanced Technical Certificate	Yes	Non Degree	29-1126; 29-2031; 29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2031	Yes	Yes	No		\$55,160	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	520905	252090566	Restaurant Management	Advanced Technical Certificate	Yes	Non Degree	11-9051; 35-1011; 35-1012	11-0000; 35-0000	Management Occupations; Food Preparation and Serving Related Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
CIE	120402	612040201	Restricted Barber	Diploma	No	Non Degree	39-5011; 39-5012; 39-5094	39-0000	Personal Care and Service Occupations	39-5012	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$35,040	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 24
FCS	520215	552021501	Risk Management And Insurance Management	College Credit Certificate	No	Non Degree	13-2054	13-0000	Business and Financial Operations Occupations	13-2054	Yes	Yes	No		\$109,970	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
FCS	520215	552021500	Risk Management And Insurance Operations	College Credit Certificate	No	Non Degree	13-2053	13-0000	Business and Financial Operations Occupations	13-2053	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$72,550	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	150405	615040514	Robotics And Simulation Technician	College Credit Certificate	No	Non Degree	17-3023; 17-3024	17-0000	Architecture and Engineering Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS	520904	252090402	Rooms Division Management	College Credit Certificate	No	Non Degree	11-9051; 11-9081; 37-1011	11-0000; 37-0000	Management Occupations; Building and Grounds Cleaning and Maintenance Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS	520904	252090406	Rooms Division Operations	College Credit Certificate	No	Non Degree	11-9051; 11-9081; 37-1011	11-0000; 37-0000	Management Occupations; Building and Grounds Cleaning and Maintenance Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
FCS	520904	252090405	Rooms Division Specialist	College Credit Certificate	No	Non Degree	11-9051; 37-1011; 43-4051; 43-4081	11-0000; 37-0000; 43-0000	Management Occupations; Building and Grounds Cleaning and Maintenance Occupations; Office and Administrative Support Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	12, 17
CIE	521801	252180101	Sales	Diploma	No	Non Degree	41-1012; 41-2022; 41-3011; 41-4012; 41-9041; 41-9091; 41-9099	41-0000	Sales and Related Occupations	41-1012	Yes	Yes	No		\$95,700	Yes	RDOL	Not evaluated for local demand	1, 2, 12, 15, 17, 18	Not on Lists
CIE	521801		Sales, Distribution, And Marketing Operations, General	College Credit Certificate	No	Non Degree	41-1012; 41-2022; 41-3011; 41-4012; 41-9041; 41-9091; 41-9099	41-0000	Sales and Related Occupations	41-1012	Yes	Yes	No		\$95,700	Yes	RDOL	Not evaluated for local demand	1, 2, 12, 15, 17, 18	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	190709	419070914	School Age Certification (Child Care Aide)	Diploma	No	Non Degree	25-9045; 39-9011	25-0000; 39-0000	Educational Instruction and Library Occupations; Personal Care and Service Occupations	25-9042	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$29,380	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	190709	419070914	School Age Professional Certificate	Career Certificate	No	Non Degree	25-2011; 39-9011	25-0000; 39-0000	Educational Instruction and Library Occupations; Personal Care and Service Occupations	25-2011	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$30,990	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 16, 17, 18, 20, 24
FCS	410301	641030102	Scientific Workplace Preparation	College Credit Certificate	No	Non Degree	19-4031; 29-2010; 51-9011	19-0000; 29-0000; 51-0000	Life, Physical, and Social Science Occupations; Healthcare Practitioners and Technical Occupations; Production Occupations	19-4031	Yes	Yes	No		\$51,330	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	1, 2, 8, 11, 12, 16, 17, 18, 20
FCS	430112	743011266	Security Management And Administration	Advanced Technical Certificate	Yes	Non Degree	33-1090	33-0000	Protective Service Occupations	33-1099	Yes	Yes	No		\$59,420	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18
FCS	150616	615061667	Semiconductor Engineering Technology	Advanced Technical Certificate	Yes	Non Degree	17-3023	17-0000	Architecture and Engineering Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
ICUF	131001		Serving Individuals With Disabilities	College Credit Certificate	No	Non Degree	25-9045	25-0000	Educational Instruction and Library Occupations	25-9042	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$29,380	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	150801	615080167	Simulation Technology	Advanced Technical Certificate	Yes	Non Degree	17-3021; 17-3024; 17-3026; 51-2011	17-0000; 51-0000	Architecture and Engineering Occupations; Production Occupations	17-3021	Yes	Yes	No		\$78,140	Yes	Not on Lists	Not evaluated for local demand	13	Not on Lists
FCS	150702	615070202	Six Sigma Black Belt Certificate	College Credit Certificate	No	Non Degree	11-3051; 17-3026; 51-9061	11-0000; 17-0000; 51-0000	Management Occupations; Architecture and Engineering Occupations; Production Occupations	17-3026	Yes	Yes	No		\$60,230	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	2, 8, 10, 12, 20, 24
FCS	10302	101030200	Skilled Cattle Worker	College Credit Certificate	No	Non Degree	45-1011; 45-2021	45-0000	Farming, Fishing, and Forestry Occupations	45-1011	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$55,310	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	150407	615040700	Small Unmanned Aircraft Systems And Applications	College Credit Certificate	No	Non Degree	17-3021; 17-3024	17-0000	Architecture and Engineering Occupations	17-3021	Yes	Yes	No		\$78,140	Yes	Not on Lists	Not evaluated for local demand	13	Not on Lists
FCS	511599	1451159967	Social And Human Services	Advanced Technical Certificate	Yes	Non Degree	21-1093; 21-1094	21-0000	Community and Social Service Occupations	21-1094	Yes	Yes	No		\$47,720	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 5, 6, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	151703	615170301	Solar Energy Technician	College Credit Certificate	No	Non Degree	17-3023; 47-2231; 47-4090	17-0000; 47-0000	Architecture and Engineering Occupations; Construction and Extraction Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FCS/Districts	151703	615170300	Solar Photovoltaic System Design, Installation And Maintenance - Entry Level	Career Certificate	No	Non Degree	47-2231; 47-4090; 49-9098	47-0000; 49-0000	Construction and Extraction Occupations; Installation, Maintenance, and Repair Occupations	47-2231	Yes	Yes	No		\$43,470	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	18
ICUF	520299		Sports Administration	College Credit Certificate	No	Non Degree	43-1011	43-0000	Office and Administrative Support Occupations	43-1011	Yes	Yes	No		\$63,740	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 11, 12, 15, 17, 18, 20, 21, 22, 23	Not on Lists
FCS	520201	552020117	Sports Management Operations	College Credit Certificate	No	Non Degree	11-9072	11-0000	Management Occupations	11-9072	Yes	Yes	No		\$82,960	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
FCS	310507	731050766	Sports, Fitness, And Recreation Management	Advanced Technical Certificate	Yes	Non Degree	11-9198; 39-9031	11-0000; 39-0000	Management Occupations; Personal Care and Service Occupations	11-9072	Yes	Yes	No		\$82,960	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
FCS/Districts	100201	610020100	Stage Production	Career Certificate	No	Non Degree	27-4011; 27-4098; 51-9151	27-0000; 51-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Production Occupations	27-4011	Yes	Yes	No		\$50,040	Yes	RDOL	Not evaluated for local demand	Not on Lists	8, 12, 15, 16, 17, 18, 20, 24
FCS	500502	650050201	Stage Technology	College Credit Certificate	No	Non Degree	27-4011; 27-4098	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4011	Yes	Yes	No		\$50,040	Yes	RDOL	Not evaluated for local demand	Not on Lists	8, 12, 15, 16, 17, 18, 20, 24
ICUF	90902	0	Strategic Social Media	Undergraduate Certificate	Yes	Non Degree	27-3099	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-3099	Yes	Yes	No		\$47,230	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
FCS	150801	615080102	Structural Assembly Technician	College Credit Certificate	No	Non Degree	17-3021; 51-2011	17-0000; 51-0000	Architecture and Engineering Occupations; Production Occupations	17-3021	Yes	Yes	No		\$78,140	Yes	Not on Lists	Not evaluated for local demand	13	Not on Lists
ICUF	511501		Substance Abuse Awareness And Treatment	Career Certificate	No	Non Degree	21-1093	21-0000	Community and Social Service Occupations	21-1093	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$39,890	Yes	Not on Lists	Not evaluated for local demand	1, 8, 13, 18	Not on Lists
FCS	520209	652020966	Supply Chain Management	Advanced Technical Certificate	Yes	Non Degree	13-1081; 53-1047	13-0000; 53-0000	Business and Financial Operations Occupations; Transportation and Material Moving Occupations	13-1081	Yes	Yes	No		\$70,120	Yes	RDOL	Not evaluated for local demand	2, 8, 12, 13, 15, 18, 22, 23	Not on Lists
FCS	520209	652020967	Supply Chain Management	Advanced Technical Certificate	Yes	Non Degree	13-1020	13-0000	Business and Financial Operations Occupations	13-1021	Yes	Yes	No		\$68,790	Yes	Not on Lists	Not evaluated for local demand	8, 9, 11, 12, 13, 14, 15, 18, 20, 21, 24	Not on Lists
FCS	520209	652020968	Supply Chain Management	Advanced Technical Certificate	Yes	Non Degree	13-1020	13-0000	Business and Financial Operations Occupations	13-1021	Yes	Yes	No		\$68,790	Yes	Not on Lists	Not evaluated for local demand	8, 9, 11, 12, 13, 14, 15, 18, 20, 21, 24	Not on Lists
FCS	520209	652020967	Supply Chain Procurement Management	Advanced Technical Certificate	Yes	Non Degree	13-1081; 53-1047	13-0000; 53-0000	Business and Financial Operations Occupations; Transportation and Material Moving Occupations	13-1081	Yes	Yes	No		\$70,120	Yes	RDOL	Not evaluated for local demand	2, 8, 12, 13, 15, 18, 22, 23	Not on Lists
FCS	520209	652020968	Supply Chain Project Management	Advanced Technical Certificate	Yes	Non Degree	13-1081; 53-1047	13-0000; 53-0000	Business and Financial Operations Occupations; Transportation and Material Moving Occupations	13-1081	Yes	Yes	No		\$70,120	Yes	RDOL	Not evaluated for local demand	2, 8, 12, 13, 15, 18, 22, 23	Not on Lists
FCS	520209	652020966	Supply Chain Management	Advanced Technical Certificate	Yes	Non Degree	13-1020	13-0000	Business and Financial Operations Occupations	13-1021	Yes	Yes	No		\$68,790	Yes	Not on Lists	Not evaluated for local demand	8, 9, 11, 12, 13, 14, 15, 18, 20, 21, 24	Not on Lists
FCS	510909	351090908	Surgical First Assistant	College Credit Certificate	No	Non Degree	29-2055; 29-9098	29-0000	Healthcare Practitioners and Technical Occupations	29-2055	Yes	Yes	No		\$52,230	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	510909	351090966	Surgical First Assisting	Advanced Technical Certificate	Yes	Non Degree	29-2055; 29-9098	29-0000	Healthcare Practitioners and Technical Occupations	29-2055	Yes	Yes	No		\$52,230	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	510909	351090967	Surgical Services	Advanced Technical Certificate	Yes	Non Degree	29-2055; 29-9098	29-0000	Healthcare Practitioners and Technical Occupations	29-2055	Yes	Yes	No		\$52,230	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	510909	351090905	Surgical Technology	Career Certificate	No	Non Degree	29-2055; 29-9098; 31-9093	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-2055	Yes	Yes	No		\$52,230	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	510909	351090905	Surgical Technology	Diploma	No	Non Degree	29-2055; 29-9098; 31-9093	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-2055	Yes	Yes	No		\$52,230	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	510909	351090904	Surgical Technology Specialist	College Credit Certificate	No	Non Degree	29-2055; 29-9098; 31-9093	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-2055	Yes	Yes	No		\$52,230	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	303301	630330106	Sustainable Design	College Credit Certificate	No	Non Degree	13-1198; 17-3011	13-0000; 17-0000	Business and Financial Operations Occupations; Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
ICUF	521601		Tax Preparation	Career Certificate	No	Non Degree	13-2082	13-0000	Business and Financial Operations Occupations	13-2082	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$46,810	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ICUF	521601		Taxation	College Credit Certificate	No	Non Degree	13-2082	13-0000	Business and Financial Operations Occupations	13-2082	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$46,810	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	131206	13120610	Teacher Education Cross-Training	Diploma	No	Non Degree	25-9045	25-0000	Educational Instruction and Library Occupations	25-9042	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$29,380	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	131401		Teaching English As A Second Or Foreign Language/EsI Language Instructor	College Credit Certificate	No	Non Degree	25-3021	25-0000	Educational Instruction and Library Occupations	25-3021	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$40,370	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	111005	511100568	Technology Project Management	Advanced Technical Certificate	No	Non Degree	13-1198; 15-1299	13-0000; 15-0000	Business and Financial Operations Occupations; Computer and Mathematical Occupations	15-1299	Yes	Yes	No		\$91,790	Yes	Not on Lists	Not evaluated for local demand	2	Not on Lists
FCS	111005	511100502	Technology Project Manager	College Credit Certificate	No	Non Degree	13-1082	13-0000	Business and Financial Operations Occupations	13-1082	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$95,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	151202	515120200	Technology Support Services	Career Certificate	No	Non Degree	15-1231; 15-1232	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	150303	615030372	Telecommunications Engineering Technology	Advanced Technical Certificate	Yes	Non Degree	17-3012; 17-3021; 17-3023; 17-3024; 17-3098; 49-2022; 49-2091; 49-2093; 49-2094; 49-2095	17-0000; 49-0000	Architecture and Engineering Occupations; Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
CIE	470103	647010301	Telecommunications Technology	Diploma	No	Non Degree	49-1011; 49-2022; 49-2097; 49-2098; 49-9052	49-0000	Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
FCS/Districts	100202	610020218	Television Production Technology	Career Certificate	No	Non Degree	27-4012; 27-4031	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4012	Yes	Yes	No		\$64,120	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 3, 4, 5, 8, 9, 11, 12, 14, 15, 18, 21, 22, 23, 24
FCS	100202	610020200	Television Studio Production	College Credit Certificate	No	Non Degree	27-4031	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4031	Yes	Yes	No		\$59,050	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16, 17
FCS	470103	647010303	Television System Support	College Credit Certificate	No	Non Degree	27-4011; 27-4012; 49-1011; 49-2022; 49-2097; 49-2098; 49-9052	27-0000; 49-0000	Arts, Design, Entertainment, Sports, and Media Occupations; Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
ICUF	131401		Tesol Certificate	College Credit Certificate	No	Non Degree	25-3021	25-0000	Educational Instruction and Library Occupations	25-3021	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$40,370	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	500502	650050266	Theater And Entertainment Technology	Advanced Technical Certificate	Yes	Non Degree	27-4011; 27-4014	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4011	Yes	Yes	No		\$50,040	Yes	RDOL	Not evaluated for local demand	Not on Lists	8, 12, 15, 16, 17, 18, 20, 24
CIE	500501	650050100	Theatrical Arts	Diploma	No	Non Degree	27-2011	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-2011	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$34,350	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CIE	513302		Traditional Chinese Medicine And Chinese Herbology	College Credit Certificate	No	Non Degree	29-9098; 31-9092	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	470613	647061307	Transit Technician 1	Career Certificate	No	Non Degree	49-2093; 49-3023; 49-3031; 49-3041; 49-3042; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS/Districts	470613	647061308	Transit Technician 2	Career Certificate	No	Non Degree	49-2093; 49-3023; 49-3031; 49-3041; 49-3042; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes the credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS/Districts	470613	647061309	Transit Technician 3	Career Certificate	No	Non Degree	49-2093; 49-3023; 49-3031; 49-3041; 49-3042; 49-3092	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FCS	131003	713100306	Translation And Interpretation	College Credit Certificate	No	Non Degree	27-3091	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-3091	Yes	Yes	No		\$54,030	Yes	RDOL	Not evaluated for local demand	Not on Lists	10, 12, 17
FCS	131003	713100367	Translation-Interpretation Studies: English-Spanish Track	Advanced Technical Certificate	No	Non Degree	25-3011; 27-3091	25-0000; 27-0000	Educational Instruction and Library Occupations; Arts, Design, Entertainment, Sports, and Media Occupations	27-3091	Yes	Yes	No		\$54,030	Yes	RDOL	Not evaluated for local demand	Not on Lists	10, 12, 17
FCS	520203	652020366	Transportation And Logistics	Advanced Technical Certificate	Yes	Non Degree	11-3071; 13-1081; 43-5011	11-0000; 13-0000; 43-0000	Management Occupations; Business and Financial Operations Occupations; Office and Administrative Support Occupations	11-3071	Yes	Yes	No		\$109,610	Yes	RDOL	Not evaluated for local demand	8, 12, 17, 23	Not on Lists
FCS	10303	101030304	Tropical Ornamental Mariculture Technician	College Credit Certificate	No	Non Degree	45-1011	45-0000	Farming, Fishing, and Forestry Occupations	45-1011	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$55,310	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	151701	715170100	Turbine Generator Maintenance, Inspection And Repair	Career Certificate	No	Non Degree	47-2231; 49-9041; 49-9081; 51-8013; 51-8099	47-0000; 49-0000; 51-0000	Construction and Extraction Occupations; Installation, Maintenance, and Repair Occupations; Production Occupations	49-9041	Yes	Yes	No		\$55,440	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 15, 17, 18, 22, 23, 24	Not on Lists
CIE	310508	631050800	Umpiring	Diploma	No	Non Degree	27-2023	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-2023	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$46,320	Yes	LMEC	Not evaluated for local demand	Not on Lists	2, 3, 5, 6, 7, 8, 9, 11, 12, 14, 15, 16, 18, 20, 21, 22, 23, 24
CIE	490304	649030401	Underwater Specialist	Diploma	No	Non Degree	25-3021; 29-2040; 49-9071; 49-9092	25-0000; 29-0000; 49-0000	Educational Instruction and Library Occupations; Healthcare Practitioners and Technical Occupations; Installation, Maintenance, and Repair Occupations	49-9092	Yes	Yes	No		\$53,270	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 15, 24
FCS	150801	1615080166	Unmanned Vehicle Systems Operations	Advanced Technical Certificate	Yes	Non Degree	17-3021; 17-3024; 17-3026	17-0000	Architecture and Engineering Occupations	17-3021	Yes	Yes	No		\$78,140	Yes	Not on Lists	Not evaluated for local demand	13	Not on Lists
ICUF	110801		User Experience And Web Design	College Credit Certificate	No	Non Degree	49-2022	49-0000	Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
FCS	18301	301830100	Veterinary Assisting	College Credit Certificate	No	Non Degree	29-2056; 31-9096	29-0000; 31-0000	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	29-2056	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$38,060	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FCS	500602	650060200	Video Editing & Post Production	College Credit Certificate	No	Non Degree	27-4014; 27-4032	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4014	Yes	Yes	No		\$67,760	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
FCS	500411	550041118	Virtual & Augmented Reality Technologies	College Credit Certificate	No	Non Degree	15-1256; 15-1257	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ICUF	500101		Vocal Performance	College Credit Certificate	No	Non Degree	27-1019	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1019	Yes	Yes	No		\$50,950	Yes	LMEC	Not evaluated for local demand	Not on Lists	2, 8, 12, 15, 21, 22, 23
ICUF	500908		Vocal Performance	College Credit Certificate	No	Non Degree	27-2042	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-2042	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$34,350	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	150506	715050604	Wastewater Treatment Technologies	Career Certificate	No	Non Degree	19-4042; 51-8031	19-0000; 51-0000	Life, Physical, and Social Science Occupations; Production Occupations	51-8031	Yes	Yes	No		\$53,860	Yes	Not on Lists	Not evaluated for local demand	16	Not on Lists
CIE	470408	647040801	Watchmaking & Watch Repair	Diploma	No	Non Degree	49-9064; 51-9071	49-0000; 51-0000	Installation, Maintenance, and Repair Occupations; Production Occupations	51-9071	Yes	Yes	No		\$48,970	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
FCS	30104	703010404	Water Quality Technician	College Credit Certificate	No	Non Degree	19-4031; 19-4042	19-0000	Life, Physical, and Social Science Occupations	19-4031	Yes	Yes	No		\$51,330	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	1, 2, 8, 11, 12, 16, 17, 18, 20
FCS/Districts	150506	715050603	Water Treatment Technologies	Career Certificate	No	Non Degree	19-4042; 51-8031	19-0000; 51-0000	Life, Physical, and Social Science Occupations; Production Occupations	51-8031	Yes	Yes	No		\$53,860	Yes	Not on Lists	Not evaluated for local demand	16	Not on Lists
FCS/Districts	110201	511020102	Web Application Development & Programming	Career Certificate	No	Non Degree	15-1256; 15-1257	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS/Districts	110801	511080100	Web Development	Career Certificate	No	Non Degree	15-1257	15-0000	Computer and Mathematical Occupations	15-1254	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FCS	110801	511080103	Web Development Specialist	College Credit Certificate	No	Non Degree	15-1257	15-0000	Computer and Mathematical Occupations	15-1254	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists

2024-2025 Master Credentials List
Non-Degree Programs of Study

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Green Highlights = Credential is new to the MCL in 2024-2025.

Educational Sector	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program/Profession Title	Program Type	New to the 24-25 MCL	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CIE	110801	511080108	Web/Internet/Intranet Services	Diploma	No	Non Degree	49-2022	49-0000	Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
CIE	110801	511080104	Web/Internet/Intranet Technology	Diploma	No	Non Degree	49-2022	49-0000	Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
CIE	110801	511080110	Web/Internet/Intranet Technology Cross-Training	Diploma	No	Non Degree	49-2022	49-0000	Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
FCS	500102	650010215	Webcast Media	College Credit Certificate	No	Non Degree	27-1019; 27-4032	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1019	Yes	Yes	No		\$50,950	Yes	LMEC	Not evaluated for local demand	Not on Lists	2, 8, 12, 15, 21, 22, 23
FCS	500102	650010218	Webcast Technology	College Credit Certificate	No	Non Degree	27-1019; 27-4032	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1019	Yes	Yes	No		\$50,950	Yes	LMEC	Not evaluated for local demand	Not on Lists	2, 8, 12, 15, 21, 22, 23
CIE	480508	648050804	Welding Technician	Diploma	No	Non Degree	51-4121; 51-4122	51-0000	Production Occupations	51-4121	Yes	Yes	No		\$46,690	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	480508	648050805	Welding Technology	Career Certificate	No	Non Degree	51-4121; 51-4122	51-0000	Production Occupations	51-4121	Yes	Yes	No		\$46,690	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS/Districts	480508	648050806	Welding Technology - Advanced	Career Certificate	No	Non Degree	51-4121; 51-4122	51-0000	Production Occupations	51-4121	Yes	Yes	No		\$46,690	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FCS	150305	615030508	Wireless Communications	College Credit Certificate	No	Non Degree	49-2021; 49-2022	49-0000	Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
CIE	510907	351090704	X-Ray Technician	Diploma	No	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FCS	511599	451159906	Youth Development Services	College Credit Certificate	No	Non Degree	21-1093	21-0000	Community and Social Service Occupations	21-1093	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$39,890	Yes	Not on Lists	Not evaluated for local demand	1, 8, 13, 18	Not on Lists
FCS	10999	101099966	Zoo Animal Technology	Advanced Technical Certificate	No	Non Degree	19-1023	19-0000	Life, Physical, and Social Science Occupations	19-1023	Yes	Yes	No		\$53,630	Yes	LMEC	Not evaluated for local demand	Not on Lists	2, 4, 8, 9, 10, 12, 13, 15, 17, 18, 20, 21, 22, 24

2024-2025 Master Credentials List
Registered Apprenticeships

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Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FL008910004	A/C Contractors Association of Central FL GNJ	Heating & Air-Conditioner Install/Ser	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
2021-FL-88396	ABC Institute Apprenticeship Programs, GNJ	Electrician	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
2021-FL-88396	ABC Institute Apprenticeship Programs, GNJ	Fire Suppression Technician	No	33-2011	33-0000	Protective Service Occupations	33-2011	Yes	Yes	No		\$56,560	Yes	Yes	Yes	Yes	Yes
2021-FL-88396	ABC Institute Apprenticeship Programs, GNJ	Heating & Air Conditioning Mechanic & Installer	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
2021-FL-88396	ABC Institute Apprenticeship Programs, GNJ	Line Erector (Power-Line Distribution Erector)	No	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	No	Yes	Yes	No
2021-FL-88396	ABC Institute Apprenticeship Programs, GNJ	Pipe Fitter - Sprinkler Fitter	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
2021-FL-88396	ABC Institute Apprenticeship Programs, GNJ	Pipe Fitter (Construction)	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
2021-FL-88396	ABC Institute Apprenticeship Programs, GNJ	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
2021-FL-88396	ABC Institute Apprenticeship Programs, GNJ	Project Manager	No	13-1198	13-0000	Business and Financial Operations Occupations	13-1082	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$95,120	Yes	No	Yes	Yes	No
2021-FL-88396	ABC Institute Apprenticeship Programs, GNJ	Roofer	No	47-2181	47-0000	Construction and Extraction Occupations	47-2181	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$42,370	Yes	Yes	Yes	Yes	No
FL007860018	ABC Institute Electrical Apprenticeship Program GNJ	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL007890024	ABC Institute Line Erector Appren Program GNJ	Line Erector (Power-Line Distribution Erector)	No	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	No	Yes	Yes	No
FL007890028	ABC Institute Pipefitter-Spinkler Fitter Appr Prog	Sprinkler Fitter (Existing Title: Pipe Fitter)	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL009050002	ABC Institute Plumbers Apprenticeship Program GNJ	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL009157997	ABC Institute Roofing Apprenticeship Program GNJ	Roofer	No	47-2181	47-0000	Construction and Extraction Occupations	47-2181	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$42,370	Yes	Yes	Yes	Yes	No
FL013020001	ABCI Heating & A/C Installer- Servicer GNJ	Heating & Air-Conditioner Install/Ser	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
FL005081357	ABO Apprenticeship INJ	Pipe Fitter (Construction)	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL005081357	ABO Apprenticeship INJ	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes

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Registered Apprenticeships

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Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FL005081357	ABO Apprenticeship INJ	Sheet Metal Worker	No	47-2211	47-0000	Construction and Extraction Occupations	47-2211	Yes	Yes	No		\$47,780	Yes	Yes	Yes	Yes	Yes
FL007900025	ACF Sarasota Bay Chef Association, GNJ	Cook (Hotel & Restaurant)	No	35-2014	35-0000	Food Preparation and Serving Related Occupations	35-2014	Yes	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,900	Yes	Yes	No	Yes	No
2023-FL-116015	ACI Learning Apprenticeship Program, GNJ	Computer Support Specialist - Desktop Support Tech	No	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	Yes	Yes	Yes	Yes
2023-FL-116015	ACI Learning Apprenticeship Program, GNJ	Cybersecurity Support Technician	No	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	Yes	Yes	Yes	Yes
FL007490002	ACRA-Local 725 JATC	Heating & Air-Conditioner Install/Ser	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
FL007490002	ACRA-Local 725 JATC	Pipefitter (Construction)	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
2019-FL-72533	Adrienne Arsht Center Technician Apprenticship, GJ	Stage Technician	No	27-4011	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4011	Yes	Yes	No		\$50,040	Yes	Yes	No	Yes	Yes
2017-FL-68555	Advanced Manufacturing Apprenticeship Program GNJ	Machinist (Alternate Title: Precision Machinist)	No	51-4041	51-0000	Production Occupations	51-4041	Yes	Yes	No		\$48,140	Yes	Yes	Yes	Yes	Yes
2018-FL-71645	Air Conditioning Contractors Association of Polk County Apprenticeship Program, GNJ	Heating & Air-Conditioner Install/Ser	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
2024-FL-126097	American Aerospace Technical Academy Apprenticeship Program, GNJ	Non-Destructive Tester	Yes	17-3029	17-0000	Architecture and Engineering Occupations	17-3029	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$68,470	Yes	Yes	Yes	Yes	No
FL007900017	American Culinary Federation GNJ	Cook	No	35-2014	35-0000	Food Preparation and Serving Related Occupations	35-2014	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,900	Yes	No	No	Yes	No
FL007900017	American Culinary Federation GNJ	Cook (Hotel & Restaurant)	No	35-2014	35-0000	Food Preparation and Serving Related Occupations	35-2014	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,900	Yes	No	No	Yes	No
FL007900017	American Culinary Federation GNJ	Cook, Pastry (Hotel & Restaurant)	No	51-3011	51-0000	Production Occupations	51-3011	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$32,180	Yes	No	No	Yes	No
2023-FL-117501	American Medical Response (AMR)	Emergency Medical Technician	Yes	29-2042	29-0000	Healthcare Practitioners and Technical Occupations	29-2042	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$37,130	Yes	Yes	Yes	Yes	No
2023-FL-117501	American Medical Response (AMR)	Paramedic	Yes	29-2043	29-0000	Healthcare Practitioners and Technical Occupations	29-2043	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$51,520	Yes	Yes	Yes	Yes	No

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Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
2019-FL-72596	AmSkills Apprenticeship Program, GNJ	Cnc Set-Up Programmer - Milling And Turning	No	51-9162	51-0000	Production Occupations	51-9162	Yes	Yes	No		\$60,100	Yes	Yes	Yes	Yes	Yes
2019-FL-72596	AmSkills Apprenticeship Program, GNJ	Manual Machinist	No	51-4041	51-0000	Production Occupations	51-4041	Yes	Yes	No		\$48,140	Yes	Yes	Yes	Yes	Yes
2019-FL-72596	AmSkills Apprenticeship Program, GNJ	Mechatronics Technician	No	49-2094	49-0000	Installation, Maintenance, and Repair Occupations	49-2094	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$57,060	Yes	No	Yes	Yes	No
2019-FL-72596	AmSkills Apprenticeship Program, GNJ	Robotics Technician	No	17-3024	17-0000	Architecture and Engineering Occupations	17-3024	Yes	Yes	No		\$71,180	Yes	Yes	Yes	Yes	Yes
2023-FL-116834	Applied Drilling Engineering Program, INJ	Geothermal and Well Drilling Operator (Alternate Title: Water Well Driller)	No	47-5097	47-0000	Construction and Extraction Occupations	47-5023	Yes	Yes	No		\$49,410	Yes	Yes	Yes	Yes	Yes
2022-FL-112861	Apprenticeship Program of PCG, GNJ	Automotive Collision Technician	Yes	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	Yes	Yes	Yes	Yes
2022-FL-112861	Apprenticeship Program of PCG, GNJ	Automotive Service Mechanic	Yes	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	Yes	Yes	Yes	Yes
2022-FL-112861	Apprenticeship Program of PCG, GNJ	Business Analyst	No	13-1111	13-0000	Business and Financial Operations Occupations	13-1111	Yes	Yes	No		\$89,760	Yes	Yes	Yes	Yes	Yes
2022-FL-112861	Apprenticeship Program of PCG, GNJ	Operations Management (Alternate Title: Business Operations Manager)	No	11-1021	11-0000	Management Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	Yes	Yes	Yes	Yes
2020-FL-75893	Apprenticeships to Careers at AdventHealth, INJ	Advanced Patient Care Technician	No	31-9092	31-0000	Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	Yes	Yes	Yes	Yes
2020-FL-78246	Argos - AI Apprenticeship Program, GNJ	Cybersecurity Analyst	No	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	Yes	Yes	Yes	Yes
2022-FL-111495	Armstrong Elevator Apprenticeship Program, INJ	Elevator Constructor	No	47-4021	47-0000	Construction and Extraction Occupations	47-4021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$84,610	Yes	No	Yes	Yes	No
FL007710001	Asbestos Workers Local Union #60 JAC	Composite Plastic Fabricator (Existing Title: Insulation Worker)	No	47-2131	47-0000	Construction and Extraction Occupations	47-2131	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,490	Yes	Yes	Yes	Yes	No
2018-FL-72011	Avocet Aviation Maintenance Technician Apprenticeship, INJ	Airframe & Powerplant Mechanic	No	49-3011	49-0000	Installation, Maintenance, and Repair Occupations	49-3011	Yes	Yes	No		\$70,110	Yes	Yes	Yes	Yes	Yes
2020-FL-78520	Baker Concrete Construction, Inc. Apprenticeship Program, INJ	Form Builder Carpenter (Existing Title: Form Builder)	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
2020-FL-75839	Bartelt Packaging, LLC Apprenticeship, INJ	Machine Builder	No	51-2031	51-0000	Production Occupations	51-2031	Yes	Yes	No		\$43,470	Yes	Yes	Yes	Yes	Yes
FL007900005	Bay Area Building Maintenance Apprenticeship GNJ	Maintenance Repairer, Build	No	49-9071	49-0000	Installation, Maintenance, and Repair Occupations	49-9071	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,480	Yes	Yes	Yes	Yes	No
FL007890010	Bay Area Diesel Technicians Association	Diesel Mechanic (Alternate Title: Power-Generation Equipment Repairer)	No	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	Yes	Yes	Yes	Yes
FL006010005	Bay Area Electrical Apprenticeship Program GNJ	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes

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Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
2021-FL-93447	Bee2Bee Network Apprenticeship Program INJ	Application Developer	No	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	No	Yes	Yes	No
2024-FL-126945	Best Friends for Kidz Training Inc. GNJ	Early Childhood Educator	Yes	25-2011	25-0000	Educational Instruction and Library Occupations	25-2011	Yes	Yes	No	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$30,990	Yes	Yes	Yes	Yes	No
2019-FL-72221	Black Knight, Inc., INJ	Application Developer	No	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	No	Yes	Yes	No
2022-FL-11292	Bloem Living Tool Maker Apprenticeship Program, INJ	Tool Maker	No	51-4111	51-0000	Production Occupations	51-4111	Yes	Yes	No		\$58,290	Yes	Yes	Yes	Yes	Yes
2024-FL-126131	Brevard Adult & Community Education Apprenticeship Program, INJ	Truck Driver, Heavy (Bus Driver, Driver Courier I, Driver Courier II)	Yes	53-3032	53-0000	Transportation and Material Moving Occupations	53-3032	Yes	Yes	No		\$49,690	Yes	Yes	Yes	Yes	Yes
FL001970007	Brevard Air Conditioning Contractors Assn Inc. GNJ	Heating & Air-Conditioner Install/Ser	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
FL008850020	Brevard Electrical Apprenticeship Program GNJ	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
2019-FL-72848	Broward College IT Apprenticeship Program, GNJ	Information Technology Specialist	No	15-1244	15-0000	Computer and Mathematical Occupations	15-1244	Yes	Yes	No		\$91,620	Yes	Yes	Yes	Yes	Yes
2019-FL-73554	Broward College Telecommunications Apprenticeship Program, GNJ	Information Technology Specialist	No	15-1244	15-0000	Computer and Mathematical Occupations	15-1244	Yes	Yes	No		\$91,620	Yes	Yes	Yes	Yes	Yes
2019-FL-73554	Broward College Telecommunications Apprenticeship Program, GNJ	Network Support Technician (Alternate Title: Telecommunications Technician)	No	15-1244	15-0000	Computer and Mathematical Occupations	15-1244	Yes	Yes	No		\$91,620	Yes	Yes	Yes	Yes	Yes
FL007460006	Broward County Plumbers & Pipefitters JAC	Pipe Fitter (Construction)	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL007460006	Broward County Plumbers & Pipefitters JAC	Pipe Fitter (Existing Title: Pipe Fitter (Construction))	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL007460006	Broward County Plumbers & Pipefitters JAC	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL013060003	Builders Assn. of North Central FL Master Trade Co	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL013060003	Builders Assn. of North Central FL Master Trade Co	Heating & Air-Conditioner Install/Ser	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
FL013060003	Builders Assn. of North Central FL Master Trade Co	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL013060003	Builders Assn. of North Central FL Master Trade Co	Residential Carpenter	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
2023-FL-118431	Bus Maintenance Apprenticeship of Osceola County, JAC	Bus Maintenance Technician (Existing Title: Diesel Mechanic)	Yes	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	Yes	Yes	Yes	Yes
2024-FL-126067	C&T Contracting Services, LLC, INJ	Cement Mason	Yes	47-2021	47-0000	Construction and Extraction Occupations	47-2021	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,530	Yes	Yes	Yes	Yes	No
2019-FL-73838	CareerSouce Research Coast Apprenticeship Program, GNJ	Computer Support Specialist- Desktop Support Tech	No	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	Yes	Yes	Yes	Yes

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2019-FL-73838	CareerSouce Research Coast Apprenticeship Program, GNJ	Cyber Security Support Technician	No	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	Yes	Yes	Yes	Yes
2019-FL-73838	CareerSouce Research Coast Apprenticeship Program, GNJ	Distribution and Logistics Technician	No	53-7065	53-0000	Transportation and Material Moving Occupations	53-7065	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,430	Yes	No	Yes	Yes	No
2019-FL-73838	CareerSouce Research Coast Apprenticeship Program, GNJ	Industrial Manufacturing Technician	No	17-3026	17-0000	Architecture and Engineering Occupations	17-3026	Yes	Yes	No		\$60,230	Yes	Yes	Yes	Yes	Yes
2019-FL-73838	CareerSouce Research Coast Apprenticeship Program, GNJ	Marine Services Technician	No	49-9071	49-0000	Installation, Maintenance, and Repair Occupations	49-9071	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,480	Yes	Yes	Yes	Yes	No
2019-FL-73838	CareerSouce Research Coast Apprenticeship Program, GNJ	Network Support Technician	No	15-1244	15-0000	Computer and Mathematical Occupations	15-1244	Yes	Yes	No		\$91,620	Yes	Yes	Yes	Yes	Yes
2019-FL-73838	CareerSouce Research Coast Apprenticeship Program, GNJ	Truss Design Technician	No	17-3011	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	Yes	Yes	Yes	Yes
2022-FL-104127	CareerSource Flagler Volusia Apprenticeship Program, GNJ	Career Development Technician	No	13-1071	13-0000	Business and Financial Operations Occupations	13-1071	Yes	Yes	No		\$68,760	Yes	Yes	Yes	Yes	Yes
2018-FL-71010	CareerSource Suncoast Apprenticeship Program GNJ	Tool And Die Maker (Die Manufacturer)	No	51-4111	51-0000	Production Occupations	51-4111	Yes	Yes	No		\$58,290	Yes	Yes	Yes	Yes	Yes
2021-FL-81121	Carpentry Apprenticeship Program of Osceola County, INJ	Carpenter	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
2021-FL-87932	CE Academy, INJ	Electrician	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
2023-FL-118419	Central Florida Auto Dealers Association, Inc., GNJ	Automotive Electrical Vehicle Service Technician	Yes	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	Yes	Yes	Yes	Yes
FL005145192	Central Florida Building Maintenance Apprenticeship, GNJ	Maintenance Repairer, Build	No	49-9071	49-0000	Installation, Maintenance, and Repair Occupations	49-9071	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,480	Yes	Yes	Yes	Yes	No
FL008850019	Central Florida Carpenters JATC	Carpenter	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
FL008920009	Central Florida Child Care Educators Apprenticeship Program, GNJ	Child Care Development Specialist	No	39-9011	39-0000	Personal Care and Service Occupations	39-9011	Yes	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$28,480	Yes	Yes	Yes	Yes	No
FL008660001	Central Florida Electrical JATC	Electrician	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL008660001	Central Florida Electrical JATC	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL008660001	Central Florida Electrical JATC	Electrician, Maintenance	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL008660001	Central Florida Electrical JATC	Residential Wireman	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL005000002	Central Florida Electrical Teledata JATC	Telecommunications Technician (Alternate Title: Broadband Technician)	No	49-2022	49-0000	Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Yes	Yes	Yes	Yes

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FL007680001	Central Florida Heat & Frost & Allied Workers JATT	Composite Plastic Fabricator (Existing Title: Insulation Worker)	No	47-2131	47-0000	Construction and Extraction Occupations	47-2131	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,490	Yes	Yes	Yes	Yes	No
FL005060002	Central Florida Mechanical JATC	Mechanic, Industrial Truck (Alternate Titles: Diesel Mech/Power-Gen Equip Rep)	No	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	Yes	Yes	Yes	Yes
FL002080009	Central Florida Plumbing Academy GNJ	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL007860003	CHELCO (Choctawhatchee Electric Cooperative) INJ	Line Erector (Power-Line Distribution Erector)	No	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	No	Yes	Yes	No
FL001940004	Child Care Apprenticeship Program of Pasco County	Child Care Development Specialist	No	39-9011	39-0000	Personal Care and Service Occupations	39-9011	Yes	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$28,480	Yes	Yes	No	Yes	No
FL007890019	Child Care Apprenticeship Program of Pinellas GNJ	Child Care Development Specialist	No	39-9011	39-0000	Personal Care and Service Occupations	39-9011	Yes	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$28,480	Yes	Yes	No	Yes	No
FL007900014	Childcare Apprenticeship Program of Manatee County	Child Care Development Specialist	No	39-9011	39-0000	Personal Care and Service Occupations	39-9011	Yes	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$28,480	Yes	Yes	No	Yes	No
2023-FL-116498	Cintas Fire Protection Apprenticeship Program, INJ	Fire Alarm Inspection Test Maintenance Technician	No	49-2098	49-0000	Installation, Maintenance, and Repair Occupations	49-2098	Yes	Yes	No		\$47,140	Yes	Yes	Yes	Yes	Yes
2017-FL-790	Circuit Electric Inc., INJ	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL005101362	City of Bartow IJ	Electric Meter Repairer	No	49-9012	49-0000	Installation, Maintenance, and Repair Occupations	49-9012	Yes	Yes	No		\$56,000	Yes	Yes	Yes	Yes	Yes
FL005101362	City of Bartow IJ	Electrician, Substation	No	49-2095	49-0000	Installation, Maintenance, and Repair Occupations	49-2095	Yes	Yes	No		\$76,450	Yes	Yes	Yes	Yes	Yes
FL005101362	City of Bartow IJ	Line Installer-Repairer	No	49-9052	49-0000	Installation, Maintenance, and Repair Occupations	49-9052	Yes	Yes	No		\$50,780	Yes	Yes	Yes	Yes	Yes
FL009112199	City of Lake Worth Beach Utilities Apprenticeship Program IJ	Electric Meter Repairer	No	49-9012	49-0000	Installation, Maintenance, and Repair Occupations	49-9012	Yes	Yes	No		\$56,000	Yes	Yes	Yes	Yes	Yes
FL009112199	City of Lake Worth Beach Utilities Apprenticeship Program IJ	Line Erector (Power-Line Distribution Erector)	No	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	No	Yes	Yes	No
FL001950006	City of Leesburg Electric Utility INJ	Electrician, Substation	No	49-2095	49-0000	Installation, Maintenance, and Repair Occupations	49-2095	Yes	Yes	No		\$76,450	Yes	Yes	Yes	Yes	Yes

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Registered Apprenticeships

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Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FL001950006	City of Leesburg Electric Utility INJ	Line Erector (Power-Line Distribution Erector)	No	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	No	Yes	Yes	No
2023-FL-116067	City of Newberry Lineworker Apprentice Program INJ	Line Maintainer (High Voltage Electrician)	No	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	No	Yes	Yes	No
FL007860011	City of St. Petersburg IJW	Automobile Mechanic (Alternate Title: Light-Wheel Vehicle Mechanic)	No	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	Yes	Yes	Yes	Yes
FL007860011	City of St. Petersburg IJW	Maint Mechanic (Any Ind) (Alternate Title: Industrial Maintenance Mechanic)	No	49-9041	49-0000	Installation, Maintenance, and Repair Occupations	49-9041	Yes	Yes	No		\$55,440	Yes	Yes	Yes	Yes	Yes
FL007860011	City of St. Petersburg IJW	Maintenance Repairer, Build	No	49-9071	49-0000	Installation, Maintenance, and Repair Occupations	49-9071	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,480	Yes	Yes	Yes	Yes	No
FL007860011	City of St. Petersburg IJW	Maintenance Tech Municipal	No	47-2061	47-0000	Construction and Extraction Occupations	47-2061	Yes	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$37,690	Yes	Yes	Yes	Yes	No
FL007860011	City of St. Petersburg IJW	Meter Repairer (Any Ind)	No	49-9012	49-0000	Installation, Maintenance, and Repair Occupations	49-9012	Yes	Yes	No		\$56,000	Yes	Yes	Yes	Yes	Yes
FL007860011	City of St. Petersburg IJW	Pipe Fitter (Construction)	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL010100020	City of Tallahassee Apprentice Meter Technician II, INJ	Apprentice Meter Technician II	No	49-9012	49-0000	Installation, Maintenance, and Repair Occupations	49-9012	Yes	Yes	No		\$56,000	Yes	Yes	Yes	Yes	Yes
FL013135192	City of Tallahassee Electric Production / Power Plant Operator	Power-Plant Operator	No	51-8013	51-0000	Production Occupations	51-8013	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$76,600	Yes	Yes	Yes	Yes	No
FL010050001	City of Tallahassee Lineworker, INJ	Transmission & Distribution Lineworker	No	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	No	Yes	Yes	No
FL010100019	City of Tallahassee Substation Electrician INJ	Substation Electrician	No	49-2095	49-0000	Installation, Maintenance, and Repair Occupations	49-2095	Yes	Yes	No		\$76,450	Yes	Yes	Yes	Yes	Yes
2020-FL-78483	City of Tallahassee Utilities Apprenticeship Program, INJ	Gas Utility Technician	No	51-8092	51-0000	Production Occupations	51-8092	Yes	Yes	No		\$52,120	Yes	Yes	Yes	Yes	Yes
2020-FL-78483	City of Tallahassee Utilities Apprenticeship Program, INJ	Relay Technician	No	49-2095	49-0000	Installation, Maintenance, and Repair Occupations	49-2095	Yes	Yes	No		\$76,450	Yes	Yes	Yes	Yes	Yes
FL007830022	City of Venice Fire Department IJ	Fire Fighter	No	33-2011	33-0000	Protective Service Occupations	33-2011	Yes	Yes	No		\$56,560	Yes	Yes	Yes	Yes	Yes

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Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FL008090194	City of Vero Beach IJ	Line Erector (Power-Line Distribution Erector)	No	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	No	Yes	Yes	No
2018-FL-71824	CMS Mechanical Services, LLC, INJ	Heating & Air Conditioning Installer-Servicer - Florida	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
2023-FL-122976	CNA Training & Testing Center, GNJ	Nurse Assistant Certified	Yes	31-1131	31-0000	Healthcare Support Occupations	31-1131	Yes	Yes	No	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$33,390	Yes	Yes	Yes	Yes	No
2022-FL-103943	Coastline K9 Apprenticeship Program, INJ	Animal Trainer	No	39-2011	39-0000	Personal Care and Service Occupations	39-2011	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$37,250	Yes	Yes	Yes	Yes	No
2021-FL-88016	Coaxis International Apprenticeship Program, INJ	Network And Computer Systems Administrator (Alternate Title: IT Specialist)	No	15-1244	15-0000	Computer and Mathematical Occupations	15-1244	Yes	Yes	No		\$91,620	Yes	Yes	Yes	Yes	Yes
FL006110148	Collier County Government Apprenticeship Program INJ	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL006110148	Collier County Government Apprenticeship Program INJ	Heating & Air-Conditioner Install/Ser	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
FL006110148	Collier County Government Apprenticeship Program INJ	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
2018-FL-70790	Community Connection Services Apprenticeship Program GNJ	Child Care Development Specialist	No	39-9011	39-0000	Personal Care and Service Occupations	39-9011	Yes	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$28,480	Yes	Yes	No	Yes	No
2023-FL-117909	Computer Coach Training Center, INJ	Cyber Security Support Technician	Yes	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	Yes	Yes	Yes	Yes
2019-FL-73331	CVS Health, INJ	Pharmacy Technician, Retail Store (Existing Title: Pharmacist Assistant)	No	29-2052	29-0000	Healthcare Practitioners and Technical Occupations	29-2052	Yes	Yes	No		\$38,270	Yes	Yes	Yes	Yes	Yes
FL008460002	Daytona Beach Electrical JATC	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL008460002	Daytona Beach Electrical JATC	Residential Wireman	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL008500001	Daytona Beach Plumbers & Pipefitters JAC	Heating & Air Conditioning Installer-Servicer - Florida	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
FL008500001	Daytona Beach Plumbers & Pipefitters JAC	Pipe Fitter (Construction)	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL008500001	Daytona Beach Plumbers & Pipefitters JAC	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
2021-FL-81322	Emerging Technology Apprenticeship Program, GNJ	Controls Technician	No	17-3023	17-0000	Architecture and Engineering Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	Yes	Yes	Yes	Yes
2021-FL-81322	Emerging Technology Apprenticeship Program, GNJ	Information Assurance Specialist	No	15-1244	15-0000	Computer and Mathematical Occupations	15-1244	Yes	Yes	No		\$91,620	Yes	Yes	Yes	Yes	Yes
2021-FL-81322	Emerging Technology Apprenticeship Program, GNJ	Instrumentation & Controls Technician	No	17-3023	17-0000	Architecture and Engineering Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	Yes	Yes	Yes	Yes
2023-FL-122432	EmployHealth, LLC Surgical Technologist, GNJ	Surgical Technologist	Yes	29-2055	29-0000	Healthcare Practitioners and Technical Occupations	29-2055	Yes	Yes	No		\$52,230	Yes	Yes	Yes	Yes	Yes

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Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FL007880008	Englewood Area Fire Control District IJ	Fire Fighter	No	33-2011	33-0000	Protective Service Occupations	33-2011	Yes	Yes	No		\$56,560	Yes	Yes	Yes	Yes	Yes
2022-FL-111640	FB Marine Group Apprenticeship Program, GNJ	Marine Service Technician (Outboard)	No	49-9071	49-0000	Installation, Maintenance, and Repair Occupations	49-9071	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,480	Yes	Yes	Yes	Yes	No
FL006040001	FDOT District Seven Apprenticeship Program IJW	Maintenance Repairer, Build	No	49-9071	49-0000	Installation, Maintenance, and Repair Occupations	49-9071	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,480	Yes	Yes	Yes	Yes	No
FL013060002	First Coast Culinary Apprenticeship GNJ	Cook (Hotel & Restaurant)	No	35-2014	35-0000	Food Preparation and Serving Related Occupations	35-2014	Yes	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,900	Yes	Yes	Yes	Yes	No
2022-FL-113162	FIU Construction Apprenticeship Program, GNJ	Solar Energy Technician	No	47-2231	47-0000	Construction and Extraction Occupations	47-2231	Yes	Yes	No		\$43,470	Yes	Yes	Yes	Yes	Yes
FL008900012	Flagler Child Care GNJ	Child Care Development Specialist	No	39-9011	39-0000	Personal Care and Service Occupations	39-9011	Yes	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$28,480	Yes	Yes	No	Yes	No
FL008880010	Flagler County Community Apprenticeship Program GNJ	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL008880010	Flagler County Community Apprenticeship Program GNJ	Heating & Air-Conditioner Install/Ser	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
2022-FL-112713	Flagler Health+ Apprenticeship Program, INJ	Surgical Technologist	No	29-2055	29-0000	Healthcare Practitioners and Technical Occupations	29-2055	Yes	Yes	No		\$52,230	Yes	Yes	Yes	Yes	Yes
2023-FL-116331	FleetForce Truck Driving School GNJ	Heavy and Tractor Trailer Truck Driver	No	53-3032	53-0000	Transportation and Material Moving Occupations	53-3032	Yes	Yes	No		\$49,690	Yes	Yes	Yes	Yes	Yes
2020-FL-78865	FLNGA Nursery & Landscape Apprenticeship Program, GNJ	Horticulture Technician	No	45-2092	45-0000	Farming, Fishing, and Forestry Occupations	45-2092	Yes	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$28,170	Yes	Yes	Yes	Yes	No
2020-FL-78865	FLNGA Nursery & Landscape Apprenticeship Program, GNJ	Irrigation Technician	No	47-3015	47-0000	Construction and Extraction Occupations	47-3015	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$36,060	Yes	Yes	Yes	Yes	No
2020-FL-78865	FLNGA Nursery & Landscape Apprenticeship Program, GNJ	Landscape Technician	No	37-3011	37-0000	Building and Grounds Cleaning and Maintenance Occupations	37-3011	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,490	Yes	No	Yes	Yes	No

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FL009040001	Florida Air Conditioning Apprenticeship Assn. GNJ	Heating & Air-Conditioner Install/Ser	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
2020-FL-78177	Florida Association of Plumbing- Heating-Cooling Contractors, GNJ	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
2019-FL-72689	Florida Association of Rehabilitation Facilities (Florida ARF), GNJ	Direct Support Specialist	No	21-1093	21-0000	Community and Social Service Occupations	21-1093	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$39,890	Yes	Yes	Yes	Yes	No
FL013060001	Florida Automatic Sprinkler Training NE Florida Chapter	Sprinkler Fitter (Existing Title: Pipe Fitter)	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL005050002	Florida Automatic Sprinkler Training, Inc. GNJ	Pipefitter - Sprinkler Fitter	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL-2022-111479	Florida Behavioral Health Association, Inc.	Counselor	No	29-2053	29-0000	Healthcare Practitioners and Technical Occupations	29-2053	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$37,400	Yes	No	Yes	Yes	No
FL-2022-111479	Florida Behavioral Health Association, Inc.	Peer Specialist	No	21-1093	21-0000	Community and Social Service Occupations	21-1093	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$39,890	Yes	Yes	Yes	Yes	No
FL015162204	Florida Carpenters Apprenticeship Program, GNJ	Carpenter	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
FL015162204	Florida Carpenters Apprenticeship Program, GNJ	Carpenter: Forms and Concrete - Level 2 - FL	No	47-2051	47-0000	Construction and Extraction Occupations	47-2051	Yes	Yes	No		\$43,330	Yes	Yes	Yes	Yes	Yes
FL015162204	Florida Carpenters Apprenticeship Program, GNJ	Carpenter: Framing & Finishing Level 1 - FL	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
2023-FL-116832	Florida Department of Education- Division of Blind Services Registered Apprenticeship Program, INJ	User Experience Designer (Web Accessibility Specialist)	No	15-1257	15-0000	Computer and Mathematical Occupations	15-1254	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	No	Yes	Yes	No
FL007460005	Florida East Coast Electrical JATC	Electrician	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL007460005	Florida East Coast Electrical JATC	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL008870020	Florida Electric Apprenticeship & Training GNJ	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL008930001	Florida Electrical Association Tri- County Apprenticeship, GNJ	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL008620001	Florida Finishing Trades Institute JATC	Drywall Finisher (Existing Title: Taper)	No	47-2082	47-0000	Construction and Extraction Occupations	47-2082	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,970	Yes	Yes	Yes	Yes	No

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FL008620001	Florida Finishing Trades Institute JATC	Floor Layer (Alternate Title: Floor Cover)	No	47-2042	47-0000	Construction and Extraction Occupations	47-2042	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$45,360	Yes	No	Yes	Yes	No
FL008620001	Florida Finishing Trades Institute JATC	Glazier	No	47-2121	47-0000	Construction and Extraction Occupations	47-2121	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,970	Yes	Yes	Yes	Yes	No
FL008620001	Florida Finishing Trades Institute JATC	Painter, Indust Coating And Lining App Specialist	No	47-2141	47-0000	Construction and Extraction Occupations	47-2141	Yes	Yes	No		\$39,610	Yes	Yes	Yes	Yes	Yes
FL008620001	Florida Finishing Trades Institute JATC	Painter-Decorator (Painter Const)	No	47-2141	47-0000	Construction and Extraction Occupations	47-2141	Yes	Yes	No		\$39,610	Yes	Yes	Yes	Yes	Yes
FL008620001	Florida Finishing Trades Institute JATC	Tradeshow Worker	No	47-4090	47-0000	Construction and Extraction Occupations	47-4091	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,080	Yes	Yes	Yes	Yes	No
FL007720004	Florida Gulf Coast Chapter ABC, Inc., GNJ	Carpenter	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
FL007720004	Florida Gulf Coast Chapter ABC, Inc., GNJ	Construction Craft Laborer	No	47-2061	47-0000	Construction and Extraction Occupations	47-2061	Yes	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$37,690	Yes	Yes	Yes	Yes	No
FL007720004	Florida Gulf Coast Chapter ABC, Inc., GNJ	Electrician	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL007720004	Florida Gulf Coast Chapter ABC, Inc., GNJ	HVAC - Heating & Air Conditioning Installer	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
FL007720004	Florida Gulf Coast Chapter ABC, Inc., GNJ	Pipe Fitter (Construction)	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL007720004	Florida Gulf Coast Chapter ABC, Inc., GNJ	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL007720004	Florida Gulf Coast Chapter ABC, Inc., GNJ	Roofer	No	47-2181	47-0000	Construction and Extraction Occupations	47-2181	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$42,370	Yes	Yes	Yes	Yes	No
FL007720004	Florida Gulf Coast Chapter ABC, Inc., GNJ	Sheet Metal Worker	No	47-2211	47-0000	Construction and Extraction Occupations	47-2211	Yes	Yes	No		\$47,780	Yes	Yes	Yes	Yes	Yes
FL007720004	Florida Gulf Coast Chapter ABC, Inc., GNJ	Sprinkler Fitter	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
2020-FL-78741	Florida International University Apprenticeship Program	Cybersecurity Analyst	No	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	Yes	Yes	Yes	Yes
FL007790004	Florida Pile Drivers JATC	Carpenter, Piledriver	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
FL007790004	Florida Pile Drivers JATC	Pile Driver	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
FL008860004	Florida Public Utilities Co IJ - Northeast Division	Electric Meter Repairer	No	49-9012	49-0000	Installation, Maintenance, and Repair Occupations	49-9012	Yes	Yes	No		\$56,000	Yes	Yes	Yes	Yes	Yes

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Green Highlights = Credential is new to the MCL in 2024-2025.

Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FL008860004	Florida Public Utilities Co IJ - Northeast Division	Line Erector (Power-Line Distribution Erector)	No	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	No	Yes	Yes	No
FL007850006	Florida Public Utilities IJ - Northwest Division	Line Erector (Power-Line Distribution Erector)	No	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	No	Yes	Yes	No
2020-FL-75090	Florida Rural Water Association	Wastewater Systems Operator	No	51-8031	51-0000	Production Occupations	51-8031	Yes	Yes	No		\$53,860	Yes	Yes	Yes	Yes	Yes
2020-FL-75090	Florida Rural Water Association	Water Systems Operation Specialist	No	51-8031	51-0000	Production Occupations	51-8031	Yes	Yes	No		\$53,860	Yes	Yes	Yes	Yes	Yes
2022-FL-111515	Florida Solar Energy Apprenticeship Program, GNJ	Solar Energy Technician	No	47-2231	47-0000	Construction and Extraction Occupations	47-2231	Yes	Yes	No		\$43,470	Yes	Yes	Yes	Yes	Yes
FL007530001	Florida Sprinkler Fitters JATC	Sprinkler Fitter (Existing Title: Pipe Fitter)	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
2020-FL-75282	Florida Swimming Pool Association	Swimming-Pool Servicer	No	37-2011	37-0000	Building and Grounds Cleaning and Maintenance Occupations	37-2011	Yes	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$29,150	Yes	Yes	Yes	Yes	No
2022-FL-104101	Florida Training Services Apprenticeship Program, GNJ	Electrician	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
2022-FL-104101	Florida Training Services Apprenticeship Program, GNJ	Heating & Air Conditioning Installer-Servicer	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
2022-FL-104101	Florida Training Services Apprenticeship Program, GNJ	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL007700001	Florida West Coast Carpenters JAC	Carpenter	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
FL007900013	Florida West Coast Operating Engineers JAC	Operating Engineer (Alternate Title: Heavy Construction Equipment Mechanic)	No	47-2073	47-0000	Construction and Extraction Occupations	47-2073	Yes	Yes	No		\$53,980	Yes	Yes	Yes	Yes	Yes
FL007680002	Florida West Coast Trowel Trades JATC	Bricklayer (Construction)	No	47-2021	47-0000	Construction and Extraction Occupations	47-2021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,530	Yes	No	Yes	Yes	No
FL007680002	Florida West Coast Trowel Trades JATC	Plasterer	No	47-2161	47-0000	Construction and Extraction Occupations	47-2161	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$41,800	Yes	No	Yes	Yes	No
FL007680002	Florida West Coast Trowel Trades JATC	Tile Setter	No	47-2044	47-0000	Construction and Extraction Occupations	47-2044	Yes	Yes	No		\$45,960	Yes	Yes	Yes	Yes	Yes
2020-FL-78138	FloridaMakes Advanced Manufacturing Apprenticeship Program, GNJ	Industrial Manufacturing Technician	No	17-3026	17-0000	Architecture and Engineering Occupations	17-3026	Yes	Yes	No		\$60,230	Yes	Yes	Yes	Yes	Yes
2020-FL-78138	FloridaMakes Advanced Manufacturing Apprenticeship Program, GNJ	Production Technologist	No	51-2090	51-0000	Production Occupations	51-2092	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$35,270	Yes	No	Yes	Yes	No

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Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
2020-FL-78138	FloridaMakes Advanced Manufacturing Apprenticeship Program, GNJ	Quality Control Technician	No	17-3026	17-0000	Architecture and Engineering Occupations	17-3026	Yes	Yes	No		\$60,230	Yes	Yes	Yes	Yes	Yes
FL008090195	Fort Pierce Utility Authority, INJ	Electric Meter Repairer	No	49-9012	49-0000	Installation, Maintenance, and Repair Occupations	49-9012	Yes	Yes	No		\$56,000	Yes	Yes	Yes	Yes	Yes
FL008090195	Fort Pierce Utility Authority, INJ	Line Erector (Power-Line Distribution Erector)	No	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	No	Yes	Yes	No
FL008090195	Fort Pierce Utility Authority, INJ	Load Dispatcher	No	51-8012	51-0000	Production Occupations	51-8012	Yes	Yes	No		\$88,760	Yes	Yes	Yes	Yes	Yes
FL008090195	Fort Pierce Utility Authority, INJ	Substation Operator	No	51-8012	51-0000	Production Occupations	51-8012	Yes	Yes	No		\$88,760	Yes	Yes	Yes	Yes	Yes
FL008480002	Gainesville Electrical JATC	Electrician	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL008480002	Gainesville Electrical JATC	Electrician JATC (60 months, 8000 hours)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
2019-FL-72411	Gang Alternatives, GNJ	Carpenter	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
2017-FL-485	George Speers Masonry, Llc	Bricklayer (Existing Title: Bricklayer (Construction))	No	47-2021	47-0000	Construction and Extraction Occupations	47-2021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,530	Yes	No	Yes	Yes	No
FL007780009	Glades Electric Coop IJ	Line Erector (Power-Line Distribution Erector)	No	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	No	Yes	Yes	No
2022-FL-112325	GMF Innovation Lab, INJ	Structural Steel/Ironworker	No	47-2221	47-0000	Construction and Extraction Occupations	47-2221	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$48,780	Yes	No	Yes	Yes	No
2024-FL-126099	Granger Maintenance Apprentice Program GNJ	Cement mason	Yes	47-2021	47-0000	Construction and Extraction Occupations	47-2021	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,530	Yes	Yes	Yes	Yes	No
2018-FL-71371	Guardian Angels Medical Service Dogs, Inc	Animal Trainer	No	39-2011	39-0000	Personal Care and Service Occupations	39-2011	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$37,250	Yes	Yes	Yes	Yes	No
FL007720001	Gulf Coast Electric JAC	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL008092197	H.I.S. Painting, Inc. INJ	Painter (Const)	No	47-2141	47-0000	Construction and Extraction Occupations	47-2141	Yes	Yes	No		\$39,610	Yes	Yes	Yes	Yes	Yes
2023-FL-116191	HAECO Airframe Services LLC INJ	Aircraft Maintenance Technician	No	49-3011	49-0000	Installation, Maintenance, and Repair Occupations	49-3011	Yes	Yes	No		\$70,110	Yes	Yes	Yes	Yes	Yes
2022-FL-112592	Halifax Health Apprenticeship Program, INJ	Health Information Technician/Medical Coders	No	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Yes	Yes	Yes	Yes

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Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
2022-FL-112592	Halifax Health Apprenticeship Program, INJ	Registered Nurse	No	29-1141	29-0000	Healthcare Practitioners and Technical Occupations	29-1141	Yes	Yes	No		\$79,910	Yes	Yes	Yes	Yes	Yes
2021-FL-93867	Hamilton-Ryker TalentGro	Cook	No	35-2014	35-0000	Food Preparation and Serving Related Occupations	35-2014	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,900	Yes	No	No	Yes	No
2021-FL-93867	Hamilton-Ryker TalentGro	Licensed Practical Nurse	No	29-2061	29-0000	Healthcare Practitioners and Technical Occupations	29-2061	Yes	Yes	No		\$53,780	Yes	Yes	Yes	Yes	Yes
2021-FL-93867	Hamilton-Ryker TalentGro	Long Term Care Nurse Management	No	11-9111	11-0000	Management Occupations	11-9111	Yes	Yes	No		\$119,520	Yes	Yes	Yes	Yes	Yes
2021-FL-93867	Hamilton-Ryker TalentGro	Nurse Assistant Certified	No	31-1131	31-0000	Healthcare Support Occupations	31-1131	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$33,390	Yes	Yes	Yes	Yes	No
2023-FL-117107	Health First Apprenticeship Program, INJ	Nurse, Licensed Practical	No	29-2061	29-0000	Healthcare Practitioners and Technical Occupations	29-2061	Yes	Yes	No		\$53,780	Yes	Yes	Yes	Yes	Yes
FL007920005	Heartland A/C Apprenticeship Program GNJ	Heating & Air-Conditioner Install/Ser	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
FL007890015	Heartland Electrical Apprenticeship Program GNJ	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL007920004	Heartland Plumbers Apprenticeship Program GNJ	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL005135189	Hudson Technologies Apprenticeship Program INJ	Tool And Die Maker	No	51-4111	51-0000	Production Occupations	51-4111	Yes	Yes	No		\$58,290	Yes	Yes	Yes	Yes	Yes
2019-FL-73592	iBuild Carpentry Apprenticeship Program, GNJ	Carpenter	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
2019-FL-73592	iBuild Carpentry Apprenticeship Program, GNJ	Infrastructure Specialist	No	47-4090	47-0000	Construction and Extraction Occupations	47-4091	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,080	Yes	Yes	Yes	Yes	No
2022-FL-112336	Immokalee Technical College/CME Manufacturing Apprenticeship Program, GNJ	Advanced Manufacturing and Production Technology	No	51-2051	51-0000	Production Occupations	51-2051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$37,820	Yes	No	Yes	Yes	No
2022-FL-112336	Immokalee Technical College/CME Manufacturing Apprenticeship Program, GNJ	Machinist	No	51-4041	51-0000	Production Occupations	51-4041	Yes	Yes	No		\$48,140	Yes	Yes	Yes	Yes	Yes
2022-FL-113583	IMPACT Social Ventures, INJ	Yacht / Maritime Engineer (Alternate Title: Motorboat Mechanic)	No	49-3051	49-0000	Installation, Maintenance, and Repair Occupations	49-3051	Yes	Yes	No		\$51,630	Yes	Yes	Yes	Yes	Yes
FL007820007	Independent Electrical Contractors, Inc (FWCC) GNJ	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL007820007	Independent Electrical Contractors, Inc (FWCC) GNJ	Field Service Engineer	No	49-2094	49-0000	Installation, Maintenance, and Repair Occupations	49-2094	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$57,060	Yes	No	Yes	Yes	No
FL007820007	Independent Electrical Contractors, Inc (FWCC) GNJ	Residential Wireman	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes

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Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FL007820007	Independent Electrical Contractors, Inc (FWCC) GNJ	Telecommunications Technician (Alternate Title: Broadband Technician)	No	49-2022	49-0000	Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Yes	Yes	Yes	Yes
2019-FL-72858	Independent Electrical Contractors-FECC, Inc., GNJ	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
2020-FL-75885	Indian River State College Apprenticeship Program, GNJ	Air Conditioning Equipment Mechanic	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
2020-FL-75885	Indian River State College Apprenticeship Program, GNJ	Cook	Yes	35-2014	35-0000	Food Preparation and Serving Related Occupations	35-2014	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,900	Yes	Yes	Yes	Yes	No
2020-FL-75885	Indian River State College Apprenticeship Program, GNJ	Drafter, Mechanical	Yes	17-3013	17-0000	Architecture and Engineering Occupations	17-3013	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$57,180	Yes	Yes	Yes	Yes	No
2020-FL-75885	Indian River State College Apprenticeship Program, GNJ	Electrician	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
2020-FL-75885	Indian River State College Apprenticeship Program, GNJ	Mechatronics Technician	Yes	49-2094	49-0000	Installation, Maintenance, and Repair Occupations	49-2094	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$57,060	Yes	Yes	Yes	Yes	No
2020-FL-75885	Indian River State College Apprenticeship Program, GNJ	Medical Assistant	No	31-9092	31-0000	Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	Yes	Yes	Yes	Yes
2020-FL-75885	Indian River State College Apprenticeship Program, GNJ	Pharmacy Technician	No	29-2052	29-0000	Healthcare Practitioners and Technical Occupations	29-2052	Yes	Yes	No		\$38,270	Yes	Yes	Yes	Yes	Yes
2020-FL-75885	Indian River State College Apprenticeship Program, GNJ	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
2020-FL-75885	Indian River State College Apprenticeship Program, GNJ	Surgical Technologist	No	29-2055	29-0000	Healthcare Practitioners and Technical Occupations	29-2055	Yes	Yes	No		\$52,230	Yes	Yes	Yes	Yes	Yes
2020-FL-75885	Indian River State College Apprenticeship Program, GNJ	Transit Bus Technician (Alternate Title: Diesel Mechanic)	Yes	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	Yes	Yes	Yes	Yes
2020-FL-75885	Indian River State College Apprenticeship Program, GNJ	Welding Technician	No	51-4121	51-0000	Production Occupations	51-4121	Yes	Yes	No		\$46,690	Yes	Yes	Yes	Yes	Yes
2020-FL-75885	Indian River State College Apprenticeship Program, GNJ	Welding Technician (Alternate Title: Welder Fabricator)	Yes	51-4121	51-0000	Production Occupations	51-4121	Yes	Yes	No		\$46,690	Yes	Yes	Yes	Yes	Yes
2020-FL-75885	Indian River State College Apprenticeship Program, GNJ	Yacht Service Technician	No	49-9071	49-0000	Installation, Maintenance, and Repair Occupations	49-9071	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,480	Yes	Yes	Yes	Yes	No
2019-FL-73754	Inframark, LLC	Wastewater-Treatmt- Plant Operator (Alternate Title: Water Treatment Specialist)	No	51-8031	51-0000	Production Occupations	51-8031	Yes	Yes	No		\$53,860	Yes	Yes	Yes	Yes	Yes
2022-FL-113594	Integral Florida Apprenticeship Program, GNJ	Carpenter	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
FL013030003	International Union of Elevator Constructors #49	Elevator Constructor	No	47-4021	47-0000	Construction and Extraction Occupations	47-4021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$84,610	Yes	No	Yes	Yes	No

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Green Highlights = Credential is new to the MCL in 2024-2025.

Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FL003030002	International Union of Elevator Constructors (LUEC) LU74 JAC	Elevator Constructor	No	47-4021	47-0000	Construction and Extraction Occupations	47-4021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$84,610	Yes	No	Yes	Yes	No
FL011030002	Internat'l Union of Elevator Constructors (LUEC) LU #71 JAC	Elevator Constructor Mechanic	No	47-4021	47-0000	Construction and Extraction Occupations	47-4021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$84,610	Yes	No	Yes	Yes	No
FL005030004	Internat'L Union of Elevator Constructors (LUEC) LU #13	Elevator Constructor (Alternate Title: Elevator Constructor Mechanic)	No	47-4021	47-0000	Construction and Extraction Occupations	47-4021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$84,610	Yes	No	Yes	Yes	No
FL008450001	Jacksonville Electrical JATC	Electrician	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL008450001	Jacksonville Electrical JATC	Electrician JATC (60 months, 8000 hours)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL014010001	Jacksonville Electrical Teledata JATC	Telecommunications Technician (Alternate Title: Broadband Technician)	No	49-2022	49-0000	Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Yes	Yes	Yes	Yes
FL008720001	Jacksonville Heat & Frost Insulators and Allied Trades JATC	Composite Plastic Fabricator (Existing Title: Insulation Worker)	No	47-2131	47-0000	Construction and Extraction Occupations	47-2131	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,490	Yes	Yes	Yes	Yes	No
FL008480001	Jacksonville Plumbers & Pipefitters JATT	Heating & Air-Conditioner Install/Ser	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
FL008480001	Jacksonville Plumbers & Pipefitters JATT	Pipe Fitter (Construction)	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL008480001	Jacksonville Plumbers & Pipefitters JATT	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL008910005	JEA IJW	Cable Splicer	No	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	No	Yes	Yes	No
FL008910005	JEA IJW	Electric Meter Installer I	No	49-9012	49-0000	Installation, Maintenance, and Repair Occupations	49-9012	Yes	Yes	No		\$56,000	Yes	Yes	Yes	Yes	Yes
FL008910005	JEA IJW	Electrician, Substation	No	49-2095	49-0000	Installation, Maintenance, and Repair Occupations	49-2095	Yes	Yes	No		\$76,450	Yes	Yes	Yes	Yes	Yes
FL008910005	JEA IJW	Line Maintainer (Alternate Title: High Voltage Electrician)	No	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	No	Yes	Yes	No
FL008910005	JEA IJW	Maint Mechanic (Any Ind) (Alternate Title: Industrial Maintenance Mechanic)	No	49-9041	49-0000	Installation, Maintenance, and Repair Occupations	49-9041	Yes	Yes	No		\$55,440	Yes	Yes	Yes	Yes	Yes
2020-FL-75658	K-Method Training Group, GNJ	Automotive Sales Representative	No	41-4011	41-0000	Sales and Related Occupations	41-4011	Yes	Yes	No		\$103,490	Yes	Yes	Yes	Yes	Yes
2021-FL-80240	Lake Sumter State College Apprenticeship Program, GNJ	Electrician	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes

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Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
2020-FL-75959	Lake Technical College Apprenticeship Program, GNJ	Heating & Air-Conditioner Installer/Service	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
FL007930003	Lakeland Electric IJ	Electrician, Substation	No	49-2095	49-0000	Installation, Maintenance, and Repair Occupations	49-2095	Yes	Yes	No		\$76,450	Yes	Yes	Yes	Yes	Yes
FL007930003	Lakeland Electric IJ	LINE INSTALLER-REPAIRER	No	49-9052	49-0000	Installation, Maintenance, and Repair Occupations	49-9052	Yes	Yes	No		\$50,780	Yes	Yes	Yes	Yes	Yes
FL005155193	Lakeland Electric Substation Electrician IJ	Electrician, Substation	No	49-2095	49-0000	Installation, Maintenance, and Repair Occupations	49-2095	Yes	Yes	No		\$76,450	Yes	Yes	Yes	Yes	Yes
FL006100147	LCEC - Lee County Electric Cooperative, Inc. IJ	Electric Meter Repairer	No	49-9012	49-0000	Installation, Maintenance, and Repair Occupations	49-9012	Yes	Yes	No		\$56,000	Yes	Yes	Yes	Yes	Yes
FL006100147	LCEC - Lee County Electric Cooperative, Inc. IJ	Electrician, Substation	No	49-2095	49-0000	Installation, Maintenance, and Repair Occupations	49-2095	Yes	Yes	No		\$76,450	Yes	Yes	Yes	Yes	Yes
FL006100147	LCEC - Lee County Electric Cooperative, Inc. IJ	Line Installer-Repairer	No	49-9052	49-0000	Installation, Maintenance, and Repair Occupations	49-9052	Yes	Yes	No		\$50,780	Yes	Yes	Yes	Yes	Yes
2021-FL-80626	Learning Alliance Corporation Apprenticeship, GNJ	Computer Support Specialist (Alternate Title: Information Technology Technician)	No	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	Yes	Yes	Yes	Yes
2021-FL-80626	Learning Alliance Corporation Apprenticeship, GNJ	Cyber Security Support Technician	No	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	Yes	Yes	Yes	Yes
2021-FL-80626	Learning Alliance Corporation Apprenticeship, GNJ	Database Technician	No	15-1245	15-0000	Computer and Mathematical Occupations	15-1242	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$100,260	Yes	No	Yes	Yes	No
2021-FL-80626	Learning Alliance Corporation Apprenticeship, GNJ	Digital Marketer	No	13-1161	13-0000	Business and Financial Operations Occupations	13-1161	Yes	Yes	No		\$79,810	Yes	Yes	Yes	Yes	Yes
2021-FL-80626	Learning Alliance Corporation Apprenticeship, GNJ	Electrician	Yes	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
2021-FL-80626	Learning Alliance Corporation Apprenticeship, GNJ	Industrial Manufacturing Technician	No	17-3026	17-0000	Architecture and Engineering Occupations	17-3026	Yes	Yes	No		\$60,230	Yes	Yes	Yes	Yes	Yes
2021-FL-80626	Learning Alliance Corporation Apprenticeship, GNJ	Line Erector (Power Line Distribution Erector)	No	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	No	Yes	Yes	No
2021-FL-80626	Learning Alliance Corporation Apprenticeship, GNJ	Multimedia Producer	No	27-2012	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-2012	Yes	Yes	No		\$81,030	Yes	Yes	Yes	Yes	Yes
2021-FL-80626	Learning Alliance Corporation Apprenticeship, GNJ	Solar Energy Technician	No	47-2231	47-0000	Construction and Extraction Occupations	47-2231	Yes	Yes	No		\$43,470	Yes	Yes	Yes	Yes	Yes
2021-FL-80626	Learning Alliance Corporation Apprenticeship, GNJ	Telecommunications Technician (Alternate Title: Broadband Technician)	No	49-2022	49-0000	Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Yes	Yes	Yes	Yes
2019-FL-73670	Lee County BoCC Apprenticeship Program, INJ	Electrician (Air Conditioning Equipment Mechanic)	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
2019-FL-73670	Lee County BoCC Apprenticeship Program, INJ	Electrician (Interiod Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
2019-FL-73670	Lee County BoCC Apprenticeship Program, INJ	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
2021-FL-88323	Lee County Registered Apprenticeship Program, GNJ	Application Developer	No	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	No	Yes	Yes	No
2019-FL-72613	Lively Tech Apprenticeship Program	Automotive Service Mechanic	No	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	Yes	Yes	Yes	Yes
2019-FL-72613	Lively Tech Apprenticeship Program	Senior Network Consultant	No	11-3021	11-0000	Management Occupations	11-3021	Yes	Yes	No		\$157,810	Yes	Yes	Yes	Yes	Yes
2019-FL-73412	Locklin Technical College Apprenticeship Program, GNJ	Electrician	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes

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Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
2019-FL-73412	Locklin Technical College Apprenticeship Program, GNJ	Heating & Air-Conditioner Install/Ser	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
2019-FL-73412	Locklin Technical College Apprenticeship Program, GNJ	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
2020-FL-75938	Lorenzo Walker Technical College Apprenticeship Program, GNJ	Heating & Air-Conditioner Install/Service	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
2022-FL-111805	Lutheran Services of Florida, Inc. d/b/a LSF Health Systems GNJ	Certified Recovery Peer Specialist	No	21-1093	21-0000	Community and Social Service Occupations	21-1093	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$39,890	Yes	Yes	Yes	Yes	No
FL002080193	M.A. Ford Manufacturing INJ	Machinist (Alternate Title: Precision Machinist)	No	51-4041	51-0000	Production Occupations	51-4041	Yes	Yes	No		\$48,140	Yes	Yes	Yes	Yes	Yes
2022-FL-113823	M.A.C.C.A. GNJ (Manasota Air Conditioning Contractors Association)	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
FL001970020	MACCA Manasota A/C Contractors Association, GNJ	Heating & Air-Conditioner Install/Ser	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
2023-FL-123006	Mack Technologies Apprenticeship Program, INJ	Surface Mount/Circuit Board Technician	Yes	17-3026	17-0000	Architecture and Engineering Occupations	17-3026	Yes	Yes	No		\$60,230	Yes	Yes	Yes	Yes	Yes
FL001970018	Manasota Masonry Apprenticeship GNJ	Bricklayer (Construction)	No	47-2021	47-0000	Construction and Extraction Occupations	47-2021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,530	Yes	No	Yes	Yes	No
FL001950012	Manasota PHCC Plumbing Apprenticeship Program Inc	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
2019-FL-73865	Marine Industries Association of South Florida (MIASF) Apprenticeship Program, GNJ	Yacht Service Technician	No	49-9071	49-0000	Installation, Maintenance, and Repair Occupations	49-9071	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,480	Yes	Yes	Yes	Yes	No
2019-FL-72311	MARS CDC Apprenticeship Program for Men and Women	Carpenter: Framing & Finishing Level 1 - FL	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
2019-FL-72311	MARS CDC Apprenticeship Program for Men and Women	Heating & Air Conditioning Mechanic & Installer	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
2019-FL-72311	MARS CDC Apprenticeship Program for Men and Women	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL009050001	Masonary Association of Florida	Bricklayer (Construction)	No	47-2021	47-0000	Construction and Extraction Occupations	47-2021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,530	Yes	No	Yes	Yes	No
2019-FL-72795	Masonry Association of Florida North Central Apprenticeship Program	Bricklayers & Mason (Ext. Title: Bricklayer (Brick & Tile) Or (Masonry))	No	47-2021	47-0000	Construction and Extraction Occupations	47-2021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,530	Yes	No	Yes	Yes	No

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FL007930012	Masonry Association of Florida, Inc. GNJ	Bricklayer (Construction)	No	47-2021	47-0000	Construction and Extraction Occupations	47-2021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,530	Yes	No	Yes	Yes	No
FL001950009	Masonry Contractors Association of FL, GNJ (Gulf Coast Area)	Bricklayer (Construction)	No	47-2021	47-0000	Construction and Extraction Occupations	47-2021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,530	Yes	No	Yes	Yes	No
FL001950009	Masonry Contractors Association of FL, GNJ (Gulf Coast Area)	Bricklayers & Mason (Ext. Title: Bricklayer (Brick & Tile) Or (Masonry))	No	47-2021	47-0000	Construction and Extraction Occupations	47-2021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,530	Yes	No	Yes	Yes	No
2021-FL-81435	M-DCPS Apprenticeship Program, GNJ	Automotive Service Mechanic	No	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	Yes	Yes	Yes	Yes
2021-FL-81435	M-DCPS Apprenticeship Program, GNJ	Commercial AC (Reefer Technician)	Yes	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
2021-FL-81435	M-DCPS Apprenticeship Program, GNJ	Diesel Off-Road Maintenance Technician	Yes	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	Yes	Yes	Yes	Yes
2021-FL-81435	M-DCPS Apprenticeship Program, GNJ	Diesel System Technician	No	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	Yes	Yes	Yes	Yes
2022-FL-110528	Media Arts and Creative Technologies Apprenticeship Program, INJ	Multimedia Producer	No	27-2012	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-2012	Yes	Yes	No		\$81,030	Yes	Yes	Yes	Yes	Yes
2019-FL-74238	Metra Electronics Apprenticeship Program, INJ	Tool And Die Maker	No	51-4111	51-0000	Production Occupations	51-4111	Yes	Yes	No		\$58,290	Yes	Yes	Yes	Yes	Yes
2024-FL-126363	MHP Salud, INJ	Community Health Worker	Yes	21-1094	21-0000	Community and Social Service Occupations	21-1094	Yes	Yes	No		\$47,720	Yes	Yes	Yes	Yes	Yes
2018-FL-71114	Miami Dade College Apprenticeship Program GNJ	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers - FL	No	51-2011	51-0000	Production Occupations	51-2011	Yes	Yes	No		\$47,070	Yes	Yes	Yes	Yes	Yes
2018-FL-71114	Miami Dade College Apprenticeship Program GNJ	Automotive Service Technician	No	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	Yes	Yes	Yes	Yes
2018-FL-71114	Miami Dade College Apprenticeship Program GNJ	Automotive Technician Specialist	No	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	Yes	Yes	Yes	Yes
2018-FL-71114	Miami Dade College Apprenticeship Program GNJ	Building Automation Technician	No	17-3023	17-0000	Architecture and Engineering Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	Yes	Yes	Yes	Yes
2018-FL-71114	Miami Dade College Apprenticeship Program GNJ	Customs Broker - FL	No	13-1041	13-0000	Business and Financial Operations Occupations	13-1041	Yes	Yes	No		\$70,310	Yes	Yes	Yes	Yes	Yes
2018-FL-71114	Miami Dade College Apprenticeship Program GNJ	Dental Assistant	No	31-9091	31-0000	Healthcare Support Occupations	31-9091	Yes	Yes	No		\$42,650	Yes	Yes	Yes	Yes	Yes
2018-FL-71114	Miami Dade College Apprenticeship Program GNJ	Financial Specialist	No	43-3031	43-0000	Office and Administrative Support Occupations	43-3031	Yes	Yes	No		\$45,380	Yes	Yes	Yes	Yes	Yes
2018-FL-71114	Miami Dade College Apprenticeship Program GNJ	General Manager	No	11-1021	11-0000	Management Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	Yes	Yes	Yes	Yes
2018-FL-71114	Miami Dade College Apprenticeship Program GNJ	Help Desk Technician	No	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	Yes	Yes	Yes	Yes
2018-FL-71114	Miami Dade College Apprenticeship Program GNJ	Hotel Associate	No	43-4081	43-0000	Office and Administrative Support Occupations	43-4081	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$30,540	Yes	No	Yes	Yes	No

2024-2025 Master Credentials List
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Green Highlights = Credential is new to the MCL in 2024-2025.

Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
2018-FL-71114	Miami Dade College Apprenticeship Program GNJ	Nurse Assistant Certified	No	31-1131	31-0000	Healthcare Support Occupations	31-1131	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$33,390	Yes	Yes	Yes	Yes	No
2018-FL-71114	Miami Dade College Apprenticeship Program GNJ	Project Manager	Yes	11-9021	11-0000	Management Occupations	11-9021	Yes	Yes	No		\$118,400	Yes	Yes	Yes	Yes	Yes
2018-FL-71114	Miami Dade College Apprenticeship Program GNJ	Restaurant Manager	Yes	11-9051	11-0000	Management Occupations	11-9051	Yes	Yes	No		\$73,500	Yes	Yes	Yes	Yes	Yes
2018-FL-71114	Miami Dade College Apprenticeship Program GNJ	Teacher Assistant	No	25-9045	25-0000	Educational Instruction and Library Occupations	25-9042	Yes	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$29,380	Yes	Yes	Yes	Yes	No
2018-FL-71114	Miami Dade College Apprenticeship Program GNJ	Teller (Financial) (Personal Banking Representative (Bank Teller))	Yes	43-3071	43-0000	Office and Administrative Support Occupations	43-3071	Yes	Yes	No		\$37,920	Yes	Yes	Yes	Yes	Yes
2018-FL-71114	Miami Dade College Apprenticeship Program GNJ	Transportation and Logistics Specialist	No	11-3071	11-0000	Management Occupations	11-3071	Yes	Yes	No		\$109,610	Yes	Yes	Yes	Yes	Yes
2024-FL-126174	Miami EdTech Apprenticeship STEM Program, INJ	Data Scientist (Artificial Intelligence/ Machine Learning Developer)	Yes	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	Yes	Yes	Yes	Yes
2024-FL-126174	Miami EdTech Apprenticeship STEM Program, INJ	User Experience Designer (User Experience and Interface Designer)	Yes	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	Yes	Yes	Yes	Yes
FL007450001	Miami Joint Electrical Apprenticeship Committee	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL007390001	Miami-Dade Plumbers Joint Apprentice & Educational Committee	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL008640001	Mid Florida Ironworkers JAC	Structural Steel Worker (Alternate Titles: Ironworker Or Structural Ironworker)	No	47-2221	47-0000	Construction and Extraction Occupations	47-2221	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$48,780	Yes	No	Yes	Yes	No
FL008640001	Mid Florida Ironworkers JAC	Structural Steel/Ironworker	No	47-2221	47-0000	Construction and Extraction Occupations	47-2221	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$48,780	Yes	No	Yes	Yes	No
FL008780004	Mid-Florida Electrical GNJ	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
2021-FL-87897	Miller Electric Company, INJ	Statistical Assistant (Business Intelligence Analyst)	Yes	13-1111	13-0000	Business and Financial Operations Occupations	13-1111	Yes	Yes	No		\$89,760	Yes	Yes	Yes	Yes	Yes
2018-FL-70821	Milton J. Wood Fire Protection, Inc INJ	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
2018-FL-70821	Milton J. Wood Fire Protection, Inc INJ	Protective-Signal Installer	No	49-2098	49-0000	Installation, Maintenance, and Repair Occupations	49-2098	Yes	Yes	No		\$47,140	Yes	Yes	Yes	Yes	Yes
2018-FL-71348	Moorings Park Apprenticeship Program, INJ	Cook (Any Ind) (Alternate Title: Nutrition Care Specialist)	No	35-2012	35-0000	Food Preparation and Serving Related Occupations	35-2012	Yes	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$32,070	Yes	Yes	Yes	Yes	No

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Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
2023-FL-122999	Mortenson Construction Registered Apprenticeship Program, INJ	Electrician	Yes	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
2023-FL-122999	Mortenson Construction Registered Apprenticeship Program, INJ	Ironworker (Metal Building Assembler)	Yes	47-2221	47-0000	Construction and Extraction Occupations	47-2221	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$48,780	Yes	Yes	Yes	Yes	No
2023-FL-122999	Mortenson Construction Registered Apprenticeship Program, INJ	Line Maintainer (High-Voltage Electrician)	Yes	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	Yes	Yes	Yes	No
2023-FL-122999	Mortenson Construction Registered Apprenticeship Program, INJ	Operating Engineer	Yes	47-2073	47-0000	Construction and Extraction Occupations	47-2073	Yes	Yes	No		\$53,980	Yes	Yes	Yes	Yes	Yes
2022-FL-111604	Moss Solar (Utility Scale) Apprenticeship, INJ	Solar Energy Technician	No	47-2231	47-0000	Construction and Extraction Occupations	47-2231	Yes	Yes	No		\$43,470	Yes	Yes	Yes	Yes	Yes
FL013091932	Nassau County Board of County Commissioners IJ	Carpenter, Maintenance	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
FL013091932	Nassau County Board of County Commissioners IJ	Electrician, Maintenance	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL013091932	Nassau County Board of County Commissioners IJ	Heating & Air-Conditioner Install/Ser	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
FL013169287	Nestle Waters North America, Inc. INJ - Lee Plant	Maint Mechanic (Any Ind) (Alternate Title: Industrial Maintenance Mechanic)	No	49-9041	49-0000	Installation, Maintenance, and Repair Occupations	49-9041	Yes	Yes	No		\$55,440	Yes	Yes	Yes	Yes	Yes
2021-FL-80037	Net Synergy Virtual Solutions, INJ	Software Developer, Application	No	15-1251	15-0000	Computer and Mathematical Occupations	15-1251	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$93,320	Yes	No	Yes	Yes	No
2022-FL-112712	Net Synergy Virtual Solutions, LLC GNJ	Computer Support Specialist	No	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	Yes	Yes	Yes	Yes
2022-FL-112712	Net Synergy Virtual Solutions, LLC GNJ	Cyber Security Support Technician	No	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	Yes	Yes	Yes	Yes
2022-FL-112712	Net Synergy Virtual Solutions, LLC GNJ	Logistician, Supply Chain Analyst	No	13-1198	13-0000	Business and Financial Operations Occupations	13-1082	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$95,120	Yes	No	Yes	Yes	No
2022-FL-112712	Net Synergy Virtual Solutions, LLC GNJ	Software Developer, Application	No	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	No	Yes	Yes	No
2022-FL-112662	New Town Healthcare Apprenticeship Program, GNJ	Dental Assistant	No	31-9091	31-0000	Healthcare Support Occupations	31-9091	Yes	Yes	No		\$42,650	Yes	Yes	Yes	Yes	Yes
2022-FL-112662	New Town Healthcare Apprenticeship Program, GNJ	Dental Office Administrator	No	11-3010	11-0000	Management Occupations	11-3012	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$108,010	Yes	No	Yes	Yes	No
2022-FL-112662	New Town Healthcare Apprenticeship Program, GNJ	Dental Office Coordinator	No	43-6013	43-0000	Office and Administrative Support Occupations	43-6013	Yes	Yes	No		\$37,530	Yes	Yes	Yes	Yes	Yes

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Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FL008570001	North Central Florida Operating Engineers JAC	Operating Engineer (Alternate Title: Heavy Construction Equipment Mechanic)	No	47-2073	47-0000	Construction and Extraction Occupations	47-2073	Yes	Yes	No		\$53,980	Yes	Yes	Yes	Yes	Yes
FL008510001	North Florida Carpenters JATC	Carpenter	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
FL008510001	North Florida Carpenters JATC	Floor Layer (Alternate Title: Floor Cover)	No	47-2042	47-0000	Construction and Extraction Occupations	47-2042	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$45,360	Yes	No	Yes	Yes	No
FL008460001	North Florida Sheet Metal Workers JATC	Sheet Metal Worker	No	47-2211	47-0000	Construction and Extraction Occupations	47-2211	Yes	Yes	No		\$47,780	Yes	Yes	Yes	Yes	Yes
2020-FL-75934	North Florida Workforce Development Board., dba CareerSource North Florida Apprenticeship Program, GNJ	Career Development Technician	No	13-1071	13-0000	Business and Financial Operations Occupations	13-1071	Yes	Yes	No		\$68,760	Yes	Yes	Yes	Yes	Yes
FL007870016	North Port Fire Rescue District IJ	Fire Medic	No	33-2011	33-0000	Protective Service Occupations	33-2011	Yes	Yes	No		\$56,560	Yes	Yes	Yes	Yes	Yes
FL008730002	Northeast Florida Builders Association GNJ	Carpenter	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
FL008730002	Northeast Florida Builders Association GNJ	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL008730002	Northeast Florida Builders Association GNJ	Heating & Air-Conditioner Install/Ser	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
FL008730002	Northeast Florida Builders Association GNJ	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL008730002	Northeast Florida Builders Association GNJ	Sheet Metal Worker	No	47-2211	47-0000	Construction and Extraction Occupations	47-2211	Yes	Yes	No		\$47,780	Yes	Yes	Yes	Yes	Yes
FL001970001	Northwest Florida Bricklayers GNJ	Bricklayer (Construction)	No	47-2021	47-0000	Construction and Extraction Occupations	47-2021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,530	Yes	No	Yes	Yes	No
2020-FL-74354	Northwest Florida State College Apprenticeship Program, GNJ	Building Maintenance Repairer	No	49-9071	49-0000	Installation, Maintenance, and Repair Occupations	49-9071	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,480	Yes	Yes	Yes	Yes	No
2020-FL-74354	Northwest Florida State College Apprenticeship Program, GNJ	Carpenter	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
2020-FL-74354	Northwest Florida State College Apprenticeship Program, GNJ	CNC Operator - Milling And Turning	No	51-4034	51-0000	Production Occupations	51-4034	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$38,940	Yes	Yes	Yes	Yes	No
2020-FL-74354	Northwest Florida State College Apprenticeship Program, GNJ	CNC Operator and Programmer	No	51-9162	51-0000	Production Occupations	51-9162	Yes	Yes	No		\$60,100	Yes	Yes	Yes	Yes	Yes
2020-FL-74354	Northwest Florida State College Apprenticeship Program, GNJ	Computer Support Specialist	No	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	Yes	Yes	Yes	Yes

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2020-FL-74354	Northwest Florida State College Apprenticeship Program, GNJ	Cook	No	35-2014	35-0000	Food Preparation and Serving Related Occupations	35-2014	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,900	Yes	No	Yes	Yes	No
2020-FL-74354	Northwest Florida State College Apprenticeship Program, GNJ	Heating & Air-Conditioner Install- Servicer	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
2020-FL-74354	Northwest Florida State College Apprenticeship Program, GNJ	Network And Computer Systems Administrator (Alternate Title: IT Specialist)	No	15-1244	15-0000	Computer and Mathematical Occupations	15-1244	Yes	Yes	No		\$91,620	Yes	Yes	Yes	Yes	Yes
2020-FL-74354	Northwest Florida State College Apprenticeship Program, GNJ	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL008810009	Ocala Utility Services IJW	Electric Meter Repairer	No	49-9012	49-0000	Installation, Maintenance, and Repair Occupations	49-9012	Yes	Yes	No		\$56,000	Yes	Yes	Yes	Yes	Yes
FL008810009	Ocala Utility Services IJW	Electrician, Substation	No	49-2095	49-0000	Installation, Maintenance, and Repair Occupations	49-2095	Yes	Yes	No		\$76,450	Yes	Yes	Yes	Yes	Yes
FL008810009	Ocala Utility Services IJW	Line Erector (Power-Line Distribution Erector)	No	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	No	Yes	Yes	No
FL008810009	Ocala Utility Services IJW	Maintance & Repair Worker (Equipment Maintenance System Technician) - FL	No	49-9071	49-0000	Installation, Maintenance, and Repair Occupations	49-9071	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,480	Yes	Yes	Yes	Yes	No
FL008810009	Ocala Utility Services IJW	Pipefitter (Collection & Distribution Lines Technician)	Yes	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL008810009	Ocala Utility Services IJW	Switchboard Operator (Utility)	No	51-8012	51-0000	Production Occupations	51-8012	Yes	Yes	No		\$88,760	Yes	Yes	Yes	Yes	Yes
FL008810009	Ocala Utility Services IJW	Water & Wastewater Treatment Plant & Systems Operator	Yes	51-8031	51-0000	Production Occupations	51-8031	Yes	Yes	No		\$53,860	Yes	Yes	Yes	Yes	Yes
2020-FL-76031	Orange Technical College - West Apprenticeship Program, GNJ	Medical Assistant	No	31-9092	31-0000	Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	Yes	Yes	Yes	Yes
2021-FL-93604	Orange Technical College - Winter Park Apprenticeship Program GNJ	Cyber Security Support Technician	No	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	Yes	Yes	Yes	Yes
FL005135188	Orlando Laborers & North FLorida Apprenticeship Program, JATC	Construction Craft Laborer	No	47-2061	47-0000	Construction and Extraction Occupations	47-2061	Yes	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$37,690	Yes	Yes	Yes	Yes	No
FL008470001	Orlando Plumbers & Pipefitters JAC	Heating & Air-Conditioner Install/Ser	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
FL008470001	Orlando Plumbers & Pipefitters JAC	Maintenance Repairer, Industrial	No	49-9071	49-0000	Installation, Maintenance, and Repair Occupations	49-9071	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,480	Yes	Yes	Yes	Yes	No
FL008470001	Orlando Plumbers & Pipefitters JAC	Pipe Fitter (Construction)	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL008470001	Orlando Plumbers & Pipefitters JAC	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes

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2023-FL-116810	Overland Contracting Inc. Apprenticeship Program, INJ	Electrician	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
2023-FL-116810	Overland Contracting Inc. Apprenticeship Program, INJ	Solar Energy Technician	No	47-2231	47-0000	Construction and Extraction Occupations	47-2231	Yes	Yes	No		\$43,470	Yes	Yes	Yes	Yes	Yes
FL007580001	Palm Beach County Ironworkers JAC	Structural Steel Worker (Alternate Titles: Ironworker Or Structural Ironworker)	No	47-2221	47-0000	Construction and Extraction Occupations	47-2221	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$48,780	Yes	No	Yes	Yes	No
FL007450003	Palm Beach County Plumbing, A/C & Pipefitting JATC	Heating & Air-Conditioner Install/Ser	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
FL007450003	Palm Beach County Plumbing, A/C & Pipefitting JATC	Pipe Fitter (Construction)	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL007450003	Palm Beach County Plumbing, A/C & Pipefitting JATC	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
2020-FL-79545	Paragon Cyber Solutions, INJ	Cyber Security Support Technician	No	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	Yes	Yes	Yes	Yes
FL007900011	Pasco County Child Care Apprenticeship IJW	Child Care Development Specialist	No	39-9011	39-0000	Personal Care and Service Occupations	39-9011	Yes	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$28,480	Yes	Yes	No	Yes	No
2021-FL-87901	Pasco-Hernando State College Apprenticeship Program, GNJ	Home Performance Laborer Residential	No	47-4090	47-0000	Construction and Extraction Occupations	47-4091	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,080	Yes	Yes	Yes	Yes	No
2021-FL-87901	Pasco-Hernando State College Apprenticeship Program, GNJ	Maintenance Repair Worker (Multi-Family Facilities)	No	49-9071	49-0000	Installation, Maintenance, and Repair Occupations	49-9071	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,480	Yes	Yes	Yes	Yes	No
FL003050001	Peace River Electric Cooperative Inc. IJ	Line Installer-Repairer	No	49-9052	49-0000	Installation, Maintenance, and Repair Occupations	49-9052	Yes	Yes	No		\$50,780	Yes	Yes	Yes	Yes	Yes
FL007730001	Pensacola Electrical Apprenticeship College GNJ	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
2020-FL-74484	Peoples Gas System, IJW	Gas Utility Worker	No	49-9012	49-0000	Installation, Maintenance, and Repair Occupations	49-9012	Yes	Yes	No		\$56,000	Yes	Yes	Yes	Yes	Yes
2023-FL-122944	Perimeter Solutions Group, LLC, INJ	Fence Erector	Yes	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
FL006990005	Pinellas Association of Plumbing, Heating & Cooling Contractors, GNJ	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL006030009	Pinellas County Government Apprenticeship Program INJ	Landscape Technician	No	37-3011	37-0000	Building and Grounds Cleaning and Maintenance Occupations	37-3011	Yes	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,490	Yes	Yes	Yes	Yes	No

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Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FL001970009	Pinellas County Schools Child Care Apprenticeship INJ	Child Care Development Specialist	No	39-9011	39-0000	Personal Care and Service Occupations	39-9011	Yes	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$28,480	Yes	Yes	No	Yes	No
FL006120148	Pinellas Park Fire Department Apprenticeship Program IJ	Fire Fighter	No	33-2011	33-0000	Protective Service Occupations	33-2011	Yes	Yes	No		\$56,560	Yes	Yes	Yes	Yes	Yes
2023-FL-116617	Pinellas Technical College Apprenticeship Program, GNJ	Vehicle Electrical/ Electronic Systems Technician	No	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	Yes	Yes	Yes	Yes
2022-FL-110600	Pinellas Technical College Facilities Maintenance Apprenticeship Program, GNJ	Building Maintenance Repairer	No	49-9071	49-0000	Installation, Maintenance, and Repair Occupations	49-9071	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,480	Yes	Yes	Yes	Yes	No
2024-FL-126073	Pinellas Technical College Practical Nurse Apprenticeship, GNJ	Nurse, Licensed Practical (Practical Nurse)	Yes	29-2061	29-0000	Healthcare Practitioners and Technical Occupations	29-2061	Yes	Yes	No		\$53,780	Yes	Yes	Yes	Yes	Yes
2018-FL-72032	Piper Aircraft Apprenticeship Program, INJ	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers - FL	No	51-2011	51-0000	Production Occupations	51-2011	Yes	Yes	No		\$47,070	Yes	Yes	Yes	Yes	Yes
2018-FL-70707	Plumbing Contractors Association Apprenticeship Program, Inc., GNJ	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL005070003	Plumbing Industry Professional Education GNJ	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
2022-FL-104043	Polk State College Cybersecurity Apprenticeship Program, GNJ	Cybersecurity Analyst	No	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	Yes	Yes	Yes	Yes
FL013145194	Post Electric Inc - Electrical Apprenticeship Prog	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
2019-FL-73394	Power Design, Inc., INJ	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL006156743	Powertown Line Construction Apprenticeship INJ	Line Installer-Repairer	No	49-9052	49-0000	Installation, Maintenance, and Repair Occupations	49-9052	Yes	Yes	No		\$50,780	Yes	Yes	Yes	Yes	Yes
FL001960008	RACCA, Inc. GNJ	Heating & Air-Conditioner Install/Ser	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
FL001960008	RACCA, Inc. GNJ	Refrigeration Mechanic (Any Ind)	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
2019-FL-72528	Rayonier Advanced Materials IJ	Electrician, Maintenance	Yes	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
2019-FL-72528	Rayonier Advanced Materials IJ	Instrument Mechanic-HY - FL	No	17-3023	17-0000	Architecture and Engineering Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	Yes	Yes	Yes	Yes
2018-FL-71341	Related Urban Apprenticeship Program, GNJ	Carpenter	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
2023-FL-117116	Sanitas Apprenticeship Program, INJ	Medical Assistant	No	31-9092	31-0000	Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	Yes	Yes	Yes	Yes
FL007910008	Sarasota Child Care Apprenticeship Program GNJ	Child Care Development Specialist	No	39-9011	39-0000	Personal Care and Service Occupations	39-9011	Yes	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$28,480	Yes	Yes	No	Yes	No
FL007830023	Sarasota County Fire Department JATC	Fire Medic	No	33-2011	33-0000	Protective Service Occupations	33-2011	Yes	Yes	No		\$56,560	Yes	Yes	Yes	Yes	Yes
FL007740006	School Board of Broward Co FL Physical Plant Operations	Carpenter	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
FL007740006	School Board of Broward Co FL Physical Plant Operations	Cement Mason (Alternate Title: Cement Mason Concrete Finisher)	No	47-2051	47-0000	Construction and Extraction Occupations	47-2051	Yes	Yes	No		\$43,330	Yes	Yes	Yes	Yes	Yes
FL007740006	School Board of Broward Co FL Physical Plant Operations	Diesel Mechanic	No	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	Yes	Yes	Yes	Yes

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Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FL007740006	School Board of Broward Co FL Physical Plant Operations	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL007740006	School Board of Broward Co FL Physical Plant Operations	Heating & Air-Conditioner Install/Ser	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
FL007740006	School Board of Broward Co FL Physical Plant Operations	Painter	No	47-2141	47-0000	Construction and Extraction Occupations	47-2141	Yes	Yes	No		\$39,610	Yes	Yes	Yes	Yes	Yes
FL007740006	School Board of Broward Co FL Physical Plant Operations	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL007740006	School Board of Broward Co FL Physical Plant Operations	Pump Servicer	No	49-9041	49-0000	Installation, Maintenance, and Repair Occupations	49-9041	Yes	Yes	No		\$55,440	Yes	Yes	Yes	Yes	Yes
FL007740006	School Board of Broward Co FL Physical Plant Operations	Roofer	No	47-2181	47-0000	Construction and Extraction Occupations	47-2181	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$42,370	Yes	Yes	Yes	Yes	No
FL007740006	School Board of Broward Co FL Physical Plant Operations	Sheet Metal Worker	No	47-2211	47-0000	Construction and Extraction Occupations	47-2211	Yes	Yes	No		\$47,780	Yes	Yes	Yes	Yes	Yes
2022-FL-111641	SECO Energy, IJW	Line Erector (Power-Line Distribution Erector)	No	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	No	Yes	Yes	No
FL007470002	Sheet Metal Workers Local 32 JAC	Sheet Metal Apprentice	No	47-2211	47-0000	Construction and Extraction Occupations	47-2211	Yes	Yes	No		\$47,780	Yes	Yes	Yes	Yes	Yes
FL007690001	Sheet Metal Workers' Local 15 JATCTF	Sheet Metal Worker	No	47-2211	47-0000	Construction and Extraction Occupations	47-2211	Yes	Yes	No		\$47,780	Yes	Yes	Yes	Yes	Yes
2019-FL-72830	Shelby Erectors, Inc., INJ	Reinforcing Ironworker Concrete (Existing Title: Reinforcing Metal Worker)	No	47-2171	47-0000	Construction and Extraction Occupations	47-2171	Yes	Yes	No		\$46,930	Yes	Yes	Yes	Yes	Yes
2021-FL-87921	Solutions of Substance, GNJ	Peer Specialist	No	21-1093	21-0000	Community and Social Service Occupations	21-1093	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$39,890	Yes	Yes	Yes	Yes	No
FL007460011	South FL Carpenters JATC	Carpenter	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
FL007460011	South FL Carpenters JATC	Floor Layer (Alternate Title: Floor Cover)	No	47-2042	47-0000	Construction and Extraction Occupations	47-2042	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$45,360	Yes	No	Yes	Yes	No
FL007460011	South FL Carpenters JATC	Scaffold Erector (Existing Title: Carpenter, Rough)	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
FL007540003	South Florida Ironworkers LU 272 JATTC	Structural Steel Worker (Alternate Titles: Ironworker Or Structural Ironworker)	No	47-2221	47-0000	Construction and Extraction Occupations	47-2221	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$48,780	Yes	No	Yes	Yes	No

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Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FL011030001	South Florida Laborers JATC	Construction Craft Laborer	No	47-2061	47-0000	Construction and Extraction Occupations	47-2061	Yes	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$37,690	Yes	Yes	Yes	Yes	No
FL011090024	South Florida Manufacturers Association GNJ	Cnc Set-Up Prog - Milling And Turning	No	51-9162	51-0000	Production Occupations	51-9162	Yes	Yes	No		\$60,100	Yes	Yes	Yes	Yes	Yes
FL011090024	South Florida Manufacturers Association GNJ	Machinist (Alternate Title: Precision Machinist)	No	51-4041	51-0000	Production Occupations	51-4041	Yes	Yes	No		\$48,140	Yes	Yes	Yes	Yes	Yes
FL011090024	South Florida Manufacturers Association GNJ	Precision Machinist - FL	No	51-4041	51-0000	Production Occupations	51-4041	Yes	Yes	No		\$48,140	Yes	Yes	Yes	Yes	Yes
FL007900016	South Florida Operating Engineers JAC	Operating Engineer (Alternate Title: Heavy Construction Equipment Mechanic)	No	47-2073	47-0000	Construction and Extraction Occupations	47-2073	Yes	Yes	No		\$53,980	Yes	Yes	Yes	Yes	Yes
2017-FL-316	Southeast Power Corporation Groundman To Lineman Apprenticeship Program INJ	Line Erector (Power-Line Distribution Erector)	No	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	No	Yes	Yes	No
2024-FL-126545	Southeastern Excavating and Land Clearing, LLC Registered Apprenticeship Program, INJ	Dragline Operator (Heavy Equipment Operator)	Yes	47-2073	47-0000	Construction and Extraction Occupations	47-2073	Yes	Yes	No		\$53,980	Yes	Yes	Yes	Yes	Yes
2019-FL-72905	Space Coast Consortium Apprenticeship Program, GNJ	Additive Manufacturing Technician	Yes	17-3026	17-0000	Architecture and Engineering Occupations	17-3026	Yes	Yes	No		\$60,230	Yes	Yes	Yes	Yes	Yes
2019-FL-72905	Space Coast Consortium Apprenticeship Program, GNJ	Advanced CNC/DNC Machinist - FL	No	51-9161	51-0000	Production Occupations	51-9161	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,370	Yes	No	Yes	Yes	No
2019-FL-72905	Space Coast Consortium Apprenticeship Program, GNJ	Advanced Manufacturing Fiber Composite Technician - FL	No	51-2051	51-0000	Production Occupations	51-2051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$37,820	Yes	No	Yes	Yes	No
2019-FL-72905	Space Coast Consortium Apprenticeship Program, GNJ	Gas Tungsten Arc Welding Aerospace Welder	Yes	51-4122	51-0000	Production Occupations	51-4122	Yes	Yes	No		\$37,690	Yes	Yes	Yes	Yes	Yes
2019-FL-72905	Space Coast Consortium Apprenticeship Program, GNJ	Mechatronics Technician	No	49-2094	49-0000	Installation, Maintenance, and Repair Occupations	49-2094	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$57,060	Yes	No	Yes	Yes	No
FL001980005	Space Coast Machinist Apprenticeship Program GNJ	Machinist (Alternate Title: Precision Machinist)	No	51-4041	51-0000	Production Occupations	51-4041	Yes	Yes	No		\$48,140	Yes	Yes	Yes	Yes	Yes
2019-FL-73782	St. Petersburg College Apprenticeship Program, GNJ	Community Health Worker	No	21-1091	21-0000	Community and Social Service Occupations	21-1091	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$59,600	Yes	No	Yes	Yes	No
2019-FL-73782	St. Petersburg College Apprenticeship Program, GNJ	Computer Support Specialist	No	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	Yes	Yes	Yes	Yes

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Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
2019-FL-73782	St. Petersburg College Apprenticeship Program, GNJ	Information Technology Project Manager	No	15-1245	15-0000	Computer and Mathematical Occupations	15-1242	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$100,260	Yes	No	Yes	Yes	No
2019-FL-73782	St. Petersburg College Apprenticeship Program, GNJ	IT Analyst (Alternate Title: Computer Systems Analyst)	No	15-1211	15-0000	Computer and Mathematical Occupations	15-1211	Yes	Yes	No		\$100,940	Yes	Yes	Yes	Yes	Yes
2019-FL-73782	St. Petersburg College Apprenticeship Program, GNJ	IT Project Managers (Project Manager Specialist)	Yes	11-3021	11-0000	Management Occupations	11-3021	Yes	Yes	No		\$157,810	Yes	Yes	Yes	Yes	Yes
2019-FL-73782	St. Petersburg College Apprenticeship Program, GNJ	Network Security Administrator	No	15-1244	15-0000	Computer and Mathematical Occupations	15-1244	Yes	Yes	No		\$91,620	Yes	Yes	Yes	Yes	Yes
FL007840013	St. Petersburg Fire & Rescue IJ	Fire Fighter	No	33-2011	33-0000	Protective Service Occupations	33-2011	Yes	Yes	No		\$56,560	Yes	Yes	Yes	Yes	Yes
2022-FL-111900	Summit Fire and Security, INJ	Inspector, Building	No	47-4011	47-0000	Construction and Extraction Occupations	47-4011	Yes	Yes	No		\$63,040	Yes	Yes	Yes	Yes	Yes
2022-FL-111900	Summit Fire and Security, INJ	Pipe Fitter - Sprinkler Fitter	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
2023-FL-116037	Sundt Construction Apprenticeship Program INJ	Form Builder	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
2019-FL-72732	Sunshine Boats & Motors, INJ	Outboard-Motor Mechanic	No	49-3051	49-0000	Installation, Maintenance, and Repair Occupations	49-3051	Yes	Yes	No		\$51,630	Yes	Yes	Yes	Yes	Yes
FL001950010	SW Florida Chapter Masonry Association of Florida Inc., GNJ	Bricklayer (Construction)	No	47-2021	47-0000	Construction and Extraction Occupations	47-2021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,530	Yes	No	Yes	Yes	No
FL010040001	Tallahassee Capitol Chapter Masonry Assn of Florida Inc	Bricklayer (Construction)	No	47-2021	47-0000	Construction and Extraction Occupations	47-2021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,530	Yes	No	Yes	Yes	No
2020-FL-76027	Tallahassee Refrigeration and Air Conditioning Contractors Association Apprenticeship Program, GNJ	Heating & Air-Conditioner Install/Ser	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
FL007880004	Tampa Area Electrical JATC	Electrician	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL007880004	Tampa Area Electrical JATC	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL007900006	Tampa Bay Machining Apprenticeship GNJ	Cnc Operator - Milling	No	51-4035	51-0000	Production Occupations	51-4035	Yes	Yes	No		\$42,170	Yes	Yes	Yes	Yes	Yes
FL007900006	Tampa Bay Machining Apprenticeship GNJ	Cnc Operator - Milling And Turning	No	51-4034	51-0000	Production Occupations	51-4034	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$38,940	Yes	Yes	Yes	Yes	No
FL007900006	Tampa Bay Machining Apprenticeship GNJ	Cnc Operator - Turning	No	51-4034	51-0000	Production Occupations	51-4034	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$38,940	Yes	Yes	Yes	Yes	No
FL007900006	Tampa Bay Machining Apprenticeship GNJ	Cnc Set-Up Prog - Milling	No	51-9162	51-0000	Production Occupations	51-9162	Yes	Yes	No		\$60,100	Yes	Yes	Yes	Yes	Yes

2024-2025 Master Credentials List
Registered Apprenticeships

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Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FL007900006	Tampa Bay Machining Apprenticeship GNJ	Cnc Set-Up Prog - Milling And Turning	No	51-9162	51-0000	Production Occupations	51-9162	Yes	Yes	No		\$60,100	Yes	Yes	Yes	Yes	Yes
FL007900006	Tampa Bay Machining Apprenticeship GNJ	Cnc Set-Up Prog - Turning	No	51-9162	51-0000	Production Occupations	51-9162	Yes	Yes	No		\$60,100	Yes	Yes	Yes	Yes	Yes
FL007900006	Tampa Bay Machining Apprenticeship GNJ	Machinist	No	51-4041	51-0000	Production Occupations	51-4041	Yes	Yes	No		\$48,140	Yes	Yes	Yes	Yes	Yes
FL007900006	Tampa Bay Machining Apprenticeship GNJ	Machinist (Alternate Title: Precision Machinist)	No	51-4041	51-0000	Production Occupations	51-4041	Yes	Yes	No		\$48,140	Yes	Yes	Yes	Yes	Yes
FL007900006	Tampa Bay Machining Apprenticeship GNJ	Mold Maker, Die-Cast & Plastic	No	51-4111	51-0000	Production Occupations	51-4111	Yes	Yes	No		\$58,290	Yes	Yes	Yes	Yes	Yes
FL007900006	Tampa Bay Machining Apprenticeship GNJ	Numerical Control Machnist Oper	No	51-9161	51-0000	Production Occupations	51-9161	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,370	Yes	No	Yes	Yes	No
FL007900006	Tampa Bay Machining Apprenticeship GNJ	Tool And Die Maker	No	51-4111	51-0000	Production Occupations	51-4111	Yes	Yes	No		\$58,290	Yes	Yes	Yes	Yes	Yes
FL007630001	Tampa Bay Pipe Trades JATC	Heating & Air-Conditioner Install/Ser	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
FL007630001	Tampa Bay Pipe Trades JATC	Pipe Fitter (Construction)	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL007630001	Tampa Bay Pipe Trades JATC	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL003020002	Tampa Electric Company IJW	Cable Splicer	No	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	No	Yes	Yes	No
FL003020002	Tampa Electric Company IJW	Electrician, Substation	No	49-2095	49-0000	Installation, Maintenance, and Repair Occupations	49-2095	Yes	Yes	No		\$76,450	Yes	Yes	Yes	Yes	Yes
FL003020002	Tampa Electric Company IJW	Field Service Engineer	No	49-2094	49-0000	Installation, Maintenance, and Repair Occupations	49-2094	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$57,060	Yes	No	Yes	Yes	No
FL003020002	Tampa Electric Company IJW	Line Installer-Repairer	No	49-9052	49-0000	Installation, Maintenance, and Repair Occupations	49-9052	Yes	Yes	No		\$50,780	Yes	Yes	Yes	Yes	Yes
FL003000002	Tampa Electrical Residential Wireman JATC	Residential Wireman	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL003000001	Tampa Electrical Telecommunications JATC	Telecommunications Technician (Alternate Title: Broadband Technician)	No	49-2022	49-0000	Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Yes	Yes	Yes	Yes
2017-FL-712	Tampa General Hospital INJ	Health Information Management Hospital Coder	No	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Yes	Yes	Yes	Yes
FL007570002	Tampa Ironworkers JATC	Structural Steel Worker (Alternate Titles: Ironworker Or Structural Ironworker)	No	47-2221	47-0000	Construction and Extraction Occupations	47-2221	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$48,780	Yes	No	Yes	Yes	No
FL007670002	Tampa Millwrights JATC	Millwright	No	49-9044	49-0000	Installation, Maintenance, and Repair Occupations	49-9044	Yes	Yes	No		\$55,950	Yes	Yes	Yes	Yes	Yes
2022-FL-112759	Tampa Ship Apprenticeship Program, iNJ	Electrician (Ship & Boat)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes

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Registered Apprenticeships

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Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
2023-FL-122480	Taylor Lightning Protection Apprenticeship Program, INJ	Electronic Utility Worker (Lightning Protection Technician)	Yes	51-9199	51-0000	Production Occupations	51-9199	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$36,160	Yes	Yes	Yes	Yes	No
2019-FL-72946	Technical Education Council, LLC	Electrical Technician (Low Voltage Technician)	Yes	17-3023	17-0000	Architecture and Engineering Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	Yes	Yes	Yes	Yes
2019-FL-72946	Technical Education Council, LLC	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
2019-FL-72946	Technical Education Council, LLC	Roofer	No	47-2181	47-0000	Construction and Extraction Occupations	47-2181	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$42,370	Yes	Yes	Yes	Yes	No
2022-FL- 111571	Technology and Health Apprenticeship Program (THAP), GNJ	Cyber Security Support Technician	No	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	Yes	Yes	Yes	Yes
2022-FL- 111571	Technology and Health Apprenticeship Program (THAP), GNJ	Information Technology Specialist	No	15-1244	15-0000	Computer and Mathematical Occupations	15-1244	Yes	Yes	No		\$91,620	Yes	Yes	Yes	Yes	Yes
FL005111363	Tharp Plumbing Systems Apprenticeshp Program INJ	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
2018-FL-71225	The College of the Florida Keys Apprenticeship Program, GNJ	Carpenter	No	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	Yes	Yes	Yes	Yes
2018-FL-71225	The College of the Florida Keys Apprenticeship Program, GNJ	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
2018-FL-71225	The College of the Florida Keys Apprenticeship Program, GNJ	Heating & Air Conditioning Mechanic & Installer	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
2018-FL-71225	The College of the Florida Keys Apprenticeship Program, GNJ	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
2024-FL-126110	The Desoto Group, LLC Electrical Lineworker Apprenticeship, INJ	Line Installer-Repairer	Yes	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	Yes	Yes	Yes	No
FL003030005	The Fishel Company INJ	Line Installer-Repairer	No	49-9052	49-0000	Installation, Maintenance, and Repair Occupations	49-9052	Yes	Yes	No		\$50,780	Yes	Yes	Yes	Yes	Yes
2023-FL-116043	The Mosaic Company Apprenticeship Program, JAC	Electrician, Maintenance	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
2018-FL-70988	The People of Manufacturing Apprenticeship GNJ	Automation Technician	No	17-3024	17-0000	Architecture and Engineering Occupations	17-3024	Yes	Yes	No		\$71,180	Yes	Yes	Yes	Yes	Yes
2018-FL-70988	The People of Manufacturing Apprenticeship GNJ	Industrial Maintenance Mechanic (Existing Title: Maintenance Mechanic)	No	49-9041	49-0000	Installation, Maintenance, and Repair Occupations	49-9041	Yes	Yes	No		\$55,440	Yes	Yes	Yes	Yes	Yes
2018-FL-70988	The People of Manufacturing Apprenticeship GNJ	Machine Assembler	No	51-2031	51-0000	Production Occupations	51-2031	Yes	Yes	No		\$43,470	Yes	Yes	Yes	Yes	Yes
2018-FL-70988	The People of Manufacturing Apprenticeship GNJ	Machinist	No	51-4041	51-0000	Production Occupations	51-4041	Yes	Yes	No		\$48,140	Yes	Yes	Yes	Yes	Yes
2018-FL-70988	The People of Manufacturing Apprenticeship GNJ	Mechatronics Technician	No	49-2094	49-0000	Installation, Maintenance, and Repair Occupations	49-2094	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$57,060	Yes	No	Yes	Yes	No
2020-FL-75447	The School District of Highlands County Apprenticeship Program, INJ	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes

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Registered Apprenticeships

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Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
2020-FL-75447	The School District of Highlands County Apprenticeship Program, INJ	Heating & Air Conditioning Mechanic & Installer	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
2023-FL-117741	Total Fire Protection, Inc Registered Apprenticeship Program, INJ	Pipe Fitter Sprinkler Fitter (Alternate Title: Fire Sprinklerfitter)	Yes	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
2022-FL-111520	TradeUp Academy HVAC Apprentice Program, GNJ	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
2022-FL-112367	TransCare EMT Apprenticeship Program, INJ	Emergency Medical Technician	No	29-2040	29-0000	Healthcare Practitioners and Technical Occupations	29-2043	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$51,520	Yes	No	Yes	Yes	No
2022-FL-113877	TRC/Truck Repair Center, INJ	Transit Bus Technician (Alternate title: Diesel Mechanic)	No	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	Yes	Yes	Yes	Yes
2023-FL-118445	Treasure Coast Technical College/SDIRC Apprenticeship Program, GNJ	Welder, Combination	Yes	51-4121	51-0000	Production Occupations	51-4121	Yes	Yes	No		\$46,690	Yes	Yes	Yes	Yes	Yes
FL004040001	Tri County Apprenticeship Academy GNJ	Electrician (Alternate Title: Interior Electrician)	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL004040001	Tri County Apprenticeship Academy GNJ	Heating & Air-Conditioner Install/Ser	No	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	Yes	Yes	Yes	Yes
FL004040001	Tri County Apprenticeship Academy GNJ	Pipe Fitter (Construction)	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL004040001	Tri County Apprenticeship Academy GNJ	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL004040001	Tri County Apprenticeship Academy GNJ	Sheet Metal Worker	No	47-2211	47-0000	Construction and Extraction Occupations	47-2211	Yes	Yes	No		\$47,780	Yes	Yes	Yes	Yes	Yes
FL004040001	Tri County Apprenticeship Academy GNJ	Sprinkler Fitter (Existing Title: Pipe Fitter)	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
FL004040001	Tri County Apprenticeship Academy GNJ	Telecommunications Technician (Alternate Title: Broadband Technician)	No	49-2022	49-0000	Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Yes	Yes	Yes	Yes
2020-FL-78997	TruMont Apprenticeship Program, GNJ	Home Health Aide (CB)	No	31-1120	31-0000	Healthcare Support Occupations	31-1121	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025- 2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$28,280	Yes	Yes	Yes	Yes	No
2020-FL-78997	TruMont Apprenticeship Program, GNJ	Registered Nurse Resident	No	29-1141	29-0000	Healthcare Practitioners and Technical Occupations	29-1141	Yes	Yes	No		\$79,910	Yes	Yes	Yes	Yes	Yes
FL007840018	United Service Training Corp GNJ	Plumber	No	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	Yes	Yes	Yes	Yes
2023-FL-117912	University of Florida Community Health Worker Registered Apprenticeship Program, GNJ	Community Health Worker	Yes	21-1091	21-0000	Community and Social Service Occupations	21-1091	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$59,600	Yes	Yes	Yes	Yes	No
2023-FL-117895	University of Florida, College of Education Teacher Registered Apprenticeship Program, GNJ	K-12 Teacher	Yes	25-3099	25-0000	Educational Instruction and Library Occupations	25-3099	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$42,900	Yes	Yes	Yes	Yes	No

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Registered Apprenticeships

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Program Number (USDOL or Florida Pre-apprenticeship)	Registered Program Name	Occupation/Trade (RAPIDS) (Local Title)	New to the 24- 25 MCL	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25-26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
2022-FL-114228	Urban Construction Craft Academy Apprenticeship Program, GNJ	Project Manager	No	13-1198	13-0000	Business and Financial Operations Occupations	13-1082	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$95,120	Yes	No	Yes	Yes	No
FL008700002	Utilities Commission, City of New Smyrna Beach INJ	Line Maintainer (Alternate Title: High Voltage Electrician)	No	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	No	Yes	Yes	No
FL003060001	Venice Theatre INJ	Stage Technician	No	27-4011	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4011	Yes	Yes	No		\$50,040	Yes	Yes	No	Yes	Yes
2023-FL-116622	Versa Tile & Marble, Inc. Apprenticeship Program INJ	Ceramic Tile Installed (Tile Setter)	No	47-2044	47-0000	Construction and Extraction Occupations	47-2044	Yes	Yes	No		\$45,960	Yes	Yes	Yes	Yes	Yes
FL006156744	Volt Power Company Apprenticeship Program INJ	Line Installer-Repairer	No	49-9052	49-0000	Installation, Maintenance, and Repair Occupations	49-9052	Yes	Yes	No		\$50,780	Yes	Yes	Yes	Yes	Yes
FL008870017	Withlacoochee River Elect INJ	Electric Meter Repairer	No	49-9012	49-0000	Installation, Maintenance, and Repair Occupations	49-9012	Yes	Yes	No		\$56,000	Yes	Yes	Yes	Yes	Yes
FL008870017	Withlacoochee River Elect INJ	Electrician, Maintenance	No	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	Yes	Yes	Yes	Yes
FL008870017	Withlacoochee River Elect INJ	Electrician, Substation	No	49-2095	49-0000	Installation, Maintenance, and Repair Occupations	49-2095	Yes	Yes	No		\$76,450	Yes	Yes	Yes	Yes	Yes
FL008870017	Withlacoochee River Elect INJ	Line Erector (Power-Line Distribution Erector)	No	49-9051	49-0000	Installation, Maintenance, and Repair Occupations	49-9051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$71,890	Yes	No	Yes	Yes	No

2024-2025 Master Credentials List
Industry Certifications

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Green Highlights = Credential is new to the MCL in 2024-2025.

*Eligibility for secondary level CAPE funding is determined by the State Board of Education and is captured on the CAPE Industry Certification Funding List (<https://www.fldoe.org/academics/career-adult-edu/cape-secondary/cape-industry-cert-funding-list-current.stml>).

FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
KNOWL007	.NET Coding Specialist	Knowledge Pillars Inc.	No	No	Non Degree	15-1251; 15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FDMQA030	911 Public Safety Telecommunicator	Florida Department of Health	No	Yes	Non Degree	43-5031	43-0000	Office and Administrative Support Occupations	43-5031	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$49,900	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ABAYC006	A/C Refrigeration Certification	American Boat & Yacht Council	No	Yes	Non Degree	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 22, 23, 24	Not on Lists
ACFAT001	Accredited Business Accountant (ABA)	Accreditation Council for Accountancy & Taxation	Yes	Yes	Non Degree	43-3031	43-0000	Office and Administrative Support Occupations	43-3031	Yes	Yes	No		\$45,380	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20, 24	Not on Lists
TAFLP001	Accredited Legal Professional (ALP)	NALS...the Association for Legal Professionals	No	No	Non Degree	23-2011	23-0000	Legal Occupations	23-2011	Yes	Yes	No		\$56,650	Yes	RDOL	Not evaluated for local demand	4, 5, 8, 9, 11, 12, 13, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists
ADOBE023	Adobe Certified Professional in Video Design (Requires Premiere Pro and After Effects or Photoshop)	Adobe Systems	No	No	Non Degree	27-4032	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4032	Yes	Yes	No		\$55,330	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 20
ADOBE024	Adobe Certified Professional in Visual Design (Requires Photoshop and Illustrator or InDesign)	Adobe Systems	No	No	Non Degree	27-1014	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1014	Yes	Yes	No		\$66,270	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17
ADOBE025	Adobe Certified Professional in Web Design (Requires Dreamweaver and Animate or Photoshop)	Adobe Systems	No	No	Non Degree	15-1257	15-0000	Computer and Mathematical Occupations	15-1254	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
USINS003	Advanced Unmanned Safety: Level 2	Unmanned Safety Institute	No	Yes	Non Degree	53-2012	53-0000	Transportation and Material Moving Occupations	53-2012	Yes	Yes	No		\$131,610	Yes	RDOL	Not evaluated for local demand	Not on Lists	16
USINS004	Advanced Unmanned System Operations (AUSO) Flight	Unmanned Safety Institute	No	Yes	Non Degree	53-2012	53-0000	Transportation and Material Moving Occupations	53-2012	Yes	Yes	No		\$131,610	Yes	RDOL	Not evaluated for local demand	Not on Lists	16
USINS005	Advanced Unmanned System Operations (AUSO) Ground	Unmanned Safety Institute	No	Yes	Non Degree	53-2012	53-0000	Transportation and Material Moving Occupations	53-2012	Yes	Yes	No		\$131,610	Yes	RDOL	Not evaluated for local demand	Not on Lists	16
NCATT003	Aerospace / Aircraft Assembly (AAA)	National Center for Aerospace and Transportation Technologies (NCATT)	No	No	Non Degree	51-2011	51-0000	Production Occupations	51-2011	Yes	Yes	No		\$47,070	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	18
SPACE001	Aerospace Technician	SpaceTec	No	Yes	Non Degree	17-3021	17-0000	Architecture and Engineering Occupations	17-3021	Yes	Yes	No		\$78,140	Yes	Not on Lists	Not evaluated for local demand	13	Not on Lists
FLFBR002	Agricultural Biotechnology Specialist Certification	Agricultural Education Services and Technology Inc.	No	No	Non Degree	19-4010	19-0000	Life, Physical, and Social Science Occupations	19-4012	Yes	Yes	No		\$39,970	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FLFBR003	Agricultural Communications Specialist Certification	Agricultural Education Services and Technology Inc.	No	No	Non Degree	27-3031	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-3031	Yes	Yes	No		\$65,760	Yes	RDOL	Not evaluated for local demand	5, 8, 11, 12, 13, 14, 15, 16, 20, 21, 22, 23	Not on Lists
FLFBR004	Agricultural Mechanics Specialist Certification	Agricultural Education Services and Technology Inc.	No	No	Non Degree	49-3041	49-0000	Installation, Maintenance, and Repair Occupations	49-3041	Yes	Yes	No		\$47,610	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18
FLFBR006	Agricultural Unmanned Aircraft Systems Specialist Certification	Agricultural Education Services and Technology Inc.	No	Yes	Non Degree	19-4012	19-0000	Life, Physical, and Social Science Occupations	19-4012	Yes	Yes	No		\$39,970	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FLFBR007	Agriculture Associate Certification	Agricultural Education Services and Technology Inc.	No	No	Non Degree	45-2093	45-0000	Farming, Fishing, and Forestry Occupations	45-2093	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$35,960	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	8, 10, 12, 15, 17, 20, 24

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Industry Certifications

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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FLFBR009	Agriculture Systems Associate Certification	Agricultural Education Services and Technology Inc.	No	No	Non Degree	45-2093	45-0000	Farming, Fishing, and Forestry Occupations	45-2093	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$35,960	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	8, 10, 12, 15, 17, 20, 24
FLFBR001	Agritechnology Specialist Certification	Agricultural Education Services and Technology Inc.	No	No	Non Degree	19-4010	19-0000	Life, Physical, and Social Science Occupations	19-4012	Yes	Yes	No		\$39,970	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
NATEX002	Air Conditioning Installation Specialization	North American Technician Excellence	No	Yes	Non Degree	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 22, 23, 24	Not on Lists
NATEX001	Air Conditioning Service Technician	North American Technician Excellence	No	Yes	Non Degree	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 22, 23, 24	Not on Lists
NATEX003	Air to Air Heat Pump Installation Technician	North American Technician Excellence	No	Yes	Non Degree	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 22, 23, 24	Not on Lists
NATEX004	Air to Air Heat Pump Service Technician	North American Technician Excellence	No	Yes	Non Degree	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 22, 23, 24	Not on Lists
NCATT001	Aircraft Electronics Technician (AET)	National Center for Aerospace and Transportation Technologies (NCATT)	No	Yes	Non Degree	49-2091	49-0000	Installation, Maintenance, and Repair Occupations	49-2091	Yes	Yes	No		\$68,480	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	2, 18, 20, 24
FLFBR005	Animal Science Specialist Certification	Agricultural Education Services and Technology Inc.	No	No	Non Degree	45-2093	45-0000	Farming, Fishing, and Forestry Occupations	45-2093	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$35,960	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	8, 10, 12, 15, 17, 20, 24
APPLE022	Apple App Development with Swift Associate	Apple, Inc.	No	No	Non Degree	15-1257	15-0000	Computer and Mathematical Occupations	15-1254	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
APPLE021	Apple App Development with Swift Certified User	Apple, Inc.	No	Yes	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FLAQAO01	Aquaculture Technician	Florida Aquaculture Association	No	No	Non Degree	11-9013	11-0000	Management Occupations	11-9013	Yes	Yes	No		\$88,820	Yes	RDOL	Not evaluated for local demand	Not on Lists	18
NIASE001	ASE - Advanced Engine Performance Specialist (L1)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3021; 49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE061	ASE - Alternate Fuels (F1)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3021; 49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE056	ASE - Brakes (H4)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	RDOL	Not evaluated for local demand	8, 10, 11, 12, 15, 17, 18, 22, 23	Not on Lists
NIASE053	ASE - Compressed Natural Gas (CNG) Engines (H1)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	RDOL	Not evaluated for local demand	8, 10, 11, 12, 15, 17, 18, 22, 23	Not on Lists
NIASE019	ASE - Damage Analysis and Estimating (B6)	National Institute for Automotive Service Excellence	Yes	Yes	Non Degree	49-3021; 49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists

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Industry Certifications

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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
NIASE054	ASE - Diesel Engines (H2)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	RDOL	Not evaluated for local demand	8, 10, 11, 12, 15, 17, 18, 22, 23	Not on Lists
NIASE055	ASE - Drive Train (H3)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	RDOL	Not evaluated for local demand	8, 10, 11, 12, 15, 17, 18, 22, 23	Not on Lists
NIASE058	ASE - Electrical/Electronic Systems (H6)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	RDOL	Not evaluated for local demand	8, 10, 11, 12, 15, 17, 18, 22, 23	Not on Lists
NIASE025	ASE - Gasoline Engines (T1)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3021; 49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE059	ASE - Heating Ventilation and Air Conditioning (HVAC) (H7)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	RDOL	Not evaluated for local demand	8, 10, 11, 12, 15, 17, 18, 22, 23	Not on Lists
NIASE071	ASE - Light Vehicle Diesel Engines (A9)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3021; 49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE060	ASE - Preventive Maintenance and Inspection (PMI) (H8)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	RDOL	Not evaluated for local demand	8, 10, 11, 12, 15, 17, 18, 22, 23	Not on Lists
NIASE057	ASE - Suspension and Steering (H5)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	RDOL	Not evaluated for local demand	8, 10, 11, 12, 15, 17, 18, 22, 23	Not on Lists
NIASE076	ASE Auto Maintenance and Light Repair (G1)	National Institute for Automotive Service Excellence	No	No	Non Degree	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE013	ASE Automobile Service Consultant (C1)	National Institute for Automotive Service Excellence	Yes	Yes	Non Degree	49-3021; 49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE005	ASE Automobile/Light Truck Technician: Automatic Transmission/Transaxle (A2)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE007	ASE Automobile/Light Truck Technician: Brakes (A5)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE008	ASE Automobile/Light Truck Technician: Electrical/Electronic Systems (A6)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE009	ASE Automobile/Light Truck Technician: Engine Performance (A8)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE010	ASE Automobile/Light Truck Technician: Engine Repair (A1)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE011	ASE Automobile/Light Truck Technician: Heating and Air Conditioning (A7)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE012	ASE Automobile/Light Truck Technician: Manual Drive Train and Axles (A3)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE014	ASE Automobile/Light Truck Technician: Suspension and Steering (A4)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE017	ASE Collision Repair and Refinishing Technician: Mechanical and Electrical Components (B5)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3021	49-0000	Installation, Maintenance, and Repair Occupations	49-3021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$50,690	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NIASE018	ASE Collision Repair and Refinishing Technician: Non-structural Analysis and Damage Repair (B3)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3021; 49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists

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NIASE029	ASE Collision Repair and Refinishing Technician: Painting and Refinishing (B2)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3021	49-0000	Installation, Maintenance, and Repair Occupations	49-3021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$50,690	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NIASE032	ASE Collision Repair and Refinishing Technician: Structural Analysis and Damage Repair (B4)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3021; 49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE077	ASE Entry-level - Auto: Automatic Transmission/Transaxle (AT)	National Institute for Automotive Service Excellence	No	No	Non Degree	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE078	ASE Entry-level - Auto: Automobile Service Technology (AS)	National Institute for Automotive Service Excellence	No	No	Non Degree	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE079	ASE Entry-level - Auto: Brakes (BR)	National Institute for Automotive Service Excellence	No	No	Non Degree	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE080	ASE Entry-level - Auto: Electrical/Electronic Systems (EE)	National Institute for Automotive Service Excellence	No	No	Non Degree	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE081	ASE Entry-level - Auto: Engine Performance (EP)	National Institute for Automotive Service Excellence	No	No	Non Degree	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE082	ASE Entry-level - Auto: Engine Repair (ER)	National Institute for Automotive Service Excellence	No	No	Non Degree	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE083	ASE Entry-level - Auto: Heating and Air Conditioning (AC)	National Institute for Automotive Service Excellence	No	No	Non Degree	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE084	ASE Entry-level - Auto: Manual Drive Train and Axles (MD)	National Institute for Automotive Service Excellence	No	No	Non Degree	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE085	ASE Entry-level - Auto: Suspension and Steering (SS)	National Institute for Automotive Service Excellence	No	No	Non Degree	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE086	ASE Entry-level - Collision: Mechanical and Electrical (ME)	National Institute for Automotive Service Excellence	No	No	Non Degree	49-3021	49-0000	Installation, Maintenance, and Repair Occupations	49-3021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$50,690	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NIASE087	ASE Entry-level - Collision: Non-structural Analysis and Damage Repair (NS)	National Institute for Automotive Service Excellence	No	No	Non Degree	49-3021	49-0000	Installation, Maintenance, and Repair Occupations	49-3021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$50,690	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NIASE088	ASE Entry-level - Collision: Painting and Refinishing (PR)	National Institute for Automotive Service Excellence	No	No	Non Degree	49-3021	49-0000	Installation, Maintenance, and Repair Occupations	49-3021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$50,690	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NIASE089	ASE Entry-level - Collision: Structural Analysis and Damage Repair (SR)	National Institute for Automotive Service Excellence	No	No	Non Degree	49-3021	49-0000	Installation, Maintenance, and Repair Occupations	49-3021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$50,690	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NIASE090	ASE Entry-level - Truck: Brakes (TB)	National Institute for Automotive Service Excellence	No	No	Non Degree	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	RDOL	Not evaluated for local demand	8, 10, 11, 12, 15, 17, 18, 22, 23	Not on Lists
NIASE091	ASE Entry-level - Truck: Diesel Engines (DE)	National Institute for Automotive Service Excellence	No	No	Non Degree	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	RDOL	Not evaluated for local demand	8, 10, 11, 12, 15, 17, 18, 22, 23	Not on Lists

2024-2025 Master Credentials List
Industry Certifications

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Green Highlights = Credential is new to the MCL in 2024-2025.

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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
NIASE092	ASE Entry-level - Truck: Electrical/Electronic Systems (TE)	National Institute for Automotive Service Excellence	No	No	Non Degree	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	RDOL	Not evaluated for local demand	8, 10, 11, 12, 15, 17, 18, 22, 23	Not on Lists
NIASE094	ASE Entry-level - Truck: Inspection, Maintenance, and Minor Repair (IM)	National Institute for Automotive Service Excellence	No	No	Non Degree	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	RDOL	Not evaluated for local demand	8, 10, 11, 12, 15, 17, 18, 22, 23	Not on Lists
NIASE093	ASE Entry-level - Truck: Steering & Suspension (TS)	National Institute for Automotive Service Excellence	No	No	Non Degree	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	RDOL	Not evaluated for local demand	8, 10, 11, 12, 15, 17, 18, 22, 23	Not on Lists
NIASE095	ASE Light Duty Hybrid/Electric Vehicle Specialist Certification Test (L3)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3021; 49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
NIASE016	ASE Medium/Heavy Truck Technician: Brakes (T4)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	RDOL	Not evaluated for local demand	8, 10, 11, 12, 15, 17, 18, 22, 23	Not on Lists
NIASE020	ASE Medium/Heavy Truck Technician: Diesel Engines (T2)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	RDOL	Not evaluated for local demand	8, 10, 11, 12, 15, 17, 18, 22, 23	Not on Lists
NIASE021	ASE Medium/Heavy Truck Technician: Drive Train (T3)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	RDOL	Not evaluated for local demand	8, 10, 11, 12, 15, 17, 18, 22, 23	Not on Lists
NIASE023	ASE Medium/Heavy Truck Technician: Electrical/Electronic Systems (T6)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	RDOL	Not evaluated for local demand	8, 10, 11, 12, 15, 17, 18, 22, 23	Not on Lists
NIASE026	ASE Medium/Heavy Truck Technician: Heating, Ventilation, and A/C (HVAC) (T7)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	RDOL	Not evaluated for local demand	8, 10, 11, 12, 15, 17, 18, 22, 23	Not on Lists
NIASE031	ASE Medium/Heavy Truck Technician: Preventive Maintenance Inspection (PMI) (T8)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	RDOL	Not evaluated for local demand	8, 10, 11, 12, 15, 17, 18, 22, 23	Not on Lists
NIASE033	ASE Medium/Heavy Truck Technician: Suspension and Steering (T5)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3031	49-0000	Installation, Maintenance, and Repair Occupations	49-3031	Yes	Yes	No		\$55,260	Yes	RDOL	Not evaluated for local demand	8, 10, 11, 12, 15, 17, 18, 22, 23	Not on Lists
NIASE096	ASE Undercar Specialist Exhaust Systems (X1)	National Institute for Automotive Service Excellence	No	Yes	Non Degree	49-3021; 49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
ETAIN008	Associate Certified Electronics Technician (CETa)	Electronics Technician Association International	No	Yes	Non Degree	49-2094	49-0000	Installation, Maintenance, and Repair Occupations	49-2094	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$57,060	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ADESK033	Autodesk Certified Associate in CAD for Mechanical Design	Autodesk	No	Yes	Non Degree	17-3013	17-0000	Architecture and Engineering Occupations	17-3013	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$57,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ADESK034	Autodesk Certified Associate in CAM 2.5 Axis Milling for Machinists	Autodesk	No	Yes	Non Degree	51-4035	51-0000	Production Occupations	51-4035	Yes	Yes	No		\$42,170	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18, 24
ADESK035	Autodesk Certified Associate in CAM for Turning	Autodesk	No	Yes	Non Degree	51-4034; 51-4041; 51-9162	51-0000	Production Occupations	51-4041	Yes	Yes	No		\$48,140	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
ADESK036	Autodesk Certified Expert in CAM for Multi-Axis Milling	Autodesk	No	Yes	Non Degree	51-4035; 51-4041; 51-9162	51-0000	Production Occupations	51-4041	Yes	Yes	No		\$48,140	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
ADESK037	Autodesk Certified Expert in Generative Design for Manufacturing	Autodesk	No	Yes	Non Degree	17-3013	17-0000	Architecture and Engineering Occupations	17-3013	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$57,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ADESK021	Autodesk Certified Professional - AutoCAD	Autodesk	No	Yes	Non Degree	17-3011	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
ADESK023	Autodesk Certified Professional - AutoCAD Civil 3D	Autodesk	No	Yes	Non Degree	17-3011	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
ADESK024	Autodesk Certified Professional - Inventor	Autodesk	No	Yes	Non Degree	17-3011	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
ADESK025	Autodesk Certified Professional - Revit Architecture	Autodesk	No	Yes	Non Degree	17-3011	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists

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Industry Certifications

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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
ADESK038	Autodesk Certified Professional in CAM for 3 Axis Milling	Autodesk	No	Yes	Non Degree	51-4035; 51-4041; 51-9162	51-0000	Production Occupations	51-4041	Yes	Yes	No		\$48,140	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
ADESK039	Autodesk Certified Professional in Design for Manufacturing	Autodesk	No	Yes	Non Degree	17-3013	17-0000	Architecture and Engineering Occupations	17-3013	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$57,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ADESK040	Autodesk Certified Professional in Simulation for Static Stress Analysis	Autodesk	No	Yes	Non Degree	17-3013	17-0000	Architecture and Engineering Occupations	17-3013	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$57,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ADESK031	Autodesk Certified User - 3ds Max	Autodesk	No	No	Non Degree	17-3011	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
ADESK002	Autodesk Certified User - AutoCAD	Autodesk	No	No	Non Degree	17-3011	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
ADESK032	Autodesk Certified User - Fusion 360	Autodesk	No	No	Non Degree	17-3013	17-0000	Architecture and Engineering Occupations	17-3013	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$57,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ADESK011	Autodesk Certified User - Inventor	Autodesk	No	No	Non Degree	17-3011	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
ADESK030	Autodesk Certified User - Maya	Autodesk	No	No	Non Degree	17-3011	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
ADESK008	Autodesk Certified User - Revit Architecture	Autodesk	No	No	Non Degree	17-3011	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
ETAIN006	Avionics Electronics Technician	Electronics Technician Association International	No	No	Non Degree	49-2093	49-0000	Installation, Maintenance, and Repair Occupations	49-2093	Yes	Yes	No		\$56,260	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
AMAZN002	AWS Certified Cloud Practitioner	Amazon	No	Yes	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
AMAZN004	AWS Certified Data Analytics - Specialty	Amazon	No	Yes	Non Degree	15-1245	15-0000	Computer and Mathematical Occupations	15-1242	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$100,260	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
AMAZN005	AWS Certified Database - Specialty	Amazon	No	Yes	Non Degree	15-1245	15-0000	Computer and Mathematical Occupations	15-1242	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$100,260	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
AMAZN003	AWS Certified Developer - Associate	Amazon	No	Yes	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
AMAZN006	AWS Certified Machine Learning - Specialty	Amazon	No	Yes	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
AMAZN007	AWS Certified Security - Specialty	Amazon	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists

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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
AMAZN001	AWS Certified Solutions Architect - Associate	Amazon	No	Yes	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
AMAZN008	AWS Certified SysOps Administrator-Associate	Amazon	No	Yes	Non Degree	15-1244	15-0000	Computer and Mathematical Occupations	15-1244	Yes	Yes	No		\$91,620	Yes	RDOL	Not evaluated for local demand	5, 8, 12, 13, 14, 15, 18, 21, 22, 23	Not on Lists
AWELD003	AWS Certified Welder - FCAW Plate	American Welding Society	No	Yes	Non Degree	51-4121	51-0000	Production Occupations	51-4121	Yes	Yes	No		\$46,690	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
AWELD004	AWS Certified Welder - GMAW Plate	American Welding Society	No	Yes	Non Degree	51-4121	51-0000	Production Occupations	51-4121	Yes	Yes	No		\$46,690	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
AWELD005	AWS Certified Welder - GTAW Pipe (Carbon Steel)	American Welding Society	No	Yes	Non Degree	51-4121	51-0000	Production Occupations	51-4121	Yes	Yes	No		\$46,690	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
AWELD006	AWS Certified Welder - GTAW Pipe (Stainless Steel to Carbon Steel)	American Welding Society	No	Yes	Non Degree	51-4121	51-0000	Production Occupations	51-4121	Yes	Yes	No		\$46,690	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
AWELD007	AWS Certified Welder - GTAW Pipe (Stainless Steel)	American Welding Society	No	Yes	Non Degree	51-4121	51-0000	Production Occupations	51-4121	Yes	Yes	No		\$46,690	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
AWELD008	AWS Certified Welder - GTAW Plate	American Welding Society	No	Yes	Non Degree	51-4121	51-0000	Production Occupations	51-4121	Yes	Yes	No		\$46,690	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
AWELD009	AWS Certified Welder - GTAW/SAW Pipe (Carbon Steel)	American Welding Society	No	Yes	Non Degree	51-4121	51-0000	Production Occupations	51-4121	Yes	Yes	No		\$46,690	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
AWELD010	AWS Certified Welder - GTAW/SAW Pipe (Chrome PWHT)	American Welding Society	No	Yes	Non Degree	51-4121	51-0000	Production Occupations	51-4121	Yes	Yes	No		\$46,690	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
AWELD014	AWS Certified Welder - GTAW/SAW Pipe (Combo Carbon Steel)	American Welding Society	No	Yes	Non Degree	51-4121	51-0000	Production Occupations	51-4121	Yes	Yes	No		\$46,690	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
AWELD013	AWS Certified Welder - S.S 18 Gauge through 10 Gauge	American Welding Society	No	Yes	Non Degree	51-4121	51-0000	Production Occupations	51-4121	Yes	Yes	No		\$46,690	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
AWELD011	AWS Certified Welder - SMAW Pipe	American Welding Society	No	Yes	Non Degree	51-4121	51-0000	Production Occupations	51-4121	Yes	Yes	No		\$46,690	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
AWELD012	AWS Certified Welder - SMAW Plate	American Welding Society	No	Yes	Non Degree	51-4121	51-0000	Production Occupations	51-4121	Yes	Yes	No		\$46,690	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
N/A	BASF Plant Science Certification	BASF	Yes	No	Non Degree	37-3011; 45-2092	37-0000; 45-0000	Building and Grounds Cleaning and Maintenance Occupations; Farming, Fishing, and Forestry Occupations	37-3011	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	N/A	N/A	N/A	Yes	N/A	N/A
FDMQA001	Basic X-Ray Machine Operator	Florida Department of Health	Yes	Yes	Non Degree	29-2034	29-0000	Healthcare Practitioners and Technical Occupations	29-2034	Yes	Yes	No		\$62,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23	Not on Lists
CERHB001	Biotechnician Assistant	Center for Excellence for Regenerative Health Biotechnology at University of Florida	No	Yes	Non Degree	19-4021	19-0000	Life, Physical, and Social Science Occupations	19-4021	Yes	Yes	No		\$43,330	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24
SOCTE004	Broadband Premises Installer (BPI)	Society of Cable Telecommunications Engineers	No	No	Non Degree	49-2022	49-0000	Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
N/A	C-102 Certified Industry 4.0 Associate II – Advanced Operations	Smart Automation Certification Alliance (SACA)	Yes	No	Non Degree	17-3024; 51-9162	17-0000; 51-0000	Architecture and Engineering Occupations; Production Occupations	17-3024	Yes	Yes	No		\$71,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
N/A	C-103 Certified Industry 4.0 Associate III Robotic System Operations	Smart Automation Certification Alliance (SACA)	Yes	No	Non Degree	17-3023; 51-9162	17-0000; 51-0000	Architecture and Engineering Occupations; Production Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists

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Industry Certifications

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Green Highlights = Credential is new to the MCL in 2024-2025.

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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
N/A	C-104 Certified Industry 4.0 Associate IV- IIoT Networking & Data Analytics	Smart Automation Certification Alliance (SACA)	Yes	No	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	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
KNOWL006	C# Coding Apprentice	Knowledge Pillars Education Inc.	No	No	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
KNOWL005	C# Coding Specialist	Knowledge Pillars Education Inc.	No	Yes	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
AMDDA002	Certified Apprentice Drafter - Architectural	American Design Drafting Association	No	No	Non Degree	17-3011	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
AMDDA005	Certified Apprentice Drafter - Mechanical	American Design Drafting Association	No	No	Non Degree	17-3013	17-0000	Architecture and Engineering Occupations	17-3013	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$57,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
HIMSS001	Certified Associate in Healthcare Information & Management Systems	Healthcare Information and Management Systems Society (HIMSS)	No	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
INSOC002	Certified Automation Professional (CAP)	International Society of Automation	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
NATHA008	Certified Billing & Coding Specialist (CBCS)	National Healthcareer Association	No	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
AAMIN001	Certified Biomedical Equipment Technician	Association for the Advancement of Medical Instrumentation (AAMI)	No	Yes	Non Degree	49-9062	49-0000	Installation, Maintenance, and Repair Occupations	49-9062	Yes	Yes	No		\$53,360	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
NNCCO001	Certified Clinical Hemodialysis Technician	Nephrology Nursing Certification Commission	No	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
NATHA009	Certified Clinical Medical Assistant (CCMA)	National Health career Association	No	Yes	Non Degree	31-9092	31-0000	Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
IISSC005	Certified Cloud Security Professional (CCSP)	International Information Systems Security Certification Consortium, Inc.	No	Yes	Non Degree	15-1212; 15-1231; 15-1241	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
AHIMA001	Certified Coding Associate (CCA)	American Health Information Management Association	No	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
AHIMA003	Certified Coding Specialist - Physician based (CCS-P)	American Health Information Management Association	No	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
AHIMA002	Certified Coding Specialist (CCS)	American Health Information Management Association	No	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
INSOC005	Certified Control Systems Technician (CCST) - Level 3	International Society of Automation	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
DANBD001	Certified Dental Assistant (CDA)	Dental Assisting National Board	No	Yes	Non Degree	31-9091	31-0000	Healthcare Support Occupations	31-9091	Yes	Yes	No		\$42,650	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
NCDLT001	Certified Dental Technician	National Board for Certification in Dental Laboratory Technology	Yes	Yes	Non Degree	51-9081	51-0000	Production Occupations	51-9081	Yes	Yes	No		\$49,850	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16, 20
AHIMA017	Certified Documentation Improvement Practitioner (CDIP)	American Health Information Management Association	No	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
AMDDA003	Certified Drafter - Architectural	American Design Drafting Association	No	Yes	Non Degree	17-3011	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
AMDDA004	Certified Drafter - Mechanical	American Design Drafting Association	No	Yes	Non Degree	17-3013	17-0000	Architecture and Engineering Occupations	17-3013	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$57,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists

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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
NATHA002	Certified EKG Technician (CET)	National Health career Association	No	Yes	Non Degree	29-2031	29-0000	Healthcare Practitioners and Technical Occupations	29-2031	Yes	Yes	No		\$55,160	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
NATHA011	Certified Electronic Health Record Specialist (CEHRS)	National Health career Association	No	Yes	Non Degree	43-6013	43-0000	Office and Administrative Support Occupations	43-6013	Yes	Yes	No		\$37,530	Yes	RDOL	Not evaluated for local demand	8, 9, 10, 14, 16, 17, 18, 19, 20, 22, 23, 24	Not on Lists
ICOEC002	Certified Ethical Hacker (CEH)	EC-Council	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
NRAEF003	Certified Food Protection Manager (ServSafe®)	National Restaurant Association Educational Foundation	No	No	Non Degree	35-2014	35-0000	Food Preparation and Serving Related Occupations	35-2014	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,900	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NRFSP001	Certified Food Safety Manager	National Registry of Food Safety Professionals	No	No	Non Degree	35-2014	35-0000	Food Preparation and Serving Related Occupations	35-2014	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,900	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ACFED006	Certified Fundamentals Cook	American Culinary Federation	No	No	Non Degree	35-2014	35-0000	Food Preparation and Serving Related Occupations	35-2014	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,900	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
AHIMA018	Certified Health Data Analyst (CHDA)	American Health Information Management Association	No	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
AFHDI001	Certified Healthcare Documentation Specialist (CHDS)	Association for Healthcare Documentation Integrity (AHD)	No	Yes	Non Degree	31-9094	31-0000	Healthcare Support Occupations	31-9094	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$35,320	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
BNENT001	Certified Hemodialysis Technologist/Technician	Board of Nephrology Examiners Inc. Nursing and Technology	No	Yes	Non Degree	31-1131	31-0000	Healthcare Support Occupations	31-1131	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$33,390	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 5, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24
FNGLA001	Certified Horticulture Professional	Florida Nursery Growers and Landscape Association	No	No	Non Degree	45-2092	45-0000	Farming, Fishing, and Forestry Occupations	45-2092	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$28,170	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
AHIMA010	Certified in Health Care Privacy & Security (CHPS)	American Health Information Management Association	No	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
APICS001	Certified in Logistics, Transportation, and Distribution (CLTD)	Association of Supply Chain Management (ASCM)	No	Yes	Non Degree	11-3071	11-0000	Management Occupations	11-3071	Yes	Yes	No		\$109,610	Yes	RDOL	Not evaluated for local demand	8, 12, 17, 23	Not on Lists
TAFOM001	Certified in Production and Inventory Management (CPIM)	Association of Supply Chain Management (ASCM)	No	Yes	Non Degree	13-1081	13-0000	Business and Financial Operations Occupations	13-1081	Yes	Yes	No		\$70,120	Yes	RDOL	Not evaluated for local demand	2, 8, 12, 13, 15, 18, 22, 23	Not on Lists
IISCC004	Certified Information Systems Security Professional (CISSP)	International Information Systems Security Certification Consortium, Inc.	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
PROSO027	Certified Internet Web (CIW) Advanced HTML5 & CSS3 Specialist	Certification Partners	No	Yes	Non Degree	15-1257	15-0000	Computer and Mathematical Occupations	15-1254	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
PROSO034	Certified Internet Web (CIW) Artificial Intelligence Associate	Certification Partners	No	No	Non Degree	15-1299; 15-2051; 15-2098	15-0000	Computer and Mathematical Occupations	15-1299	Yes	Yes	No		\$91,790	Yes	Not on Lists	Not evaluated for local demand	2	Not on Lists
PROSO035	Certified Internet Web (CIW) Artificial Intelligence Data Science Specialist	Certification Partners	No	No	Non Degree	15-1299; 15-2051; 15-2099	15-0000	Computer and Mathematical Occupations	15-1299	Yes	Yes	No		\$91,790	Yes	Not on Lists	Not evaluated for local demand	2	Not on Lists

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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
PROSO030	Certified Internet Web (CIW) Data Analyst Specialist	Certification Partners	No	Yes	Non Degree	15-2031	15-0000	Computer and Mathematical Occupations	15-2031	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$80,550	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
PROSO006	Certified Internet Web (CIW) Database Design Specialist	Certification Partners	No	Yes	Non Degree	11-3021; 15-1211; 15-1232; 15-1244; 15-1251	11-0000; 15-0000	Management Occupations; Computer and Mathematical Occupations	11-3021	Yes	Yes	No		\$157,810	Yes	RDOL	Not evaluated for local demand	2, 5	Not on Lists
PROSO017	Certified Internet Web (CIW) JavaScript Specialist	Certification Partners	No	Yes	Non Degree	15-1251	15-0000	Computer and Mathematical Occupations	15-1251	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$93,320	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
PROSO033	Certified Internet Web (CIW) Multimedia Specialist	Certification Partners	No	Yes	Non Degree	15-1257	15-0000	Computer and Mathematical Occupations	15-1254	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
PROSO031	Certified Internet Web (CIW) Social Media Strategist	Certification Partners	No	No	Non Degree	27-3031	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-3031	Yes	Yes	No		\$65,760	Yes	RDOL	Not evaluated for local demand	5, 8, 11, 12, 13, 14, 15, 16, 20, 21, 22, 23	Not on Lists
PROSO032	Certified Internet Web (CIW) User Interface Designer	Certification Partners	No	No	Non Degree	15-1257	15-0000	Computer and Mathematical Occupations	15-1254	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
PROSO023	Certified Internet Web (CIW) Web Development Professional	Certification Partners	No	Yes	Non Degree	15-1251	15-0000	Computer and Mathematical Occupations	15-1251	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$93,320	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
PROSO024	Certified Internet Web (CIW) Web Foundations Associate	Certification Partners	No	No	Non Degree	15-1257	15-0000	Computer and Mathematical Occupations	15-1254	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
PROSO025	Certified Internet Web (CIW) Web Security Associate	Certification Partners	No	No	Non Degree	11-3021; 15-1211; 15-1212; 15-1232; 15-1244	11-0000; 15-0000	Management Occupations; Computer and Mathematical Occupations	11-3021	Yes	Yes	No		\$157,810	Yes	RDOL	Not evaluated for local demand	2, 5	Not on Lists
PROSO010	Certified Internet Web (CIW) Web Security Professional	Certification Partners	No	Yes	Non Degree	15-1257	15-0000	Computer and Mathematical Occupations	15-1254	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
PROSO026	Certified Internet Web (CIW) Web Security Specialist	Certification Partners	No	Yes	Non Degree	15-1257	15-0000	Computer and Mathematical Occupations	15-1254	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FNGLA003	Certified Landscape Maintenance Technician	Florida Nursery Growers and Landscape Association	No	Yes	Non Degree	37-3011	37-0000	Building and Grounds Cleaning and Maintenance Occupations	37-3011	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,490	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FNGLA004	Certified Landscape Technician	Florida Nursery Growers and Landscape Association	No	Yes	Non Degree	37-3011	37-0000	Building and Grounds Cleaning and Maintenance Occupations	37-3011	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,490	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists

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*Eligibility for secondary level CAPE funding is determined by the State Board of Education and is captured on the CAPE Industry Certification Funding List (<https://www.fldoe.org/academics/career-adult-edu/cape-secondary/cape-industry-cert-funding-list-current.stml>).

FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
SMRPR001	Certified Maintenance and Reliability Professional (CMRP)	Society for Maintenance and Reliability Professionals	No	Yes	Non Degree	49-1011	49-0000	Installation, Maintenance, and Repair Occupations	49-1011	Yes	Yes	No		\$68,600	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
NATHA003	Certified Medical Administrative Assistant (CMAA)	National Healthcareer Association	No	Yes	Non Degree	43-6013	43-0000	Office and Administrative Support Occupations	43-6013	Yes	Yes	No		\$37,530	Yes	RDOL	Not evaluated for local demand	8, 9, 10, 14, 16, 17, 18, 19, 20, 22, 23, 24	Not on Lists
AMAMA001	Certified Medical Assistant (CMA)	American Association of Medical Assistants	No	Yes	Non Degree	31-9092	31-0000	Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
NMTCB001	Certified Nuclear Medicine Technologist	Nuclear Medicine Technology Certification Board	No	Yes	Non Degree	29-2033	29-0000	Healthcare Practitioners and Technical Occupations	29-2033	Yes	Yes	No		\$81,860	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24
FDMQA002	Certified Nursing Assistant (CNA)	Florida Department of Health	No	Yes	Non Degree	31-1131	31-0000	Healthcare Support Occupations	31-1131	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$33,390	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 5, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24
NBFOT001	Certified Occupational Therapy Assistant	National Board for Certification in Occupational Therapy	No	Yes	Non Degree	31-2011	31-0000	Healthcare Support Occupations	31-2011	Yes	Yes	No		\$67,180	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
JCAHO001	Certified Ophthalmic Medical Technologist (COMT)	Joint Commission on Allied Health Personnel in Ophthalmology (JCAHPO)	No	Yes	Non Degree	29-2057	29-0000	Healthcare Practitioners and Technical Occupations	29-2057	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,090	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
JCAHO002	Certified Ophthalmic Technician (COT)	Joint Commission on Allied Health Personnel in Ophthalmology (JCAHPO)	No	Yes	Non Degree	29-2057	29-0000	Healthcare Practitioners and Technical Occupations	29-2057	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,090	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ACOPC004	Certified Outpatient Coder (COC)	American Academy of Professional Coders	No	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
NAOLA002	Certified Paralegal/Certified Legal Assistant (CP/CLA)	NALA The Paralegal Association	Yes	Yes	Non Degree	23-2011	23-0000	Legal Occupations	23-2011	Yes	Yes	No		\$56,650	Yes	RDOL	Not evaluated for local demand	4, 5, 8, 9, 11, 12, 13, 14, 15, 16, 18, 20, 21, 22, 23, 24	Not on Lists
AMOPT001	Certified Paraoptometric Assistant (CPOA)	American Optometric Association	No	Yes	Non Degree	29-2057	29-0000	Healthcare Practitioners and Technical Occupations	29-2057	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,090	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NATHA006	Certified Patient Care Technician (CPCT)	National Health career Association	No	Yes	Non Degree	31-1120	31-0000	Healthcare Support Occupations	31-1121	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$28,280	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24
ACSMD002	Certified Personal Trainer	American College of Sports Medicine	No	Yes	Non Degree	39-9031	39-0000	Personal Care and Service Occupations	39-9031	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$42,200	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NCSAF002	Certified Personal Trainer	National Council on Strength and Fitness (NCSF)	No	Yes	Non Degree	39-9031	39-0000	Personal Care and Service Occupations	39-9031	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$42,200	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NATHA010	Certified Pharmacy Technician (CPhT)	National Health career Association	No	Yes	Non Degree	29-2052	29-0000	Healthcare Practitioners and Technical Occupations	29-2052	Yes	Yes	No		\$38,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 20, 21, 22, 23, 24	Not on Lists

2024-2025 Master Credentials List
Industry Certifications

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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
PTCBD001	Certified Pharmacy Technician (CPhT)	Pharmacy Technician Certification Board	No	Yes	Non Degree	29-2052	29-0000	Healthcare Practitioners and Technical Occupations	29-2052	Yes	Yes	No		\$38,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 20, 21, 22, 23, 24	Not on Lists
AMSPT002	Certified Phlebotomy Technician	American Society of Phlebotomy Technicians	No	No	Non Degree	31-9097	31-0000	Healthcare Support Occupations	31-9097	Yes	Yes	No		\$37,580	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
NATHA007	Certified Phlebotomy Technician (CPT)	National Health career Association	No	No	Non Degree	31-9097	31-0000	Healthcare Support Occupations	31-9097	Yes	Yes	No		\$37,580	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
ACOPC007	Certified Professional Biller (CPB)	American Academy of Professional Coders	No	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
ACOPC006	Certified Professional Coder (CPC)	American Academy of Professional Coders	No	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
ABCOPO01	Certified Prosthetic-Orthotic Technician (CTPO)	American Board for Certification in Orthotics, Prosthetics & Pedorthics	No	Yes	Non Degree	29-2091	29-0000	Healthcare Practitioners and Technical Occupations	29-2091	Yes	Yes	No		\$83,480	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 15, 24
AHCSM001	Certified Registered Central Service Technician	International Association of Healthcare Central Service Material Management	No	Yes	Non Degree	31-9093	31-0000	Healthcare Support Occupations	31-9093	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$38,250	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NBFRC001	Certified Respiratory Therapist (CRT)	National Board for Respiratory Care	No	Yes	Non Degree	29-1126	29-0000	Healthcare Practitioners and Technical Occupations	29-1126	Yes	Yes	No		\$68,710	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
SOLID003	Certified Solidworks Associate-Academic (CSWA-Academic)	Dassault Systems Solidworks Corporation	No	No	Non Degree	17-3011	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
SOLID004	Certified Solidworks Professional - Academic (CSWP-Academic)	Dassault Systems Solidworks Corporation	No	Yes	Non Degree	17-3011	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
NCSAF001	Certified Strength Coach	National Council on Strength and Fitness (NCSF)	No	Yes	Non Degree	27-2022	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-2022	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$64,780	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NSTSA002	Certified Surgical First Assistant (CSFA)	National Board of Surgical Technologist and Surgical Assisting	No	Yes	Non Degree	29-9098	29-0000	Healthcare Practitioners and Technical Occupations	29-9099	Yes	Yes	No		\$65,940	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17
NSTSA001	Certified Surgical Technologist (CST)	National Board of Surgical Technologist and Surgical Assisting	No	Yes	Non Degree	29-2055	29-0000	Healthcare Practitioners and Technical Occupations	29-2055	Yes	Yes	No		\$52,230	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
FLVMA002	Certified Veterinary Assistant (CVA)	Florida Veterinary Medical Association	No	No	Non Degree	31-9096	31-0000	Healthcare Support Occupations	31-9096	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$33,150	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CWNPT001	Certified Wireless Network Administrator (CWNA)	Certified Wireless Network Professionals (CWNP)	No	Yes	Non Degree	15-1241	15-0000	Computer and Mathematical Occupations	15-1241	Yes	Yes	No		\$115,510	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CPSTL001	Check Point Certified Security Administrator (CCSA)	Check Point Software Technologies Ltd.	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
CPSTL002	Check Point Certified Security Expert (CCSE)	Check Point Software Technologies Ltd.	No	Yes	Non Degree	15-1241	15-0000	Computer and Mathematical Occupations	15-1241	Yes	Yes	No		\$115,510	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CPREC001	Child Development Associate (CDA)	Council for Professional Recognition	No	No	Non Degree	25-2011	25-0000	Educational Instruction and Library Occupations	25-2011	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$30,990	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 16, 17, 18, 20, 24
CISCO010	Cisco Certified Design Expert (CCDE)	Cisco Systems, Inc.	No	Yes	Non Degree	15-1241	15-0000	Computer and Mathematical Occupations	15-1241	Yes	Yes	No		\$115,510	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CISCO026	Cisco Certified Network Associate (CCNA)	Cisco Systems, Inc.	No	Yes	Non Degree	15-1231	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
CISCO028	Cisco Certified Support Technician (CCST) Cybersecurity	Cisco System, Inc.	No	No	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists

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Industry Certifications

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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CISCO029	Cisco Certified Support Technician (CCST) Networking	Cisco System, Inc.	No	No	Non Degree	15-1231; 15-1232	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
IISSC001	CISSP - Information Systems Security Management Professional (CISSP-ISSMP)	International Information Systems Security Certification Consortium, Inc.	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FLDDL001	Class A Commercial Driver's License (CDL)	Florida Department of Highway Safety and Motor Vehicles, Division of Driver Licenses	No	Yes	Non Degree	53-3032; 53-3033	53-0000	Transportation and Material Moving Occupations	53-3032	Yes	Yes	No		\$49,690	Yes	RDOL	Not evaluated for local demand	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
ABAYC001	Composite Boat Builder Certification	American Boat & Yacht Council	No	Yes	Non Degree	51-2051	51-0000	Production Occupations	51-2051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$37,820	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
COMPT001	CompTIA A+	Computing Technology Industry Association (CompTIA)	No	Yes	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
COMPT017	CompTIA Advanced Security Practitioner (CASP)	Computing Technology Industry Association (CompTIA)	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
COMPT020	CompTIA Cloud Essentials+	Computing Technology Industry Association (CompTIA)	No	Yes	Non Degree	13-1111	13-0000	Business and Financial Operations Occupations	13-1111	Yes	Yes	No		\$89,760	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
COMPT014	CompTIA Cloud+	Computing Technology Industry Association (CompTIA)	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
COMPT016	CompTIA Cybersecurity Analyst (CySA+)	Computing Technology Industry Association (CompTIA)	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
COMPT018	CompTIA IT Fundamentals+	Computing Technology Industry Association (CompTIA)	No	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
COMPT005	CompTIA Linux+	Computing Technology Industry Association (CompTIA)	No	Yes	Non Degree	15-1244	15-0000	Computer and Mathematical Occupations	15-1244	Yes	Yes	No		\$91,620	Yes	RDOL	Not evaluated for local demand	5, 8, 12, 13, 14, 15, 18, 21, 22, 23	Not on Lists
COMPT006	CompTIA Network+	Computing Technology Industry Association (CompTIA)	No	Yes	Non Degree	15-1244	15-0000	Computer and Mathematical Occupations	15-1244	Yes	Yes	No		\$91,620	Yes	RDOL	Not evaluated for local demand	5, 8, 12, 13, 14, 15, 18, 21, 22, 23	Not on Lists
COMPT019	CompTIA PenTest+	Computing Technology Industry Association (CompTIA)	No	Yes	Non Degree	13-1111	13-0000	Business and Financial Operations Occupations	13-1111	Yes	Yes	No		\$89,760	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
COMPT007	CompTIA Project+	Computing Technology Industry Association (CompTIA)	No	Yes	Non Degree	13-1198	13-0000	Business and Financial Operations Occupations	13-1082	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$95,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
COMPT008	CompTIA Security+	Computing Technology Industry Association (CompTIA)	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
COMPT009	CompTIA Server+	Computing Technology Industry Association (CompTIA)	No	Yes	Non Degree	15-1231	15-0000	Computer and Mathematical Occupations	15-1231	Yes	Yes	No		\$74,680	Yes	RDOL	Not evaluated for local demand	1, 12, 13, 15, 22, 23	Not on Lists
AMRRT008	Computed Tomography (CT)	American Registry of Radiologic Technologists (AART)	No	Yes	Non Degree	29-2035	29-0000	Healthcare Practitioners and Technical Occupations	29-2035	Yes	Yes	No		\$68,770	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24
NMTCB002	Computed Tomography (CT)	Nuclear Medicine Technology Certification Board	No	Yes	Non Degree	29-2035	29-0000	Healthcare Practitioners and Technical Occupations	29-2035	Yes	Yes	No		\$68,770	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24
ICOEC003	Computer Hacking Forensic Investigator (CHFI)	EC-Council	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists

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FLDLE002	Correctional Officer	Florida Department of Law Enforcement, Criminal Justice Standards and Training Commission	No	Yes	Non Degree	33-9032	33-0000	Protective Service Occupations	33-9032	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$32,650	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FLDLE003	Correctional Probation Officer	Florida Department of Law Enforcement, Criminal Justice Standards and Training Commission	No	Yes	Non Degree	21-1092	21-0000	Community and Social Service Occupations	21-1092	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$44,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ETAIN009	Data Cabling Installer Certification (DCIC)	Electronics Technician Association International	No	Yes	Non Degree	49-9052	49-0000	Installation, Maintenance, and Repair Occupations	49-9052	Yes	Yes	No		\$50,780	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
EMCSQ001	DEA-1TT5 Associate – Information Storage and Management Version 5	Dell Technologies	No	Yes	Non Degree	15-1299	15-0000	Computer and Mathematical Occupations	15-1299	Yes	Yes	No		\$91,790	Yes	Not on Lists	Not evaluated for local demand	2	Not on Lists
CDREG001	Dietetic Technician, Registered (DTR)	Commission on Dietetic Registration	No	Yes	Non Degree	29-2051	29-0000	Healthcare Practitioners and Technical Occupations	29-2051	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$31,010	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 3, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24
ICOEC013	EC-Council Certified Cybersecurity Technician (CCT)	EC-Council	No	No	Non Degree	15-1212; 15-1231; 15-1241	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
ICOEC007	EC-Council Certified Incident Handler (ECIH)	EC-Council	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
ICOEC008	EC-Council Certified Network Defender (CND)	EC-Council	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
ICOEC009	EC-Council Certified Security Operations Center (SOC) Analyst (CSA)	EC-Council	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
ICOEC010	EC-Council Digital Forensics Essentials (DFE)	EC-Council	No	No	Non Degree	15-1212; 15-1231; 15-1299	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
ICOEC011	EC-Council Ethical Hacking Essentials (EHE)	EC-Council	No	No	Non Degree	15-1212; 15-1231; 15-1241	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
ICOEC012	EC-Council Network Defense Essentials (NDE)	EC-Council	No	No	Non Degree	15-1212; 15-1231; 15-1241	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
DUCKS001	Ecology Conservation and Management Certification	Ducks Unlimited	No	No	Non Degree	19-4071	19-0000	Life, Physical, and Social Science Occupations	19-4071	Yes	Yes	No		\$47,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
NREMT003	Emergency Medical Responder (EMR)	National Registry of Emergency Medical Technicians	No	Yes	Non Degree	29-2040	29-0000	Healthcare Practitioners and Technical Occupations	29-2043	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$51,520	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NREMT001	Emergency Medical Technician (EMT)	National Registry of Emergency Medical Technicians	No	Yes	Non Degree	29-2040	29-0000	Healthcare Practitioners and Technical Occupations	29-2043	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$51,520	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FLENG001	Engineering Core certification	Florida Engineering Society	No	No	Non Degree	17-3023	17-0000	Architecture and Engineering Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
INTUT002	Entrepreneurship & Small Business	Intuit	No	No	Non Degree	11-1021	11-0000	Management Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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

2024-2025 Master Credentials List
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Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
N/A	Equine Managment & Evaluation Certification	National Horse Judging Team Coaches Assoc.	Yes	No	Non Degree	39-2021	39-0000	Personal Care and Service Occupations	39-2021	Yes	Yes	No	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	N/A	N/A	N/A	Yes	N/A	N/A
ENTCP001	ETCP Certified Entertainment Electrician	Entertainment Technician Certification Program (ETCP)	No	Yes	Non Degree	27-2012	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-2012	Yes	Yes	No		\$81,030	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
ENTCP003	ETCP Certified Rigger – Theatre	Entertainment Technician Certification Program (ETCP)	Yes	Yes	Non Degree	27-4014	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-4014	Yes	Yes	No		\$67,760	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
FEDAA022	FAA Aircraft Dispatcher Certification (14 CFR Part 65)	Federal Aviation Administration	No	Yes	Non Degree	43-5032; 53-2021; 53-2022	43-0000; 53- 0000	Office and Administrative Support Occupations; Transportation and Material Moving Occupations	53-2022	Yes	Yes	No		\$126,360	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	18
FEDAA002	FAA Aviation Maintenance Technician - General	Federal Aviation Administration	No	Yes	Non Degree	49-3011	49-0000	Installation, Maintenance, and Repair Occupations	49-3011	Yes	Yes	No		\$70,110	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FEDAA010	FAA Aviation Maintenance Technician - Powerplant	Federal Aviation Administration	No	Yes	Non Degree	49-9071	49-0000	Installation, Maintenance, and Repair Occupations	49-9071	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,480	Yes	Not on Lists	Not evaluated for local demand	9, 16, 18	Not on Lists
FEDAA004	FAA Aviation Mechanic Technician - Airframe	Federal Aviation Administration	No	Yes	Non Degree	49-3011	49-0000	Installation, Maintenance, and Repair Occupations	49-3011	Yes	Yes	No		\$70,110	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
FEDAA005	FAA Certified Flight Instructor License	Federal Aviation Administration	Yes	Yes	Non Degree	53-2011	53-0000	Transportation and Material Moving Occupations	53-2011	Yes	Yes	No		\$270,720	Yes	RDOL	Not evaluated for local demand	Not on Lists	16, 18
FEDAA006	FAA Commercial Pilot	Federal Aviation Administration	Yes	Yes	Non Degree	53-2012	53-0000	Transportation and Material Moving Occupations	53-2012	Yes	Yes	No		\$131,610	Yes	RDOL	Not evaluated for local demand	Not on Lists	16
FEDAA015	FAA Ground Instructor - Basic	Federal Aviation Administration	No	No	Non Degree	25-1194	25-0000	Educational Instruction and Library Occupations	25-1194	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$58,070	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FEDAA013	FAA Ground School	Federal Aviation Administration	No	No	Non Degree	53-2022	53-0000	Transportation and Material Moving Occupations	53-2022	Yes	Yes	No		\$126,360	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	18
FEDAA021	FAA Instrument Airplane Rating	Federal Aviation Administration	Yes	Yes	Non Degree	53-2012	53-0000	Transportation and Material Moving Occupations	53-2012	Yes	Yes	No		\$131,610	Yes	RDOL	Not evaluated for local demand	Not on Lists	16
FEDAA011	FAA Private Pilot	Federal Aviation Administration	No	Yes	Non Degree	53-2012	53-0000	Transportation and Material Moving Occupations	53-2012	Yes	Yes	No		\$131,610	Yes	RDOL	Not evaluated for local demand	Not on Lists	16
ETAIN002	Fiber Optics Installer (FOI)	Electronics Technician Association International	No	Yes	Non Degree	49-2022	49-0000	Installation, Maintenance, and Repair Occupations	49-2022	Yes	Yes	No		\$54,760	Yes	Both	Not evaluated for local demand	5	1, 2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24
ETAIN010	Fiber Optics Technician (FOT)	Electronics Technician Association International	No	Yes	Non Degree	49-9052	49-0000	Installation, Maintenance, and Repair Occupations	49-9052	Yes	Yes	No		\$50,780	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
ETAIN011	Fiber Optics Technician-Outside Plant (FOT-OSP)	Electronics Technician Association International	No	Yes	Non Degree	49-9052	49-0000	Installation, Maintenance, and Repair Occupations	49-9052	Yes	Yes	No		\$50,780	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
IECON001	Field Service Engineer - Low Voltage Systems	Independent Electrical Contractors	No	Yes	Non Degree	49-9071	49-0000	Installation, Maintenance, and Repair Occupations	49-9071	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,480	Yes	Not on Lists	Not evaluated for local demand	9, 16, 18	Not on Lists
IECON002	Field Service Engineer - Voice-Data- Video	Independent Electrical Contractors	No	Yes	Non Degree	49-9071	49-0000	Installation, Maintenance, and Repair Occupations	49-9071	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,480	Yes	Not on Lists	Not evaluated for local demand	9, 16, 18	Not on Lists

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Industry Certifications

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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FLSFM005	Fire Fighter I	Florida Department of Financial Services, State Fire Marshal, Bureau of Fire Standards & Training	No	No	Non Degree	33-2011	33-0000	Protective Service Occupations	33-2011	Yes	Yes	No		\$56,560	Yes	RDOL	Not evaluated for local demand	2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FLSFM006	Fire Fighter II	Florida Department of Financial Services, State Fire Marshal, Bureau of Fire Standards & Training	No	Yes	Non Degree	33-2011	33-0000	Protective Service Occupations	33-2011	Yes	Yes	No		\$56,560	Yes	RDOL	Not evaluated for local demand	2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FLSFM013	Fire Officer I	Florida Department of Financial Services, State Fire Marshal, Bureau of Fire Standards & Training	Yes	No	Non Degree	33-2011	33-0000	Protective Service Occupations	33-2011	Yes	Yes	No		\$56,560	Yes	RDOL	Not evaluated for local demand	2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FLSFM014	Fire Officer II	Florida Department of Financial Services, State Fire Marshal, Bureau of Fire Standards & Training	No	Yes	Non Degree	33-1021	33-0000	Protective Service Occupations	33-1021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$91,530	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FLSFM007	Fire Safety Inspector I	Florida Department of Financial Services, State Fire Marshal, Bureau of Fire Standards & Training	No	Yes	Non Degree	33-2011	33-0000	Protective Service Occupations	33-2011	Yes	Yes	No		\$56,560	Yes	RDOL	Not evaluated for local demand	2, 8, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
FLADA001	Florida Automobile Dealers Association (FADA) Certified Technician	Florida Automobile Dealers Association	No	No	Non Degree	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	49-3023	Yes	Yes	No		\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FLDOE004	Florida Teacher Certification Examinations (FTCE) - Professional Education Test	Florida Department of Education	No	Yes	Non Degree	25-2012; 25-2021; 25-2022; 25-2031	25-0000	Educational Instruction and Library Occupations	25-2012	Yes	Yes	No		\$58,990	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
AMMSA001	Food Safety and Science Certification	American Meat Science Association	No	No	Non Degree	51-3021	51-0000	Production Occupations	51-3021	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$39,320	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12, 16, 17, 24
FLFBR008	Forestry Specialist Certification	Agricultural Education Services and Technology Inc.	No	No	Non Degree	19-4071	19-0000	Life, Physical, and Social Science Occupations	19-4071	Yes	Yes	No		\$47,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
ELANC001	Fundamentals of Animal Science Certification	Elanco	No	No	Non Degree	45-2093	45-0000	Farming, Fishing, and Forestry Occupations	45-2093	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$35,960	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	8, 10, 12, 15, 17, 20, 24
GLIAC001	GIAC Certified Forensic Analyst (GCFA)	Global Information Assurance Certification	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
GLIAC002	GIAC Certified Forensic Examiner (GCFE)	Global Information Assurance Certification	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
GLIAC009	GIAC Certified Incident Handler	Global Information Assurance Certification (GIAC)	No	Yes	Non Degree	15-1212; 15-1231; 15-1241	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
GLIAC006	GIAC Cloud Security Automation	Global Information Assurance Certification	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
GLIAC007	GIAC Cloud Security Essentials	Global Information Assurance Certification	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
GLIAC004	GIAC Information Security Fundamentals (GISF)	Global Information Assurance Certification	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
GLIAC008	GIAC Penetration Tester	Global Information Assurance Certification	No	Yes	Non Degree	15-1212; 15-1231; 15-1241	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
GLIAC005	GIAC Security Essentials (GSEC)	Global Information Assurance Certification	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
N/A	GIS Fundamentals Foundation	ESRI, Inc.	No	No	Non Degree	15-1299; 17-1021; 17-3031	15-0000; 17-0000	Computer and Mathematical Occupations; Architecture and Engineering Occupations	17-3031	Yes	Yes	No		\$45,970	Yes	RDOL	Not evaluated for local demand	12, 17, 18	Not on Lists

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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
GOOGL001	Google Associate Cloud Engineer	Google	No	Yes	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
HBINS003	HBI Pre-Apprenticeship Certificate Training (PACT), Carpentry	Home Builders Institute	No	No	Non Degree	47-3012	47-0000	Construction and Extraction Occupations	47-3012	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$34,580	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	1, 8, 10, 12, 15, 16, 17, 18, 24
HBINS004	HBI Pre-Apprenticeship Certificate Training (PACT), Core	Home Builders Institute	No	No	Non Degree	47-2061	47-0000	Construction and Extraction Occupations	47-2061	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$37,690	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
HBINS005	HBI Pre-Apprenticeship Certificate Training (PACT), Core Green	Home Builders Institute	No	No	Non Degree	47-2061	47-0000	Construction and Extraction Occupations	47-2061	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$37,690	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
HBINS006	HBI Pre-Apprenticeship Certificate Training (PACT), Electrical	Home Builders Institute	No	No	Non Degree	47-3013	47-0000	Construction and Extraction Occupations	47-3013	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$34,910	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
AMSCP001	Histotechnologist, HTL(ASCP)	American Society of Clinical Pathology	No	Yes	Non Degree	29-2010	29-0000	Healthcare Practitioners and Technical Occupations	29-2011	Yes	Yes	No		\$55,480	Yes	Not on Lists	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
KNOWL003	HTML/CSS Coding Specialist	Knowledge Pillars Education Inc	No	Yes	Non Degree	15-1257	15-0000	Computer and Mathematical Occupations	15-1254	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
HVACE004	HVAC Excellence Employment Ready - Electric Heat	HVAC Excellence	No	Yes	Non Degree	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 22, 23, 24	Not on Lists
HVACE011	HVAC Excellence Employment Ready - Electrical	HVAC Excellence	No	Yes	Non Degree	49-2092	49-0000	Installation, Maintenance, and Repair Occupations	49-2092	Yes	Yes	No		\$45,630	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	18
HVACE006	HVAC Excellence Employment Ready - Gas Heat	HVAC Excellence	No	Yes	Non Degree	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 22, 23, 24	Not on Lists
HVACE001	HVAC Excellence Employment Ready - Heat Pump	HVAC Excellence	No	Yes	Non Degree	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 22, 23, 24	Not on Lists
HVACE003	HVAC Excellence Employment Ready - Light Commercial Air Conditioning	HVAC Excellence	No	Yes	Non Degree	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 22, 23, 24	Not on Lists
HVACE005	HVAC Excellence Employment Ready - Light Commercial Refrigeration	HVAC Excellence	No	Yes	Non Degree	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 22, 23, 24	Not on Lists
HVACE002	HVAC Excellence EmploymentReady - Air Conditioning	HVAC Excellence	No	Yes	Non Degree	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 22, 23, 24	Not on Lists

2024-2025 Master Credentials List
Industry Certifications

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Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
HVACE015	HVAC Excellence Professional Level- Heat Pump Service	HVAC Excellence	No	Yes	Non Degree	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 22, 23, 24	Not on Lists
IASSC001	IASSC Certified Black Belt	International Association For Six Sigma Certification	No	Yes	Non Degree	17-2112	17-0000	Architecture and Engineering Occupations	17-2112	Yes	Yes	No		\$98,340	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
SMACA001	Industry 4.0 Controls Systems Specialist	Smart Automation Certification Alliance (SACA)	No	Yes	Non Degree	17-3023	17-0000	Architecture and Engineering Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
SMACA002	Industry 4.0 Electrical Systems Specialist	Smart Automation Certification Alliance (SACA)	No	Yes	Non Degree	17-3023	17-0000	Architecture and Engineering Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
SMACA003	Industry 4.0 Electro-Fluid Power Systems Specialist	Smart Automation Certification Alliance (SACA)	No	Yes	Non Degree	17-3026	17-0000	Architecture and Engineering Occupations	17-3026	Yes	Yes	No		\$60,230	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	2, 8, 10, 12, 20, 24
SMACA004	Industry 4.0 Instrumentation Specialist	Smart Automation Certification Alliance (SACA)	No	Yes	Non Degree	49-9069	49-0000	Installation, Maintenance, and Repair Occupations	49-9069	Yes	Yes	No		\$57,710	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	8, 12
SMACA005	Industry 4.0 Mechanical Systems Specialist	Smart Automation Certification Alliance (SACA)	No	Yes	Non Degree	17-3024	17-0000	Architecture and Engineering Occupations	17-3024	Yes	Yes	No		\$71,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
SMACA006	Industry 4.0 Network Systems Specialist	Smart Automation Certification Alliance (SACA)	No	Yes	Non Degree	15-1244	15-0000	Computer and Mathematical Occupations	15-1244	Yes	Yes	No		\$91,620	Yes	RDOL	Not evaluated for local demand	5, 8, 12, 13, 14, 15, 18, 21, 22, 23	Not on Lists
SMACA007	Industry 4.0 Operations Specialist	Smart Automation Certification Alliance (SACA)	No	Yes	Non Degree	51-1011	51-0000	Production Occupations	51-1011	Yes	Yes	No		\$65,510	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
SMACA008	Industry 4.0 Robotics Specialist	Smart Automation Certification Alliance (SACA)	No	Yes	Non Degree	17-3026	17-0000	Architecture and Engineering Occupations	17-3026	Yes	Yes	No		\$60,230	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	2, 8, 10, 12, 20, 24
CERTI016	Information Technology Specialist (ITS) – Artificial Intelligence	Certiport, A Pearson VUE Business	No	No	Non Degree	15-1211; 15-1212; 15-1231; 15-1232; 15-1241; 15-1242; 15-1243; 15-1244; 15-2051	15-0000	Computer and Mathematical Occupations	15-1241	Yes	Yes	No		\$115,510	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CERTI014	Information Technology Specialist (ITS) - Cloud Computing	Certiport, A Pearson VUE Business	No	No	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CERTI017	Information Technology Specialist (ITS) – Computational Thinking	Certiport, A Pearson VUE Business	No	No	Non Degree	15-1211; 15-1212; 15-1231; 15-1232; 15-1241; 15-1242; 15-1243; 15-1244; 15-1254; 15-1255; 15-2051	15-0000	Computer and Mathematical Occupations	15-1241	Yes	Yes	No		\$115,510	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CERTI015	Information Technology Specialist (ITS) – Cybersecurity	Certiport, a business of NCS Pearson, Inc.	No	No	Non Degree	15-1212; 15-1231; 15-1241	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
CERTI018	Information Technology Specialist (ITS) – Data Analytics	Certiport, A Pearson VUE Business	No	No	Non Degree	15-1211; 15-1212; 15-1231; 15-1232; 15-1241; 15-1242; 15-1243; 15-1244; 15-2051	15-0000	Computer and Mathematical Occupations	15-1241	Yes	Yes	No		\$115,510	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CERTI003	Information Technology Specialist (ITS) - Databases	Certiport, A Pearson VUE Business	No	No	Non Degree	15-1245	15-0000	Computer and Mathematical Occupations	15-1242	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$100,260	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CERTI009	Information Technology Specialist (ITS) - Device Configuration and Management	Certiport, A Pearson VUE Business	No	No	Non Degree	15-1244	15-0000	Computer and Mathematical Occupations	15-1244	Yes	Yes	No		\$91,620	Yes	RDOL	Not evaluated for local demand	5, 8, 12, 13, 14, 15, 18, 21, 22, 23	Not on Lists
CERTI008	Information Technology Specialist (ITS) - HTML5 Application Development	Certiport, A Pearson VUE Business	No	No	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists

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Industry Certifications

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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CERTI011	Information Technology Specialist (ITS) - HTML and CSS	Certiport, A Pearson VUE Business	No	No	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CERTI013	Information Technology Specialist (ITS) - Java	Certiport, A Pearson VUE Business	No	No	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CERTI010	Information Technology Specialist (ITS) - JavaScript	Certiport, A Pearson VUE Business	No	No	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CERTI006	Information Technology Specialist (ITS) – Network Security	Certiport, A Pearson VUE Business	No	No	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
CERTI007	Information Technology Specialist (ITS) - Networking	Certiport, A Pearson VUE Business	No	No	Non Degree	15-1241	15-0000	Computer and Mathematical Occupations	15-1241	Yes	Yes	No		\$115,510	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
CERTI012	Information Technology Specialist (ITS) - Python	Certiport, A Pearson VUE Business	No	No	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
CERTI004	Information Technology Specialist (ITS) – Software Development	Certiport, A Pearson VUE Business	No	No	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
INTUT004	Intuit Certified Bookkeeping Professional	Intuit	No	No	Non Degree	43-3031	43-0000	Office and Administrative Support Occupations	43-3031	Yes	Yes	No		\$45,380	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20, 24	Not on Lists
KNOWL004	JavaScript Coding Specialist	Knowledge Pillars Education Inc	No	Yes	Non Degree	15-1257	15-0000	Computer and Mathematical Occupations	15-1254	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
IECON003	Journeyman Electrician	Independent Electrical Contractors	No	Yes	Non Degree	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
FLDLE004	Law Enforcement Officer	Florida Department of Law Enforcement, Criminal Justice Standards and Training Commission	No	Yes	Non Degree	33-3051	33-0000	Protective Service Occupations	33-3051	Yes	Yes	No		\$73,350	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
SMFEN001	Lean Bronze Certification (LBC)	Society of Manufacturing Engineers	No	Yes	Non Degree	51-9199	51-0000	Production Occupations	51-9199	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$36,160	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
GRBCI002	LEED Green Associate	Green Building Certification Institute	No	No	Non Degree	17-1011	17-0000	Architecture and Engineering Occupations	17-1011	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$89,950	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FLDAS003	License - General Lines Agent (2-20)	Florida Department of Financial Services, Division of Agent and Agency Services	Yes	Yes	Non Degree	41-3021	41-0000	Sales and Related Occupations	41-3021	Yes	Yes	No		\$69,750	Yes	RDOL	Not evaluated for local demand	2, 4, 5	Not on Lists

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Industry Certifications

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FDMQA010	Licensed Dental Hygienist	Florida Department of Health	No	Yes	Non Degree	29-1292	29-0000	Healthcare Practitioners and Technical Occupations	29-1292	Yes	Yes	No		\$76,100	Yes	RDOL	Not evaluated for local demand	12, 13, 15, 18, 20, 21, 22, 23	Not on Lists
FDMQA025	Licensed Optician	Florida Department of Health	No	Yes	Non Degree	29-2081	29-0000	Healthcare Practitioners and Technical Occupations	29-2081	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$48,860	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FDMQA018	Licensed Physical Therapist Assistant	Florida Department of Health	No	Yes	Non Degree	31-2021	31-0000	Healthcare Support Occupations	31-2021	Yes	Yes	No		\$66,220	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
LINPI001	Linux Essentials 010	Linux Professional Institute	No	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
AMSFQ001	Manager of Quality/Organizational Excellence	American Society for Quality	No	Yes	Non Degree	11-3051	11-0000	Management Occupations	11-3051	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,580	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
MANSI001	Manufacturing Technician 1 (MT1)	Manufacturing Skills Institute (MSI)	No	Yes	Non Degree	17-3026	17-0000	Architecture and Engineering Occupations	17-3026	Yes	Yes	No		\$60,230	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	2, 8, 10, 12, 20, 24
ABAYC003	Marine Electrical Certification	American Boat & Yacht Council	No	Yes	Non Degree	49-2093	49-0000	Installation, Maintenance, and Repair Occupations	49-2093	Yes	Yes	No		\$56,260	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
FASMB001	Massage and Bodywork Licensing Examination	Federation of State Massage Therapy Boards	No	Yes	Non Degree	31-9011	31-0000	Healthcare Support Occupations	31-9011	Yes	Yes	No		\$50,560	Yes	LMEC	Not evaluated for local demand	Not on Lists	2, 8, 10, 11, 12, 15, 16, 17, 18, 20, 24
INTUT003	Master Entrepreneurship Certification	Intuit	No	No	Non Degree	11-1021	11-0000	Management Occupations	11-1021	Yes	Yes	No		\$113,350	Yes	RDOL	Not evaluated for local demand	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
AMEDT006	Medical Laboratory Assistant (CMLA)	American Medical Technologists (AMT)	Yes	Yes	Non Degree	29-2010	29-0000	Healthcare Practitioners and Technical Occupations	29-2011	Yes	Yes	No		\$55,480	Yes	Not on Lists	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
AMSCP005	Medical Laboratory Scientist (MLS)	American Society of Clinical Pathology	No	Yes	Non Degree	19-1042	19-0000	Life, Physical, and Social Science Occupations	19-1042	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$99,150	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
AMEDT002	Medical Laboratory Technician	American Medical Technologists (AMT)	No	Yes	Non Degree	29-2010	29-0000	Healthcare Practitioners and Technical Occupations	29-2011	Yes	Yes	No		\$55,480	Yes	Not on Lists	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
AMSCP002	Medical Laboratory Technician (MLT(ASCP))	American Society of Clinical Pathology	No	Yes	Non Degree	29-2010	29-0000	Healthcare Practitioners and Technical Occupations	29-2011	Yes	Yes	No		\$55,480	Yes	Not on Lists	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
AMAOB001	Medical Laboratory Technician (MLT)	American Association of Bioanalysts (AAB)	No	Yes	Non Degree	29-2010	29-0000	Healthcare Practitioners and Technical Occupations	29-2011	Yes	Yes	No		\$55,480	Yes	Not on Lists	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
AMAOB002	Medical Technologist (MT(AAB))	American Association of Bioanalysts (AAB)	No	Yes	Non Degree	29-2010	29-0000	Healthcare Practitioners and Technical Occupations	29-2011	Yes	Yes	No		\$55,480	Yes	Not on Lists	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
MICRO117	Microsoft 365 Certified: Enterprise Administrator Expert	Microsoft Corporation	No	Yes	Non Degree	15-1244	15-0000	Computer and Mathematical Occupations	15-1244	Yes	Yes	No		\$91,620	Yes	RDOL	Not evaluated for local demand	5, 8, 12, 13, 14, 15, 18, 21, 22, 23	Not on Lists
MICRO123	Microsoft 365 Certified: Fundamentals	Microsoft Corporation	No	No	Non Degree	15-2098	15-0000	Computer and Mathematical Occupations	15-2099	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$83,820	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
MICRO118	Microsoft 365 Certified: Modern Desktop Administrator Associate	Microsoft Corporation	No	Yes	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists

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MICRO119	Microsoft 365 Certified: Security Administrator Associate	Microsoft Corporation	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
MICRO111	Microsoft Certified Solutions Developer (MCSD) - App Builder	Microsoft Corporation	No	Yes	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
MICRO120	Microsoft Certified: Azure Administrator Associate	Microsoft Corporation	No	Yes	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
MICRO121	Microsoft Certified: Azure AI Engineer Associate	Microsoft Corporation	No	Yes	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
MICRO124	Microsoft Certified: Azure AI Fundamentals	Microsoft Corporation	No	No	Non Degree	15-1251	15-0000	Computer and Mathematical Occupations	15-1251	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$93,320	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
MICRO125	Microsoft Certified: Azure Data Fundamentals	Microsoft Corporation	No	No	Non Degree	15-2098	15-0000	Computer and Mathematical Occupations	15-2099	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$83,820	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
MICRO129	Microsoft Certified: Azure Developer Associate	Microsoft Corporation	No	Yes	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
MICRO126	Microsoft Certified: Azure Fundamentals	Microsoft Corporation	No	No	Non Degree	15-1232	15-0000	Computer and Mathematical Occupations	15-1232	Yes	Yes	No		\$56,750	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
MICRO131	Microsoft Certified: Microsoft Security, Compliance and Identity Fundamentals	Certiport, Pearson VUE	No	No	Non Degree	15-1212; 15-1231; 15-1241	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
MICRO122	Microsoft Certified: Power Platform Developer Associate	Microsoft Corporation	No	Yes	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
MICRO128	Microsoft Certified: Power Platform Fundamentals	Microsoft Corporation	No	No	Non Degree	15-2098	15-0000	Computer and Mathematical Occupations	15-2099	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$83,820	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
MICRO017	Microsoft Office Specialist Master	Microsoft Corporation	No	No	Non Degree	No Valid SOC Linkage.	No Valid SOC Linkage.	No Valid SOC Linkage.	No Valid SOC Linkage.	Unable to Evaluate	Unable to Evaluate	Yes	A direct linkage to a Standard Occupation Classification (SOC) Code could not be made. This credential is identified for removal on the 2025-2026 Master Credentials List.	N/A	Unable to Evaluate	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
MSSCN002	MSSC Certified Logistics Technician (CLT)	Manufacturing Skills Standards Council (MSSC)	No	Yes	Non Degree	43-5071	43-0000	Office and Administrative Support Occupations	43-5071	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$37,830	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists

2024-2025 Master Credentials List
Industry Certifications

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Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
MSSCN001	MSSC Certified Production Technician (CPT)	Manufacturing Skills Standards Council (MSSC)	No	Yes	Non Degree	51-1011	51-0000	Production Occupations	51-1011	Yes	Yes	No		\$65,510	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
NASME001	NASM Certified Personal Trainer (CPT)	National Academy of Sports Medicine	No	Yes	Non Degree	39-9031	39-0000	Personal Care and Service Occupations	39-9031	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$42,200	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NCFCT001	National Certified ECG Technician (NCET)	National Center for Competency Testing (NCCT)	No	Yes	Non Degree	29-2031	29-0000	Healthcare Practitioners and Technical Occupations	29-2031	Yes	Yes	No		\$55,160	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
NCFCT006	National Certified Insurance and Coding Specialist (NCICS)	National Center for Competency Testing (NCCT)	No	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
NCFCT005	National Certified Medical Assistant (NCMA)	National Center for Competency Testing (NCCT)	No	Yes	Non Degree	29-1071	29-0000	Healthcare Practitioners and Technical Occupations	29-1071	Yes	Yes	No		\$110,930	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24
NCFCT007	National Certified Medical Office Assistant (NCMOA)	National Center for Competency Testing (NCCT)	No	Yes	Non Degree	43-6013	43-0000	Office and Administrative Support Occupations	43-6013	Yes	Yes	No		\$37,530	Yes	RDOL	Not evaluated for local demand	8, 9, 10, 14, 16, 17, 18, 19, 20, 22, 23, 24	Not on Lists
NCFCT008	National Certified Patient Care Technician (NCPCT)	National Center for Competency Testing (NCCT)	No	Yes	Non Degree	31-1120	31-0000	Healthcare Support Occupations	31-1121	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$28,280	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24
NCFCT003	National Certified Phlebotomy Technician (NCPT)	National Center for Competency Testing (NCCT)	No	No	Non Degree	31-9097	31-0000	Healthcare Support Occupations	31-9097	Yes	Yes	No		\$37,580	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
NCSBN002	National Licensed Practical Nurse (NCLEX-PN)	National Council of State Boards of Nursing	No	Yes	Non Degree	29-2061	29-0000	Healthcare Practitioners and Technical Occupations	29-2061	Yes	Yes	No		\$53,780	Yes	Both	Not evaluated for local demand	1, 2, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	1, 2, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
NCSBN001	National Licensed Registered Nurse (NCLEX-RN)	National Council of State Boards of Nursing	No	Yes	Non Degree	29-1141	29-0000	Healthcare Practitioners and Technical Occupations	29-1141	Yes	Yes	No		\$79,910	Yes	Both	Not evaluated for local demand	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	1, 2, 4, 5, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24
FLFBR010	Natural Resources Specialist Certification	Agricultural Education Services and Technology Inc.	No	No	Non Degree	19-4042	19-0000	Life, Physical, and Social Science Occupations	19-4042	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$42,020	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NCCER005	NCCER Carpentry - Level 1 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
NCCER032	NCCER Carpentry - Level 2 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
NCCER033	NCCER Carpentry - Level 3 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
NCCER204	NCCER Carpentry - Level 4 (Postsecondary)	National Center for Construction Education and Research (NCCER)	Yes	Yes	Non Degree	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
NCCER034	NCCER Carpentry - Level 4 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	47-2031	47-0000	Construction and Extraction Occupations	47-2031	Yes	Yes	No		\$46,140	Yes	RDOL	Not evaluated for local demand	1, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists

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Industry Certifications

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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
NCCER036	NCCER Concrete Finishing - Level 1 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	47-2051	47-0000	Construction and Extraction Occupations	47-2051	Yes	Yes	No		\$43,330	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
NCCER207	NCCER Construction Technology (Postsecondary)	National Center for Construction Education & Research (NCCER)	Yes	Yes	Non Degree	11-9021	11-0000	Management Occupations	11-9021	Yes	Yes	No		\$118,400	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	Not on Lists
NCCER008	NCCER Construction Technology (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	47-2061	47-0000	Construction and Extraction Occupations	47-2061	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$37,690	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NCCER010	NCCER Electrical - Level 1 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
NCCER038	NCCER Electrical - Level 2 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
NCCER039	NCCER Electrical - Level 3 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
NCCER211	NCCER Electrical - Level 4 (Postsecondary)	National Center for Construction Education & Research (NCCER)	No	Yes	Non Degree	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
NCCER040	NCCER Electrical - Level 4 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
NCCER215	NCCER Electronic Systems Technician - Level 4 (Postsecondary)	National Center for Construction Education & Research (NCCER)	Yes	Yes	Non Degree	17-3023	17-0000	Architecture and Engineering Occupations	17-3023	Yes	Yes	No		\$61,330	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
NCCER218	NCCER Heavy Equipment Operations - Level 3 (Postsecondary)	National Center for Construction Education & Research (NCCER)	Yes	Yes	Non Degree	47-2073	47-0000	Construction and Extraction Occupations	47-2073	Yes	Yes	No		\$53,980	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
NCCER216	NCCER Heavy Equipment Operations Level 1 (postsecondary)	National Center for Construction Education and Research (NCCER)	Yes	No	Non Degree	47-2073	47-0000	Construction and Extraction Occupations	47-2073	Yes	Yes	No		\$53,980	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
NCCER018	NCCER HVAC - Level 1 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 22, 23, 24	Not on Lists
NCCER081	NCCER HVAC - Level 2 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 22, 23, 24	Not on Lists
NCCER082	NCCER HVAC - Level 3 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 22, 23, 24	Not on Lists
NCCER222	NCCER HVAC - Level 4 (Postsecondary)	National Center for Construction Education & Research (NCCER)	No	Yes	Non Degree	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 22, 23, 24	Not on Lists
NCCER083	NCCER HVAC - Level 4 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 22, 23, 24	Not on Lists

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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
N/A	NCCER HVACR Level 1	National Center for Construction Education and Research (NCCER)	Yes	No	Non Degree	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	49-9021	Yes	Yes	No		\$49,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 22, 23, 24	Not on Lists
NCCER084	NCCER Industrial Maintenance Mechanic - Level 1 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	49-9041	49-0000	Installation, Maintenance, and Repair Occupations	49-9041	Yes	Yes	No		\$55,440	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 15, 17, 18, 22, 23, 24	Not on Lists
NCCER085	NCCER Industrial Maintenance Mechanic - Level 2 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	49-9041	49-0000	Installation, Maintenance, and Repair Occupations	49-9041	Yes	Yes	No		\$55,440	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 15, 17, 18, 22, 23, 24	Not on Lists
NCCER225	NCCER Industrial Maintenance Mechanic - Level 3 (Postsecondary)	National Center for Construction Education & Research (NCCER)	Yes	Yes	Non Degree	49-9041	49-0000	Installation, Maintenance, and Repair Occupations	49-9041	Yes	Yes	No		\$55,440	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 15, 17, 18, 22, 23, 24	Not on Lists
NCCER086	NCCER Industrial Maintenance Mechanic - Level 3 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	49-9041	49-0000	Installation, Maintenance, and Repair Occupations	49-9041	Yes	Yes	No		\$55,440	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 15, 17, 18, 22, 23, 24	Not on Lists
NCCER266	NCCER Industrial Maintenance Mechanic Level 4	National Center for Construction Education & Research (NCCER)	No	Yes	Non Degree	49-9041	49-0000	Installation, Maintenance, and Repair Occupations	49-9041	Yes	Yes	No		\$55,440	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 15, 17, 18, 22, 23, 24	Not on Lists
NCCER020	NCCER Industrial Maintenance, Electrical & Instrumentation Technician - Level 1	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	49-2094	49-0000	Installation, Maintenance, and Repair Occupations	49-2094	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$57,060	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NCCER079	NCCER Industrial Maintenance, Electrical & Instrumentation Technician - Level 2	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	49-2094	49-0000	Installation, Maintenance, and Repair Occupations	49-2094	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$57,060	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NCCER080	NCCER Industrial Maintenance, Electrical & Instrumentation Technician - Level 3	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	49-2094	49-0000	Installation, Maintenance, and Repair Occupations	49-2094	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$57,060	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NCCER267	NCCER Industrial Maintenance, Electrical & Instrumentation Technician - Level 4 (Postsecondary)	National Center for Construction Education & Research (NCCER)	No	Yes	Non Degree	49-9041	49-0000	Installation, Maintenance, and Repair Occupations	49-9041	Yes	Yes	No		\$55,440	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 15, 17, 18, 22, 23, 24	Not on Lists
NCCER025	NCCER Masonry - Level 1 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	47-2021	47-0000	Construction and Extraction Occupations	47-2021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,530	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NCCER044	NCCER Masonry - Level 2 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	47-2021	47-0000	Construction and Extraction Occupations	47-2021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,530	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NCCER045	NCCER Masonry - Level 3 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	47-2021	47-0000	Construction and Extraction Occupations	47-2021	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$43,530	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NCCER242	NCCER Millwright - Level 5 (Postsecondary)	National Center for Construction Education & Research (NCCER)	Yes	Yes	Non Degree	49-9044	49-0000	Installation, Maintenance, and Repair Occupations	49-9044	Yes	Yes	No		\$55,950	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
NCCER249	NCCER Pipefitting - Level 4 (Postsecondary)	National Center for Construction Education & Research (NCCER)	No	Yes	Non Degree	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 20, 21, 23, 24	Not on Lists
NCCER026	NCCER Plumbing - Level 1 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 20, 21, 23, 24	Not on Lists
NCCER069	NCCER Plumbing - Level 2 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 20, 21, 23, 24	Not on Lists

2024-2025 Master Credentials List
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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
NCCER070	NCCER Plumbing - Level 3 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 20, 21, 23, 24	Not on Lists
NCCER253	NCCER Plumbing - Level 4 (Postsecondary)	National Center for Construction Education & Research (NCCER)	No	Yes	Non Degree	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 20, 21, 23, 24	Not on Lists
NCCER071	NCCER Plumbing - Level 4 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 20, 21, 23, 24	Not on Lists
NCCER258	NCCER Sheet Metal - Level 4 (Postsecondary)	National Center for Construction Education & Research (NCCER)	Yes	Yes	Non Degree	47-2211	47-0000	Construction and Extraction Occupations	47-2211	Yes	Yes	No		\$47,780	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
NCCER262	NCCER Sprinkler Fitting Level 4 (Postsecondary)	National Center for Construction Education and Research (NCCER)	No	Yes	Non Degree	47-2152	47-0000	Construction and Extraction Occupations	47-2152	Yes	Yes	No		\$48,830	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 20, 21, 23, 24	Not on Lists
NCCER062	NCCER Welding - Level 2 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	51-4121	51-0000	Production Occupations	51-4121	Yes	Yes	No		\$46,690	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
NCCER265	NCCER Welding - Level 3 (Postsecondary)	National Center for Construction Education & Research (NCCER)	No	Yes	Non Degree	51-4121	51-0000	Production Occupations	51-4121	Yes	Yes	No		\$46,690	Yes	RDOL	Not evaluated for local demand	1, 8, 10, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23, 24	Not on Lists
NCCER061	NCCER Welding- Level 1 (Secondary)	National Center for Construction Education & Research (NCCER)	No	No	Non Degree	47-2211	47-0000	Construction and Extraction Occupations	47-2211	Yes	Yes	No		\$47,780	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
NIFMS021	NIMS Industrial Technology Maintenance Level 1 Bundle (9 Exams)	National Institute for Metalworking Skills (NIMS)	No	Yes	Non Degree	17-3026	17-0000	Architecture and Engineering Occupations	17-3026	Yes	Yes	No		\$60,230	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	2, 8, 10, 12, 20, 24
NIFMS002	NIMS Machining - CNC Lathe Programming Setup & Operations	National Institute for Metalworking Skills (NIMS)	No	No	Non Degree	51-9162	51-0000	Production Occupations	51-9162	Yes	Yes	No		\$60,100	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	15
NIFMS014	NIMS Machining Level I - CNC Milling: Operations	National Institute for Metalworking Skills (NIMS)	No	No	Non Degree	51-4035	51-0000	Production Occupations	51-4035	Yes	Yes	No		\$42,170	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18, 24
NIFMS001	NIMS Machining Level I - CNC Milling: Programming Setup & Operations	National Institute for Metalworking Skills (NIMS)	No	No	Non Degree	51-9162	51-0000	Production Occupations	51-9162	Yes	Yes	No		\$60,100	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	15
NIFMS013	NIMS Machining Level I - Drill Press Skills I	National Institute for Metalworking Skills (NIMS)	No	No	Non Degree	51-4032	51-0000	Production Occupations	51-4032	Yes	Yes	No		\$56,280	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24
NIFMS016	NIMS Machining Level I - Grinding Skills I	National Institute for Metalworking Skills (NIMS)	No	No	Non Degree	51-4033	51-0000	Production Occupations	51-4033	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$34,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NIFMS017	NIMS Machining Level I - Manual Milling Skills I	National Institute for Metalworking Skills (NIMS)	No	No	Non Degree	51-4035	51-0000	Production Occupations	51-4035	Yes	Yes	No		\$42,170	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18, 24
NIFMS008	NIMS Machining Level I - Turning Operations: Turning Between Centers	National Institute for Metalworking Skills (NIMS)	No	No	Non Degree	51-4034	51-0000	Production Occupations	51-4034	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$38,940	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
NIFMS010	NIMS Machining Level I - Turning Operations: Turning Chucking Skills	National Institute for Metalworking Skills (NIMS)	No	No	Non Degree	51-4034	51-0000	Production Occupations	51-4034	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$38,940	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
NIFMS019	NIMS Machining Level II - CNC Milling Skills II	National Institute for Metalworking Skills (NIMS)	No	Yes	Non Degree	51-4035	51-0000	Production Occupations	51-4035	Yes	Yes	No		\$42,170	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18, 24
NIFMS020	NIMS Machining Level II - CNC Turning Skills II	National Institute for Metalworking Skills (NIMS)	No	Yes	Non Degree	51-9161; 51-9162	51-0000	Production Occupations	51-9162	Yes	Yes	No		\$60,100	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	15

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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
NIFMS018	NIMS Machining Level II - Drill Press Skills II	National Institute for Metalworking Skills (NIMS)	No	Yes	Non Degree	51-4031	51-0000	Production Occupations	51-4031	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$38,510	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NIFMS003	NIMS Machining Level II - EDM - Plunge	National Institute for Metalworking Skills (NIMS)	No	Yes	Non Degree	51-4041	51-0000	Production Occupations	51-4041	Yes	Yes	No		\$48,140	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
NIFMS004	NIMS Machining Level II - EDM - Wire	National Institute for Metalworking Skills (NIMS)	No	Yes	Non Degree	51-4041	51-0000	Production Occupations	51-4041	Yes	Yes	No		\$48,140	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
NIFMS007	NIMS Machining Level II - Manual Milling Skills II	National Institute for Metalworking Skills (NIMS)	No	Yes	Non Degree	51-4035	51-0000	Production Occupations	51-4035	Yes	Yes	No		\$42,170	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17, 18, 24
NJATC001	NJATC Electrical - Level 5	National Joint Apprenticeship and Training Committee	No	Yes	Non Degree	17-3026	17-0000	Architecture and Engineering Occupations	17-3026	Yes	Yes	No		\$60,230	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	2, 8, 10, 12, 20, 24
ORACL003	Oracle Certified Master (OCM): Database	Oracle Corporation	No	Yes	Non Degree	15-1245	15-0000	Computer and Mathematical Occupations	15-1242	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$100,260	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ORACL002	Oracle Certified Professional (OCP): Database	Oracle Corporation	No	Yes	Non Degree	15-1245	15-0000	Computer and Mathematical Occupations	15-1242	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$100,260	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ORACL005	Oracle Certified Professional (OCP): Java Programmer	Oracle Corporation	No	Yes	Non Degree	15-1245	15-0000	Computer and Mathematical Occupations	15-1242	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$100,260	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ORACL001	Oracle Foundations Associate, Database	Oracle Corporation	No	Yes	Non Degree	15-1245	15-0000	Computer and Mathematical Occupations	15-1242	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$100,260	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ORACL004	Oracle Foundations Associate, Java	Oracle Corporation	No	Yes	Non Degree	15-1251	15-0000	Computer and Mathematical Occupations	15-1251	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$93,320	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
NBCOT001	Orthopaedic Technologist Certified (OTC)	National Board for Certification of Orthopaedic Technologists	No	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
NREMT004	Paramedic (EMT-P)	National Registry of Emergency Medical Technicians	No	Yes	Non Degree	29-2040	29-0000	Healthcare Practitioners and Technical Occupations	29-2043	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$51,520	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
OEDGP001	PCAP – Certified Associate in Python Programming	OpenEDG Python Institute	No	No	Non Degree	15-1251	15-0000	Computer and Mathematical Occupations	15-1251	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$93,320	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
OEDGP002	PCEP - Certified Entry-Level Python Programmer	OpenEDG Python Institute	No	No	Non Degree	15-1251; 15-1256	15-0000	Computer and Mathematical Occupations	15-1251	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$93,320	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ETAIN012	Photonics Technician - Operator (PTO)	Electronics Technician Association International	No	Yes	Non Degree	17-2071	17-0000	Architecture and Engineering Occupations	17-2071	Yes	Yes	No		\$100,650	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists

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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
ETAIN013	Photonics Technician Specialist (PTS)	Electronics Technician Association International	No	Yes	Non Degree	17-2071	17-0000	Architecture and Engineering Occupations	17-2071	Yes	Yes	No		\$100,650	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
ETAIN014	Photovoltaic Installer (PVI) - Level 1	Electronics Technician Association International	No	Yes	Non Degree	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
KNOWL008	PHP Coding Specialist	Knowledge Pillars Inc.	No	No	Non Degree	15-1251; 15-1257	15-0000	Computer and Mathematical Occupations	15-1251	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$93,320	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
PRMIN005	PMI Agile Certified Practitioner	Project Management Institute (PMI)	No	Yes	Non Degree	15-1256	15-0000	Computer and Mathematical Occupations	15-1252	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$113,300	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
PRMIN004	PMI Project Management Ready	Project Management Institute (PMI)	No	No	Non Degree	13-1198	13-0000	Business and Financial Operations Occupations	13-1082	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$95,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
PMMIN001	PMMI Mechatronics Certification: Fluid Power	Packaging Machinery Manufacturers Institute (PMMI)	No	Yes	Non Degree	17-3024	17-0000	Architecture and Engineering Occupations	17-3024	Yes	Yes	No		\$71,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
PMMIN002	PMMI Mechatronics Certification: Industrial Electricity 2	Packaging Machinery Manufacturers Institute (PMMI)	No	Yes	Non Degree	17-3024	17-0000	Architecture and Engineering Occupations	17-3024	Yes	Yes	No		\$71,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
PMMIN003	PMMI Mechatronics Certification: Mechanical Components 2	Packaging Machinery Manufacturers Institute (PMMI)	No	Yes	Non Degree	17-3024	17-0000	Architecture and Engineering Occupations	17-3024	Yes	Yes	No		\$71,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
PMMIN004	PMMI Mechatronics Certification: Programmable Logic Controllers (PLCs) 2	Packaging Machinery Manufacturers Institute (PMMI)	No	Yes	Non Degree	17-3024	17-0000	Architecture and Engineering Occupations	17-3024	Yes	Yes	No		\$71,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
HBINS002	Pre-Apprenticeship Certificate Training (PACT), Building Construction Technology	Home Builders Institute	No	No	Non Degree	49-9071	49-0000	Installation, Maintenance, and Repair Occupations	49-9071	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,480	Yes	Not on Lists	Not evaluated for local demand	9, 16, 18	Not on Lists
KNOWL001	Python Coding Specialist (PCS)	Knowledge Pillars Education Inc	No	Yes	Non Degree	15-1251	15-0000	Computer and Mathematical Occupations	15-1251	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$93,320	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
AMSFQ006	Quality Improvement Associate (CQIA)	American Society for Quality	No	Yes	Non Degree	17-2112	17-0000	Architecture and Engineering Occupations	17-2112	Yes	Yes	No		\$98,340	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
INTUT001	Quickbooks Certified User	Intuit	No	No	Non Degree	43-3031	43-0000	Office and Administrative Support Occupations	43-3031	Yes	Yes	No		\$45,380	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20, 24	Not on Lists
AMRRT003	Radiologic Technologist (Sonography)	American Registry of Radiologic Technologists (AART)	No	Yes	Non Degree	29-2032	29-0000	Healthcare Practitioners and Technical Occupations	29-2032	Yes	Yes	No		\$74,110	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
RECFN001	RECF Pre-Engineering Certification	Robotics Education and Competition Foundation	No	No	Non Degree	17-3011	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
RECFN002	RECF Robotics Certification	Robotics Education and Competition Foundation	No	No	Non Degree	17-3024	17-0000	Architecture and Engineering Occupations	17-3024	Yes	Yes	No		\$71,180	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
REDHT002	Red Hat Certified System Administrator (RHCSA) Certification	Red Hat	No	Yes	Non Degree	15-1244	15-0000	Computer and Mathematical Occupations	15-1244	Yes	Yes	No		\$91,620	Yes	RDOL	Not evaluated for local demand	5, 8, 12, 13, 14, 15, 18, 21, 22, 23	Not on Lists
CCINT002	Registered Cardiac Sonographer (RCS)	Cardiovascular Credentialing International	No	Yes	Non Degree	29-2032	29-0000	Healthcare Practitioners and Technical Occupations	29-2032	Yes	Yes	No		\$74,110	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists

2024-2025 Master Credentials List
Industry Certifications

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Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CCINT003	Registered Cardiovascular Invasive Specialist	Cardiovascular Credentialing International	No	Yes	Non Degree	29-2031	29-0000	Healthcare Practitioners and Technical Occupations	29-2031	Yes	Yes	No		\$55,160	Yes	Both	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 22, 23, 24
ARDMS001	Registered Diagnostic Cardiac Sonographer (RDCS)	American Registry for Diagnostic Medical Sonography	No	Yes	Non Degree	29-2032	29-0000	Healthcare Practitioners and Technical Occupations	29-2032	Yes	Yes	No		\$74,110	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
ARDMS002	Registered Diagnostic Medical Sonographer (RDMS)	American Registry for Diagnostic Medical Sonography	No	Yes	Non Degree	29-2032	29-0000	Healthcare Practitioners and Technical Occupations	29-2032	Yes	Yes	No		\$74,110	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
AHIMA007	Registered Health Information Administrator (RHIA)	American Health Information Management Association	No	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
AHIMA009	Registered Health Information Technician (RHIT)	American Health Information Management Association	No	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
AFHDI002	Registered Healthcare Documentation Specialist (RHDS)	Association for Healthcare Documentation Integrity (AHDI)	No	Yes	Non Degree	31-9094	31-0000	Healthcare Support Occupations	31-9094	No	No	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$35,320	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
AMEDT004	Registered Medical Assistant (RMA)	American Medical Technologists (AMT)	No	Yes	Non Degree	31-9092	31-0000	Healthcare Support Occupations	31-9092	Yes	Yes	No		\$37,870	Yes	RDOL	Not evaluated for local demand	2, 4, 8, 10, 14, 16, 18, 19, 20, 21, 22, 23, 24	Not on Lists
AMEDT005	Registered Phlebotomy Technician (RPT)	American Medical Technologists (AMT)	No	No	Non Degree	31-9097	31-0000	Healthcare Support Occupations	31-9097	Yes	Yes	No		\$37,580	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
BRPST001	Registered Polysomnographic Technologist	Board of Registered Polysomnographic Technologists	No	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	29-2036	Yes	Yes	No		\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
NBFR002	Registered Respiratory Therapist (RRT)	National Board for Respiratory Care	No	Yes	Non Degree	29-1126	29-0000	Healthcare Practitioners and Technical Occupations	29-1126	Yes	Yes	No		\$68,710	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
AMRRT010	Registered Technologist - Magnetic Resonance Imaging (MRI)	American Registry of Radiologic Technologists (AART)	No	Yes	Non Degree	29-2035	29-0000	Healthcare Practitioners and Technical Occupations	29-2035	Yes	Yes	No		\$68,770	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24
AMRRT011	Registered Technologist - Mammography (M)	American Registry of Radiologic Technologists (AART)	No	Yes	Non Degree	29-2034	29-0000	Healthcare Practitioners and Technical Occupations	29-2034	Yes	Yes	No		\$62,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23	Not on Lists
AMRRT012	Registered Technologist - Vascular Interventional Radiography (VI)	American Registry of Radiologic Technologists (AART)	No	Yes	Non Degree	29-2034	29-0000	Healthcare Practitioners and Technical Occupations	29-2034	Yes	Yes	No		\$62,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23	Not on Lists
AMRRT006	Registered Technologist (Nuclear Medicine)	American Registry of Radiologic Technologists (AART)	No	Yes	Non Degree	29-2033	29-0000	Healthcare Practitioners and Technical Occupations	29-2033	Yes	Yes	No		\$81,860	Yes	LMEC	Not evaluated for local demand	Not on Lists	1, 2, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23, 24
AMRRT007	Registered Technologist (Radiation Therapy)	American Registry of Radiologic Technologists (AART)	No	Yes	Non Degree	29-1124	29-0000	Healthcare Practitioners and Technical Occupations	29-1124	Yes	Yes	No		\$85,530	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	11, 12, 17, 18, 24
AMRRT002	Registered Technologist (Radiography)	American Registry of Radiologic Technologists (AART)	No	Yes	Non Degree	29-2034	29-0000	Healthcare Practitioners and Technical Occupations	29-2034	Yes	Yes	No		\$62,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23	Not on Lists
CCINT004	Registered Vascular Specialist	Cardiovascular Credentialing International	No	Yes	Non Degree	29-2032	29-0000	Healthcare Practitioners and Technical Occupations	29-2032	Yes	Yes	No		\$74,110	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
ARDMS003	Registered Vascular Technologist	American Registry for Diagnostic Medical Sonography	No	Yes	Non Degree	29-2032	29-0000	Healthcare Practitioners and Technical Occupations	29-2032	Yes	Yes	No		\$74,110	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
IECON004	Residential Wireman	Independent Electrical Contractors	No	Yes	Non Degree	47-2111	47-0000	Construction and Extraction Occupations	47-2111	Yes	Yes	No		\$50,710	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
SALES001	Salesforce Certified Administrator	Salesforce	No	No	Non Degree	15-1244	15-0000	Computer and Mathematical Occupations	15-1244	Yes	Yes	No		\$91,620	Yes	RDOL	Not evaluated for local demand	5, 8, 12, 13, 14, 15, 18, 21, 22, 23	Not on Lists
SASIN001	SAS Base Programming Specialist	SAS	No	No	Non Degree	15-1251; 15-2098	15-0000	Computer and Mathematical Occupations	15-2099	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$83,820	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists

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FDOE Certification Code	Certification Title	Certifying Agency Name	New to the 24-25 MCL	Eligible for Post-Secondary CAPE Funding?*	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Representative SOC Code	Pass Demand Criteria	Pass Wage Criteria	Credential Identified for Removal on 25- 26 MCL	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
CSCMP001	SCPro Fundamentals Bundle (8 exams)	Council of Supply Chain Management Professionals	No	Yes	Non Degree	53-1047	53-0000	Transportation and Material Moving Occupations	53-1042	Yes	Yes	No		\$58,540	Yes	Not on Lists	Not evaluated for local demand	9, 11, 12, 13, 16, 18, 20, 22, 23, 24	Not on Lists
AMSFQ011	Six Sigma Black Belt (CSSBB)	American Society for Quality	No	Yes	Non Degree	17-2112	17-0000	Architecture and Engineering Occupations	17-2112	Yes	Yes	No		\$98,340	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
AMSFQ012	Six Sigma Green Belt (CSSGB)	American Society for Quality	No	Yes	Non Degree	17-2112	17-0000	Architecture and Engineering Occupations	17-2112	Yes	Yes	No		\$98,340	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
USINS001	Small UAS Safety Certification	Unmanned Safety Institute	No	No	Non Degree	53-2012	53-0000	Transportation and Material Moving Occupations	53-2012	Yes	Yes	No		\$131,610	Yes	RDOL	Not evaluated for local demand	Not on Lists	16
ETAIN019	Small Wind Installer (SWI) - Level 1	Electronics Technician Association International	No	Yes	Non Degree	17-2071	17-0000	Architecture and Engineering Occupations	17-2071	Yes	Yes	No		\$100,650	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
ETAIN022	Specialist in Precision Optics (SPO)	Electronics Technician Association International	No	Yes	Non Degree	51-9012	51-0000	Production Occupations	51-9012	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$42,760	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	18
NCSAF003	Sport Nutrition Specialist	National Council on Strength and Fitness (NCSF)	No	Yes	Non Degree	29-1031	29-0000	Healthcare Practitioners and Technical Occupations	29-1031	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$64,080	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
KNOWL009	SQL Coding Specialist	Knowledge Pillars Inc.	No	No	Non Degree	15-1251; 15-2098	15-0000	Computer and Mathematical Occupations	15-1251	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$93,320	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
IISSC002	Systems Security Certified Practitioner (SSCP)	International Information Systems Security Certification Consortium, Inc.	No	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	15-1212	Yes	Yes	No		\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
NCFCT004	Tech in Surgery - Certified (NCCT), TX-C (NCCT)	National Center for Competency Testing (NCCT)	No	Yes	Non Degree	29-2055	29-0000	Healthcare Practitioners and Technical Occupations	29-2055	Yes	Yes	No		\$52,230	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
ETAIN023	Technician in Precision Optics (TPO)	Electronics Technician Association International	No	Yes	Non Degree	49-9071	49-0000	Installation, Maintenance, and Repair Occupations	49-9071	Yes	No	Yes	Linked occupation does not meet wage criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for sequencing prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance. Newly registered or had at least 1 active apprentice in last academic year.	\$41,480	Yes	Not on Lists	Not evaluated for local demand	9, 16, 18	Not on Lists
TBOOM004	Toon Boom Certified Associate (Harmony Advanced)	Toon Boom Animation	No	No	Non Degree	27-1014	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1014	Yes	Yes	No		\$66,270	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17
TBOOM001	Toon Boom Certified Associate (Harmony Premium)	Toon Boom Animation	No	No	Non Degree	27-1014	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1014	Yes	Yes	No		\$66,270	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17
TBOOM003	Toon Boom Certified Associate (Storyboard Pro)	Toon Boom Animation	No	No	Non Degree	27-1014	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1014	Yes	Yes	No		\$66,270	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17
ISOGR001	TOSA® Autodesk AutoCAD (Advanced or higher level only)	Isograd Inc.	No	No	Non Degree	17-3011; 17-3012; 17-3013	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
ISOGR007	TOSA® Autodesk AutoCAD Certified User - Expert (Postsecondary)	Isograd Inc.	No	Yes	Non Degree	17-3011; 17-3012; 17-3013	17-0000	Architecture and Engineering Occupations	17-3011	Yes	Yes	No		\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
ISOGR008	TOSA® Graphics Certified User – Expert Level (Postsecondary)	Isograd Inc.	No	Yes	Non Degree	27-1014	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1014	Yes	Yes	No		\$66,270	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17
ISOGR006	TOSA® Graphics Certified User for Adobe – Graphic Design (Advanced or higher level only)	Isograd Inc.	No	No	Non Degree	27-1014	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1014	Yes	Yes	No		\$66,270	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17
ISOGR002	TOSA® JavaScript (Advanced or higher level only)	Isograd Inc.	No	No	Non Degree	15-1257	15-0000	Computer and Mathematical Occupations	15-1254	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists

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ISOGR010	TOSA® JavaScript Certified User – Expert Level (Postsecondary)	Isograd Inc.	No	Yes	Non Degree	15-1257	15-0000	Computer and Mathematical Occupations	15-1254	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ISOGR003	TOSA® Python (Advanced or higher level only)	Isograd Inc.	No	No	Non Degree	15-1251; 15-2098	15-0000	Computer and Mathematical Occupations	15-1251	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$93,320	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ISOGR011	TOSA® Python Certified User – Expert Level (Postsecondary)	Isograd Inc.	No	Yes	Non Degree	15-1251; 15-2098	15-0000	Computer and Mathematical Occupations	15-1251	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$93,320	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ISOGR009	TOSA® Web Developer – Expert Level (Postsecondary)	Isograd Inc.	No	Yes	Non Degree	15-1257	15-0000	Computer and Mathematical Occupations	15-1254	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ISOGR004	TOSA® Web Developer (Advanced or higher level only)	Isograd Inc.	No	No	Non Degree	15-1257	15-0000	Computer and Mathematical Occupations	15-1254	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
ISOGR005	TOSA® WordPress (Advanced or higher level only)	Isograd Inc.	No	No	Non Degree	15-1257	15-0000	Computer and Mathematical Occupations	15-1254	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
KNOWL010	T-SQL Coding Specialist	Knowledge Pillars Inc.	No	No	Non Degree	15-1251; 15-2098	15-0000	Computer and Mathematical Occupations	15-1251	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$93,320	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
N/A	Unity Certified Associate: Artist	Unity Technologies	Yes	No	Non Degree	27-1014	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1014	Yes	Yes	No		\$66,270	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17
N/A	Unity Certified Associate: Game Developer	Unity Technologies	Yes	No	Non Degree	15-1251; 15-1255; 27-1014	15-0000; 27-0000	Computer and Mathematical Occupations; Arts, Design, Entertainment, Sports, and Media Occupations	27-1014	Yes	Yes	No		\$66,270	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17
UNITY003	Unity Certified User: Artist	Unity Technologies	No	No	Non Degree	27-1014	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	27-1014	Yes	Yes	No		\$66,270	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	17
UNITY002	Unity Certified User: Programmer	Unity Technologies	No	No	Non Degree	15-1251	15-0000	Computer and Mathematical Occupations	15-1251	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$93,320	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
UNITY004	Unity Certified User: VR Developer	Unity Technologies	No	No	Non Degree	15-1251	15-0000	Computer and Mathematical Occupations	15-1251	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$93,320	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
USINS002	Visual Line of Sight System Operator (VSO)	Unmanned Safety Institute	No	No	Non Degree	53-2012	53-0000	Transportation and Material Moving Occupations	53-2012	Yes	Yes	No		\$131,610	Yes	RDOL	Not evaluated for local demand	Not on Lists	16
VMWRE004	VMware Certified Professional - Data Center Virtualization	VMWare	No	Yes	Non Degree	15-1244	15-0000	Computer and Mathematical Occupations	15-1244	Yes	Yes	No		\$91,620	Yes	RDOL	Not evaluated for local demand	5, 8, 12, 13, 14, 15, 18, 21, 22, 23	Not on Lists
FLDEP003	Wastewater Treatment Plant Operator Level C	Florida Department of Environmental Protection	No	No	Non Degree	51-8031	51-0000	Production Occupations	51-8031	Yes	Yes	No		\$53,860	Yes	Not on Lists	Not evaluated for local demand	16	Not on Lists

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FLDEP008	Wastewater Treatment Plant Operator Level D	Florida Department of Environmental Protection	No	Yes	Non Degree	51-8031	51-0000	Production Occupations	51-8031	Yes	Yes	No		\$53,860	Yes	Not on Lists	Not evaluated for local demand	16	Not on Lists
FLDEP006	Water Treatment Plant Operator Level C	Florida Department of Environmental Protection	No	No	Non Degree	51-8031	51-0000	Production Occupations	51-8031	Yes	Yes	No		\$53,860	Yes	Not on Lists	Not evaluated for local demand	16	Not on Lists
FLDEP007	Water Treatment Plant Operator Level D	Florida Department of Environmental Protection	No	Yes	Non Degree	51-8031	51-0000	Production Occupations	51-8031	Yes	Yes	No		\$53,860	Yes	Not on Lists	Not evaluated for local demand	16	Not on Lists
KNOWL014	WordPress Certified Administrator	Knowledge Pillars Inc.	No	No	Non Degree	15-1257; 15-1299	15-0000	Computer and Mathematical Occupations	15-1299	Yes	Yes	No		\$91,790	Yes	Not on Lists	Not evaluated for local demand	2	Not on Lists
KNOWL013	WordPress Certified Developer	Knowledge Pillars Inc.	No	No	Non Degree	15-1257	15-0000	Computer and Mathematical Occupations	15-1254	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
KNOWL002	WordPress Certified Editor	Knowledge Pillars Education Inc	No	Yes	Non Degree	15-1257	15-0000	Computer and Mathematical Occupations	15-1254	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
KNOWL011	WordPress Elementor Specialist	Knowledge Pillars Inc.	No	No	Non Degree	15-1257	15-0000	Computer and Mathematical Occupations	15-1254	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
KNOWL012	WordPress WooCommerce Specialist	Knowledge Pillars Inc.	No	No	Non Degree	15-1257	15-0000	Computer and Mathematical Occupations	15-1254	No	Yes	Yes	Linked occupation does not meet demand criteria. Credentials seeking inclusion on the 2025-2026 MCL must submit an application for local demand prior to September 30, 2024. Please refer to technical assistance documentation on the Credentials Review Committee website for further assistance.	\$81,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
YAMAH001	Yamaha Marine Maintenance Certification: Inline	Yamaha	No	Yes	Non Degree	49-3051	49-0000	Installation, Maintenance, and Repair Occupations	49-3051	Yes	Yes	No		\$51,630	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
YAMAH002	Yamaha Marine Maintenance Certification: Mid-Range	Yamaha	No	Yes	Non Degree	49-3051	49-0000	Installation, Maintenance, and Repair Occupations	49-3051	Yes	Yes	No		\$51,630	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
YAMAH003	Yamaha Marine Maintenance Certification: Portable	Yamaha	No	Yes	Non Degree	49-3051	49-0000	Installation, Maintenance, and Repair Occupations	49-3051	Yes	Yes	No		\$51,630	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
YAMAH004	Yamaha Marine Maintenance Certification: V-Engine	Yamaha	No	Yes	Non Degree	49-3051	49-0000	Installation, Maintenance, and Repair Occupations	49-3051	Yes	Yes	No		\$51,630	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists

2024-2025 Master Credentials List

K-8 CAPE Digital Tools

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.

Green Highlights = Credential is new to the MCL in 2024-2025.

FDOE Certification Code	Certification Title - Long	Certification Title - Short	Certifying Agency Name	New to the 24-25 MCL	Degree or Non Degree Designation	Credential Identified for Removal on 25- 26 MCL
FABLE801	Animation-ish	Animation-ish	FableVision Learning	No	Non Degree	No
PRODL801	Coding in Minecraft	Coding in Minecraft	Prodigy Learning	No	Non Degree	No
CERTI809	Communication Skills For Business: Professional Communication Exam	Communication Skills For Business: Professional Communication Exam	Certiport, A Pearson VUE Business	No	Non Degree	No
FABLE802	FabMaker Studio Certification	FabMaker Studio Certification	FableVision Learning	No	Non Degree	No
CERTI803	IC3 - Computing Fundamentals	IC3 - Computing Fundamentals	Certiport, A Pearson VUE Business	No	Non Degree	No
CERTI804	IC3 - Key Applications	IC3 - Key Applications	Certiport, A Pearson VUE Business	No	Non Degree	No
CERTI805	IC3 - Living Online	IC3 - Living Online	Certiport, A Pearson VUE Business	No	Non Degree	No
CERTI806	IC3 Digital Literacy Level 1	IC3 Digital Literacy Level 1	Certiport, A Pearson VUE Business	No	Non Degree	No
CERTI807	IC3 Digital Literacy Level 2	IC3 Digital Literacy Level 2	Certiport, A Pearson VUE Business	No	Non Degree	No
CERTI808	IC3 Digital Literacy Level 3	IC3 Digital Literacy Level 3	Certiport, A Pearson VUE Business	No	Non Degree	No
CERTI802	IC3 Spark	IC3 Spark	Certiport, A Pearson VUE Business	No	Non Degree	No
PROSO806	ICT - Communications Essentials	ICT - Communications Essentials	Certification Partners	No	Non Degree	No
PROSO807	ICT - Computing Essentials	ICT - Computing Essentials	Certification Partners	No	Non Degree	No
PROSO808	ICT - Cybersecurity Essentials	ICT - Cybersecurity Essentials	Certification Partners	No	Non Degree	No
PROSO801	ICT – Database Essentials	ICT – Database Essentials	Certification Partners	No	Non Degree	No
PROSO811	ICT - Fundamentals	ICT - Fundamentals	Certification Partners	No	Non Degree	No
PROSO802	ICT – Gaming Essentials	ICT – Gaming Essentials	Certification Partners	No	Non Degree	No
PROSO803	ICT – Multimedia Essentials	ICT – Multimedia Essentials	Certification Partners	No	Non Degree	No
PROSO804	ICT – Programming & Logic Essentials	ICT – Programming & Logic Essentials	Certification Partners	No	Non Degree	No
PROSO809	ICT - Spreadsheet Essentials	ICT - Spreadsheet Essentials	Certification Partners	No	Non Degree	No
PROSO805	ICT – Web Design Essentials	ICT – Web Design Essentials	Certification Partners	No	Non Degree	No
PROSO810	ICT - Word Processing Essentials	ICT - Word Processing Essentials	Certification Partners	No	Non Degree	No
PROSO812	ICT Digital Citizenship and Ethics	ICT Digital Citizenship and Ethics	Certification Partners	No	Non Degree	No
PROSO813	ICT Introduction to Artificial Intelligence (AI)	ICT Introduction to Artificial Intelligence (AI)	Certification Partners	No	Non Degree	No
MICRO801	Microsoft Office Specialist: Microsoft Office Excel	Mos: Excel	Microsoft Corporation	No	Non Degree	No
MICRO803	Microsoft Office Specialist: Microsoft Office PowerPoint	MOS: Powerpoint	Microsoft Corporation	No	Non Degree	No
MICRO802	Microsoft Office Specialist: Microsoft Office Word	MOS: Word	Microsoft Corporation	No	Non Degree	No

2024-2025 Master Credentials List
K-8 CAPE Digital Tools

Credential applications are received throughout the year and evaluated on a quarterly basis for inclusion on the state Master Credentials List. This version of the 2024-2025 Master Credentials List includes credentials approved by the Credentials Review Committee on Feb. 21, 2024.

Yellow Highlights = Credential is identified for removal on the 2025-2026 MCL. See Notes column for details.
Green Highlights = Credential is new to the MCL in 2024-2025.

FDOE Certification Code	Certification Title - Long	Certification Title - Short	Certifying Agency Name	New to the 24-25 MCL	Degree or Non Degree Designation	Credential Identified for Removal on 25- 26 MCL
KNOWL801	Python Coding Apprentice (PCA)	Python Coding Apprentice (PCA)	Knowledge Pillars Education Inc	No	Non Degree	No
DIGIT802	Rapid Prototyping & 3D Design Beginner	Rapid Prototyping & 3D Design Beginner	DigitalQuest, Inc.	No	Non Degree	No
ISOGR802	TOSA® CyberCitizen (Productive level or higher)	TOSA® CyberCitizen (Productive level or higher)	Isograd Inc.	No	Non Degree	No
ISOGR806	TOSA® Excel (Productive level or higher)	TOSA® Excel (Productive level or higher)	Isograd Inc.	No	Non Degree	No
ISOGR803	TOSA® Google Docs (Productive level or higher)	TOSA® Google Docs (Productive level or higher)	Isograd Inc.	No	Non Degree	No
ISOGR804	TOSA® Google Sheets (Productive level or higher)	TOSA® Google Sheets (Productive level or higher)	Isograd Inc.	No	Non Degree	No
ISOGR805	TOSA® Google Slides (Productive level or higher)	TOSA® Google Slides (Productive level or higher)	Isograd Inc.	No	Non Degree	No
ISOGR807	TOSA® PowerPoint (Productive level or higher)	TOSA® PowerPoint (Productive level or higher)	Isograd Inc.	No	Non Degree	No
ISOGR808	TOSA® Word (Productive level or higher)	TOSA® Word (Productive level or higher)	Isograd Inc.	No	Non Degree	No
ISOGR801	TOSA®DigComp (Productive level or higher)	TOSA®DigComp (Productive level or higher)	Isograd Inc.	No	Non Degree	No

2024-2025 Master Credentials List
Credentials Removed Due to Availability: Registered Apprenticeships

Credentials on this list are no longer available from the credentialing body as of February 1, 2024. They are not eligible for state or federal funding as directed by the Master Credentials List.

Program Number (USDOL or Florida Pre-apprenticeship)	FDOE Certification Code	Registered Program Name	Certification Title	Certifying Agency Name	Occupation/Trade (RAPIDS) (Local Title)	Eligible for Post- Secondary CAPE Funding	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	Pass Wage Criteria	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
FL006090032	N/A	Arthrex Manufacturing Apprenticeship Program INJ	N/A	N/A	Numerical Control Machnist Oper	N/A	N/A	51-9161	51-0000	Production Occupations	No	Yes	Apprenticeship discontinued	\$43,370	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
2021-FL-87900	N/A	Daytona Toyota, INJ	N/A	N/A	Automotive Service Mechanic	N/A	N/A	49-3023	49-0000	Installation, Maintenance, and Repair Occupations	Yes	Yes	Apprenticeship discontinued	\$47,310	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 20, 24	Not on Lists
FL001940005	N/A	Housing Authority of the City of Ft Lauderdale INJ	N/A	N/A	Maintenance Repairer, Build	N/A	N/A	49-9071	49-0000	Installation, Maintenance, and Repair Occupations	Yes	Yes	Apprenticeship discontinued	\$41,480	Yes	Not on Lists	Not evaluated for local demand	9, 16, 18	Not on Lists
2021-FL-87897	N/A	Miller Electric Company, INJ	N/A	N/A	Application Developer (Applications)	N/A	N/A	15-1256	15-0000	Computer and Mathematical Occupations	No	Yes	Apprenticeship discontinued	\$89,730	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
2021-FL-87897	N/A	Miller Electric Company, INJ	N/A	N/A	Cyber Security Support Technician	N/A	N/A	15-1212	15-0000	Computer and Mathematical Occupations	Yes	Yes	Apprenticeship discontinued	\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
2018-FL-71351	N/A	Nassau Building Trades Apprenticeship Council	N/A	N/A	Electrician (Alternate Title: Interior Electrician)	N/A	N/A	47-2111	47-0000	Construction and Extraction Occupations	Yes	Yes	Apprenticeship discontinued	\$50,710	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24	Not on Lists
2018-FL-71351	N/A	Nassau Building Trades Apprenticeship Council	N/A	N/A	Heating & Air Conditioning Mechanic & Installer	N/A	N/A	49-9021	49-0000	Installation, Maintenance, and Repair Occupations	Yes	Yes	Apprenticeship discontinued	\$49,380	Yes	RDOL	Not evaluated for local demand	1, 2, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 22, 23, 24	Not on Lists
FL008890009	N/A	North Florida Ironworkers JAC	N/A	N/A	Structural Steel Worker (Alternate Titles: Ironworker Or Structural Ironworker)	N/A	N/A	47-2221	47-0000	Construction and Extraction Occupations	No	Yes	Apprenticeship discontinued	\$48,780	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
FL008810009	N/A	Ocala Utility Services IJW	N/A	N/A	Relay Technician	N/A	N/A	49-2095	49-0000	Installation, Maintenance, and Repair Occupations	Yes	Yes	Apprenticeship discontinued	\$76,450	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	24
2019-FL-72528	N/A	Rayonier Advanced Materials IJ	N/A	N/A	Millwright-HY - FL	N/A	N/A	49-9044	49-0000	Installation, Maintenance, and Repair Occupations	Yes	Yes	Apprenticeship discontinued	\$55,950	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	16
FL001940016	N/A	Volusia County Child Care Apprenticeship Comm. GNJ	N/A	N/A	Child Care Development Specialist	N/A	N/A	39-9011	39-0000	Personal Care and Service Occupations	No	No	Apprenticeship discontinued	\$28,480	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
N/A	ADESK029	N/A	Autodesk Certified Professional - 3ds Max	Autodesk	N/A	No	Non Degree	17-3011	17-0000	Architecture and Engineering Occupations	Yes	Yes	Credential no longer available.	\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
N/A	IISSC003	N/A	Certified Cyber Forensics Professional (CCFP)	International Information Systems Security Certification Consortium, Inc.	N/A	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	Yes	Yes	Credential no longer available.	\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
N/A	AHIMA011	N/A	Certified Healthcare Technology Specialist - Clinician/Practitioner Consultant (CHTS-CP)	American Health Information Management Association	N/A	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	Yes	Credential no longer available.	\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
N/A	AHIMA012	N/A	Certified Healthcare Technology Specialist - Implementation Manager (CHTS-IM)	American Health Information Management Association	N/A	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	Yes	Credential no longer available.	\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
N/A	AHIMA013	N/A	Certified Healthcare Technology Specialist - Implementation Support Specialist (CHTS-IS)	American Health Information Management Association	N/A	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	Yes	Credential no longer available.	\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
N/A	AHIMA014	N/A	Certified Healthcare Technology Specialist - Practice Workflow & Information Management Redesign Specialist (CHTS-PW)	American Health Information Management Association	N/A	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	Yes	Credential no longer available.	\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
N/A	AHIMA015	N/A	Certified Healthcare Technology Specialist - Technical/Software Support Staff (CHTS-TS)	American Health Information Management Association	N/A	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	Yes	Credential no longer available.	\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
N/A	AHIMA016	N/A	Certified Healthcare Technology Specialist - Trainer (CHTS-TR)	American Health Information Management Association	N/A	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	Yes	Credential no longer available.	\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
N/A	ACOPC005	N/A	Certified Professional Coder - Payer (GPC-P)	American Academy of Professional Coders	N/A	Yes	Non Degree	29-2098	29-0000	Healthcare Practitioners and Technical Occupations	Yes	Yes	Credential no longer available.	\$127,800	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	12
N/A	ICOEC004	N/A	Certified Security Analyst (ECSA)	EC-Council	N/A	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	Yes	Yes	Credential no longer available.	\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
N/A	CARCH002	N/A	Chief Architect Certified Apprentice	Chief Architect, Inc.	N/A	No	Non Degree	17-3011	17-0000	Architecture and Engineering Occupations	Yes	Yes	Credential no longer available.	\$58,660	Yes	RDOL	Not evaluated for local demand	Not on Lists	Not on Lists
N/A	CITRX004	N/A	Citrix Certified Administrator (CCA)- XenApp	Citrix Systems Incorporated	N/A	Yes	Non Degree	15-1244	15-0000	Computer and Mathematical Occupations	Yes	Yes	Credential no longer available.	\$91,620	Yes	RDOL	Not evaluated for local demand	5, 8, 12, 13, 14, 15, 18, 21, 22, 23	Not on Lists
N/A	ICOEC005	N/A	EC-Council Cyber Forensics Associate	EC-Council	N/A	No	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	Yes	Yes	Credential no longer available.	\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
N/A	ICOEC006	N/A	EC-Council Ethical Hacker Associate	EC-Council	N/A	No	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	Yes	Yes	Credential no longer available.	\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
N/A	GLIAC003	N/A	GIAC Certified UNIX Security Administrator (GCUX)	Global Information Assurance Certification	N/A	Yes	Non Degree	15-1212	15-0000	Computer and Mathematical Occupations	Yes	Yes	Credential no longer available.	\$111,870	Yes	RDOL	Not evaluated for local demand	2	Not on Lists
N/A	NRFSP002	N/A	HACCP Certification	National Registry of Food Safety Professionals	N/A	No	Non Degree	19-4010	19-0000	Life, Physical, and Social Science Occupations	Yes	Yes	Credential no longer available.	\$52,780	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	15
N/A	MICRO082	N/A	Microsoft Certified Solutions Associate (MCSA) - SQL Server 2012	Microsoft Corporation	N/A	Yes	Non Degree	15-1244	15-0000	Computer and Mathematical Occupations	Yes	Yes	Credential no longer available.	\$91,620	Yes	RDOL	Not evaluated for local demand	5, 8, 12, 13, 14, 15, 18, 21, 22, 23	Not on Lists
N/A	MICRO107	N/A	Microsoft Certified Solutions Expert (MCSE) - Data Management and Analytics	Microsoft Corporation	N/A	Yes	Non Degree	15-1244	15-0000	Computer and Mathematical Occupations	Yes	Yes	Credential no longer available.	\$91,620	Yes	RDOL	Not evaluated for local demand	5, 8, 12, 13, 14, 15, 18, 21, 22, 23	Not on Lists
N/A	MICRO052	N/A	Microsoft Certified Trainer (MCT)	Microsoft Corporation	N/A	Yes	Non Degree	13-1151	13-0000	Business and Financial Operations Occupations	Yes	No	Credential no longer available.	\$66,640	Yes	RDOL	Not evaluated for local demand	1, 2, 5, 8, 9, 11, 12, 13, 14, 15, 17, 18, 20, 21, 22, 23	Not on Lists
N/A	MICRO130	N/A	Microsoft Certified: Data Analyst Associate	Microsoft Corporation	N/A	Yes	Non Degree	15-2098	15-0000	Computer and Mathematical Occupations	No	Yes	Credential no longer available.	\$83,820	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
N/A	NIFMS012	N/A	NIMS Machining Level II - Grinding Skills II	National Institute for Metalworking Skills (NIMS)	N/A	Yes	Non Degree	51-4033	51-0000	Production Occupations	No	No	Credential no longer available.	\$34,120	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
N/A	ORACL006	N/A	Oracle Certified Master (OCM): Java Developer	Oracle Corporation	N/A	Yes	Non Degree	15-1251	15-0000	Computer and Mathematical Occupations	No	Yes	Credential no longer available.	\$93,320	Yes	Not on Lists	Not evaluated for local demand	Not on Lists	Not on Lists
N/A	AMSTL004	N/A	Professional Designation in Supply Chain Management (PLS)	Association of Supply Chain Management (ASCM)	N/A	Yes	Non Degree	11-3071	11-0000	Management Occupations	Yes	Yes	Credential no longer available.	\$109,610	Yes	RDOL	Not evaluated for local demand	8, 12, 17, 23	Not on Lists

2024-2025 Master Credentials List
Credentials Removed Due to Availability: Registered Apprenticeships

Credentials on this list are no longer available from the credentialing body as of February 1, 2024. They are not eligible for state or federal funding as directed by the Master Credentials List.

Program Number (USDOL or Florida Pre-apprenticeship)	FDOE Certification Code	Registered Program Name	Certification Title	Certifying Agency Name	Occupation/Trade (RAPIDS) (Local Title)	Eligible for Post- Secondary CAPE Funding	Degree or Non Degree Designation	SOC Code Linkage(s)	Major SOC Code	Major SOC Title	Pass Demand Criteria	Pass Wage Criteria	Notes	LMEC Mean Wage	Greater than HS wage of \$27,876	State Demand	Local Demand	RDOL Regional Demand	LMEC Regional Demand
N/A	AMRRT005	N/A	Registered Technologist - Quality Management (R.T.)	American Registry of Radiologic Technologists (AART)	N/A	Yes	Non Degree	29-2034	29-0000	Healthcare Practitioners and Technical Occupations	Yes	Yes	Credential no longer available.	\$62,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23	Not on Lists
N/A	AMRRT009	N/A	Registered Technologist-Cardiac Interventional Radiography (CI)	American Registry of Radiologic Technologists (AART)	N/A	Yes	Non Degree	29-2034	29-0000	Healthcare Practitioners and Technical Occupations	Yes	Yes	Credential no longer available.	\$62,270	Yes	RDOL	Not evaluated for local demand	1, 8, 9, 11, 12, 13, 15, 16, 17, 18, 20, 21, 22, 23	Not on Lists
N/A	UNITY001	N/A	Unity Certified Associate	Unity Technologies	N/A	No	Non Degree	11-3021; 15- 1211; 15-1212; 15-1232; 15- 1244	11-0000; 15-0000	Management Occupations; Computer and Mathematical Occupations	Yes	Yes	Credential no longer available.	\$91,620	Yes	Not on Lists	Not evaluated for local demand	2, 5, 8, 9, 12, 13, 14, 15, 17, 18, 21, 22, 23	12, 15
N/A	DIGIT803	N/A	GIS Essentials Certification	DigitalQuest, Inc.	N/A	No	Non Degree	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Approved _____
Disapproved _____

Consent Item 3

REQUEST TO SERVE AS ONE-STOP OPERATOR

The Workforce Innovation and Opportunity Act (WIOA) requires local workforce development boards (LWDBs) to use a competitive procurement process to select a one-stop operator and to conduct a competitive procurement of one-stop operators at least once every four years. LWDBs may serve as a one-stop operator, if selected through the competitive procurement process pursuant to 20 Code of Federal Regulations (CFR) 678.605 and 678.615(a). In instances where the LWDB competes to serve as one-stop operators, the procurement process must be completed by a third party. The third party may be a consultant, a professional, or any other independent entity retained specifically to arrange, notice, and process the procurement. The third party must not bid on, compete for or have any financial interest in the contract for procurement or its outcome. Pursuant to [CareerSource Florida Administrative Policy 97 – One-Stop Operator Procurement](#), if the LWDB successfully competes to serve as the one-stop operator, the LWDB must obtain approval from the Governor and the Chief Local Elected Official.

The Florida Department of Commerce received two (2) requests from local workforce development boards to serve as a one-stop operator.

1. The Florida Workforce Development Association (FWDA) published a Request for Proposal (RFP) on June 27, 2023. The deadline for proposals was July 27, 2023. CareerSource Escarosa was the only respondent to the RFP. FWDA submitted a letter to CareerSource Escarosa's Board of Directors on August 1, 2023, recommending CareerSource Escarosa as the One-Stop Operator. The recommendation was approved by CareerSource Escarosa's Board of Directors on November 3, 2023. The Chief Local Elected Officials approved the recommendation by way of executing an agreement with CareerSource Escarosa on September 7, 2023, to serve as the one-stop operator. Pursuant to CareerSource Florida Administrative Policy 97 – One-Stop Operator Procurement, CareerSource Escarosa has met the requirements to serve as the one-stop operator for CareerSource Escarosa.

The Florida Department of Commerce recommends that the CareerSource Florida Board of Directors authorize CareerSource Escarosa to serve as the one-stop operator effective January 1, 2024, through June 30, 2027.

2. The Florida Workforce Development Association (FWDA) published a Request for Proposal (RFP) on July 28, 2023. The deadline for proposals was August 28, 2023. CareerSource Palm Beach County was the only respondent to the RFP. FWDA submitted a letter to CareerSource Palm Beach County's Board of Directors on September 17, 2023, recommending CareerSource Palm Beach County as the One-Stop Operator. The recommendation was approved by CareerSource Palm Beach County's Board of Directors on October 19, 2023. The Chief Local Elected Officials agreed to the recommendation by way of an executed agreement with CareerSource Palm Beach County to serve as the one-stop operator. Pursuant to CareerSource Florida Administrative Policy 97 – One-Stop Operator Procurement, CareerSource Palm Beach County has met the requirements to serve as the one-stop operator for CareerSource Palm Beach County.

The Florida Department of Commerce recommends that the CareerSource Florida Board of Directors authorize CareerSource Palm Beach County to serve as the one-stop operator effective January 1, 2024, through June 30, 2027.

FOR CONSIDERATION

- **Authorize CareerSource Escarosa to serve as one-stop operator effective January 1, 2024, through June 30, 2027.**
- **Authorize CareerSource Palm Beach County to serve as a one-stop operator effective January 1, 2024, through June 30, 2027.**

Supporting Documents

- CareerSource Escarosa's request for authorization to serve as the one-stop operator for LWDB 1.
- CareerSource Palm Beach County's request for authorization to serve as the one-stop operator for LWDB 21.

**REQUEST FOR PROPOSAL
FOR
ONE-STOP OPERATOR
SERVING
CAREERSOURCE ESCAROSA**

**RFP-CSE-23-OSO-01
Date Issued: June 27, 2023
DEADLINE FOR SUBMISSION: July 27, 2023**

Submit Responses Electronically Only to:

Stacy Campbell-Domineck, President/CEO

CareerSource Polk

stacy.campbell-domineck@careersourcepolk.com



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As an equal opportunity employer and program, CareerSource Escarosa is supported by the U.S. Departments of Labor, Health and Human Services, Agriculture as part of awards totaling \$7.5 million (revised annually). The total cost of this program will be 100% financed with federal funds. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this document may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711.

I. BACKGROUND

CareerSource Escarosa (CSE) a not-for-profit 501(c) (3) corporation serves as fiscal agent and provider of WIOA Title I services. CareerSource Escarosa is governed by an independent volunteer board of directors, whose members are appointed by the Escambia and Santa Rosa counties' Boards of County Commissioners. To service Escambia and Santa Rosa Counties, thousands of jobseekers and businesses receive employment and training services through our career center operations.

The career centers are access points for services available through the system. Job seekers can utilize resource rooms stocked with computers, copiers, faxes, telephones, and job search materials, attend workshops, receive one-to-one job search assistance, career counseling, and access training funds to improve skills. Businesses find qualified employees, post jobs, opportunities for training funds to upgrade the skills of their workforce, and use the Career Centers to conduct recruitment events, get tax credit information, access outplacement services for laid-off employees and be connected to other economic development resources and initiatives. Additional information on programs and services is available at www.careersourcescarosa.com

The subrecipient shall deliver the services described in this RFP at the following locations as determined by CSE.

CareerSource Career Center

6913 N. 9th Avenue Ste. 12

Pensacola, FL 32504

Hours: Monday – Friday 7:30AM – 4:30PM

CareerSource Career Center

5723 Highway 90

Milton, FL 32583

Hours: Monday – Friday 7:30AM – 4:30PM

II. OVERVIEW OF SERVICES SOLICITED UNDER THIS RFP

A. Background:

WIOA's focus is on further enhancing the high quality one-stop center system by continuing to align investments in workforce, education, and economic development to regional in-demand jobs. The new law places greater emphasis on local resource coordinators to better meet the needs of jobseekers, workers, and businesses. This includes the cultivation of partnerships and strategies necessary for one-stops to provide job seekers and workers with high-quality career services, education and training, and supportive services. Therefore, under WIOA the Career Centers are required to partner with a range of federally funded employment and training programs to promote the coordination of services on behalf of job seekers and businesses. The one-stop operator will be integral in supporting the system and coordinating these services.

CareerSource Polk is issuing this Request for Proposal (RFP) as the method of solicitation to assure the greatest degree of open competition and to achieve the best technical proposals and services at the lowest possible cost from qualified entities capable of carrying out the duties of the one-stop operator for CareerSource Escarosa for the CSE comprehensive centers in Escambia and Santa Rosa Counties, as described in the Workforce Innovation and Opportunity Act (WIOA).

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Public notice of this RFP has been published in various avenues in the CSE operating area and will also be distributed via email to organizations on the CSE Bidder's List. Upon its release, the RFP, and all accompanying attachments, will be posted on CSE's website at www.careersourceescarosa.com.

Funding Period

It is the intent to obligate no more than \$40,000 annually for this reimbursement-based contract. At its discretion, CareerSource Escarosa Board of Directors may amend contracts based on performance and funding availability, and/or renew contracts for up to three consecutive contract periods (July 1 through June 30). Proposers must include their hourly reimbursement rate in the proposal. The rate should be inclusive, and detail all expenses, i.e., travel, etc. CareerSource Escarosa Board of Directors reserves the right to negotiate amounts based on proposals received.

CareerSource Escarosa is funded by federal grants, which are subject to ongoing appropriation and actual funding. Due to the nature of the funding source, potential changes in legislation and policies, proposers are advised that any contract awarded under this RFP may be modified to incorporate such changes.

Entities selected and serving as one-stop operators are subrecipients of a Federal award and thus are required to follow the Uniform Guidance. Additional clarification is provided in the Training and Employment Guidance Letter (TEGL) #15-16 as found at https://wdr.doleta.gov/directives/attach/TEGL/TEGL_15-16_Acc.pdf

III. APPLICANT ELIGIBILITY

The WIOA Joint Final Rule requires Local Workforce Development Boards (LWDBs) to use a competitive process based on the principles of competitive procurement in the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance) at 2 CFR part 200, including the Department of Labor (Department) specific requirements at 2 CFR part 2900, which may be found at <http://www.ecfr.gov>. Entities selected and serving as one-stop operators are subrecipients of a Federal award and thus are required to follow the Uniform Guidance.

As described in WIOA Section 121, one-stop operators must be an entity (public, private, or non-profit) or a consortium of entities (including a consortium of entities that, at a minimum, includes 3 or more of the one-stop partners described in subsection (b)(1)), of demonstrated effectiveness, located in the Local Area. Such entities may include:

- An institution of higher education
- An employment service State agency established under the Wagner-Peyser Act
- A community-based organization, non-profit organization, or intermediary
- A private for-profit entity
- A government agency
- Another interested organization or entity that may include a local chamber of commerce or other business organization, or a labor organization.

Qualifications are as follows:

- An understanding of the Workforce Innovation and Opportunity Act. Similarly, a general understanding of the local workforce system and its stakeholders is not required but preferred.

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- Strong, demonstrated experience (3-5 years) facilitating large, diverse stakeholder groups to a common goal or outcome is expected. The ability to remain a neutral facilitator will be critical.
- Experience in meeting agenda development, planning, and execution.
- Ability to work closely with Workforce Development Board to monitor the system's strategic objectives and make recommendations for system continuous improvements.
- Other roles and responsibilities as defined by the Board.

CareerSource Escarosa requires that entities must be organized in accordance with State and Federal law and in business for at least 1 year. No person, affiliate, or entity may submit a response or be awarded under contract if:

- Placed on the convicted Proposer list following a conviction for a public entity crime, for a period of 36 months from the date of being placed on the convicted Proposer list;
- Has been debarred or suspended or otherwise determined to be ineligible to receive federal funds by an action of any governmental agency;
- Has not complied with an official order of any agency of the State of Florida or the United States Department of Labor to repay disallowed costs incurred during its conduct of projects, programs or services;
- Previous contract(s) with CareerSource Polk have been terminated for cause.

A. **Additional Requirements**

1. **Monitoring**

WIOA requires the Local Workforce Development Board (LWDB) to conduct monitoring of its one-stop operator. Oversight and monitoring are an integral function of the States and LWDBs to ensure the one-stop operator's compliance with the requirements of WIOA, the activities per the Statement of Work, performance reporting requirements, and the terms and conditions of the contract or agreement governing the one-stop operator. The LWDB must measure, track, and monitor performance, service deliverables, and achievement of program or performance measures.

CareerSource Escarosa Board of Directors must ensure that the one-stop operator do the following:

- a. Disclose any potential conflicts of interest arising from the relationships of the one-stop operator with training service providers or other service providers, including but not limited to, career services providers.
- b. In coordinating services and serving as a one-stop operator, refrain from establishing practices that create disincentives to providing services to individuals with barriers to employment who may require longer-term services, such as intensive employment, training, and education services; and
- c. Comply with Federal regulations, and procurement policies, relating to the calculation and use of profits.

An entity serving as a one-stop operator, that also serves a different role within the one-stop delivery system, may perform some or all these functions when it is acting in its other role if it has established sufficient firewalls and conflict of interest policies and procedures. The policies and procedures must

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conform to the specifications in 20 CFR § 679.430 for demonstrating internal controls and preventing conflict of interest.

2. Confidentiality and Disclosure

The one-stop operator shall comply with applicable requirements of the “Sunshine Law” regarding official activities of the local board.

The one-stop operator will keep all documents and other information related to the one-stop operator services confidential. Such information will only be disclosed to designated members of the Escambia and Santa Rosa Counties Board of County Commissioners, the CareerSource Escarosa Board of Directors, and appropriate Board staff. Other than these exceptions, the operator will not publish, reproduce, or otherwise divulge such information, completely or in part, nor authorize or permit others to do so.

The one-stop operator shall comply fully with all security procedures of the United States, State of Florida, and CareerSource Escarosa Board of Directors in performance of the contract. The one-stop operator shall not divulge to third parties any confidential information obtained by the contractor or its agents, distributors, resellers, subcontractors, officers, or employees while performing contract work, including, but not limited to, security procedures, business operations information, or commercial proprietary information in the possession of the State or CareerSource Escarosa.

B. Questions

Questions concerning this Request for Proposals must be submitted in writing via email (with Subject: RFP Questions) to the following email address: stacy.campbell-domineck@careersourcepolk.com. Questions must be received no later than the time and date reflected on the Timetable of Events. All questions submitted shall be published and answered in a manner that all respondents will be able to view in accordance with the Timetable of Events. Each respondent is responsible for monitoring the Public Notice section of the CareerSource Escarosa website at <https://careersourceescarosa.com/procurement>

Respondents shall not contact any CareerSource Escarosa or CareerSource Polk employee for information with respect to this solicitation. CareerSource Polk shall not be bound by any verbal information or by any written information that is not contained within the solicitation documents or formally noticed and issued by CareerSource Polk.

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IV. TIMETABLE/SCHEDULE OF EVENTS

Listed below is the schedule of events identifying important actions and dates/times by which the actions must be taken or completed. Time is stated in terms of local time (EST).

Procurement Activity		Date and Time
RFP Issued and Posted		June 27, 2023
Deadline for Submitting Questions		11:00 AM (CST) July 15, 2023
Questions and Answers Posted		3:00 PM (CST) July 17, 2023
Proposal Submission Deadline		July 27, 2023, by 11:00 AM, CST
Board of Directors' Meeting		July 2023 (see CSE website for details)
Provision of Services Begins		September 1, 2023

Submit electronic proposals by posted deadline to:

Stacy Campbell-Domineck, President/CEO

at

stacy.campbell-domineck@careersourcepolk.com

**The Board Meetings are Public Notice open meetings (open to the public) and dates are posted on the CareerSource Escarosa website at <https://careersourceescarosa.com/leadership/meetings>*

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V. SCOPE OF WORK/SPECIFICATION FOR SERVICES

Each respondent shall be responsible for all services required under this solicitation. The respondent is required to examine the specifications set forth and to be knowledgeable of all conditions and requirements that may affect the work to be performed as described in this solicitation. No allowances will be made to the selected respondent because of lack of knowledge of conditions or requirements and the selected respondent will not be relieved of any liabilities or obligations.

A. The One-Stop Operator (“Operator”), in a consultant role, will play a critical role in supporting the local workforce system to coordinate its diverse partners to achieve its service delivery vision and reach its to be defined’ performance goals. Specifically, the Operator will:

1. Develop, review, and monitor appropriate memorandum of understanding (between the local board and the one-stop partners) concerning the operation of the one-stop delivery system in the local area. This will include at a minimum:
 - a. The required content of MOUs;
 - b. the manner in which the services will be coordinated and delivered through such system;
 - c. how the costs of such services and the operating costs of such system will be funded;
 - d. methods of referral of individuals between the one-stop operator and the one-stop partners for appropriate services and activities;
 - e. methods to ensure the needs of workers and youth, and individuals with barriers to employment, including individuals with disabilities, are addressed in the provision of necessary and appropriate access to services, including access to technology and materials, made available through the one-stop delivery system;
 - f. the duration of the MOU and the procedures for amending its duration, and assurances that such MOU shall be reviewed not less than once every 3-year period to ensure appropriate funding and delivery of services;
 - g. such other provisions, consistent with the requirements, as the parties to the agreement determine to be appropriate.
2. Continuous Improvement of One-Stop Centers: develop strategies to improve coordination of services across one-stop partner programs to enhance service delivery and improve efficiencies, including at a minimum:
 - a. Coordinating and holding up to four meetings with partners to support the Memorandum of Understanding (MOU) implementation. The Operator will develop meeting agendas (in conjunction with CSP staff), meeting activities, facilitate meetings, and provide meeting notes;
 - b. Establish objective criteria and procedures in assessing the effectiveness, physical and programmatic accessibility in accordance with section 188, if applicable, and the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.);
 - c. Develop strategies for technological improvements to facilitate access to, and improve the quality of, services and activities provided through the one-stop delivery system. Such improvements include enhancing digital literacy skills; accelerating the acquisition of skills and recognized postsecondary credentials by participants; strengthening the professional development of providers and workforce professionals; and ensuring such technology is accessible to individuals with disabilities;
 - d. Developing strategies to improve coordination of services across one-stop partner programs to enhance service delivery and improve efficiencies (including but not limited to the design and

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implementation of common intake, data collection, performance measurement and reporting processes) with local input into such design and implementation.

3. Develop Quarterly Reports: In conjunction with CareerSource Escarosa staff, the One-Stop Operator will develop an appropriate mechanism to report on the progress and performance of the partnerships across the system to the Workforce Development Board, Specific meeting information is posted on the CSE website, <https://careersourceescarosa.com/leadership/meetings>.

CareerSource Escarosa has been approved to provide and will continue to provide direct career services as defined within the WIOA at sec.134(c)(2) and shown below. As a result, this RFP's Scope of Work does not include the one-stop operator providing training services or providing any of the following career services:

- Eligibility determination
- Outreach, intake, orientation
- Initial assessment of skills and support service needs
- Labor exchange services (job search and placement assistance and career counseling) and services to businesses
- Referrals and coordination with other programs
- Providing Labor Market Information • Providing performance and program cost information of training Proposers
- Providing performance information on Local WDB in regard to accountability measures
- Providing information on the availability of and referral to support services, SNAP and TANF
- Providing information and assistance on filing claims for Reemployment Assistance
- Providing assistance in establishing eligibility for financial aid for programs not funded through WIOA
- Providing services in order to obtain and retain employment, such as comprehensive assessment, IEP development, group and individual counseling, career planning, short-term pre-vocational services, internship and work experience, work prep, financial literacy, out of area job search, ESOL.
- Providing follow-up services

Per WIOA, one-stop operators MAY NOT perform the following functions:

- convene system stakeholders to assist in the development of the local plan;
- prepare and submit local plans (as required under WIOA sec. 107);
- be responsible for oversight of itself;
- manage or significantly participate in the competitive selection process for one-stop operators;
- select or terminate one-stop operators, career service providers, and youth providers;
- negotiate local performance accountability measures; or
- develop and submit budgets for activities of the Local WDB in the Local Area.

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VI. PROPOSAL INSTRUCTIONS

A. Requirements For Responsiveness

To be considered responsive and eligible to be further reviewed and rated, proposals **MUST** be submitted following these instructions.

1. Proposals must be on 8.5 x 11-inch white paper, single-spaced using 12-point font, presented single-sided, pages numbered in consecutive order at the bottom. Proposal should be prepared simply and economically, providing a straightforward response to this RFP, with responses labeled and made in the same order as the categories of information requested.
2. Include IRS Determination Letter - Copy of Employer Identification Number (EIN) with registered name assignment and agency designation (as private, non-profit, for profit, public corporation) as granted by the U.S. Internal Revenue Service.
3. Deliver one (1) signed proposal (preferably blue ink) with all required attachments to email address identified in the RFP, by the deadline specified in the Timetable of Events.

B. Outline Of Content Required In Proposal

Respond to all categories of information requested below with responses labeled and made in the same order as the categories of information requested.

1. **Proposal Cover Sheet and Required Attachments** (Certifications and Assurances, and IRS Determination Letter)
2. **Entity's Organizational Structure and Qualifications:**
 - a. Organizational Structure
 - b. Entity's name
 - c. Type of Entity - Corporation, partnership, sole proprietorship
 - d. Status as minority-owned, women-owned, or veteran-owned enterprise if applicable; include the Business Enterprise Certificate if applicable
 - e. Corporate parent, subsidiaries, and/or affiliates
 - f. List of current partners, principles, directors, officers
 - g. Location of main office and all other offices
 - h. Organizational chart showing size and positions
3. **Qualifications:**
 - a. Provide relevant entity history
 - b. List of recent assessments (within past 2 years) of nonprofit corporations, locally and in the state of Florida. If partners or other employees serve in an advisory capacity, please list such positions.
 - c. List of recent assessments (within past 2 years) involving workforce entities, locally and in the state of Florida. If partners or other employees serve in an advisory capacity, please list such positions.
 - d. Explain experience in conducting assessments of federal grant programs, including but not limited to WIOA, Wagner-Peyser, Veterans, TANF/SNAP.
 - e. Explain how your firm can provide continuity of staff.
 - f. Explain internal quality assurance practices and procedures.

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4. **References:** CareerSource Polk reserves the right to contact any person(s) or organization(s) who is familiar with the work of respondent to document the qualifications and successful experiences of respondent, as well as to solicit character references.
 - a. Provide three (3) relevant references that can speak to the respondent's prior experience and past performance in delivering similar services, preferably of similar size and purpose to our organization, and serviced by the same partner, manager and/or senior assigned staff as you propose for this RFP. Include Company Name, Address, Contact Name and Title, Telephone Number, Email, Description of Work, Service Dates, and approximate Contract Value.
 - b. Provide a list of clients, including a brief description of work, service dates and approximate contract value, if applicable.
5. **Service Team's Qualifications:**
 - a. Identify proposed team members.
 - b. For each proposed team member, list qualifications in terms of overall experience, nonprofit or federal program assessment experience, and education. Resumes may be included.
6. **Scope of Work / Service Plan:**
 - a. Memorandums of Understanding (MOUs)
 - b. Certification and Continuous Improvement of One-Stop Centers
 - c. Develop Annual Report(s)
7. **Price:**
 - a. Propose a total price to perform the scope of work identified for one-stop operator services for September 1, 2023, through June 30, 2024.
 - b. Provide estimated cost for each of the three (3) subsequent years under this procurement.

C. Proposal Review Criteria

Factors to be considered in evaluating each responsive proposal will include the entity's relevant experience and availability of staff with professional qualifications and technical abilities, the service plan detailed to meet the scope of work, and price.

Rating Summary: Points Available	Selection Criteria
0	1. Required Cover Sheet and Attachments
0-15	2. Entity's Organizational Structure and Qualifications
0-15	3. Service Team's Qualifications
0-40	4. Scope of Work (Service Plan)
0-30	5. Price
100 TOTAL	

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VII. SELECTION PROCESS

All prospective proposers are prohibited from contacting any CareerSource Escarosa board member, committee member or staff, **other than the contact person identified on the cover of this RFP**, regarding this solicitation to avoid actual conflicts, the appearance of conflicts, or undue influence over the process. Contact with anyone for purposes of influencing the outcome of the procurement process will result in the disqualification of the prospective proposer.

The following conditions are applicable to all proposals:

- All proposals are subject to negotiation with the CareerSource Escarosa Board of Directors.
- Non-conforming proposals may be considered non-responsive and subject to no further review.
- CareerSource Escarosa Board of Directors reserves the right to request additional information for clarification from proposers, or to allow correction of errors or omissions.
- CareerSource Escarosa Board of Directors reserves the right to reject all proposals completely or in part, and to accept any proposal that is deemed most favorable to CareerSource Escarosa at the time and under the conditions stipulated in the specifications of this request.
- CareerSource Escarosa Board of Directors reserves the right to retain all proposals submitted; CareerSource Escarosa Board of Directors will not return proposals. All proposals become the property of CareerSource Escarosa and a matter public record available for inspection to any interested parties.

A. Review and Award

1. CareerSource Escarosa Board of Directors may act to award an agreement under this solicitation based solely on a proposal as submitted. Therefore, proposals should describe all aspects of services proposed in the most favorable terms from both a price and a technical standpoint. CareerSource Escarosa Board of Directors reserves the right to request additional data in support of the proposal and/or to request that the proposer make a presentation about its proposal. All successful proposers may be required to participate in negotiations and submit any financial and/or other technical revisions to the proposal prior to final award of an agreement. Furthermore, CareerSource Escarosa Board of Directors reserves the right to reject any proposal submitted and/or to negotiate with all qualified sources. Receipt of a proposal does not commit CareerSource Escarosa Board of Directors to authorize negotiations of an agreement, to pay any of the costs associated with preparation of the proposal, to reimburse a proposer for any costs incurred prior to the signing of an agreement, or to procure the requested professional services.
2. Award will be based on the review and rating of proposals received. The President/CEO of CareerSource Polk will assign a member of his/her team, following the format outlined within this RFP, to complete the initial review for responsiveness. Responsive proposals will be forwarded to the CareerSource Polk RFP Review Committee, which will meet on the date/time as indicated on the Timetable of Events. Their recommendation will be presented to the CareerSource Escarosa Board of Directors on the date/time as indicated on the Timetable of Events.
3. The CareerSource Escarosa Board of Directors will decide to accept, reject, or accept with modifications the recommendation of the RFP Review Committee.
4. The approval of a proposal does not provide approval for any proposed cost, term, and/or condition.

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5. Final award of an agreement is contingent upon successful negotiation of an agreement, and acceptance by the respondent of the agreement terms and conditions.

B. Negotiations

The negotiations will involve the full review of services sought and the fees to be charged based on the proposal submitted. If successful, these negotiations will culminate in an agreement. If these negotiations prove to be unsuccessful, negotiations may be entered into with the second selected firm and so forth until an approved firm enters into an agreement.

C. Agreement

1. The respondent selected under this solicitation will enter into an agreement with CSE for one-stop operator services. The agreement will specify the duties of the parties and the terms of the engagement for the Program/Fiscal Year September 1, 2023, through June 30, 2024.
2. CareerSource Escarosa Board of Directors shall have the option, in its sole and absolute discretion, to negotiate annual contracts for up to three (3) additional one-year periods beyond the completion of the first year, provided quality services are delivered and funding is available.
3. Payment for one-stop operator services will be specified in the agreement.
4. Due to the nature of the funding source, potential changes in legislation and policies, proposers are advised that any contract awarded under this RFP may be modified to incorporate such changes. In addition to any other remedies or rights it may have by law, CareerSource Escarosa Board of Directors will include the right to terminate the contract without penalty.

D. Protest Procedures

1. Unsuccessful proposers will be notified in writing within 30 days of the decision.
2. Proposers who are not awarded contracts may appeal the contract awarding process within a 10-day period of the notification by submitting a written protest to the President/CEO of CareerSource Polk that clearly states the reason for the appeal.
3. The President/CEO of CareerSource Polk will review the protest and compare it to the CareerSource Escarosa established procurement/evaluation procedures to decide on appropriate action.
4. If it is determined that the action taken in awarding the contract was appropriate and justifiable, the President/CEO of CareerSource Polk will notify the protester of the decision to deny the appeal within a 10-day period.
5. If it is determined that the letting of the contract was not in compliance with established procedures, or that other oversights were involved, the President/CEO of CareerSource Polk

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will notify the protester, and the proposal process will be reinitialized. Appropriate measures will be taken to ensure that established procedures will be followed, and contracts will be let in compliance with those procedures and all applicable law.

6. In cases where the protester is not satisfied with CareerSource Polk President/CEO's determination, the protester must notify the President/CEO of CareerSource Polk in writing within a 10-day period of the determination. The CareerSource Escarosa Executive Committee may serve as the Appeals Board and will follow the procedures outlined above. The Executive Committee will review the case and make a final determination. The President/CEO of CareerSource Polk or CareerSource Escarosa Executive Committee will hear no further appeals.

VIII. ATTACHMENTS

Required Attachments - provided by CareerSource Escarosa to be completed by respondents:

- Proposal Cover Sheet
- General Provisions and Assurances

Additional Required Attachment – provided by respondents:

- IRS Determination Letter - Copy of Employer Identification Number (EIN) with registered name assignment and agency designation (as private, non-profit, for profit, public corporation) as granted by the U.S. Internal Revenue Service.

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IX. PROPOSAL COVER SHEET

PROPOSAL COVER SHEET

Entity Name:	Click or tap here to enter text.
Entity Physical Address:	Click or tap here to enter text.
Entity Mailing Address:	Click or tap here to enter text.
Phone Number:	Click or tap here to enter text.
Email Address:	Click or tap here to enter text.
FEID#:	Click or tap here to enter text.
Type Of Entity:	Click or tap here to enter text.

PROPOSER CONTACTS: Please provide the name, title, telephone number and e-mail address of the official contact and an alternate, if available. These individuals shall be available to be contacted as may be appropriate regarding the solicitation schedule.

Primary Contact:	Click or tap here to enter text.
Name:	Click or tap here to enter text.
Title:	Click or tap here to enter text.
Phone Number:	Click or tap here to enter text.
Email Address:	Click or tap here to enter text.

Secondary Contact:	Click or tap here to enter text.
Name:	Click or tap here to enter text.
Title:	Click or tap here to enter text.
Phone Number:	Click or tap here to enter text.
Email Address:	Click or tap here to enter text.

I certify that this proposal is submitted in accordance with the provisions and conditions outlined in the RFP, that all the information is complete and accurate, and that this proposal represents a firm and fixed offer to provide the requested services. This offer shall remain valid for a minimum of 90 days. I also certify that the price/fees have been determined independently, without consultation, communication, or agreement with any other proposer or with any other competitor for the purpose of restricting competition as to any matter relating to such fees; and no attempt has been made or will be made by the proposer to induce any other person or agency to submit or not submit a proposal for the purpose of limiting or restricting competition.

***Must be signed by individual with the authority to bind the entity.**

Click or tap here to enter text.

*Print Name and Title of Authorized Representative

Click or tap to enter a date.

*Signature of Authorized Representative

Date

As an equal opportunity employer and program, CareerSource Escarosa is supported by the U.S. Departments of Labor, Health and Human Services, Agriculture as part of awards totaling \$7.5 million (revised annually). The total cost of this program will be 100% financed with federal funds. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this document may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711.

X. GENERAL PROVISIONS AND ASSURANCES

CareerSource Escarosa (CSE) will not award a grant where the Proposer has failed to accept the GENERAL PROVISIONS, CERTIFICATIONS AND ASSURANCES contained in this section. In performing its responsibilities under this agreement, the Proposer hereby certifies and assures that it will fully comply with the following:

By signing the agreement, the Proposer is providing the assurances and certifications as detailed below:

1. COMPLIANCE WITH POLICIES AND LAWS

The warranty of this Section specifically includes compliance by Proposer and its subcontractors with the provisions of the Immigration Reform and Compliance Act of 1986 (P. L. 99-603), the Workforce Innovation and Opportunity Act (WIOA), the Workforce Innovation Act of 2000, 45 CFR 98, the Temporary Assistance for Needy Families Program (TANF), 45 CFR parts 260-265, and other applicable federal regulations and policies promulgated thereunder and other applicable State, Federal, criminal and civil law with respect to the alteration or falsification of records created in connection with this Agreement. Office of Management and Budget (OMB) Circulars: Proposer agrees that, if applicable, it shall comply with all applicable OMB circulars, such as 2 CFR 200 Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards. Proposer will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. 276a to 276a7), the Copeland Act (40 U.S.C. 276c and 18 U.S.C. 874, and the Contract Work Hours and Safety Standards Act (40.327-333), regarding labor standards for federally assisted construction sub agreements.

2. CERTIFICATION REGARDING DEBARMENT, SUSPENSION AND OTHER MATTERS

Proposer certifies that it is not currently debarred, suspended, or excluded from or for participation in Federal assistance programs, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any federal department or agency within a three-year period preceding the effective date of the Agreement in accordance with 29 CFR Parts 45, 74, 95 and 98. No contract shall be awarded to parties listed on the GSA List of Parties Excluded from Federal Procurement or Non-Procurement Programs.

3. NON-DISCRIMINATION, EQUAL OPPORTUNITY ASSURANCES, CERTIFICATIONS, OTHER PROVISIONS

As a condition of funding from CareerSource Escarosa under Title I of the WIOA, Proposer assures that it will comply fully with the following:

- a. Title VI of the Civil Rights Act of 1964 as amended, 42 U.S.C. 2000d et seq., which prohibits discrimination on the basis of race, color or national origin.
- b. Section 504 of the Rehabilitation Act of 1973 as amended, 29 U.S.C. 794, which prohibits discrimination based on disability.
- c. Title IX of the Education Amendments of 1972 as amended, 20 U.S.C. 1681 et. Seq., which prohibits discrimination based on sex in educational programs.
- d. The Age Discrimination Act of 1975 as amended, 42 U.S.C. 6101 et seq., which prohibits discrimination based on age.
- e. Section 654 of the Omnibus Budget Reconciliation Act of 1981 as amended, 42 U.S.C. 9849, which prohibits discrimination on the basis of race, creed, color, national origin, sex, handicap, political affiliation or beliefs.
- f. Section 188 of the Workforce Innovation and Opportunity Act (WIOA), which prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex, national origin, age, disability, political affiliation, or belief, and against beneficiaries on the basis of either citizenship/status

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as a lawfully admitted immigrant authorized to work in the United States or Participation in any WIOA Title I financially assisted program or activity.

- g. The American with Disabilities Act of 1990, P.L. 101-336, which prohibits discrimination on the basis of disability and requires reasonable accommodation for persons with disabilities.
- h. Equal Employment Opportunity (EEO): The Proposer agrees that it shall comply with Executive Order (EO) No. 11246, Equal Employment Opportunity, as amended by EO No. 11375, requires that Federal Contractors and subcontractors not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. It also requires the Proposer and its subcontractors to take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin and as supplemented in Department of Labor regulation 29 CFR Parts 33 and 37 as well as 41 CFR Part 60 and 45 CFR Part 80 if applicable.
- i. Proposer also assures that it will comply with 29 CFR Part 37 and all other regulations implementing the laws listed above. This assurance applies to the grant applicant's operation of the WIOA Title I-financially assisted program or activity, and to all agreements, Proposer makes to carry out the WIOA Title I-financially assisted program or activity. Proposer understands that the United States has the right to seek judicial enforcement of this assurance.

4. CERTIFICATION REGARDING CLEAN AIR ACT, WATER ACT, ENERGY EFFICIENCY AND ENVIRONMENTAL STANDARDS, SOLID WASTE

Clean Air and Water Act: When applicable, if this Contract is in excess of \$100,000, Proposer shall comply with all applicable standards, orders or regulations issued under the Clean Air Act as amended (42 U.S.C. 7401), Section 508 of the Clean Water Act as amended (33 U.S.C. 1368 et seq.), Executive Order 11738 and Environmental Protection Agency regulations (40 CFR Part 15). The Proposer shall report any violation of the above to the contract manager. Energy Efficiency: The Proposer shall comply with mandatory standards and policies relating to energy efficiency which are contained in the State of Florida's Energy Conservation Plan issued in compliance with the Energy Policy and Conservation Act (Public Law 94-163).

Proposer will comply with environmental standards which may be prescribed pursuant to the following: (a) institution of environmental quality control measures under the National Environmental Policy Act of 1969 (P.L. 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11990; (d) evaluation of flood hazards in flood plains in accordance with EO 11988; (e) assurance of project consistency with the approved State management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C. 1451 et seq.); (f) conformity of Federal actions to State (Clean Air) Implementation Plans under Section 176(c) of the Clean Air Act of 1955, as amended (42 U.S.C. 7401 et seq.); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended, (P.L. 93-523); and (h) protection of endangered species under the Endangered Species Act of 1973, as amended, (P.L. 93-205). The Proposer will comply with the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act (42 U.S.C. 6962).

5. CERTIFICATION REGARDING LOBBYING AND INTEGRITY

Proposer shall comply with the provisions of the Byrd Anti-Lobbying Amendment (31 U.S.C. 1352) 29 CFR Part 93. When applicable, if this Agreement is in excess of \$100,000, the Proposer must, prior to contract execution, complete the Certification Regarding Lobbying Form.

6. CONFIDENTIALITY

It is understood that the Proposer shall maintain the confidentiality of any information, regarding CareerSource Escarosa customers and the immediate family of any applicant or customer, that identifies or may be used to identify them, and which may be obtained through application forms, interviews, tests, reports from public agencies or counselors, or any other source. Proposer shall not divulge such information without the written

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permission of the customer, except that such information which is necessary as determined by CareerSource Escarosa for purposes related to the performance or evaluation of the Agreement may be divulged to CareerSource Escarosa or such other parties as they may designate having responsibilities under the Agreement for monitoring or evaluating the services and performances under the Agreement, or to governmental authorities to the extent necessary for the proper administration of the law. All release of information shall be in accordance with applicable State laws, and policies of the CareerSource Escarosa. No release of information by Proposer, if Federal or State law requires such release, shall be construed as a breach of this Section.

7. RIGHTS TO DATA/COPYRIGHTS AND PATENTS

CareerSource Escarosa, State of Florida, and the U.S. Department of Labor, shall have unlimited rights to inventions made under contract or agreement: Contracts or agreements for the performance of experimental, developmental, or research work shall provide for the rights of the Federal Government and the recipient in any resulting invention in accordance with 37 CFR part 401, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements" and any implementing regulations issued by the awarding agency.

8. MONITORING

At any time and as often as CareerSource Escarosa, the State of Florida, United States Department of Labor, Comptroller General of the United States, the Inspector Generals of the United States and the State of Florida, or their designated agency or representative may deem necessary, Proposer shall make available all appropriate personnel for interviews and all financial, applicant, or participant books, documents, papers and records or other data relating to matters covered by this contract, for examination and/or audit, and/or for the making of excerpts or copies of such records for the purpose of auditing and monitoring activities and determining compliance with all applicable rules and regulations, and the provisions of this Agreement. The above referenced records shall be made available at the Proposer's expense, at reasonable locations as determined by CareerSource Escarosa. Proposer shall respond in writing to monitoring reports and requests for corrective action plans within 10 working days after the receipt of such request from CareerSource Escarosa.

9. PUBLIC ANNOUNCEMENTS AND ADVERTISING

Proposer agrees that when issuing statements, press releases, request for proposals, bid solicitation, and other documents describing the project or programs funded in whole or in part under this Agreement, Proposer shall clearly state: (1) the percentage of the total cost of the program or project which will be financed with Federal money under this Agreement and (2) the dollar amount of Federal funds for the project or program.

10. PUBLIC ENTITY CRIMES

Proposer shall comply with subsection 287.133 (2)(a), F.S., whereby a person or affiliate who has been placed on the convicted Proposer list following a conviction for a public entity crime, may not submit a bid, proposal, or reply on a contract to provide any goods or services to a public entity; may not submit a bid, proposal, or reply on a contract with a public entity for the construction or repair of a public building or public work; may not submit bids, proposals, or replies on leases of real property to a public entity; may not be awarded or perform work as a Proposer, supplier, subcontractor or consultant under a contract with any public entity and may not transact business with any public entity in excess of the threshold amount provided in section 287.07, F.S., for Category Two for a period of thirty-six (36) months from the date of being placed on the convicted Proposer list.

11. THE PRO-CHILDREN ACT

Proposer agrees to comply with the Pro-Children Act of 1994, 20 U.S.C. 6083. Failure to comply with the provisions of the law may result in the imposition of civil monetary penalty up to \$1,000 for each violation and/or the imposition of an administrative compliance order on the responsible entity. This clause is applicable to all approved sub-contracts. In compliance with Public Law (Pub. L.) LO3-277, the Contract shall not permit smoking

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in any portion of any indoor facility used for the provision of federally funded services including health, day care, early childhood development, education, or library services on a routine or regular basis, to children up to age 18.

12. TERMINATION FOR DEFAULT/CONVENIENCE

This modified agreement may be terminated as follows:

- a. Either party may request termination of modified agreement upon 30 days prior written notice to the other party.
- b. CareerSource Escarosa may unilaterally terminate or modify this modified agreement, if for any reason either the U.S. Department of Labor or the State of Florida reduces funding through the grants under which this modified agreement is funded.
- c. CareerSource Escarosa may unilaterally terminate this modified agreement at any time that it is determined that:
 - i. Proposer fails to provide any of the services it has contracted to provide; or
 - ii. Proposer fails to comply with the provisions of this modified agreement; or
 - iii. Such termination is in the best interest of CareerSource Escarosa.
- d. Written notification of termination must be by registered mail, return receipt requested.

If Proposer disagrees with the reasons for termination, they may file a grievance in writing within ten days of notice of termination to CareerSource Escarosa, who will conduct a grievance hearing and decide, from evidence presented by both parties, the validity of termination.

In the event this modified agreement is terminated for cause, Proposer shall be liable to CareerSource Escarosa for damages sustained for any breach of this modified agreement by the Proposer, including court costs and attorney fees, when cause is attributable to the Proposer.

In instances where Proposers/sub grantees violate or breach modified agreement terms, CareerSource Escarosa will use all administrative, contractual, or legal remedies allowed by law to provide for such sanctions and penalties as may be appropriate.

13. PROCUREMENT OF RECOVERED MATERIALS

Proposer agrees to comply with the provisions of section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act, and as supplemented by 2 CFR Appendix II to part 200 and 2 CFR part 200.323 and the requirements stated therein.

14. DOMESTIC PREFERENCES FOR PROCUREMENTS

Proposer agrees to comply with the provisions of 2 CFR Appendix II to part 200 and 2 CFR part 200.322 and the requirements stated therein.

Proposer

Name and Title of Authorized Representative

Signature

Date

As an equal opportunity employer and program, CareerSource Escarosa is supported by the U.S. Departments of Labor, Health and Human Services, Agriculture as part of awards totaling \$7.5 million (revised annually). The total cost of this program will be 100% financed with federal funds. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this document may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711.

**CAREERSOURCE ESCAROSA
INFORMATION/ACTION ITEM
ONE STOP OPERATOR PROCUREMENT AND SELECTION**

Date: November 3, 2023

ITEM FOR DISCUSSION

WIOA (Workforce Innovation Opportunity Act – Pub. L. 113-128), establishes requirement for procurement of One-Stop Operators to coordinate service delivery of One-Stop career center partners and providers at a career center.

As required to ensure compliance with the WIOA legislation, a Request for Proposals (RFP) for One-Stop Operator was released by a third party, Florida Workforce Development Association. The timeline is outlined below.

Advertising & Publishing RFP – June 27, 2023

- Posted on CSE Website
- Email notice forwarded to entities on Vendor List and local education agencies

Proposal Submittal Due Date – July 27, 2023, by 11:00 a.m., CST
Provision of Services – September 1, 2023

Following approved Florida Workforce Development Association local and Florida State procurement policies to ensure a comprehensive outreach to secure RFPs for local One-Stop Operator services, one response was received for the local One-Stop Operator services, CareerSource Escarosa.

It is the recommendation of the Florida Workforce Development Association to CareerSource Escarosa's Board of Directors, that CareerSource Escarosa be selected to serve as One-Stop Operator for PY2023-2026 based on the proposal submitted.

Following documented solicitation, federal and state (2CFR 220.320(f) delineates that local CareerSource Boards may be named as the One-Stop Operator ensuring the following parameters are in place:

- Conflict of Interest (CSE Board Members and Employees)
- Financial Disclosures (Board and Key Employees)
- Firewalls
- Oversight, Monitoring, and Evaluation of Performance (Fiscal and Programmatic)

RECOMMENDATION

The Board of Directors approve CSE to make application to the State Board to serve as One-Stop Operator based on Florida Workforce Development Association procurement process and recommendation.



Kathaleen Cole
Board Chair

Marcus L. McBride, PhD
Chief Executive Officer

**Workforce Innovation and Opportunity Act (WIOA)
One-Stop Operator Services
Request for CareerSource Escarosa to be named as One-Stop Operator**

Attachment "A" describes CareerSource Escarosa's Internal controls for eliminating conflicts of interest and the establishment of appropriate firewalls. We are confident that our firewall and conflict of interest policies are current, and meeting WIOA requirements.

Regarding monitoring, an independent entity will be identified to monitor CareerSource Escarosa's performance as One-Stop Operator. The results of monitoring will be reported to this region's Chief Local Elected Officials.

Attachment "B" describes CareerSource Escarosa's efforts to complete a competitive procurement process through a "third party" from which one response was received from CareerSource Escarosa.

Attachment "C" is the recommendation from the Florida Workforce Development Association to CareerSource Escarosa's Board of Directors that CareerSource Escarosa be selected to serve as One-Stop Operator for PY2023-2026 base on the proposal submitted.

CareerSource Escarosa requests approval to be name as the One-Stop Operator for LWDA 1.

Marcus L. McBride, PhD
Chief Executive Officer



**Workforce Innovation and Opportunity Act One-Stop Operator Services
Request for CareerSource Escarosa to be named as a One-Stop Operator**

Background:

WIOA (Workforce Innovation Opportunity Act - Pub. L. 113-128), establishes the requirement for the procurement of One Stop Operators in the workforce system. All Florida CareerSource Boards are required to solicit proposals for One-Stop Operator Services. CareerSource Escarosa has complied with this requirement for the four-year period ending FY 2023-2026, with recommendation from Florida Workforce Development Association to serve as One-Stop Operator based on suitable response to the solicitation. Therefore, we respectfully request permission to fill the role of One-Stop Operator in our local area.

This role would not impact or change the already established CareerSource Escarosa day-to-day operations but serve as non-staff extension providing input for our services and community partnerships.

The primary requested responsibility roles for the named One-Stop Operator include:

- *Conduct quarterly reviews of each One Stop career center in our two-county area to ensure effective delivery of all partner programs.*
- *Coordinate with senior management, key partners, and officials to review program delivery efficiencies and make recommendations of best practices and training options for continuous improvement via quarterly strategy meetings.*
- *Review, develop, and enhance Memorandum of Understanding (MOU) with partnering programs, agencies and services to establish an integrated workforce 'system' that extends beyond basic workforce services*

As required to ensure compliance with the WIOA legislation, Florida Workforce Development Association released the Request for Proposals for One-Stop Operator as outlined in the following timeline:

Advertising & Publishing RFP.....June 27, 2023

- *Posted on CSE Website*
- *Email notice forwarded to entities on Vendor List and local education agencies*

Proposal Submittal Due Date.....July 27, 2023, by 11:00 a.m., CST

Provision of Services.....September 1, 2023

Florida Workforce Development Association issued a RFP as required by WIOA, for proposals for a four-year period, ending with FY 2023-26.

Following approved Florida Workforce Development Association local and Florida State procurement policies to ensure a comprehensive outreach to secure RFP's for local One-Stop Operator services, one response was received for the local One-Stop Operator services.

Action Requested:

Following documented solicitation, federal and state (2 CFR 220.320(f)) delineates that local CareerSource Boards may be named as the One-Stop Operator ensuring the following parameters are in place:

- Eliminate Conflicts of Interest;
- Establishing appropriate firewalls; and,
- Establish oversight, monitoring, and evaluation of performance

Attachment (A) outlines the CSE required policies outlined to ensure compliance as outlined in the WIOA legislation.

The CSE Board of Directors is hereby requesting consideration for approval from the Escambia and Santa Rosa Boards of County Commissioners to be named the local One-Stop Operator in compliance with the WIOA legislation.

CareerSource Escarosa

Kathaleen L Cole

Signature
Kathaleen Cole, Chair

08/08/2023

Date

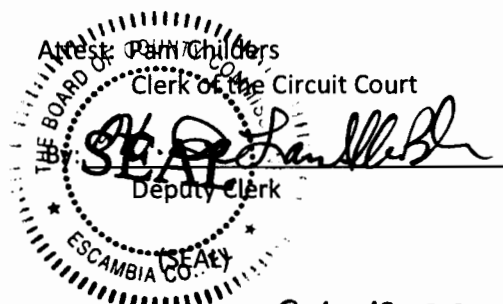
**Designated Chief Local Elected Official
Region I
Escambia County**

Lumon J. May
Signature
Lumon J. May, Chairman
Printed Name

9/17/2023
Date

Approved as to form and legal
sufficiency.

By/Title: *Chris Galt* ACA
Date: *8/11/23*



Date Executed: 9/17/2023

BCC Approved: 9/17/2023

CareerSource Escarosa (LWDA 1)

Attachment A

One-Stop Operator following the required policies outlined in WIOA legislation:

- Eliminate Conflicts of Interest;
- Establishing appropriate firewalls; and,
- Establish oversight, monitoring, and evaluation of performance

Conflict of Interest (CSE Board Member)

- CareerSource Escarosa Policy prohibits any Board Member from participating in the selection, award, or administration of a contract involving the Board if a real or apparent conflict of interest would be involved. Such a conflict would arise when the Board member or any member of his or her immediate family, his or her partner, or an organization that employs or is about to employ any of the parties indicated, has a financial or other interest in the firm, vendor, or service provider selected.
- If a Board member is aware (from the published agenda) of a conflict of interest prior to the Board meeting, the Board member must file a disclosure, indicating the nature of the conflict in a written memorandum to be filed with the person responsible for recording the Board minutes of the meeting, prior to the meeting in which consideration of the matter will take place. The memorandum becomes a public record upon filing, and will immediately be provided to the other members of the Board, and will be read publicly at the next meeting held subsequent to the filing of this written memorandum.

In the event that disclosure has not been made prior to the meeting or that any conflict is unknown prior to the meeting, the disclosure must be made orally at the meeting when it becomes known that a conflict exists. A written memorandum disclosing the nature of the conflict must be filed within 15 days after the oral disclosure with the person responsible for recording the minutes of the meeting and will be incorporated into the minutes of the meeting at which the oral disclosure was made. The memorandum becomes a public record upon filing, and will immediately be provided to the other members of the Board. The memorandum will be read publicly at the next meeting held subsequent to the filing of the memorandum.

Conflict of Interest (CSE Employee)

- CareerSource Escarosa Policy prohibits any employee from participating in the selection, award, or administration of a contract involving CareerSource Escarosa if a real or apparent conflict of interest would be involved. Employees who are directly involved in providing services to clients shall not participate in a transaction if a real or apparent conflict of interest would be involved. Such a conflict would arise when the employee or any member of his or her immediate family, his or her partner, or an organization that employs or is about to employ any of the parties indicated herein, has a financial or other interest that is the result of the transaction. Any employee who may be engaged in the procurement of goods and services for CareerSource Escarosa has an obligation to disclose any real or apparent conflict of interest with any vendor or contractor. Any employee who may be engaged in providing program services to clients has

an obligation to disclose any real or apparent conflict of interest and to relinquish case management to an appropriate member of the Management Team.

Staff members who have a conflict of interest with any applicant for services may not participate in any eligibility determination, approval for enrollment, or approval for the provision of funded services. The conflict must be made known in writing and submitted to the Chief Executive Officer. The Chief Executive Officer will assign other staff members to determine eligibility and to provide any additional services. Reports of improper practice should be submitted directly to the Chief Executive Officer, except when the alleged impropriety appears to involve the Chief Executive Officer. Then, in such cases, reports should be referred to the Chair of the Executive Committee.

Conflict of Interest Statements

- Board Members are asked to sign an overall Conflict of Interest Statement acknowledging CareerSource Policy when they are elected to the Board. Staff members are required to sign a like Conflict of Interest Statement as part of their New Hire packet acknowledging CareerSource Conflict of Interest Policy as it pertains to staff members.

Firewall

- CareerSource Escarosa Policies define the Role of the Board, Chief Executive Officer, and staff. The Board of Directors is responsible for oversight of the organization by establishing board policies; identifying and proactively dealing with emerging issues; interpreting the organization's mission to the public; selecting and evaluating the performance of the Chief Executive Officer; establishing and maintaining programs and systems designed to assure compliance with terms of charter, contracts, and grants; selecting any Service Providers if direct services are not provided; and selecting the One Stop Operator as set forth in sec 121 (d) (2) (A) of the WIOA Innovation and Opportunity Act.

The Chief Executive Officer is responsible for hiring and evaluating staff for each of the organization's departments. The Chief Executive Officer is responsible for CareerSource Escarosa staff that provides direct services at the One Stop Center and Satellite Offices. In addition, the Chief Executive Officer is responsible for the coordination of services delivered by staff of any selected Service Provider and all Partner organizations including staff of the Department of Economic Opportunity. The Chief Executive Officer acts as head of the Management Team of CareerSource Escarosa which includes the Chief Operations Officer, the Finance Director, Assigned Program Managers, Quality Assurance, and Site Coordinators for each of the locations providing services. The Chief Executive Officer has been clearly designated as the sole person accountable to the Workforce Board. All other Board staff report to and take direction from the Chief Executive Officer.

- The Operations Organizational Structure shows the Chief Executive Officer has delegated authority for day-to-day operations management to the Chief Operating Officer (COO). The Chief Operating Officer has authority and responsibility for all programs and services provided through the CareerSource Escarosa system. The Chief Operating Officer provides direct supervision to the CareerSource Escarosa Center Managers. All staff located within a CareerSource Escarosa One Stop Center, including Department of Economic Opportunity staff, report to the Center Manager for day to day operations.

- Through continued communication from the CSE Chief Executive Officer to CSE Board of Directors the message is clearly delivered that the Board's primary mission is one of design, oversight, and policy making and not management of day to day operations. Board members and Councils are keenly aware of the distinction in the roles of Board oversight and role of staff to manage the operations. The Chief Executive Officer has been clearly designated as the sole person accountable to the Workforce Board. All other Board staff report to and take direction from the Chief Executive Officer.

Oversight, monitoring, and evaluation of performance (Fiscal and Program)

- CareerSource Escarosa measures fiscal performance based upon several requirements. These include an annual independent audit conducted by an outside accounting firm; ongoing fiscal monitoring conducted by DEO; internal monitoring for compliance with requirements outlined by the State and as reported in the State One Stop Management Information System (OSMIS). The Treasurer is responsible for reporting to the full Board at regularly scheduled meetings. The independent audit is presented annually to the full Board of Directors when completed.
- CareerSource Escarosa staffing structure allows for two full time Monitoring positions in addition to the COO and Program Specific Managers. Quality Assurance is a very high priority with monitoring of all programs and processes conducted on a minimum bi-annually. Historically, CSE has been a high-performing board and expects to continue this high level of performance under WIOA. CareerSource Escarosa management also conducts frequent monitoring and review of local operating procedures, services, and performance for continuous improvement purposes. All CSE monitoring related activities are reviewed by the Chief Executive Officer and if warranted, immediate corrective action plans are implemented for any concerns identified.

Attachment B

Sims, Janay

From: Stacy Campbell-Domineck <Stacy.Campbell-Domineck@careersourcepolk.com>
Sent: Tuesday, June 27, 2023 5:12 PM
To: Stacy Campbell-Domineck
Subject: Request for Proposals for One-Stop Operator - CareerSource Escarosa

Importance: High

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Good afternoon!

You are receiving this message because you are subscribed to CareerSource Escarosa Bidder's List for Workforce Services. This is to notify you that a **NEW** Request for Proposals has been released for One-Stop Operator. Please find the RFP in its entirety on the CareerSource Escarosa website here: <https://careersourceescarosa.com/procurement>

Please make special note: If you/your firm decide to submit a proposal for this project, please be reminded that all proposals should be submitted to the following email address: Stacy Campbell-Domineck at stacy.campbell-domineck@careersourcepolk.com by the deadline of July 27, 2023 at 11am CT.

"The faintest ink is more powerful than the strongest memory"

Stacy Campbell-Domineck

President & CEO

CareerSource Polk

600 N. Broadway Ave., Suite B | Bartow, FL 33830

P: 863-508-1600 x 1110 | careersourcepolk.com



Follow Us On Social Media!



**One Stop Operator
RFP
Mailing List**

Organization/Company	Street Address	City	State	Zip Code
Calvary Christian Center	939 Massachusetts	Pensacola	FL	32505
Camp Fire Boys & Girls	1814 Creighton Road	Pensacola	FL	32504
Children's Home Society	1300 N. Palafox Street, #103	Pensacola	FL	32501
Communities in Schools of NWFL	P.O. Box 71	Pensacola	FL	32591-0071
Customized Business Improvements	3309 Lakeside Circle	Parrish	FL	34219
Department of Community Affairs Community Service Division	221 Palafox Street	Pensacola	FL	32502
Escambia County School District	30 East Texar Drive	Pensacola	FL	32503
Families Count	4400 Bayou Boulevard, #46	Pensacola	FL	32503
Florida Department of Health	1295 W. Fairfield Drive	Pensacola	FL	32501
Franklin/Duncan, Inc.	P.O. Box 21545	Ft. Lauderdale	FL	33335-1545
Geographic Solutions, Inc.	1001 Omaha Circle	Palm Harbor	FL	34683-4036
Goodwill Industries	2448 Gordon Smith Drive	Mobile	AL	36617
Gulf Coast Institute of Career Development	4630 N. "W" Street	Pensacola	FL	32501
Gulf Coast Internet	41 N. Jefferson Street, #401	Pensacola	FL	32521
Henkels & McCoy, Inc/Network	2637 Stanton Hall Court	Windermere	FL	34786
IQM and The Institute	1205 Gardenia Drive, #100-A	Tallahassee	FL	32312
LOL Enterprises, Inc.	105 Tarragona Way	Dayona Beach	FL	32114
Millennium Education Technologies, Inc.	1246 Hilltop Drive	Naples	FL	34013
Pensacola State College	1000 College Boulevard	Pensacola	FL	32504
Santa Rosa County School District	5086 Canal Street	Milton	FL	32570
Southeastern Vocational Services	2001 N. "E" Street	Pensacola	FL	32501
Summit Enterprises	1878 E. Nine Mile Road, #1008	Pensacola	FL	32514
The Paxen Group, Inc.	710 Atlantis Road	Melbourne	FL	32904
The Salvation Army	1501 N. "Q" Street P.O. Box 18569	Pensacola	FL	32523
Tuzzeo Consulting	4203 Spanish Trail Place	Pensacola	FL	32504
United Way of Escambia County	1301 W. Government Street	Pensacola	FL	32502
United Way of Santa Rosa County	6479 Caroline Street	Milton	FL	32570
University of West Florida	11000 University Parkway	Pensacola	FL	32514

**One Stop Operator
RFP
Mailing List**

West Florida Chamber of Commerce	1822 Saint Catherine Avenue	Pensacola	FL	32501-1046
Workforce Development Solutions, Inc.	3240 Capital Circle S.W.	Tallahassee	FL	32310
Workforce Response, Inc.	3495 Old Federal Road	Quincy	FL	32351
FloridaWest Economic Development Alliance	117 West Garden Street	Pensacola	FL	32502

Notice Through Email

Email Address	Organization/Company
<u>Hunnicutt.Pamela@odle.com</u>	Olde Management Group, LLC
<u>Susanbowden@tds.net</u>	Workforce Response, Inc.
<u>rgoss@henkels.com</u>	Henkels & McCoy, Inc.
<u>C_jordan@familiescount.net</u>	Families Count
<u>mmaurer@rescare.com</u>	Arbor Education & Training
<u>Keith.dixon@jobtrainingunlimited.com</u>	Job Training Unlimited, Inc.
<u>cleach@rescare.com</u>	Arbor Education & Training



PROCUREMENT

PROCUREMENT

One Stop Operator Request for Proposals (RFP)

Information Technology Request For Proposals 22-23

IT RFP ATTACHMENTS



CareerSource Escarosa
Affiliates & Partners:



CareerSource Escarosa is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. 2021 CareerSource Escarosa Affiliates & Partners may be contacted by persons using TTY/TDD equipment via TTY 1-800-955-8771 or TDD/Voice 1-800-955-8770.

2021 CareerSource Escarosa Affiliates reserved.



August 1, 2023

Dear Chairwoman Cole:

The Florida Workforce Development Association has reviewed your proposal for One-Stop Operator (OSO) in accordance with the Workforce Innovation and Opportunity Act (WIOA) sec. 121 (d) (2) (a), which requires the Local Workforce Development Board (LWDB) to competitively select a "one-stop operator" to support the implementation of services with the career center system locally. The One-Stop Operator may be a single entity or multiple entities working together to form a consortium operator.

CareerSource Escarosa was the only application received during this procurement process. CareerSource Escarosa's proposal passed the technical review and contained the necessary elements required to carry out the functions of One-Stop Operator as outlined in law. It is the recommendation of the Florida Workforce Development to CareerSource Escarosa's Board of Directors, that CareerSource Escarosa be selected to serve as One-Stop Operator for PY2023-2026 based on the proposal submitted.

This recommendation does not oblige CareerSource Escarosa Board to award a contract, or contracts, nor will the Florida Workforce Development Association be responsible for any costs incurred in the preparation of proposals. All required backup documentation is available upon request.

Sincerely,

A handwritten signature in cursive script that reads "Stacy Campbell-Domineck".

Stacy Campbell-Domineck, Immediate Past President
Florida Workforce Development Association



**POLICY #
5060**

Title:	One Stop Operator Conflict of Interest
Programs:	Workforce Innovation and Opportunity Act Title I
Department	Operations
Effective:	

I. PURPOSE AND SCOPE

The purpose of this policy is to establish a written conflict of interest one-stop operator policy that complies with Florida State and Federal regulations for CareerSource Palm Beach County.

II. BACKGROUND

The Workforce Innovation and Opportunity Act (WIOA) in 2014, requires Local Workforce Development Boards (LWDBs) to select One-Stop Operators. One-Stop Operators, selected by LWDBs assume the unique administrative responsibility within the career center system for coordinating the service delivery of required one-stop partners and service providers. LWDBs can also specify other roles for One-Stop Operators, such as managing the day-to-day operations of their career centers, policy development, or functioning as service providers.

III. AUTHORITY

Workforce Innovation and Opportunity Act of 2014, [Public Law 113-128](#), Sections 107(d)(10)(A), 107(g)(2), and 121(d),

20 CFR parts 678.605-625, [Workforce Innovation and Opportunity Act Final Rule](#), August 19, 2016

2 CFR, Part 2900 [Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards](#), December 19, 2014

Training and Employment Guidance Letter (TEGL) No. 15-16, [Workforce Innovation and Opportunity Act \(WIOA\) Competitive Selection of One-Stop Operators](#), January 17, 2017

[Florida Statutes, 445.007\(6\)](#)

IV. POLICIES AND PROCEDURES

A. One-Stop Operator Role

The One-Stop Operator coordinates the provision of services in all designated CSPBC Career Centers. In addition, the One-Stop Operator facilitates the coordination of all required partners as outlined in 20 CFR 678.400. The primary goal of the One-Stop Operator is to create a seamless system of partners among workforce development, economic development, business, and community agencies in order to meet the needs of employers and job seekers in Palm Beach County.

The One-Stop Operator will assist CSPBC in the development of a workforce system that meets the needs of career seekers and employers in the region. The One-Stop Operator will work closely with CareerSource Palm Beach County staff to effectively implement an integrated system as expressed in the responsibilities outlined below.

1. Services Inventory and Gap Analysis

One-stop partners, under the direction of the one-stop operator, must create an inventory of services available through required partners, with an emphasis on support services as communicated in CSPBC Policy 5001: Adult and Dislocated Worker Support Services and Needs Related Payments. The inventory should include all services available in the one-stop delivery system. The inventory should include an analysis of gaps in available services that should be addressed through either WIOA or outside funding sources. The inventory shall be made available to staff through the CSPBC intranet.

2. Referral Processes

One-stop partners, under the direction of the one-stop operator, must develop a written process for referral of individuals served by the one-stop system to services available through all partner programs and other community service providers. The process must include:

- a) a description of services available through each partner program;
- b) eligibility criteria for the services available through each partner program;
- c) a description of the referral mechanism, including a link to or printable copy of any referral or service application forms, and any timeframes associated with the referral process;
- d) identification of a partner referral liaison for each partner program;
- e) a description of the means of providing feedback to referring partners for each referral made;
- f) to the extent available, similar information about referrals to other community service providers; and
- g) a timeline for updating the process with the goals of improved customer service and increased access to services.

3. Cross-Training

One-stop partners, under the direction of the one-stop operator, must develop a plan to cross-train all front-line one-stop partner staff in the referral process to all required partners. Refresher training for existing staff and training for newly hired staff should be included in the training plan. The One-Stop Operator should evaluate the effectiveness of the cross-training program annually and make recommendations for continuous improvement.

4. Policy Development

The One-Stop Operator should review and develop policies related to areas in the organization associated with Human Resources, Communications, and Finance. The One-Stop Operator should ensure appropriate staff are training on policies and make recommendations for continuous improvement.

B. One Stop Operator Prohibited Duties

In accordance with Federal Guidance and Administrative Policy 097: WIOA One-Stop Operator Procurement, the Operator must not:

- a) Convene system stakeholders to assist in the development of the local plan.
- b) Prepare and submit the CSPBC local plan (as required under WIOA sec. 107).
- c) Be responsible for oversight of itself.
- d) Manage or significantly participate in the competitive selection process for one stop operators.
- e) Select or terminate one stop operators, career service providers, and youth providers.
- f) Negotiate local performance accountability measures.
- g) Develop and submit budgets for activities of CSPBC in the local area.

C. Avoiding Conflicts of Interest

The one-stop operator must disclose potential conflicts of interest arising from the relationships of the operators with particular training service providers or other service providers.

The One-Stop Operator cannot establish practices that create disincentives to providing services to individuals with barriers to employment who may require longer-term services, such as intensive employment, training, and education service. The One-Stop Operator must comply with federal regulations and procurement policies governing calculation and use of profits.

D. Monitoring

In accordance with WIOA, the One-Stop Operator must be monitored. Since CSPBC is the One-Stop Operator, an outside organization or entity will conduct the monitoring and report the results to the CEO.

V. DEFINITIONS

None

VI. REVISION HISTORY

Date	Description
TBD	Approved by CareerSource Palm Beach County President/CEO
TBD	Issued to CareerSource Palm Beach County staff

VII. RESOURCES

None

**INTERLOCAL AGREEMENT
PALM BEACH WORKFORCE DEVELOPMENT CONSORTIUM**

R2021-1457

THIS INTERLOCAL AGREEMENT, is entered into this ____ day of OCT 05 2021 2021, by and between Palm Beach County (County) a political subdivision of the State of Florida and the City of Delray Beach, the City of Palm Beach Gardens, the City of South Bay and the City of West Palm Beach. The Parties acknowledge that the prior Interlocal Agreement R2007-1220 creating the Palm Beach Workforce Development Consortium (Consortium), dated July 10, 2007 and its amendments thereto; the First Amendment to the Interlocal Agreement R2007-1446 clarifying the responsibilities of the Consortium and creating the Palm Beach Workforce Development Consortium Independent Special District (ISD) for the purpose of offering Consortium staff the ability to participate in the Florida Retirement System, dated September 11, 2007; Amendment No. 2 to the Interlocal Agreement R2008-1268 authorizing the designation of a Regional Workforce Board as a one stop operator and direct provider of certain services, dated July 22, 2008 and the Third Amendment to the Interlocal Agreement R2014-1650 establishing Palm Beach County as the Chief Elected Official and adding the City of West Palm Beach as a Consortium member, dated November 18, 2014, are hereby by mutual agreement of the parties replaced in their entirety by this Interlocal Agreement.

WITNESSETH:

WHEREAS, the parties to this Agreement formed the Consortium for the purpose of establishing an ISD and to implement Federal and State workforce development programs and related activities in Palm Beach County, Florida under the provisions of the Workforce Innovation and Opportunity Act, the Temporary Assistance to Needy Families Act, the Wagner-Peyser Act and the Florida Workforce Innovation Act of 2000 ("Workforce Programs"); and

WHEREAS, Public Law 113-128 enacted by the congress of the United States effective July 1, 2015, which Act is known as the Workforce Innovation and Opportunity Act ("WIOA"), established a program to provide universal access to workforce development services for the businesses and citizens of Palm Beach County; and

WHEREAS, the State of Florida's Workforce Development Board CareerSource Florida, Inc. created by the Legislature in 2000, has been designated by the Governor to take the lead in designing and directing Florida's workforce development strategy and to designate Local Workforce Development Areas; and

WHEREAS, Palm Beach County, Florida has been designated by the Governor of the State of Florida as Local Workforce Development Area 21 ("LWDA 21") and the Palm Beach County Board of County Commissioners is designated as the Local Chief Elected Official, the fiscal agent, grant recipient and administrative entity to administer Workforce Programs and such other funding sources as may be available to support workforce development activities for LWDA 21; and

WHEREAS, the governing body of each of the parties to this Agreement desire that its county or city be included in regional workforce development initiatives to avail its businesses and citizens of the benefits of Florida's workforce development strategy, including those programs funded through the Workforce Programs and such other funding sources as may be available to support workforce activities; and

WHEREAS, the above governing bodies in the LWDA 21 have come together to form the Consortium to carry out their separate and independent functions described herein in a coordinated and cooperative fashion.

NOW, THEREFORE, in consideration of the promises and mutual covenants and obligations contained herein and for other good and valuable consideration, the parties agree and understand as follows:

1. CONTINUATION OF THE CONSORTIUM

- a. The parties to this Interlocal Agreement hereby reaffirm, restate and establish their intent to continue the operation of the multi-jurisdictional consortium, called the Consortium for the express purpose of collectively carrying out the individual responsibilities of each party to this Agreement under the Workforce Programs, other applicable statutes and such other funding sources as may be available to support workforce activities.
- b. The members, representatives and officers of the Consortium are specified in Sections 8.a. and 8.b. of this Interlocal Agreement.

2. PARTIES TO THIS AGREEMENT

Each of the parties to this Agreement is a county or city of the State of Florida, within Palm Beach County and as such is a general-purpose political subdivision, which has the power to levy taxes and expend funds, as well as general corporate and police powers. These parties are more particularly identified as follows:

Name	Address
Board of County Commissioners Palm Beach County, Florida	301 North Olive Avenue West Palm Beach, FL 33401
City of Delray Beach Delray Beach, Florida	100 NW First Avenue Delray Beach, FL 33444
City of Palm Beach Gardens Palm Beach Gardens, Florida	10500 North Military Trail Palm Beach Gardens, FL 33410
City of South Bay South Bay, Florida	335 SW 2nd Ave South Bay, FL 33493

City of West Palm Beach
West Palm Beach, Florida

401 Clematis Street
West Palm Beach, FL 33401

3. CONSIDERATION

In order to establish the background, context, and frame of reference for this Agreement and to generally express the objectives and intentions of the respective parties hereto, the following are the predicates underlying the undertakings and commitments included within the provisions which follow and shall be constructed as the essential elements of the mutual considerations upon which this Agreement is based.

4. GEOGRAPHICAL AREA TO BE SERVED BY THIS AGREEMENT

- a. The geographical area to be served by this Agreement is Palm Beach County, Florida.
- b. Pursuant to the designation by the Governor, Palm Beach County shall be the LWDA 21 as provided for in Section 106 of Title 1 of WIOA and Florida's workforce development initiatives as designated by CareerSource Florida, Inc. and the Governor of Florida.

5. FEDERAL AND STATE REQUIREMENTS

It is the intent of the Consortium to incorporate into this Agreement the duties and obligations governing Workforce Programs, as well as any other rules and regulations both state and federal, applicable to these initiatives.

6. CREATION OF ADMINISTRATIVE ENTITY AND DIRECT PROVIDER OF SERVICES

The Consortium will employ staff, which on the effective date of this agreement comprises CareerSource, as the administrative entity and the Director Provider of Services to operate and implement Workforce Programs and related programs in LWDA 21.

7. JOINT UNDERSTANDING

The terms and conditions, which follow, reflect the joint understanding between the parties.

8. MEMBERSHIP

- a. The Consortium shall consist of representatives of the five (5) member governments who shall be elected officials designated to serve by their respective Commission, or Council with the exception of the City of West

Palm Beach from which the representative shall be the Mayor. Each municipality shall have one (1) representative, entitled to one vote each. The County shall have one (1) representative entitled to a total of five (5) votes. The elected officials or, in the case of the City of West Palm Beach, the Mayor may designate an alternate to serve in the elected official's or Mayor's absence. The alternate shall be an elected official to the Commission or Council.

- b. The officers of the Consortium shall include a chair which is the representative of the Board of County Commissioners of Palm Beach County. The vice chair shall be elected from among the mayors or elected officials of the four (4) participating cities by the membership of the Consortium for a term of one (1) year, consistent with the state fiscal year, but shall hold office until a successor is duly elected.

9. DUTIES AND RESPONSIBILITIES OF THE CONSORTIUM

- a. To appoint the members of the CareerSource board which shall consist of no less than 19 and no more than 33 members as provided for under WIOA and the Florida Workforce Innovation Act.
 - i. Each municipality that is a Consortium member may appoint one (1) private sector member of the Board, meeting the requirements of WIOA, section 107.(b)(2)(A) and the Florida Workforce Innovation Act. The County will appoint additional private sector board appointments to assure a minimum 51% private sector majority, meeting the requirements of WIOA and the Florida Workforce Innovation Act. Mandatory appointments will be approved by the Consortium.
 - ii. The Consortium may add individual organizational representatives to the membership of the CareerSource Board of Directors as provided for under WIOA and the Florida Workforce Innovation Act, provided that sufficient additional private sector appointments are made to assure a minimum 51% private sector majority.
- b. The Board of County Commissioners of Palm Beach County is designated the fiscal agent, grant recipient and administrative entity to administer Workforce Programs and such other funding sources as may be available to support workforce development activities for LWDA 21. The Board of County Commissioners of Palm Beach County shall designate the subgrant recipient, which on the effective date of this agreement is CareerSource, whose responsibility is to administer Workforce Programs. The Board of County Commissioners of Palm Beach County and the subgrant recipient shall enter into a formal agreement.

- c. To determine the procedures for the development of the Local Plan as described in Section 108 of WIOA and the strategy to implement Florida's workforce development initiatives within LWDA 21.
- d. Together with the subgrant recipient to approve the Local Plan for LWDA 21 and modifications thereto.
- e. To provide oversight and guidance in conjunction with the subgrant recipient.
- f. To accept responsibility for compliance and accountability for state and federal funds. Any disallowed costs will remain the responsibility of Palm Beach County as the Local Chief Elected Official.
- g. To establish an ISD (to create through an interlocal agreement offering staff the ability to participate in the Florida Retirement System), with no taxing or bonding authority, to enhance workforce development activities in Palm Beach County, Florida.
- h. To perform any other appropriate duties necessary for the accomplishment, and consistent with the purposes of this Agreement and the Workforce Programs.
- i. The following provisions for the requirements of the ISD Charter are provided:
 - i. The purpose of the ISD is to develop a readily available workforce of skilled workers which is mandatory to attract new businesses to the ISD and to retain and expand existing businesses within the ISD. This in turn will increase the wealth of the ISD, grow the economic "pie", ensure jobs for our citizens, expand the tax base, improve the quality of life and ensure the district's economic future.
 - ii. The powers, functions and duties of the ISD will not be used for the purpose of ad valorem taxation, bond issuance or other revenue-raising capabilities within the district.
 - iii. The method of establishing the ISD was by the First Amendment to the Interlocal Agreement executed on September 11, 2007 between the governing bodies of Palm Beach County and the municipalities of Delray Beach, Palm Beach Gardens and South Bay, all located within the boundaries of Palm Beach County, Florida. The ISD shall be reaffirmed by the concurrence and signing of all participants of this Interlocal Agreement.
 - iv. The ISD Charter will be amended as required upon recommendation by any member of the Consortium/ISD providing thirty days written notice prior to a scheduled meeting of the members.

- v. The membership and organization of the ISD will parallel that of the Consortium.
- vi. There will be no compensation for members of the ISD governing board other than for travel and meeting expenses.
- vii. The administrative duties of the ISD governing board are as follows:
 - Determine the procedures for the development of the Local Plan and the strategy to implement Florida's workforce development initiative within the ISD.
 - Together with CareerSource, to approve the Local Plan for the ISD and modifications thereto.
 - Provide oversight and guidance in conjunction with the CareerSource Board of Directors.
 - Perform any other appropriate duties necessary for the accomplishment, and consistent with the purposes of the ISD.
- viii. The applicable financial disclosure, noticing, and reporting requirements will be followed as required by and in accordance with all applicable Florida Statutes for publicly elected officials, in accordance with Florida's Government-in-the Sunshine Law (Florida Statutes Chapter 286) and reporting will be in parallel with the Consortium and CareerSource as required for federal and state reporting.
- ix. Members of the ISD governing board will be a duly elected County Mayor and a city Councilperson from each of the member municipalities appointed to the ISD by their respective commission or council.
- x. The ISD will be financed through the allocation of federal funds from the United States Department of Labor or the United States Department of Health and Human Services or through any other federal, state or local source. Other funds in the form of public and/or private grants or awards may be available from time to time.
- xi. The ISD will not tax, issue bonds, nor collect non ad valorem assessments, fees or service charges.
- xii. Planning to meet federal and state requirements is the submission of a Local Plan every four years which is process oriented in nature. The Local Plan will be tailored to the ISD and will focus on the outcomes necessary to meet the goals and objectives of the ISD and reviewed on an annual basis.

- xiii. The geographic boundary of the ISD is limited to the confines of the legal description of Palm Beach County, Florida.
- xiv. The creation of this ISD is consistent with local government approved comprehensive plans.

10. MEETINGS

- a. The Consortium Chair shall preside at all Consortium meetings and shall perform all duties incident to that office. The Consortium Vice Chair shall preside in the absence of the Chair and shall have the power to exercise and perform all duties of the Chair.
- b. Meetings shall be held at least twice annually.
- c. Meetings shall be noticed and declared public meetings, open to the public, in accordance with the Sunshine Law, Section 286.011, Florida Statutes.
- d. A quorum at any Consortium meeting shall consist of the representative of the Board of County Commissioners of Palm Beach County and two (2) additional members or their designated alternates. A quorum is required to transact Consortium business.
- e. At all meetings of the Consortium at which a quorum is present, all matters shall be decided by the majority vote of said members.

11. FINANCIAL SUPPORT

- a. The Consortium shall support its programs and any costs incidental to the operation of its programs by grant funds appropriated to it by the United States Department of Labor or the United States Department of Health and Human Services for Workforce Programs or other workforce development or related grants provided by CareerSource Florida, Inc. or through any other federal, state or local source. In addition, the Consortium is authorized to accept any other grants in aid or assistance funds, from the United States Government or to accept appropriations from any of its members, or any other organization or person, including the acceptance of gifts, grants, or bequests whether it be in the form of tangible or intangible property.
- b. No funds will be required from the treasuries of any of the parties to this Agreement for implementation of workforce development initiatives, including Workforce Programs or others, it being the intent hereof that all funding of the workforce development initiatives and the Consortium shall be accomplished by grants and funds available pursuant to workforce development initiative programs, including any other State and Federal grants or other funding which will further the purpose of the program. The above language does not

preclude units of local government from expending funds under their jurisdiction on workforce development programs.

- c. The Consortium is a governmental entity as defined in Chapter 768.28 Florida Statutes, and agrees to be fully responsible for acts and omissions of its agents or employees to the extent permitted by law. Nothing herein is intended to serve as a waiver of sovereign immunity by the Consortium for which sovereign immunity is applicable. Nothing herein shall be construed as consent by a member of the Consortium as a political subdivision of the state of Florida to be sued by third parties in any matter arising out of this or any other contract, this agreement or any part thereof. The Consortium shall assume equal liability to the extent allowed and/or required by law for the operation of Federal and State workforce development programs.
- d. The Consortium shall purchase Insurance to indemnify itself and/or any of its members and any separate legal entity or contractors from any liability, which may attach due to its operation of the Workforce Programs or other Federal or State workforce development programs.

12. POWERS DELEGATED TO THE CONSORTIUM

The Consortium shall make all policy decisions except those which must be made in partnership with CareerSource pursuant to the authorizing legislation under which grants are made available. Policy decisions shall include, but not be limited to, those powers enumerated at Section 163.01(5), (6), and (7) of the Florida State Statutes, such as, but not limited to:

- a. The approval of the CareerSource President and CEO, upon the recommendation of the CareerSource Board of Directors. In accordance with Section 445.007(2)(c) Florida Statutes and CareerSource Florida Administrative Policy Number 110, Section IV.A.1. The Local Chief Elected Official may remove a member of the Board of Directors, the CareerSource President and CEO, or the designated person responsible for the operational and administrative function of CareerSource for cause. Cause includes, but is not limited to, engaging in fraud or other criminal acts, incapacity, unfitness, neglect of duty, official incompetence and irresponsibility, misfeasance, malfeasance, nonfeasance, gross mismanagement, waste or lack of performance.
- b. The power to appoint a separate legal administrative entity to carry out Consortium policies and perform as described in Chapter 163 of the Florida State Statutes, Sections 163.01(7) (b). The designation on the effective date of this agreement is CareerSource.
- c. The manner in which accountability for fund expenditures shall be provided for including an independent audit to be conducted in accordance with the

Florida Statutes and Government Auditing Standards.

- d. The acceptance of grants, gifts, or other types of financial assistance as allowed by law.
- e. Authorization of the President and CEO of CareerSource to negotiate, enter into and execute agreements following the approval of CareerSource Board policy as appropriate to carry out the operational and administrative requirements and functions of the Workforce Programs, Local Plan and for day to day operations.
- f. Authorization of the President and CEO of CareerSource, to make purchases in accordance with the procurement and purchasing guidelines approved as a part of the CareerSource Local Plan filed with the state. Purchases shall include services, supplies, consultant agreements, materials, equipment and leased space.
- g. Authorization of the President and CEO of CareerSource, to make and issue policies and procedures as determined by the CEO limitations of the Carver Board Policy Governing model.
- h. Authorization of the President and CEO of CareerSource to make emergency decisions which may include the acceptance or application for grants or the entry into contracts or the expenditure of funds in emergency situations where a meeting of the Consortium and or the CareerSource board as appropriate cannot be called prior to the time that an action must be executed. Such actions shall be placed on the agenda of the next meeting of the Consortium and CareerSource board for ratification by the appropriate entity. All such contracts, purchases and expenditures shall be in accordance with established rules and governing state and federal policies and circulars.
- i. The manner in which funds shall be disbursed or paid by the administrative entity charged with operating the programs of providing services contemplated by this Agreement which on the effective date of this agreement is CareerSource.
- j. The acquisition, ownership, custody, operation, maintenance, lease or sale of real or personal property subject to federal and state rules.
- k. The disposition, diversion or distribution of any property acquired.
- l. The composition, membership appointments, and organizational approval of any advisory bodies to the Consortium.
- m. The manner in which staff shall be employed to carry out and serve Consortium and CareerSource objectives.

- n. The development of procedures and/or administrative rules to effectively carry out the Consortium's policies and decisions so long as they do not conflict with governing federal and state rules and regulations and policies, rules and regulations of the CareerSource Florida Inc. and the Florida Department of Economic Opportunity.
- o. Any other necessary and proper matters as they may arise and as agreed upon by the Consortium members and member governments.

13. SIGNATORY

The Chair shall act as signatory for the Consortium. In the absence of the Chair, any of the other members may sign for the Consortium in the Chair's stead.

14. ALL PRIOR AGREEMENTS

It is understood and agreed that this document incorporates and includes all prior negotiations, correspondence, conversations, agreements, or understandings applicable to the matters contained herein and the parties agree that there are no commitments, agreements, or understandings concerning the subject matter of this Agreement that are not contained in this document. Accordingly, it is agreed that no deviation from the terms hereof shall be predicated upon any prior representation or agreements whether oral or written.

15. AMENDMENT

It is agreed that no modification, amendment, or alteration of the terms or conditions contained in this Agreement shall be effective unless contained in a written document executed with the same formality and of equal dignity herewith.

16. TERM; TERMINATION

This Agreement shall be automatically renewed annually without action of any party. Should any party to this Agreement wish to terminate its participation, a 60-day written notice shall be provided to all parties hereunder and to the President/CEO of CareerSource, 3400 Belvedere Road, West Palm Beach, Florida 33406. Notice must be given in writing sent by Certified United States Mail with Return Receipt Requested.

FOR:

Board of County Commissioners
Palm Beach County, Florida

301 North Olive Avenue
West Palm Beach, FL 33401

Mayor, City of Delray Beach
Delray Beach, Florida

100 NW First Avenue
Delray Beach, FL 33444

Mayor, City of Palm Beach Gardens
Palm Beach Gardens, Florida

10500 North Military Trail
Palm Beach Garden 33410

Mayor, City of South Bay
South Bay, Florida

335 SW 2nd Ave
South Bay, FL 33493

Mayor, City of West Palm Beach
West Palm Beach, Florida

401 Clematis Street
West Palm Beach, FL 33401

18. CONSTRUCTION AND REMEDIES

This Agreement shall be deemed to be a binding contract and shall be construed in accordance with and governed by the laws of the State of Florida. Any legal action necessary to enforce the Contract will be held in a court of competent jurisdiction located in Palm Beach County, Florida.

No provision of this Agreement is intended to, or shall be construed to, create any third party beneficiary or to provide any rights to any person or entity not a party to this Agreement, including but not limited to any citizen or employees of the Consortium, County, or municipalities.

19. INVALID PROVISION/SEVERABILITY

In the event that any provision of this Agreement or the application of any such provision to any party or circumstances be held invalid or unenforceable or the application of such provision to parties or circumstances be unenforceable, the remainder of this Agreement shall not be affected thereby and shall remain in full force and effect.

20. WAIVER OF RIGHTS

Any waiver at any time by any party hereto of its rights with respect to any matter arising in connection with this Agreement shall not be considered a waiver with respect to any subsequent default or matter.

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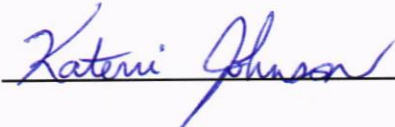
EXECUTION PAGE [Page 1 of 5]

IN WITNESS WHEREOF, the parties hereto have made and executed this Agreement on the respective dates under each signature below.

CITY OF DELRAY BEACH

BY:  Mayor

DATE: 8/10/2021

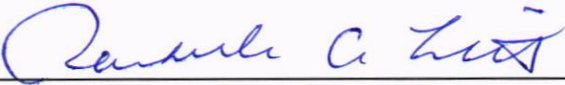
ATTEST: 



EXECUTION PAGE [Page 2 of 5]

IN WITNESS WHEREOF, the parties hereto have made and executed this Agreement on the respective dates under each signature below.

CITY OF PALM BEACH GARDENS

BY:  Mayor

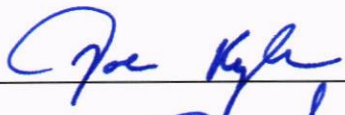
DATE: July 15, 2021

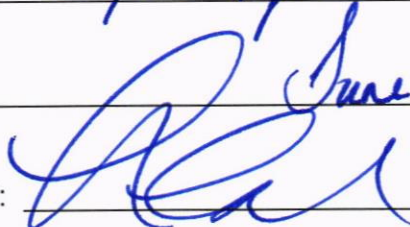
ATTEST: 
Patricia Snider, CMC, city clerk

EXECUTION PAGE [Page 3 of 5]

IN WITNESS WHEREOF, the parties hereto have made and executed this Agreement on the respective dates under each signature below.

CITY OF SOUTH BAY

BY:  Mayor

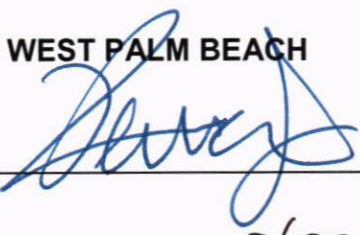
DATE:  June 01, 2021

ATTEST: 

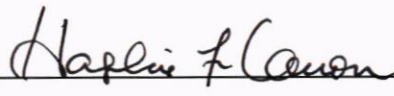
EXECUTION PAGE [Page 4 of 5]

IN WITNESS WHEREOF, the parties hereto have made and executed this Agreement on the respective dates under each signature below.

CITY OF WEST PALM BEACH

BY:  Mayor

DATE: 7/27/21

ATTEST: 

CITY ATTORNEY'S OFFICE
Approved as to form and legality
By: 

EXECUTION PAGE [Page 5 of 5]

IN WITNESS WHEREOF, the parties hereto have made and executed this Agreement on the respective dates under each signature below.

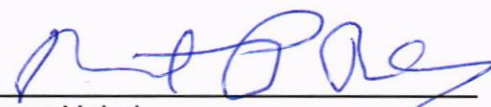
**ATTEST:
JOSEPH ABRUZZO
CLERK AND COMPTROLLER**

BY: 
Deputy Clerk

R2021 1457 OCT 05 2021
**PALM BEACH COUNTY BOARD OF
COUNTY COMMISSIONERS**

BY: 
Dave Kerner, Mayor

**APPROVED AS TO FORM
AND LEGAL SUFFICIENCY**

BY: 
Helene Hvizd,
Assistant County Attorney

**APPROVED AS TO TERMS
AND CONDITIONS**

BY: 
Dorritt M. Miller,
Assistant County Administrator

FINAL MINUTES
PALM BEACH WORKFORCE DEVELOPMENT CONSORTIUM MEETING
February 16, 2023

I. CALL TO ORDER AND WELCOME

Mayor Gregg K. Weiss welcomed attendees and called the meeting to order at 9:00 a.m. A quorum was present with the following members in attendance:

Mayor Greg K. Weiss, Local Chief Elected Official, Palm Beach County
Mayor Keith James, city of West Palm Beach
Mayor Joe Kyles, city of South Bay

Board member Mayor Shelly Petrolia, city of Delray Beach and Mayor Chelsea Reed, city of Palm Beach Gardens were absent.

II. AGENDA APPROVAL

- a. Proposed Amendments: Mayor Weiss asked if there were any proposed amendments to the agenda as submitted. There were none.
- b. Approval of Agenda: Mayor Weiss requested a motion to adopt the agenda as published. A motion was made by Mayor James and second by Mayor Kyles to approve the agenda. The motion passed unanimously.

III. PUBLIC COMMENTS: Mayor Weiss opened the floor for public comment. There were none.

IV. CHAIR'S COMMENTS: Mayor Weiss asked the board if there were any questions. There were none.

V. ITEMS FOR APPROVAL

- a. Minutes from June 16, 2022: Mayor Weiss asked the board to review the minutes and after reviewing them, advise if they wished to make any corrections. Hearing none, he called for a motion to approve the minutes as submitted.

Motion: Mayor James
Second: Mayor Kyles
The motion passed unanimously.

- b. Consortium Ratification of Memorandum of Understanding Infrastructure Funding Agreement Budgets for One-Stop Career Center System Local Workforce Development Area 21 PY 2021-2022 and Approval of PY 2022-2023: Mayor Weiss asked if there was any comments or questions regarding the Memorandum of Understanding or budgets as included in the board agenda packet. Hearing none, he called for a motion to approve.

Motion: Mayor James
Second: Mayor Kyles
The motion passed unanimously.

- c. Approval to Select and Designate a Provider of One-Stop Operator Services and Request for Extension to Serve as Direct Provider of Workforce Career Services: An overview of the item was presented as included in the Consortium board agenda packet. Mayor Weiss asked if there was any comments or questions. Hearing none, he called for a motion to approve.

Motion: Mayor James
Second: Mayor Kyles
The motion passed unanimously.

- d. Approval of Subsequent Designation of Region 21, Palm Beach County as the Designated Local Workforce Development Area: An overview of the item was presented as included in the Consortium board agenda packet. Mayor Weiss asked if there was any comments or questions. Hearing none, he called for a motion to approve.

Motion: Mayor James

Second: Mayor Kyles

The motion passed unanimously.

VI. INFORMATIONAL:

- a. President & CEO Updates: There have been several recent major leadership staff changes at both CareerSource Florida and the Florida Department of Economic Opportunity. The Consortium has a new leader with Palm Beach County Mayor Weiss as the new Chair. Palm Beach County's economy is strong. The current unemployment rate continues to be at a record low under 3% for the last 11 consecutive months at 2.2% consistently under the national average. State of the workforce data in the areas of leisure, healthcare and construction was discussed showing the number of jobs added/openings and barriers to employment. 250 current job openings are in Employ Florida with a minimum salary of over \$100,000. Palm Beach County has the highest average salary in the state at \$68,000 annually. The labor market has changed causing employers to find creative ways to bring in new hires. CareerSource has implemented a new online virtual intake and appointment booking feature for job seekers. The status of implementation of two of CareerSource's organizational goals, Operational Excellence and the REACH Act implementation workforce board consolidation, was discussed. Although the state metrics have been challenging, CareerSource put new policies and procedures in place which resulted in our exceeding those metrics and achieving the highest wage rate at \$17.40 for the Welfare Transition Program. Ernst & Young's consolidation recommendations are to be presented at the February 23 CareerSource Florida board of directors meeting. Consortium board members will be advised of the recommendations when released. Following a human centered design service delivery model staff receive training, attend Palm Beach County Days, departmental and audit updates are received and the budgets are approved.

VII. ADJOURNMENT: Mayor Weiss asked Consortium members if there was any further business of the Consortium, being none, Mayor Weiss adjourned the meeting at 9:26 a.m. The next meeting will be held on Thursday, June 15, 2023.

Public Notices & Procurements

Public Notice

[RFP ONE-STOP OPERATOR](#)

This Request for Proposal has been issued on July 28, 2023 for the Workforce Innovation and Opportunity Act (WIOA) One-Stop Operator for CareerSource Palm Beach County. Proposals are due by August 28, 2023 via electronic submission only to Stacy Campbell-Domineck at fwda.president@careersourcepolk.com.

The FWDA complies with the provisions of the Americans With Disabilities Act. If you are a disabled person requiring any accommodations or assistance, please notify Stacy Campbell-Domineck at: fwda.president@careersourcepolk.com. Women and minority businesses are encouraged to submit proposals. FWDA reserves the right to reject any or all proposals. Pursuant to the Steven's Amendment Consolidated Appropriations Act of 2018, Pub. L. No. 115- 141, 132 Stat. 348, div. H, Title V, Sec. 505 (Mar. 23, 2018) the percentage of the total costs of the program or project which will be financed with Federal money is 100 percent. The dollar amount of Federal funds for the project or program is up to a maximum of \$25,000.00. The percentage and dollar amount of the total costs of the project or program that will be financed by nongovernmental sources is 0 percent.



Type here to search



87°F Partly sunny

1:33 PM
8/4/2023



PROPOSAL

**ONE-STOP OPERATOR
FOR
CAREERSOURCE PALM BEACH COUNTY, INC.**

ISSUE DATE: July 28, 2023

PROPOSALS DUE: August 28, 2023

Submitted By: Julia Dattolo, President and Chief Executive Officer
CareerSource Palm Beach County, Inc.
3400 Belvedere Road, West Palm Beach, FL 33406

Phone: (561) 340-1060 Ext. 2363; 561-312-5904

E-mail Address: jdattolo@careersourcepbc.com

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PROPOSAL COVER SHEET

Entity Name: CareerSource Palm Beach County, Inc.
Entity Physical Address: 3400 Belvedere Road West Palm Beach, FL 33406
Entity Mailing Address: 3400 Belvedere Road West Palm Beach, FL 33406
Phone Number: (561) 340-1060 ext. 2363
Email Address: jdattolo@careersourcepbc.com
FEID#: 65-0709274
Type Of Entity: 501(c)(3), Local Workforce Development Board

PROPOSER CONTACTS: Please provide the name, title, telephone number and e-mail address of the official contact and an alternate, if available. These individuals shall be available to be contacted as may be appropriate regarding the solicitation schedule.

Primary Contact:

Name: Julia Dattolo
Title: President and Chief Executive Officer (CEO)
Phone Number: (561) 340-1060 ext. 2363
Email Address: jdattolo@careersourcepbc.com

Secondary Contact:

Name: Steven Gustafson
Title: First Vice President and Chief Operating Officer (COO)
Phone Number: (561) 340-1060 ext. 2208
Email Address: sgustafson@careersourcepbc.com

I certify that this proposal is submitted in accordance with the provisions and conditions outlined in the RFP, that all the information is complete and accurate, and that this proposal represents a firm and fixed offer to provide the requested services. This offer shall remain valid for a minimum of 90 days. I also certify that the price/fees have been determined independently, without consultation, communication, or agreement with any other proposer or with any other competitor for the purpose of restricting competition as to any matter relating to such fees; and no attempt has been made or will be made by the proposer to induce any other person or agency to submit or not submit a proposal for the purpose of limiting or restricting competition.

***Must be signed by an individual with the authority to bind the entity.**

Julia Dattolo, President and CEO

***Print Name and Title of Authorized Representative**



***Signature of Authorized Representative**

8/24/23

Date

I. GENERAL PROVISIONS AND ASSURANCES

CareerSource Palm Beach County, Inc. Board of Directors will not award a grant where the Proposer has failed to accept the GENERAL PROVISIONS, CERTIFICATIONS AND ASSURANCES contained in this section. In performing its responsibilities under this agreement, the Proposer hereby certifies and assures that it will fully comply with the following:

By signing the agreement, the Proposer is providing the assurances and certifications as detailed below:

1. COMPLIANCE WITH POLICIES AND LAWS

The warranty of this Section specifically includes compliance by Proposer and its subcontractors with the provisions of the Immigration Reform and Compliance Act of 1986 (P. L. 99-603), the Workforce Innovation and Opportunity Act (WIOA), the Workforce Innovation Act of 2000, 45 CFR 98, the Temporary Assistance for Needy Families Program (TANF), 45 CFR parts 260-265, and other applicable federal regulations and policies promulgated thereunder and other applicable State, Federal, criminal and civil law with respect to the alteration or falsification of records created in connection with this Agreement. Office of Management and Budget (OMB) Circulars: Proposer agrees that, if applicable, it shall comply with all applicable OMB circulars, such as 2 CFR 200 Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards. Proposer will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. 276a to 276a7), the Copeland Act (40 U.S.C. 276c and 18 U.S.C. 874, and the Contract Work Hours and Safety Standards Act (40.327-333), regarding labor standards for federally assisted construction sub agreements.

2. CERTIFICATION REGARDING DEBARMENT, SUSPENSION AND OTHER MATTERS

Proposer certifies that it is not currently debarred, suspended, or excluded from or for participation in Federal assistance programs, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any federal department or agency within a three-year period preceding the effective date of the Agreement in accordance with 29 CFR Parts 45, 74, 95 and 98. No contract shall be awarded to parties listed on the GSA List of Parties Excluded from Federal Procurement or Non-Procurement Programs.

3. NON-DISCRIMINATION, EQUAL OPPORTUNITY ASSURANCES, CERTIFICATIONS, AND OTHER PROVISIONS

As a condition of funding from CareerSource Palm Beach County, Inc. under Title I of the WIOA, Proposer assures that it will comply fully with the following:

- a. Title VI of the Civil Rights Act of 1964 as amended, 42 U.S.C. 2000d et seq., which prohibits discrimination on the basis of race, color or national origin.
- b. Section 504 of the Rehabilitation Act of 1973 as amended, 29 U.S.C. 794, which prohibits discrimination based on disability.
- c. Title IX of the Education Amendments of 1972 as amended, 20 U.S.C. 1681 et. Seq., which prohibits discrimination based on sex in educational programs.
- d. The Age Discrimination Act of 1975 as amended, 42 U.S.C. 6101 et seq., which prohibits discrimination based on age.
- e. Section 654 of the Omnibus Budget Reconciliation Act of 1981 as amended, 42 U.S.C. 9849, which prohibits discrimination on the basis of race, creed, color, national origin, sex, handicap, political affiliation, or beliefs.
- f. Section 188 of the Workforce Innovation and Opportunity Act (WIOA), which

- prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex, national origin, age, disability, political affiliation, or belief, and against beneficiaries on the basis of either citizenship/status as a lawfully admitted immigrant authorized to work in the United States or Participation in any WIOA Title I financially assisted program or activity.
- g. The American with Disabilities Act of 1990, P.L. 101-336, which prohibits discrimination on the basis of disability and requires reasonable accommodation for persons with disabilities.
 - h. Equal Employment Opportunity (EEO): The Proposer agrees that it shall comply with Executive Order (EO) No. 11246, Equal Employment Opportunity, as amended by EO No. 11375, requires that Federal Contractors and subcontractors not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. It also requires the Proposer and its subcontractors to take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin and as supplemented in Department of Labor regulation 29 CFR Parts 33 and 37 as well as 41 CFR Part 60 and 45 CFR Part 80 if applicable.
 - i. Proposer also assures that it will comply with 29 CFR Part 37 and all other regulations implementing the laws listed above. This assurance applies to the grant applicant's operation of the WIOA Title I-financially assisted program or activity, and to all agreements, Proposer makes to carry out the WIOA Title I- financially assisted program or activity. Proposer understands that the United States has the right to seek judicial enforcement of this assurance.

4. CERTIFICATION REGARDING CLEAN AIR ACT, WATER ACT, ENERGY EFFICIENCY AND ENVIRONMENTAL STANDARDS, SOLID WASTE

Clean Air and Water Act: When applicable, if this Contract is in excess of \$100,000, Proposer shall comply with all applicable standards, orders or regulations issued under the Clean Air Act as amended (42 U.S.C. 7401), Section 508 of the Clean Water Act as amended (33 U.S.C. 1368 et seq.), Executive Order 11738 and Environmental Protection Agency regulations (40 CFR Part 15). The Proposer shall report any violation of the above to the contract manager. Energy Efficiency: The Proposer shall comply with mandatory standards and policies relating to energy efficiency which are contained in the State of Florida's Energy Conservation Plan issued in compliance with the Energy Policy and Conservation Act (Public Law 94-163).

Proposer will comply with environmental standards which may be prescribed pursuant to the following: (a) institution of environmental quality control measures under the National Environmental Policy Act of 1969 (P.L. 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11990; (d) evaluation of flood hazards in flood plains in accordance with EO 11988; (e) assurance of project consistency with the approved State management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C. 1451 et seq.); (f) conformity of Federal actions to State (Clean Air) Implementation Plans under Section 176(c) of the Clean Air Act of 1955, as amended (42 U.S.C. 7401 et seq.); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended, (P.L. 93-523); and (h) protection of endangered species under the Endangered Species Act of 1973, as amended, (P.L. 93-205). The Proposer will comply with the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act (42 U.S.C. 6962).

5. CERTIFICATION REGARDING LOBBYING AND INTEGRITY

Proposer shall comply with the provisions of the Byrd Anti-Lobbying Amendment (31 U.S.C. 1352) 29 CFR Part 93. When applicable, if this Agreement is in excess of \$100,000, the Proposer must, prior to contract execution, complete the Certification Regarding Lobbying Form.

6. CONFIDENTIALITY

It is understood that the Proposer shall maintain the confidentiality of any information, regarding CareerSource Palm Beach County customers and the immediate family of any applicant or customer, that identifies or may be used to identify them, and which may be obtained through application forms, interviews, tests, reports from public agencies or counselors, or any other source. Proposer shall not divulge such information without the written permission of the customer, except that such information which is necessary as determined by CareerSource Palm Beach County for purposes related to the performance or evaluation of the Agreement may be divulged to CareerSource or such other parties as they may designate having responsibilities under the Agreement for monitoring or evaluating the services and performances under the Agreement, or to governmental authorities to the extent necessary for the proper administration of the law. All release of information shall be in accordance with applicable State laws and policies of CareerSource Palm Beach County. No release of information by Proposer, if Federal or State law requires such release, shall be construed as a breach of this Section.

7. RIGHTS TO DATA/COPYRIGHTS AND PATENTS

CareerSource Palm Beach County, Inc., the State of Florida, and the U.S. Department of Labor, shall have unlimited rights to inventions made under contract or agreement: Contracts or agreements for the performance of experimental, developmental, or research work shall provide for the rights of the Federal Government and the recipient in any resulting invention in accordance with 37 CFR part 401, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements" and any implementing regulations issued by the awarding agency.

8. MONITORING

At any time and as often as CareerSource Palm Beach County Inc., the State of Florida, United States Department of Labor, Comptroller General of the United States, the Inspector Generals of the United States and the State of Florida, or their designated agency or representative may deem necessary, Proposer shall make available all appropriate personnel for interviews and all financial, applicant, or participant books, documents, papers and records or other data relating to matters covered by this contract, for examination and/or audit, and/or for the making of excerpts or copies of such records for the purpose of auditing and monitoring activities and determining compliance with all applicable rules and regulations, and the provisions of this Agreement. The above referenced records shall be made available at the Proposer's expense, at reasonable locations as determined by CareerSource Palm Beach County. The proposer shall respond in writing to monitoring reports and requests for corrective action plans within 10 working days after the receipt of such request from CareerSource Palm Beach County.

9. PUBLIC ANNOUNCEMENTS AND ADVERTISING

Proposer agrees that when issuing statements, press releases, request for proposals, bid solicitation, and other documents describing the project or programs funded in whole or in part under this Agreement, Proposer shall clearly state: (1) the percentage of the total cost of the program or project which will be financed with Federal money under this Agreement and (2) the dollar amount of Federal funds for the project or program.

10. PUBLIC ENTITY CRIMES

Proposer shall comply with subsection 287.133 (2)(a), F.S., whereby a person or affiliate who has been placed on the convicted Proposer list following a conviction for a public entity crime, may not submit a bid, proposal, or reply on a contract to provide any goods or services to a public entity; may not submit a bid, proposal, or reply on a contract with a public entity for the construction or repair of a public building or public work; may not submit bids, proposals, or replies on leases of real property to a public entity; may not be awarded or perform work as a Proposer, supplier, subcontractor or consultant under a contract with any public entity and may not transact business with any public entity in excess of the threshold amount provided in section 287.07, F.S., for Category Two for a period of thirty-six (36) months from the date of being placed on the convicted Proposer list.

11. THE PRO-CHILDREN ACT

Proposer agrees to comply with the Pro-Children Act of 1994, 20 U.S.C. 6083. Failure to comply with the provisions of the law may result in the imposition of civil monetary penalty up to \$1,000 for each violation and/or the imposition of an administrative compliance order on the responsible entity. This clause is applicable to all approved subcontracts. In compliance with Public Law (Pub. L.) LO3-277, the Contract shall not permit smoking in any portion of any indoor facility used for the provision of federally funded services including health, day care, early childhood development, education, or library services on a routine or regular basis, to children up to age 18.

12. TERMINATION FOR DEFAULT/CONVENIENCE

This modified agreement may be terminated as follows:

- a. Either party may request termination of the modified agreement upon 30 days prior written notice to the other party.
- b. CareerSource Palm Beach County Board of Directors may unilaterally terminate or modify this agreement, if for any reason either the U.S. Department of Labor or the State of Florida reduces funding through the grants under which this modified agreement is funded.
- c. CareerSource Palm Beach County Board of Directors may unilaterally terminate this modified agreement at any time that it is determined that:
 - i. Proposer fails to provide any of the services it has contracted to provide; or
 - ii. Proposer fails to comply with the provisions of this modified agreement; or
 - iii. Such termination is in the best interest of CareerSource Palm Beach County.
- d. Written notification of termination must be by registered mail, return receipt requested.

If Proposer disagrees with the reasons for termination, they may file a grievance in writing within ten days of notice of termination to the CareerSource Palm Beach County Inc., who will conduct a grievance hearing and decide, from evidence presented by both parties, the validity of termination.

In the event this modified agreement is terminated for cause, Proposer shall be liable to CareerSource Palm Beach County for damages sustained for any breach of this modified agreement by the Proposer, including court costs and attorney fees, when the cause is attributable to the Proposer.

In instances where Proposers/sub-grantees violate or breach modified agreement terms, CareerSource Palm Beach County Inc., will use all administrative, contractual, or legal remedies allowed by law to provide for such sanctions and penalties as may be appropriate.

13. PROCUREMENT OF RECOVERED MATERIALS

Proposer agrees to comply with the provisions of section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act, and as supplemented by 2 CFR Appendix II to Part 200 and 2 CFR part 200.323 and the requirements stated therein.

14. DOMESTIC PREFERENCES FOR PROCUREMENTS

Proposer agrees to comply with the provisions of 2 CFR Appendix II to Part 200 and 2 CFR 200.322 and the requirements stated therein.

15. PROHIBITION ON CERTAIN TELECOMMUNICATIONS AND VIDEO SURVEILLANCE SERVICES OR EQUIPMENT

Proposer agrees to comply with the provisions of 2 CFR Appendix II to Part 200 and 2 CFR part 200.216 and the requirements stated therein. See Public Law 115-232, section 889 for additional information and 2 CFR part 200.471.

16. E-VERIFY

Proposer warrants and represents that it complies with section 448.095, F.S., where the State of Florida expressly requires the following:

- a. Every public employer, contractor, and subcontractor shall register with and use the E-Verify system to verify the work authorization status of all newly hired employees. A public employer, contractor, or subcontractor may not enter into a contract unless each party to the contract registers with and uses the E-Verify system.
- b. A private employer shall, after making an offer of employment which has been accepted by a person, verify such person's employment eligibility. A private employer is not required to verify the employment eligibility of a continuing employee hired before January 1, 2021. However, if a person is a contract employee retained by a private employer, the private employer must verify the employee's employment eligibility upon the renewal or extension of his or her contract.

17. FREE SPEECH AND RELIGIOUS LIBERTY (applicable to Sub-recipients only)

Proposer agrees to follow the statutory and national policy requirements, as applicable, stated in 2 CFR §200.300 and Executive Order 13798 Promoting Free Speech and Religious Liberty and Executive Order 13864 Improving Free Inquiry, Transparency and Accountability at College and Universities.

18. STEVENS AMENDMENT

CareerSource Palm Beach County, Inc. is the direct service provider for various workforce programs supported by the U.S. Departments of Labor, Health and Human Services, Education, and other agencies as part of awards totaling \$15,851,406 (revised annually). Unless otherwise stipulated, all statements, news releases, requests for proposals, bid solicitations and other applicable documents are fully funded from federal sources.

CareerSource Palm Beach County, Inc.

Proposer

Julia Dattolo, President and CEO

Name and Title of Authorized Representative



Signature



Date

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IRS Department of the Treasury
Internal Revenue Service

P.O. Box 2508
Cincinnati OH 45201

In reply refer to: 0752435463
Oct. 20, 2014 LTR 4168C 0
65-0709274 000000 00

00020435
BODC: TE

CAREERSOURCE PALM BEACH COUNTY INC
X ERICA SCARPATI
3400 BELVEDERE RD
WEST PALM BCH FL 33406-1525

000579

Employer Identification Number: 65-0709274
Person to Contact: CUSTOMER SERVICE
Toll Free Telephone Number: 1-877-829-5500

Dear Taxpayer:

This is in response to your Oct. 08, 2014, request for information regarding your tax-exempt status.

Our records indicate that you were recognized as exempt under section 501(c)(3) of the Internal Revenue Code in a determination letter issued in JUNE 1998.

Our records also indicate that you are not a private foundation within the meaning of section 509(a) of the Code because you are described in section(s) 509(a)(1) and 170(b)(1)(A)(vi).

Donors may deduct contributions to you as provided in section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for Federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522 of the Code.

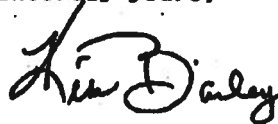
Please refer to our website www.irs.gov/eo for information regarding filing requirements. Specifically, section 6033(j) of the Code provides that failure to file an annual information return for three consecutive years results in revocation of tax-exempt status as of the filing due date of the third return for organizations required to file. We will publish a list of organizations whose tax-exempt status was revoked under section 6033(j) of the Code on our website beginning in early 2011.

0752435463
Oct. 20, 2014 LTR 4168C 0
65-0709274 000000 00
00020436

CAREERSOURCE PALM BEACH COUNTY INC
X ERICA SCARPATI
3400 BELVEDERE RD
WEST PALM BCH FL 33406-1525

If you have any questions, please call us at the telephone number
shown in the heading of this letter.

Sincerely yours,



Kim D. Bailey
Operations Manager, AM Operations 3



**CAREERSOURCE PALM BEACH COUNTY INC
% ERICA SCARPATI
3400 BELVEDERE RD
WEST PALM BCH FL 33406-1525**



RECEIVED
OCT 2014
Executive
Dept.

10 | Page

B.2. ENTITY'S ORGANIZATIONAL STRUCTURE AND QUALIFICATIONS

B. 2. a. Organizational Structure:

CareerSource Palm Beach County, Inc. is a private not-for-profit corporation registered under Section 501(c) (3) of U.S. Internal Revenue Code. A board of directors comprised of volunteers who represent private sector business, economic development, education, organized labor, community-based organizations, and local government agencies govern CareerSource Palm Beach County, Inc.

See B.2. a. (Attachment), Organizational Structure Form at the end of this section.

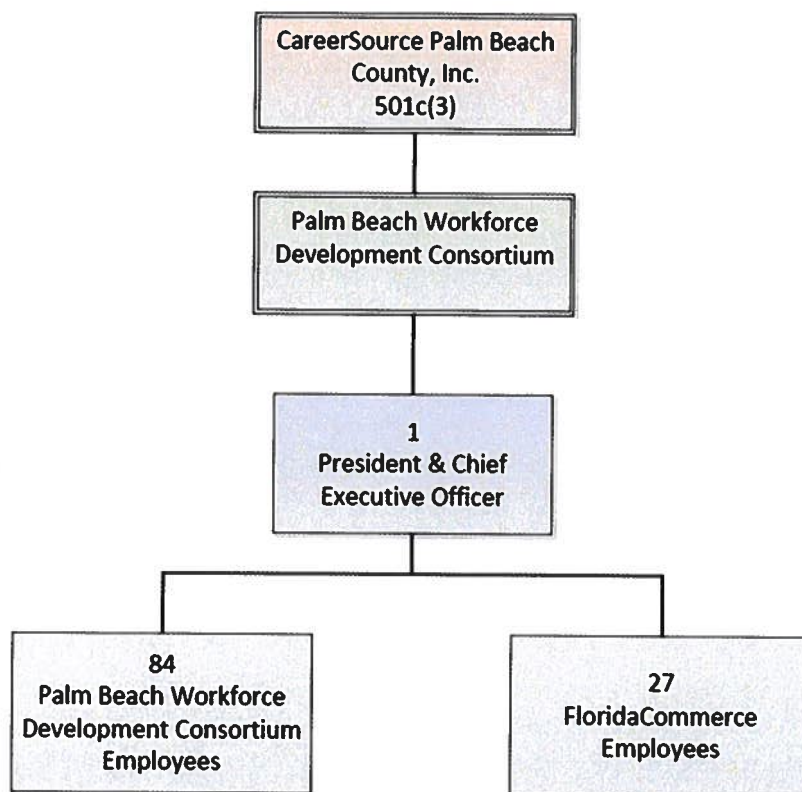
B. 2. b., c., d., e., and g. are included in the form, **Organizational Structure**.

B. 2. f. - Board of Directors:

The members of the Board of Directors are displayed in the chart below.

Name	Organization	Term
Christopher Cothran (Chair)	NextEra Energy Resources	7/12/22-7/11/26
Ava Parker	Palm Beach State College	7/12/22-7/11/28
John Anthony Boggess	Palm Beach Christian Academy	7/12/22-7/11/30
Mel Coleman	Nova Southeastern University	7/12/22-7/11/28
Alex Dobin	NextEra Energy Inc. Florida Power and Light Company	7/12/22-7/11/30
Zachary Cassidy	AFL/CIO	7/12/22-7/11/30
George T. Elmore	Hardrives Inc.	7/12/22-7/11/26
David Gobeo	FordHarrison, LLP	12/06/22-12/05/29
Shirley Erazo	Delray Beach Housing Authority	7/12/22-7/11/26
Laurie George, Ph.D.	United Way of Palm Beach County	7/12/22-7/11/24
David Talley	N/A	7/12/22-7/11/28
Dwight Mattingly	Amalgamated Transit Union, Local 1577	7/12/22-7/11/28
Connor Lynch, ARM, AIP	Plastridge Agency Inc.	7/10/18-7/9/24
Timothy Dougher	Business Development Board of Palm Beach County, Inc.	7/12/22-7/11/28
Richard Radcliffe	Palm Beach County League of Cities	7/12/22-7/11/26
David K. Markarian, Esq. (Chair Elect)	The Markarian Group	7/12/22-7/11/28
Alyssa Freeman	Marine Industries Association of Palm Beach County, Inc.	7/12/22-7/11/26
Libbey Webb	Dawson-Williams, Inc.	7/12/22-7/11/26
Deana Pizzo	I.T. Solutions of South Florida	5/16/23-5/15/29
Ricky Wade	McDonalds Restaurants	7/12/22-7/11/28
Tatiana Messerole	Florida Crystals	4/5/22-4/4/25
Commissioner Marci Woodward	Palm Beach County Board of County Commissioners	1/1/23-12/31/23

B. 2. h. Organizational structure chart showing size and positions:

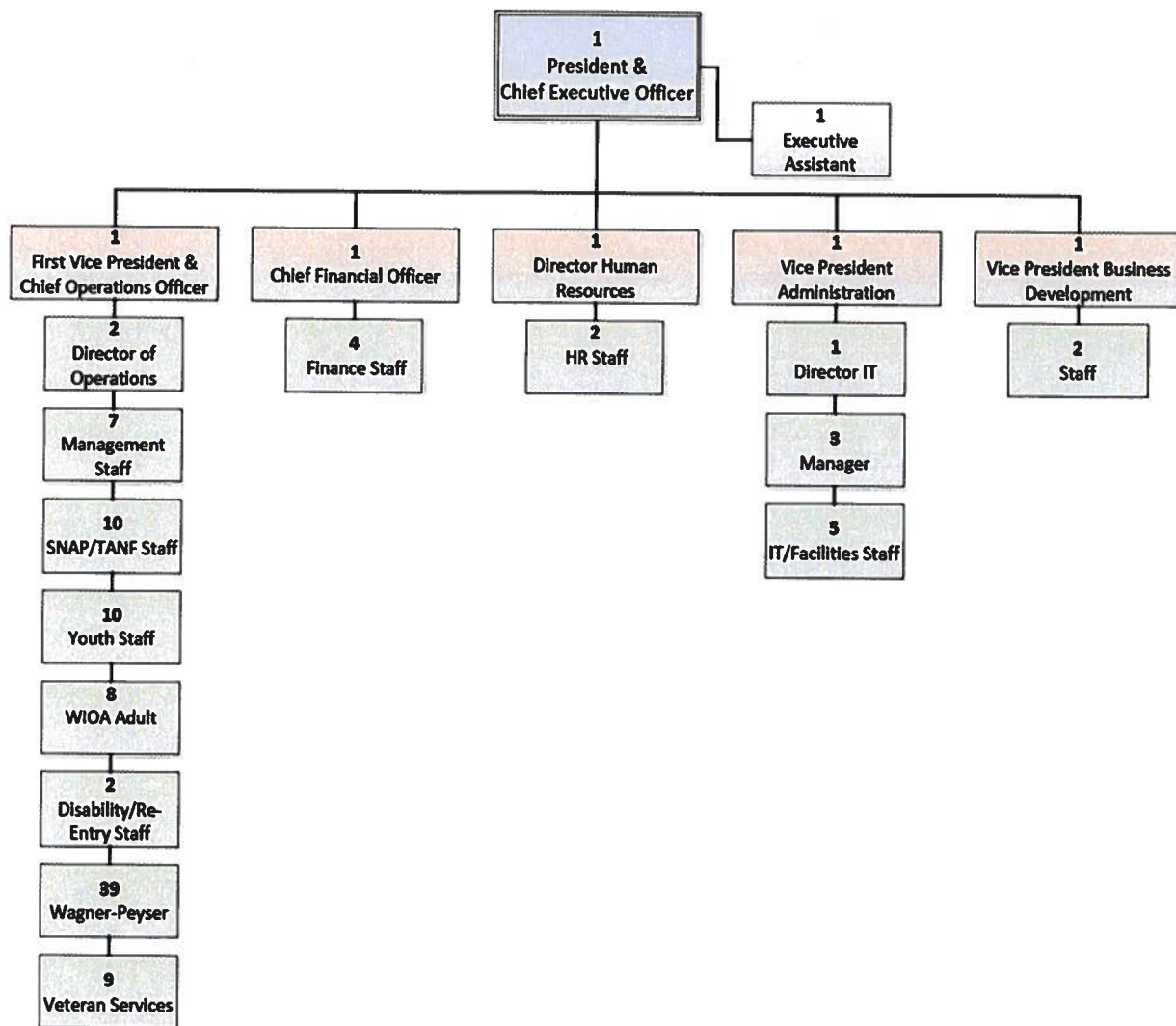


Locations:

3400 Belvedere Road
West Palm Beach, FL 33406

1085 South Main Street
Belle Glade, FL 33430

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B.2. a. (Attachment) - Organizational Structure Form:

1. Name of Organization: CareerSource Palm Beach County, Inc.
2. Contact Person: Julia Dattolo e-mail: jdattolo@careersourcepbc.com
3. Address: 3400 Belvedere Road, West Palm Beach, FL 33406
4. Telephone Number: (561) 340-1060 Ext. 2363 5. FEID Number: 65-0709274
6. DUNS Number: 613975965
7. The Proposer's organization operates as (check as applicable):
☒ a public agency (specify): Local Workforce Development Board.
☒ a corporation incorporated under the laws of the State of: Florida.
8. Check to indicate if your organization is: ☐ community-based organization (CBO),
☐ minority-owned enterprise, ☐ female-owned enterprise
9. The proposer's organization operates on: ☒ not-for-profit, ☐ profit basis
10. The proposer certifies ☒ without exception, ☐ with exception, as explained on the attached, that:
 - a. it has no outstanding liens, claims, debts, judgments, or litigation pending against it, which would materially affect its programmatic or financial abilities to implement and carry out its proposed program.
 - b. It has not been required to comply with an official order of any agency of the State of Florida, or the United States Department of Labor to repay disallowed costs incurred during its conduct of projects or services.
 - c. It is current in its payment of applicable Federal, State, and local taxes.
 - d. It is free and clear of any disallowed audited costs.
 - e. its costs and pricing data submitted with this proposal are representative of only those reasonable, allowable, and allocable costs necessary for carrying out its proposed program.
 - f. It will comply with WIOA and its promulgated rules and regulations.
 - g. It is authorized to submit this proposal in accordance with the policies of its governing body; and
 - h. The attached certification for suspension or debarment has been signed by the organization's authorized person.

By my signature, I am empowered and can act on behalf of the proposing organization in submitting this proposal. I certify that the information contained herein is true and correct to the best of my knowledge, that the offer contained herein is true and correct to the best of my knowledge, and that the offer contained herein is firm and valid for a period not to exceed 60 days from this proposal's date.

Organization Name: CareerSource Palm Beach County, Inc.

Location Address: 3400 Belvedere Road, West Palm Beach, FL 33406

Name of Authorized Official: Julia Dattolo

Signature: _____



Date: _____

8/24/23

B.3. QUALIFICATIONS

B.3.a. Provide relevant entity history:

CareerSource Palm Beach County, Inc. (CSPBC) is a private not-for-profit corporation registered under Section 501(c) (3) of U.S. Internal Revenue Code. CSPBC is the designated administrative entity and sub-state grantee for the LWDA 21 and has been chartered by the Governor as the local workforce development board. As such, CSPBC oversees the planning and implementation of a variety of welfare reform and workforce development programs in Palm Beach County.

CSPBC was approved to be a Direct Service Provider on November 1, 2007, and has operated under the Direct Service Model since that time providing services to WIOA adult, youth, and dislocated workers. In the Direct Services Model, CSPBC has reduced costs, enhanced operations, and improved the image and knowledge of the local career center system in the communities served. As the direct services provider, CSPBC has met and/or exceeded the State's Individual Training Account (ITA) Expenditure Requirement each year since enactment.

The Direct Service Model operated by CSPBC is relevant to the organization's request to serve as its own One-Stop Operator; as a study published by [Social Policy Research Associates](#) found that a majority of operators also provided direct services in the career center. Serving as a direct service provider enabled operators to leverage their program funding to support functions that supported career center-wide operations.

CSPBC has served as its own One-Stop Operator since July 1, 2020, following the resignation of our previous One-Stop Operator, Cambridge Consulting, LLC. After several failed procurements, CSPBC's Board of Directors recommended a petition to the CareerSource Florida State Board of Directors to serve as our own Operator. The application was submitted to the Florida Department of Economic Opportunity (DEO) on August 26, 2020, and approved by the CareerSource Florida Board of Directors on June 9, 2021, for a period of three (3) years.

Since assuming the role of One-Stop Operator, both officially and unofficially, CSPBC has continued to enhance service integration amongst career center programs and partners for the benefit of the customer. Additionally, during our time serving as our own On-Stop Operator, we have worked to establish firewalls to ensure the role of the One-Stop Operator is carried out in accordance with federal and state guidance and regulations.

B.3.b. List of recent assessments (within past 2 years) of nonprofit corporations, locally and in the state of Florida. If partners or other employees serve in an advisory capacity, please list such positions.

From 2021-2023, CSPBC's COO, Steven Gustafson, served as part of an advisory committee that oversaw the assessment of the Southeastern Employment and Training Association (SETA) to determine necessary enhancements to the organization, to include conference program design, website revitalization, and membership dues.

CSPBC's CEO Julia Dattolo and COO Steven Gustafson serve as members of the advisory committee for the United Way of Palm Beach County's Mission United.

B.3.c. List of recent assessments (within the past 2 years) involving workforce entities, locally and in the state of Florida. If partners or other employees serve in an advisory capacity, please list such positions:

1. Nondiscrimination Program Desk Review Questionnaire, Program Year (PY) 2022
2. CSPBC Annual Performance Report, PY 2021
3. Nondiscrimination Program Desk Review Questionnaire, PY 2021
4. CSPBC Annual Performance Report, PY 2020

B.3.d. Explain experience in conducting assessments of federal grant programs, including but not limited to WIOA, Wagner-Peyser, Veterans, and TANF/SNAP:

Since the Workforce Investment Act (WIA) of 1998 to the current day Workforce Innovation and Opportunity Act (WIOA) of 2014, CSPBC has been conducting assessments for workforce programs, including but not limited to WIOA, Wagner-Peyser, Job for Veterans State Grant (JVSG), Trade Adjustment Assistance (TAA), Rapid Response, Temporary Assistance for Needy Families (TANF), and Supplemental Nutrition Assistance Program (SNAP).

Presently, CSPBC utilizes Geographic Solution's VOSGreeter® as the career center intake system to assess the scope of each customer's visit to the career center and directly communicate with the State's Management Information System (MIS) Employ Florida. This system empowers staff to quickly triage customers and identify the proper service level and/or resources necessary to assist them with accomplishing their career goals and objectives. Additionally, CSPBC is the first local area in Florida to test Geographic Solution's Eligibility Explorer, a simplified tool that allows customers to utilize their Employ Florida registration to determine eligibility and apply for programs, including, but not limited to, WIOA Adult and Dislocated Worker. CSPBC is working to have this new tool fully integrated by January 2024 to further streamline the manner in which customers are assessed and introduced to programs and services offered through the career center.

Staff guided initial and objective assessments serve as the foundation for the delivery of individualized career and training services, to include career planning. Staff utilize the assessment wizard within Employ Florida to ensure all barriers and needs are identified during the assessment, allowing the formation of an employment plan that establishes realistic goals and objectives while identifying plans and resources to overcome potential barriers to employment or the completion of training. Using the wizard from Employ Florida promotes consistency across programs and enables the ability to assess customers both in-person and remotely.

It is the intent of CSPBC to increase the delivery of career services and screening tools to diverse populations and assist them in finding employment and training in a career that best fits their employment goals through a no wrong door system of entry that encompasses the foundations of trauma informed care. These populations may include low-income individuals, individuals underrepresented in targeted industries, dislocated workers, individuals with disabilities, veterans, and other populations with training and employment barriers, who are most in need of these services.

When developing assessment tools, individuals with disabilities (as defined in 29 CFR Part 37.4) are accommodated according to Section 188 of the WIOA (implementing regulations at 29 CFR Part 38), Section 504 of the Rehabilitation Act of 1973 (DOL implementing regulations at 29 CFR Part 32), and Title II of the Americans with Disabilities Act, and if applicable (implementing regulations at 28 CFR Part 35) taking into consideration guidelines associated with the assessment test and State law or policies.

B. 3. e. - Explain how your firm can provide continuity of staff:

CSPBC will hire qualified programmatic and technical staff that have the expertise to meet the goals, objectives, and requirements of the One-Stop Operator. The experience, abilities, and motivation of staff play a critical role

in the ultimate success of service delivery.

CSPBC will ensure that staff are trained to effectively carry out One-Stop Operator duties, and ensure ongoing training is conducted to keep staff abreast of new policies and procedures. The current staff member who will ensure the One-Stop Operator's performance under this RFP has been on board since 2012.

B. 3. f. - Explain internal quality assurance practices and procedures:

CSPBC uses a quality control process to detect and reduce fraud and errors in data collection, eligibility determinations, and service delivery. All staff are responsible for errors, and fraud detection and reduction. The respondent utilizes peer-to-peer and third-party internal monitoring techniques and also employs the use of an outside monitoring vendor through Taylor, Hall, Miller, Parker, P.A. (THMP).

Ultimately, the President and CEO is responsible for ensuring quality assurance is in place and operational. However, the President and CEO relies on the COO and key members of the Operations Support Team (Manager of Compliance Training and Monitoring and Quality and Program Analyst) to carry out the quality assurance functions. The Manager of Compliance Training and Monitoring is responsible for developing a monitoring guideline each year and ensuring the actions within are carried out by program department leadership.

1. Program Monitoring Roles & Responsibilities

a. Manager of Compliance Training and Monitoring:

- The Manager of Compliance Training and Monitoring will be responsible for ensuring that internal monitoring is occurring based on the predetermined schedule, as detailed in the table below and as detailed in the Program Monitoring Schedule established annually.
- The Manager of Compliance Training and Monitoring will track and report internal monitoring results and corrective action reports, identify trends and regional issues, and provide this compiled information to the Chief Operating Officer (COO) per schedule.
- The Manager of Compliance Training and Monitoring will conduct meetings and discuss improvement strategies with Program Managers, Center Managers, and Department Supervisors, as needed.

b. Quality Assurance (QA) Monitor:

- For the regional monitoring conducted by the Quality Assurance Monitor, the Manager of Compliance Training and Monitoring will randomly identify the sample for the review period as outlined in the "File Review" section.
- The Manager of Compliance Training and Monitoring will create a schedule for the dates for the monitoring. He/she will notify the QA Monitor and Directors of the dates the monitoring will occur in the centers.
- The QA Monitor will conduct the monitoring in each of the centers according to the predetermined schedule using the Quality Assurance/State Monitoring Tools, via online or spreadsheet to capture their results.
- The QA Monitor will conduct debriefings following program monitoring to center staff and for ensuring appropriate corrective action for each monitoring is completed and entered in the QA tools database.
- The QA Monitor will maintain a master Corrective Action spreadsheet and conduct periodic spot checks for corrective action, as needed and appropriate.
- CAPs will be tracked by the Manager of Compliance Training and Monitoring for compliance.

2. File Review

a. Tri-Annual

On a tri-annual basis, the Quality Assurance Monitor (QA) will review the below:

Welfare Transition (WT): 10 case files per center

Wagner-Peyser (WP):

- 1-2 WP Placements/Referrals for Appropriateness per Career Consultant/Recruiter for a minimum of 15 per center
- 15 WP Job Seeker Services per center
- 10 WP – JVSG case files
- 10 WP – MSFW case files
- 15 Job Orders (5 AG and 10 Non-AG)

RESEA: 10 case files at each center

b. Bi-Annual

On a bi-annual basis, the Quality Assurance Monitor (QA) will review the below:

WIOA Adult/Dislocated Worker: 10 case files per center

WIOA YOUTH: A sample of up to 10 case files

SNAP: 10 case files per center

c. Annual

File review criteria is based on State monitoring tools and/or those used by external auditors and updated, as necessary, based on findings, other non-compliance issues and observations. The nature of monitoring and sample size for monitoring is subject to change. For example, during periods of transition due to new state/federal program requirements or guidance, new or revised state programmatic monitoring tools or the lack thereof, or trends identified during internal and external program monitoring reviews.

3. Debriefing

- Within 7 days, the QA Monitor will provide a report summarizing the program monitoring results to the respective Department Supervisor, Center Manager, Program Manager, Directors and Manager of Compliance Training and Monitoring.
- Within 7 days of receipt of the monitoring results, the Department Supervisor/Program Manager will be required to complete and enter corrective action for any findings, other non-compliance issues or observations in the QA Monitoring database.

4. Corrective Action Plans (CAPs)

- The QA Monitor and/or Manager of Compliance Training and Monitoring will monitor CAPs as evidenced by reports noting the completed corrective action for any findings, other non-compliance issues and observations as recorded in the QA Monitoring database.
- Program Supervisors are required, if after a QA Monitoring review, to:
 1. randomly collect and monitor three (3) additional case files as "Desk Reviews" if three (3) or more findings related to the same staff member were found by the QA Monitor for the same review period; or
 2. randomly collect and monitor five (5) additional case files as "Desk Reviews" if 30% or more findings were similar (i.e., failing the same monitoring element on the QA/review tool) for the same period.

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5. Continuous Improvement

STEP #1: As appropriate from the monitoring, relevant Program Manager conducts staff training, develops, or updates on-boarding training manuals and/or policies and procedures, job aides, tools, forms, etc. to incorporate as new program guidance and provides to Manager of Compliance Training and Monitoring and the Quality and Program Analyst for review.

STEP #2: Once new or updated documentation is developed, the Program Manager is to have staff review and acknowledge that they understand the document(s), through CSPBC's training platform, KnowBe4.

STEP #3: Program Manager meets with Manager of Compliance Training and Monitoring to review and revise monitoring tools or any needed staff training with the QA Monitor, as needed.

STEP #4: Manager of Compliance Training and Monitoring documents all corrective actions as part of continuous improvement in a database and check that such corrective actions were completed.

6. Tracking Process

(Based on timing detailed in the Program Monitoring Schedule):

a. Bi-monthly Basis:

- Staff Peer Reviews and Programmatic Supervisor Evaluations (e.g., for WTP, WIOA Adult/DW, WP, RESEA, SNAP and WIOA Youth) are to be inputted into the applicable web-based QA Monitoring database.
- Programmatic Supervisors will input all CAPs into applicable web-based QA Monitoring database.
- Once approved by the Manager of Compliance Training and Monitoring, the QA Monitor will distribute the "Bi-monthly Supervisor Compliance Report" to the Program Supervisors, Managers, Directors, and the COO.

b. Tri-annual Basis:

For WTP, WP (JVSG, Job Order, MSFW, and RESEA), QA Monitor to track findings and summarize CAP plans for internal QA monitoring as evidenced by reports and provide summarized information to the COO and Manager of Compliance Training and Monitoring.

c. Bi-annual Basis:

For WIOA Adult/DW, Youth and SNAP, the QA Monitor is to track findings and summarize CAPs for internal QA monitoring as evidenced by QA Monitoring database reports and provide summarized information to the Manager of Compliance Training and Monitoring.

7. Tracking Schedule

CSPBC 2023 QA TRACKING SCHEDULE		
Program Monitoring Data / Report	Timing	Person Responsible
Supervisor Staff Peer Review and Compliance Report	Bi-Monthly	QA Monitor
QA Program Monitoring Findings & Corrective Action Report "Roll-Up"	Tri-Annually	Manager of Compliance Training and Monitoring
QA Program Monitoring Annual Report	Annually	Manager of Compliance Training and Monitoring

8. Program Monitoring Schedule

On an annual basis, the QA Monitor with the Manager of Compliance Training and Monitoring establishes a detailed date-specific Program Monitoring Schedule based on the schedule format in the following table. The Program Monitoring Schedule is a flexible document subject to change and may be updated according to organizational priorities and staff schedules.

CSPBC 2023 QA PROGRAM MONITORING SCHEDULE		
NOTE: DUE DATE IS THE END OF THE MONTH		
MONTH	PROGRAM	REVIEW PERIOD
January	WP-Placements & WP-Jobseekers	September - December
	January 30 - February 03 (DEO ANNUAL MONITORING)	October 01, 2021 – December 31, 2022
February	WP-Job Orders & WP-JVSG	October - January
March	WTP, WP-MSFW & RESEA	November - February
April	WIOA A/DW, WIOA Youth & SNAP	September - February
	THMP SEMI-ANNUAL MONITORING	October 01, 2022 - March 30, 2023
May	WP-Placements & WP-Jobseekers	January - April
June	WP-Job Orders & WP-JVSG	February - May
July	WTP, WP-MSFW & RESEA	March - June
August	WIOA A/DW, WIOA Youth & SNAP	May - August
September	WP-Placements & WP-Jobseekers	May - August
October	WP-Job Orders & WP-JVSG	June - September
	THMP SEMI-ANNUAL MONITORING	April 01, 2023 - September 30, 2023
November	WTP, WP-MSFW & RESEA	July - October
December	Special Monitoring (as needed)	Any

B. 4. REFERENCES

Reference #1

Organization Name: Palm Beach State College
Location Address: 812 Fern Street West Palm Beach, FL 33401
Contact Name: Kimberly Lea
Title: Dean of Workforce
Phone Number: 561 868-3457
Email Address: leak@palmbeachstate.edu
Service Dates: Ongoing **Value of Contract:** N/A
Description of Work: Eligible Training Provider

Reference #2

Organization Name: Adult Education, Palm Beach County School District
Location Address: 4200 Purdy Lane, Bldg 50, Palm Springs, FI 33461
Contact Name: Fred Barch
Title: Director, Adult and Community Education
Phone Number: 561-649-6014
Email Address: fred.barch@palmbeachschools.org
Service Dates: Ongoing **Value of Contract:** N/A
Description of Work: Eligible Training Provider

Reference #3

Organization Name: Palm Beach County School District
Location Address: 3300 Forrest Hill Blvd. Suite C-124, West Palm Beach, FI 33406
Contact Name: Dr. Jeraline Johnson
Title: Director of Choice and Career Academies
Phone Number: 561- 434-8880
Email Address: jeraline.johnson@palmbeachschools.org

Service Dates: Ongoing

Value of Contract: N/A

Description of Work: Education partner

B. 5. SERVICE TEAM'S QUALIFICATIONS

a. Identify proposed team members.

Scot Frank

b. For each proposed team member, list qualifications in terms of the overall experience, nonprofit or federal program assessment experience, and education. Resumes may be included.

(1) Overall experience.

11 years of experience in workforce development.

(2) Nonprofit or federal program assessment experience.

11 years of experience in nonprofit and federal program assessments.

(3) Education.

The highest education level is a master's degree in human resources.

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B. 6. SCOPE OF WORK / SERVICE PLAN

CSPBC has reviewed the Request for Proposal (RFP) and understands the service delivery required under this solicitation. With this understanding and knowledge of the RFP, the Respondent is prepared to deliver the services outlined below to meet the specifications set forth in the RFP. The services will be provided at the following locations, including other locations that CSPBC may identify:

- a. 3400 Belvedere Road, West Palm Beach, FL 33406 (comprehensive).
- b. 1085 S Main Street, Belle Glade, FL 33430 (satellite).

The One-Stop Operator will play a critical role in supporting the CSPBC workforce system by coordinating its diverse partners to achieve CSPBC's service delivery vision and any defined performance goals. Specifically, the One-Stop Operator will:

1. Develop, review, implement, and monitor appropriate Memorandum of Understanding (MOU) between CareerSource Palm Beach County Inc., and the one-stop partners to ensure the efficient operation of the one-stop delivery system in the local area. These functions will include at a minimum:

- a. **The required content of MOUs:**

CSPBC will develop and review the required content of the MOUs and oversee the execution and implementation of MOUs within the one-stop career center and affiliate sites. CSPBC will implement the approved MOUs with partnering agencies and programs to establish an integrated workforce system that extends beyond basic workforce services. The provisions of services will be included in the MOUs.

- b. **The manner in which the services will be coordinated and delivered through such system:**

CSPBC will use an Integrated Service Delivery Model for delivering services to customers throughout the region. All one-stop programs and partner services are fully integrated with an entire menu of services offered through the one-stop system. Common intake will be made accessible to customers through the Geographic Solutions VOS® Employ Florida program application. All functions are carried out with oversight from the CSPBC Board and committees.

The Integrated Services Model views all core programs as one workforce system, assessing strategic needs and aligning them with service strategies that ensure the workforce system meets the employment and skill needs of all workers and employers. CSPBC will collaborate with other career center partner programs, and other partners at the state and local levels to ensure the needs of CSPBC's customers are met. The Workforce Innovation and Opportunity Act (WIOA) and the State use a certification process and competition to help achieve this vision and ensure continuous improvement in the workforce's one-stop system.

CSPBC will coordinate with senior management and key partners on service delivery efficiencies and make recommendations for best practices and training options for continuous improvement. CSPBC will be responsible for compiling a list of services available through each required partner and making this list available to partners through the CSPBC intranet. CSPBC will develop

procedures that outline the referral mechanisms for each partner.

c. How the costs of such services and the operating costs of such system will be funded:

20 CFR 678.420 requires each required one-stop partner to provide access to its programs or activities through the one-stop delivery system, in addition to any other appropriate locations. They also must use a portion of the funds made available to the partner's program, to the extent consistent with the Federal law authorizing the partner's program and with Federal cost principles in 2 CFR parts 200 and 2900 to contribute to the infrastructure cost of the one-stop delivery system. One stipulation is that costs are allowable, reasonable, necessary, and allocable.

CSPBC will ensure the one-stop delivery system's operating budget and Infrastructure Funding Cost Agreements (IFA) are agreed to by each required partner. The Agreements will be formalized in the MOUs.

d. Methods of referral of individuals between the one-stop operator and the one-stop partners for appropriate services and activities:

CSPBC will ensure a referral system is formalized in the MOUs and step-action procedures. CSPBC will ensure procedures are in place to offer the appropriate services to participants registered or enrolled in a one-stop system program through direct services, or referral to a partner agency for services where appropriate. Such services may include:

- a. Appropriate recruitment and other business services on behalf of employers, including information and referrals to specialized business services other than those traditionally offered through the one-stop delivery system.
 - b. Referral to housing assistance & other supportive services.
 - c. Referrals to the Jobs for Veterans State Grant program staff for services as appropriate in accordance with Administrative Policy 102.
 - d. Career consulting, planning, and job search assistance.
 - e. Personalized instruction to prepare for specific job interviews.
 - f. Occupational career training where applicable.
 - g. Intervention with potential employers on behalf of specific program participants where appropriate.
 - h. Supportive service assistance where allowable.
 - i. Child Care referrals as needed.
- e. Methods to ensure the needs of workers and youth, and individuals with barriers to employment, including individuals with disabilities, are addressed in the provision of necessary and appropriate access to services, including access to technology and materials, made available through the one-stop delivery system:**

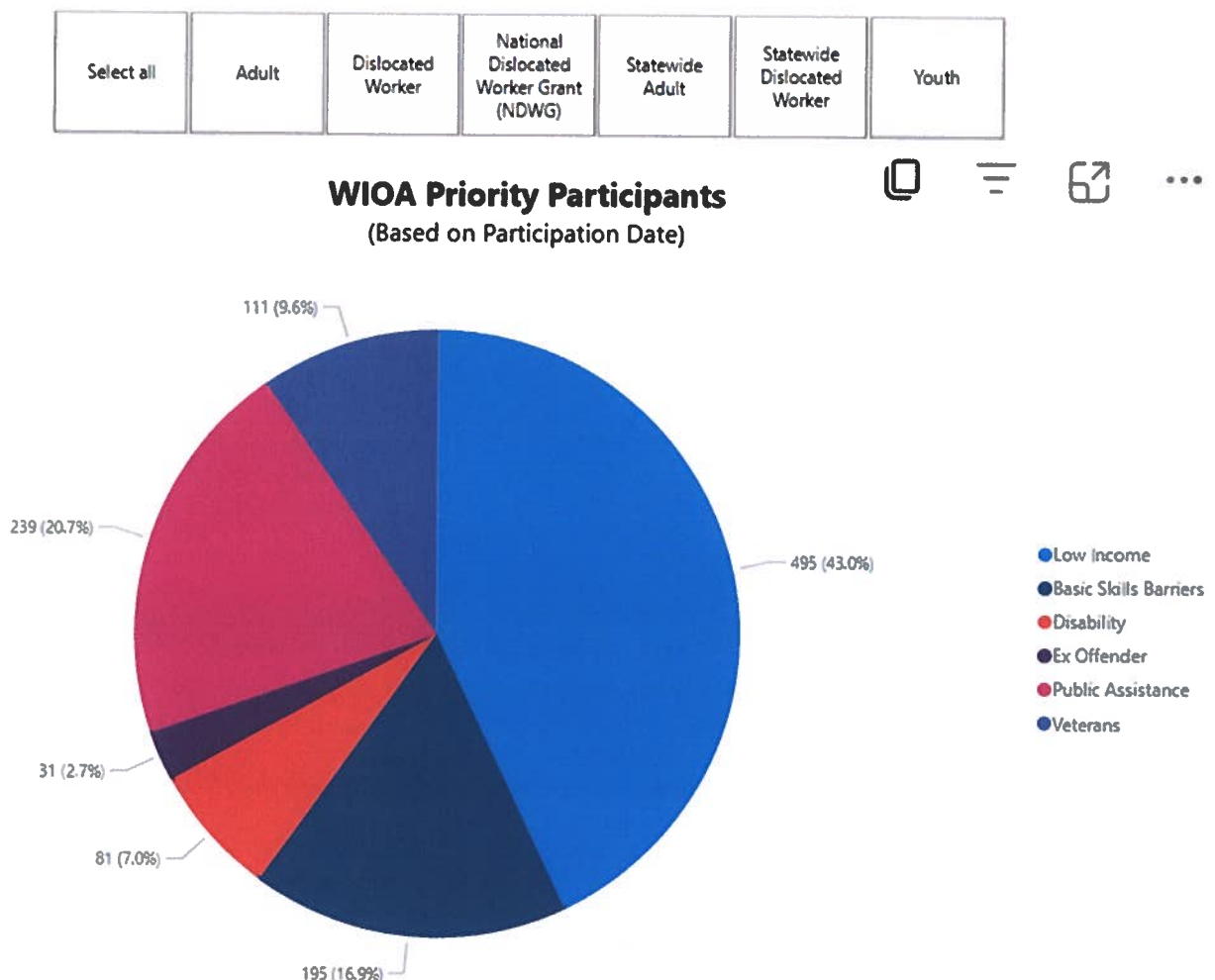
CSPBC will ensure practices are in place to meet the employment needs of workers and youth. Procedures will be operationalized in a manner that encourages staff and one-stop partners to provide services to individuals with disabilities, and other individuals with barriers to employment, including, those who may require longer-term services, such as intensive employment training, or education services.

In coordinating services and serving as the One-Stop Operator, CSPBC will encourage staff and one-stop partners to refrain from establishing practices that create disincentives to providing services to individuals with barriers to employment who may require longer-term services.

CSPBC will ensure at a minimum, at least once every three years CSPBC completes a comprehensive, assessment of the effectiveness, physical and programmatic accessibility, and continuous improvement of career centers and the one-stop delivery system.

Procedurally, an assessment is completed annually and includes compliance with the Americans with Disabilities Act regarding physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities.

CSPBC will track services to individuals with barriers and other priority populations to ensure access to services is maximized using Microsoft Power Business Intelligence® dashboards available to all staff on the CSPBC Intranet. CSPBC will report out on these demographics and barriers twice annually to the CSPBC Board.



- f. **The duration of the MOU and the procedures for amending its duration, and assurances that such MOU shall be reviewed not less than once every 3-year period to ensure appropriate funding and delivery of services.**

CSPBC will ensure MOUs are fully executed with all required partner agencies. The MOUs will contain all the required elements as prescribed by 20 CFR 678.500, including the duration of the MOU and the procedures for amending its duration, and assurances that such MOU shall be reviewed not less than once every 3-year period to ensure appropriate funding for the delivery of services.

- g. **Such other provisions, consistent with the requirements, as the parties to the agreement determine to be appropriate.**

CSPBC will perform additional relevant services at the option of the CSPBC Board and the President/CEO as necessary for the operations of the career center and affiliate sites. Additional services may include areas such as skill gap reviews, labor market studies, cross-regional labor market/labor studies and comparisons, and coordination with other workforce development boards and operators for 'regional' planning purposes.

2. Continuous Improvement of One-Stop Centers: develop strategies to improve coordination of services across one-stop partner programs to enhance service delivery and improve efficiencies, including at a minimum:

- a. **Coordinating and holding up to four meetings with partners to support the Memorandum of Understanding (MOU) implementation. The Operator will develop meeting agendas (in conjunction with CSPBC staff), and meeting activities, facilitate meetings, and provide meeting notes.**

CSPBC will coordinate and hold up to four meetings with all mandatory and co-located one-stop partners. The meetings may be virtual, in-person, or other approved methods with the approval of the President/CEO. In conjunction with CSPBC staff, CSPBC will develop meeting agendas, meeting activities, facilitate meetings, and provide meeting notes.

- b. **Establish objective criteria and procedures in assessing the effectiveness, physical and programmatic accessibility in accordance with section 188, if applicable, and the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.):**

CSPBC will use the FloridaCommerce Office for Civil Rights (OCR) Nondiscrimination Program Desk Review Questionnaire as objective criteria and procedures in assessing the effectiveness, physical and programmatic accessibility in accordance with section 188 and the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) The Questionnaire follows the organization of the FloridaCommerce Nondiscrimination Plan and is meant to ensure compliance with applicable civil rights laws and regulations.

CSPBC will ensure non-discrimination, whereas customers have an equal opportunity to access programs and services administered by CSPBC. No individual shall be excluded from participation in, denied the benefits of, subjected to discrimination under, or denied employment in the

administration of or in connection with programs on the basis of race, color, religion, sex, national origin, disability, age, political affiliation, marital status, sexual orientation or status, and each customer shall have such rights as are available under any applicable Federal, State, or local law prohibiting discrimination.

- c. **Develop strategies for technological improvements to facilitate access to, and improve the quality of, services and activities provided through the one-stop delivery system. Such improvements include enhancing digital literacy skills; accelerating the acquisition of skills and recognized postsecondary credentials by participants; strengthening the professional development of providers and workforce professionals; and ensuring such technology is accessible to individuals with disabilities:**

CSPBC will establish and maintain linkages between all one-stop partners to improve communication, referrals, service delivery, and tracking of performance.

CSPBC will rely on CSPBC's Disability Navigator, IT staff, and program managers to lead in the development of strategies for technological improvements to facilitate access to improve the quality of services and activities provided through the one-stop delivery system.

The Disability Navigator is a critical component of the one-stop system. A primary role of the Navigator in the one-stop system is the formation of relationships across multiple programs that impact individuals with disabilities such as coordinating policy, service delivery, and other activities that improve access and opportunities for careers, and successful employment outcomes for individuals with disabilities.

They share the responsibility, alongside CSPBC management, of ensuring CSPBC staff, the One-Stop Operator, one-stop partners, and career centers and affiliate sites comply with the Americans with Disabilities Act regarding physical and programmatic accessibility of facilities, programs, and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing universal access.

In addition to the virtual services that are available to CSPBC employers and job seekers, Employ Florida is available 24 hours a day, seven days a week providing access to employment opportunities, resume-building resources, etc. WIOA program applications, to include special grants, are available through the CSPBC website 24 hours a day.

During regular business hours, all career center visitors are logged through the VOS Greeter® system which communicates directly with Employ Florida, ensuring a seamless integration of career center intake and the State MIS. VOS Greeter® touch screen kiosks are available upon entry into the career center and staff are on hand to assist customers with completing the intake application.

During regular business hours, all career center visitors have the availability to use Accessible technology in our Resource Center. The following technology is available and updated yearly with our partners at Division of Blind Services:

Fusion: combines ZoomText screen magnification and visual enhancements for screen viewing and **JAWS** (Job Access with Speech).

Features (from their website) include:

- Magnification up to 60x with screen and cursor enhancements
- Includes scan and read option for image files, PEARL®, and flatbed scanners

- High-quality speech using Eloquence® and Vocalizer™ Expressive Instant access to any JAWS customization already in place.
- Remote desktop and Citrix terminal services options available
- Powerful keyboard access including navigation on the web
- Screen tracking synchronized with speech and Braille as you navigate and read
- Works with TypeAbility and J-Say

Sorenson Video Relay: Empowers the deaf and hard-of-hearing community to communicate with both deaf and hearing business contacts using video relay service. Users can connect with an ASL interpreter via video for real-time interpretation. (Members of the deaf community now mostly use apps on their smartphones.)

Center visitors may also have use of large print/braille keyboards.

d. Developing strategies to improve coordination of services across one-stop partner programs to enhance service delivery and improve efficiencies (including but not limited to the design and implementation of common intake, data collection, performance measurement and reporting processes) with local input into such design and implementation:

CSPBC's Board of Directors ensures processes are in place that will enable the organization to exceed the highest standards set by the CareerSource Florida Board of Directors. These processes are the fabric of the Direct Services Model. The CSPBC Board of Directors believes the continuous process improvement model, conducted through human-centered design principles, should be the cornerstone of the CSPBC Direct Services Model. The Board also believes that having the right policies and procedures in place improves the coordination of services across one-stop partner programs, enhances service delivery, and improves efficiencies within the system.

The Direct Services Model is flexible for day-to-day operations. It provides the system with the capability to react more quickly to changing conditions in the workforce environment. A value-added benefit allows greater resources to be allocated to serve more people and provide more services to meet the specific needs of each customer. The model enhances the design and implementation of common intake, data collection, performance measurement, and reporting.

All one-stop programs and partner services are fully integrated with an entire menu of services offered through the one-stop system. All functions are carried out with oversight from the CSPBC Board, the Executive Committee, and the Youth and Young Adult Outreach (Youth) Committee.

CSPBC will use the CSPBC Direct Services Model as the starting point to evaluate efficiencies and develop strategies to improve the coordination of services across one-stop partner programs and service delivery. CSPBC will also incorporate customer satisfaction initiatives, such as annual customer surveys as part of the evaluation process.

3. Develop Quarterly Reports: In conjunction with CSPBC staff, the Operator will develop an appropriate mechanism to report on the progress and performance of the partnerships across the system to the Workforce Development Board. Specific meeting information is posted on the CSPBC website, <https://www.careersourcepbc.com>.

CSPBC will work with CSPBC staff to develop an appropriate mechanism to report on the progress and performance of the partnerships across the system. Some examples of system reporting may include:

- a. Quarterly or annual One-Stop Operator's Report focusing on requirements prescribed in law.
- b. Annual customer satisfaction surveys developed using Qualtrics.

B. 7. Price (Budget Details), a.: Propose a total price to perform the scope of work identified for one-stop operator services for December 1, 2023, through June 30, 2024.

Direct Services	Budget Request 12/1/2023-6/30/2024
Salaries/Per Hour (List each position on a separate line with hourly rate)	
Scot Frank (12% of salary) Prorated for seven (7) months	\$5,385.00
Total Salaries	\$5,385.00
Benefits	\$2,394.00
Supplies	125
Rent/Lease	475
Utilities	75
Phone	125
Postage	20
Travel – Staff	\$500.00
Other: Specify each Item	
Indirect % (approved rate of 18.12%)	\$1,649
Total	\$10,748

Position/Job Title	Annual Salary	% Charged to this Proposal
Scot Frank, Operations Review Specialist	\$76,937	12% (Prorated for seven (7) months)
Total	\$76,937	12% of total costs

B. 7. Price (Budget Details), b.: Provide estimated cost for each of the three (3) subsequent years under this procurement.

The estimated cost for each of the three subsequent years under this procurement is \$18,500 per year.

DRAFT MINUTES
CAREERSOURCE PALM BEACH COUNTY, INC.
BOARD OF DIRECTORS MEETING
OCTOBER 19, 2023

I. CALL MEETING TO ORDER, WELCOME

The meeting was audio and video recorded with a written transcript. Christopher Cothran welcomed attendees and called the meeting to order at noon. A quorum was present with the following board members attending Alex Dobin, Alyssa Freeman, Christopher Cothran, Connor Lynch, Cynthia Gaber, David Gobeo, David Markarian, David Talley, Deana Pizzo, George Elmore, John Boggess, Laurie George, Richard Radcliffe, Shirley Erazo, Tatiana Messerole, Timothy Dougher and Zachary Cassidy. Board members absent were Ava Parker, Marci Woodward, Ricky Wade, Libbey Webb and Mel Coleman,

II. AGENDA APPROVAL

- a. Proposed Amendments: Christopher Cothran asked if there were any amendments to the agenda. There was none.
- b. Approval of Agenda: Christopher Cothran called for a vote to approve the agenda.

Motion: David Talley
Second: George Elmore
The motion passed unanimously.

III. PUBLIC COMMENTS: None.

IV. CONSENT AGENDA

- a. Minutes from June 15, 2023
- b. 2024 CareerSource Palm Beach County, Inc. and Palm Beach Workforce Development Consortium Board of Director and Committee Meeting Schedule
- c. Approval of Board Membership
 - i. Mike Burke, Superintendent, Palm Beach County School District
 - ii. Kris Hopkins, Port Agent-Post Everglades, Seafarers International Workers
- d. Board of Director Resignation
 - i. Dwight Mattingly, President/Business Agent, Amalgamated Transit Union, Local 1577 Resignation effective August 23, 2023
- e. Approval of New Financial Planning Committee Member
 - i. Dave Markarian
- f. Approval of Lease Renewal Between CareerSource Palm Beach County, Inc., and Palm Beach County (Central Career Center)
- g. Approval to Amend CareerSource Palm Beach County, Inc. Procurement Policies and Procedures (Delegation of Signatory Authority Levels)
- h. Prior Approval Request to Transfer Funds from WIOA Dislocated Worker to WIOA Adult
- i. CareerSource Palm Beach County, Inc. Amended Bylaws
 - i. Dissolution of the One-Stop Delivery System Committee
 - ii. Emeritus Board Members
- j. Approval of a Three-Year Extension to the President & CEO, Julia Dattolo's Employment Agreement Beginning January 1, 2024, and Ending December 31, 2026

Christopher Cothran asked the board to review the consent items and after reviewing them, asked if they wished to pull any item. Hearing none, he called for a motion to approve the consent agenda items a. through j.

Motion: Richard Radcliffe
Second: Alex Dobin
The motion passed unanimously.

V. INFORMATIONAL

- a. Board of Directors Attendance Record: A copy of the board attendance table was included in the agenda packet. Any Director failing to attend four consecutive regular Board meetings without excused absence as determined by the Executive Committee shall be considered to have voluntarily resigned.
- b. CareerSource Palm Beach County selected to serve as One-Stop Operator for PY 2023-2026 (Julia Dattolo): In February 2023 the Executive Committee and board of directors approved CareerSource Palm Beach County, Inc. to be the one stop operator. A requirement of CareerSource submitting a proposal by CareerSource Florida, Inc. and the Florida Department of Commerce was that the RFP be re-issued by a third party. CareerSource Polk reissued the RFP and one proposal was submitted by CareerSource in response to the re-issued RFP. CareerSource Polk recommend to award the one stop operator contract to CareerSource Palm Beach County, Inc. Christopher Cothran referred the board to the backup supporting documentation included in the meeting agenda packet for this item. The board approves CareerSource Palm Beach County, Inc. as the one stop operator. He then asked if there was any comments or questions. There were none.
- c. 2023-2024 Local Targeted Occupations List (LTOL) (Julia Dattolo): Adjustments to the list were made as proposed by the state. The updated list adds new occupations and removes some existing occupations.
- d. Communications Analytics Report (Tom Veenstra): The use of social media through Facebook, X, Instagram, LinkedIn and the website to promote services was shown in a PowerPoint presentation. The number of clicks, likes, tweets, followers, visits, shares and impressions was discussed. Facebook continues to be the most popular and preferred method of communication with 90% of job leads coming from Facebook. Print/online, media clips are still being used but its audience has decreased.
- e. Business Services Update (Charles Duval): Outreach efforts in the Glades and our presence in the community was discussed. A job fair was held in the Glades with 300 attendees who came to apply and look for jobs with employers Amazon, Coca-Cola, US Sugar, Lakeside Medical, Tellus Products and Florida Crystals. Finfrock is employing job seekers through CareerSource Palm Beach County, Inc.'s On-the-Job-Training program. We assisted Culver's in the opening of their new Loxahatchee location creating 90 jobs. CareerSource Palm Beach County, Inc. had a booth at the Hispanic Heritage Festival. The Lewis Center for the Homeless is providing transportation to the career centers so we can provide career services to those job seekers. Staff provided an orientation to our services at the Farmworker Coordinating Council. Charles Duval spoke about CareerSource Palm Beach County, Inc., jobs and apprenticeships when he appeared on South Florida PBS.
- f. TANF/SNAP Update (Sandra Wright): The average wage rate increased 9.8 % to \$16.38 per hour. The number of CareerSource job seekers receiving food stamps decreased 46%. A young adult job seeker success story was presented who was facing homelessness and after being provided referrals to our community partners and enrolling in the subsidized work program, within two months obtained full-time employment earning \$20 per hour with the School District of Palm Beach County. The job seeker's son was also assisted and obtained full-time employment earning \$28 per hour with Florida Crystals.

Veterans Update (Cody Melton): The primary performance indicator measures, number of participants served, race, ethnicity, gender, wage rate data and funding expenditures for the Veterans, Wagner-Peyser and WIOA programs for the period July 2022-June 2023 was shown in a PowerPoint presentation. The final results will be compiled by the state and available in February 2024. All goals have been met or exceeded and wage rates increased in all programs except WIOA Dislocated Worker. An active duty (U.S. Army) job seeker success story was presented. The job seeker enrolled in CareerSource's Careers for Veterans SkillBridge program paid for with the Careers for Veterans Grant, completed an internship and obtained full-time employment through on the job training earning \$22.50 per hour.

- g. President & CEO Update (Julia Dattolo): The year in review was shown in a PowerPoint presentation noting sustained low unemployment rates, job seekers and employers served, a return of women to the workforce, hiring events/job fairs and funding awards. As part of CareerSource Florida, Inc.'s Transformation Plan, CareerSource Palm Beach County, Inc. is partnering with local workforce development area 20 for the purpose of specific system wide improvements for consistency, improved customer experience and efficiencies in technology, administration, fiscal, procurement, contracts, programmatic policies and other identified areas. Senate Bill 240 requires the chair of each local workforce development board to appoint members to a local Education and Industry Consortium composed of representatives of educational entities, businesses and local leaders who will provide independent information from stakeholders in their local area. CareerSource Palm Beach County, Inc. has already been meeting with the required members, which will now be formalized as a Consortium with the CareerSource Palm Beach County, Inc. Board Chair's approval. CareerSource Palm Beach County, Inc. board members are not allowed to serve on the Consortium. Funding for PY 23/24 has decreased and adjustments have been made. Alternative sources of revenue are being pursued. The Five Pillars of CareerSource Palm Beach County, Inc.'s Strategic Initiatives was discussed. Through a human centered design approach, we are using feedback from customers to improve our services and facilities.

VI. COMMITTEE REPORTS (Active)

- a. Executive Committee – October 6, 2023
- b. Financial Planning Committee – October 6, 2023
- c. Youth and Young Adult Outreach Committee – September 14, 2023
- d. One-Stop Delivery System Committee – Current
- e. Consortium Meeting – Current

The minutes from each of the above committee meetings was included in the board packet explaining the activities, discussion and actions taken. Christopher Cothran (Executive Committee and Financial Planning Committee) and Alyssa Freeman (Youth and Young Adult Outreach Committee) noted highlights from the minutes included in the board meeting packet of those committee meetings.

- VII. ADJOURNMENT:** Christopher Cothran asked board members if there was any further business of the board. There was none. A motion was made by David Talley and second by George Elmore to adjourn the meeting. The motion was approved unanimously, and the meeting was adjourned at 1:10 p.m. The next Board of Director's meeting will be held on February 8, 2024.



September 17, 2023

Dear Chairman Cothran:

The Florida Workforce Development Association has reviewed your proposal for One-Stop Operator (OSO) in accordance with the Workforce Innovation and Opportunity Act (WIOA) sec. 121 (d) (2) (a), which requires the Local Workforce Development Board (LWDB) to competitively select a “one-stop operator” to support the implementation of services with the career center system locally. The One-Stop Operator may be a single entity or multiple entities working together to form a consortium operator.

CareerSource Palm Beach County was the only application received during this procurement process. CareerSource Palm Beach County’s proposal passed the technical review and contained the necessary elements required to carry out the functions of One-Stop Operator as outlined in law. It is the recommendation of the Florida Workforce Development Association to CareerSource Palm Beach County’s Board of Directors, that CareerSource Palm Beach County be selected to serve as One-Stop Operator for PY2023-PY2026 based on the proposal submitted.

This recommendation does not oblige CareerSource Palm Beach County Board to award a contract, or contracts, nor will the Florida Workforce Development Association be responsible for any costs incurred in the preparation of proposals. All required backup documentation is available upon request.

Sincerely,

A handwritten signature in blue ink that reads "Stacy Campbell-Domineck". The signature is written in a cursive, flowing style.

Stacy Campbell-Domineck, Immediate Past President
Florida Workforce Development Association

Approved _____
Disapproved _____

Consent Item 4

REQUEST TO SERVE AS ONE-STOP OPERATOR

The Workforce Innovation and Opportunity Act (WIOA) requires local workforce development boards (LWDBs) to use a competitive procurement process to select a one-stop operator and to conduct a competitive procurement of one-stop operators at least once every four years. LWDBs may serve as a one-stop operator, if selected through the competitive procurement process pursuant to 20 Code of Federal Regulations (CFR) 678.605 and 678.615(a). In instances where the LWDB competes to serve as one-stop operators, the procurement process must be completed by a third party. The third party may be a consultant, a professional, or any other independent entity retained specifically to arrange, notice, and process the procurement. The third party must not bid on, compete for or have any financial interest in the contract for procurement or its outcome. Pursuant to [CareerSource Florida Administrative Policy 97 – One-Stop Operator Procurement](#), if the LWDB successfully competes to serve as the one-stop operator, the LWDB must obtain approval from the Governor and the Chief Local Elected Official.

The Florida Department of Commerce received one (1) request from a local workforce development board to serve as a one-stop operator.

1. CareerSource Research Coast (CSRC) published a Request for Proposal (RFP) on December 15, 2023, for CareerSource South Florida's one-stop operator. The deadline for proposals was January 16, 2024. CareerSource South Florida was the only respondent to the RFP. CareerSource Research Coast submitted a letter to CareerSource South Florida's Executive Committee on February 8, 2024, recommending CareerSource South Florida as the One-Stop Operator. The Executive Committee approved the recommendation, as documented by a signed letter from the chair. The Chief Elected Official approved this recommendation in a letter dated February 14, 2024.

The Florida Department of Commerce recommends that the CareerSource Florida Board of Directors authorize CareerSource South Florida to serve as the one-stop operator effective March 1, 2024, through June 30, 2027.

FOR CONSIDERATION

- **Authorize CareerSource South Florida to serve as one-stop operator effective March 1, 2024 through June 30, 2027.**

Supporting Documents

- CareerSource South Florida's request for authorization to serve as the one-stop operator for LWDB 23.



**REQUEST FOR PROPOSAL
FOR
ONE-STOP OPERATOR, CAREERSOURCE SOUTH FLORIDA**

**RFP-SFWIB-23-OSO-01
Date Issued: December 15, 2023
DEADLINE FOR SUBMISSION: January 16, 2024**

**Submit Responses Electronically Only to:
CareerSource Research Coast (CSRC)
proposals@careersourcerc.com**

CareerSource Research Coast is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this document may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711.
For program funding details in compliance with the Stevens Amendment, please visit www.careersourcerc.com/program-funding.

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Part I – General Information

A. The South Florida Workforce Investment Board's (SFWIB) Background

The South Florida Workforce Investment Board d/b/a CareerSource South Florida (SFWIB, CareerSource, or Board), is one of 24 Local Workforce Development Boards (LWDBs) in the State of Florida. Each LWDB is designated by the Governor to oversee the Workforce Innovation and Opportunity Act (WIOA) services for geographical locations known as Local Workforce Development Areas (LWDAs). The SFWIB is designated as the administrator for LWDA 23, which encompasses Miami-Dade County. Through its 9 CareerSource centers and 9 college campus centers located across the LWDA, the SFWIB serves businesses, jobseekers, adults, youth, dislocated workers, refugees, and individuals transitioning from welfare to work.

The SFWIB is a governmental agency and instrumentality of Miami-Dade County, eligible to exclude income under Section 115 of the U.S. Internal Revenue Code. The SFWIB Board of Directors is composed of volunteers who represent local private sector businesses, educational institutions, economic development agencies, labor organizations, veterans' interests, community-based organizations and state and local government agencies. The Board of Directors conducts its business in accordance with federal and state laws, the Interlocal Agreement that created the SFWIB for LWDA 23, and the SFWIB's by-laws and approved policies.

The following is a list of the SFWIB's strategic goals:

- Build a Demand-Driven System with Employer Engagement.
- Strengthen the One-Stop Delivery System and Increase Integrated Service Delivery.
- Improve Services for Individuals with Barriers.
- Dedicated Commitment to Youth Participation.
- High Return on Investment through Continuous Improvement; and
- Strong Workforce System Leadership.

Additional information regarding the SFWIB, its members and approved policies is located on the SFWIB website at www.careersourcesfl.com/index.php/board/.

B. Method of Solicitation

An RFP is a solicitation method that ensures open competition in order to maximize the likelihood of receiving exemplary workforce services proposals.

Notice of this RFP will be published in the SFWIB's major newspapers and posted on the SFWIB website, <https://www.careersourcesfl.com>.

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C. Background of Legislation for the Purpose of the Request for Proposal (RFP)

The Workforce Innovation and Opportunity Act (WIOA) sets forth a vision for the workforce development system to operate as a comprehensive, integrated, streamlined system that aligns with the needs of business and is a force in helping stimulate local economies. Therefore, under WIOA, the Career Centers are required to partner with a range of federally funded employment and training programs to promote the coordination of services on behalf of job seekers and businesses. The programs and funding streams already integrated and delivered through SFWIB's Career Centers are as follows:

- WIOA Title 1 Adult, Dislocated Worker, and Youth Programs
- Wagner-Peyser Employment Services
- Local Veterans' Employment Programs
- Disabled Veterans' Outreach Programs
- Trade Adjustment Assistance Programs
- Unemployment Compensation Programs
- Welfare Programs
- Migrant and Seasonal Farmworker Programs

Other mandated partners are as follows:

- Family Literacy and Adult Education Act
- Vocational Rehabilitation
- Career and Technical Education
- Community Services Block Grant
- Second Chance Act
- Department of Housing and Urban Development

Inclusive of the requirements under WIOA is the necessity to competitively select a One-Stop Operator (**OSO**) to support the implementation of services with the career center system locally. Therefore, local workforce development boards are required to define the role of an **OSO** and competitively procure the entity or entities as set forth in sec. 121 (d) (2) (a) of WIOA. The **OSO** may be a single entity or multiple entities working together to form a consortium operator. The **OSO** may be for profit, non-profit, private, or public. SFWIB, per 20 CFR § 678.620 requires, at a minimum, that the **OSO** must coordinate the service delivery of the required one-stop partners and service providers.

D. Who May Apply

Eligible proposers must meet one of the following criteria:

- The One-Stop Operator must be a single entity or multiple entities working together to form a consortium. If the consortium is comprised of One Stop Career Center partners, it must include a minimum of three (3) One Stop Career Center partners in 20 CFR 678.400.
- A public, private, for-profit, or non-profit organization.
- An institution of higher education.
- A government agency.
- A community based, non-profit organization.

E. One-Stop Operator Qualifications

SFWIB seeks a Proposer that meets the following qualifications:

- Possess a strong business acumen and professional presence.
- Strong, demonstrated experience (3-5 years) facilitating large, diverse stakeholder groups to a common goal or outcome is expected. The ability to remain a neutral facilitator will be critical.
- Ability to work with various demographics in the Miami-Dade county LWDA.
- An understanding of the Workforce Innovation and Opportunity Act. Similarly, a general understanding of the local workforce system and its stakeholders is preferred.
- Has contracted to provide services similar in nature and complexity, with at least one organization, within the past three (3) years.
- Experience in meeting agenda development, planning, and execution.
- Ability to work closely with SFWIB Administrative staff to monitor the system's strategic objectives and make recommendations for system continuous improvements.
- Be licensed to conduct business in the State of Florida.

SFWIB requires that entity must be organized in accordance with State and Federal law and in business for at least 1 year. No person, affiliate, or entity may submit a response or be awarded under contract if:

- Placed on the convicted Proposer list following a conviction for a public entity crime, for a period of 36 months from the date of being placed on the convicted Proposer list.
- Has been debarred or suspended or otherwise determined to be ineligible to receive federal funds by an action of any governmental agency.
- Has not complied with an official order of any agency of the state of Florida or the United States Department of Labor to repay disallowed costs incurred during its conduct of projects, programs, or services.
- Previous contract(s) with the SFWIB have been terminated for cause.

F. Contract Term

Responses to this RFP are to be used to determine the best-qualified Proposer and will be the basis for negotiating a contract. The contract, if awarded, will be a term of four (4) years as a one (1) year contract to be renewed annually based upon performance. Renewal will be the option of SFWIB and its Board of Directors.

G. Funding

SFWIB has approved funding in the amount not to exceed, \$150,000.00, per year, with an estimated total hour worked for the project not to exceed 1,040. The Proposer is responsible for providing a reasonable and fair cost for services. SFWIB reserves the right to negotiate amounts based on the entity's experience, ability to begin the project and understanding of the initiative.

H. Additional information

- CareerSource Florida - <http://careersourceflorida.com/>
- Department of Florida Commerce - <http://www.floridajobs.org/>
- CareerSource South Florida - <https://www.careersourcesfl.com/>
- U.S. Department of Labor Employment and Training Administration - <https://www.doleta.gov/WIOA/FactSheet.cfm>
- Uniform Guidance, 2 CFR, Part 200-*Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*
- CareerSource Florida Administrative Policy 097 – *One-Stop Operator Procurement*

I. General Proposal Instructions

CareerSource Research Coast (CSRC), through its competitive procurement process, is soliciting proposals to select an organization(s) to serve as a One-Stop Operator for the SFWIB. Respondents to this RFP shall articulate their plans of action to act as the One-Stop Operator. Proposers are advised to read this entire RFP before preparing and submitting a proposal. Proposals which do not follow the format, do not include all the minimum requirements specified in this RFP or are not submitted by the due date will not be considered for funding.

CSRC and/or SFWIB will provide clarifying information about this request only. They are not available for technical assistance or advice. All questions regarding the RFP must be submitted via email to proposals@careersourcerc.com. Questions must be submitted by **January 10, 2024**. Answers to all questions received will be posted to the <https://www.careersourcesfl.com> within 48 business hours. This is a competitive procurement. Employees will not provide any information from other proposers/proposals or other costs associated with similar or like projects, either current or in the past.

Please show the solicitation number **SFWIB-23-OSO-01** and the name and address of the proposer on the cover page. One (1) electronic copy on company letterhead must be emailed to proposals@careersourcerc.com before 5 p.m. EST on **January 16, 2024**.

Proposals may be modified or withdrawn via email notification. Modifications must be received at the above email address prior to the date specified for receipt of proposals. No modifications will be accepted after the date and time noted above. Withdrawals will be accepted any time prior to execution of a contract.

All proposals must conform to the proposal format described below in this document and contain all the requested information and attachments **including three (3) references**.

Proposers are encouraged to keep proposals concise and to the point. Elaborate brochures are not wanted. The proposal and all attachments are to be standard size (8 1/2 x 11). CSRC will not furnish any materials, offer of labor/facilities for either the development of a proposal or completion of the desired project unless otherwise provided for in this RFP.

J. Proposal Format

Proposals in response to this RFP shall adhere to the format outlined below:

1. Cover Letter: A cover letter with the RFP solicitation number and subject that includes a statement that the entity understands the scope of services for the One-Stop Operator and a total price quote to perform the work identified for an annual contract period of March 1, 2024, through June 30, 2025. The contract can be renewed for up to three (3) additional years based on successful performance. The name of the entity, local address, phone number, fax number/e-mail address and name of the contact person should also be included.
2. Proposal Narrative: A narrative of not more than three (3) pages that outlines the following information: a) the entity's understanding and experience in workforce development, the local workforce system and of WIOA; b) overview of the entity's previous experience facilitating stakeholder groups to common goals/objectives; c) explanation of the approach to providing each of the One-Stop Operator responsibilities (refer to PART III – One-Stop Operator Scope of Services of this RFP) and other information, experience, deemed relevant to this proposal.
3. License Information: Provide a copy of your state of Florida business license.
4. Budget Information: Provide a total cost for the delivery of the services described in PART III – One-Stop Operator Scope of Services, as well as budget detail by line item.
5. Completed Relationship Disclosure Form: (Attachment A)
6. List of and Contact Information of Three (3) References
7. Signed Sub-Recipient General Provisions, Certifications and Assurances: (Attachment D)

Part II - RFP Calendar and Process

A. Solicitation Timetable

RFP Events	COMPLETION DATE		
	Day	Date	Time
RFP Issued	Friday	December 15, 2023	8:00 a.m.
Deadline for Request for Clarification Inquiries	Wednesday	January 10, 2024	5:00 p.m.
Deadline for Receipt of Proposals	Friday	January 19, 2024	5:00 p.m.
Recommendations presented at the SFWIB Board Meeting	Thursday	February 15, 2024	8:30 a.m.
Execution of Letter of Intent/Contract	Friday	March 1, 2024	
Contract Start Date	Friday	March 1, 2024	

CSRC, in its sole discretion, may change the schedule provided in the solicitation timetable, without further notice. Thus, the Proposer is responsible for routinely checking the SFWIB website at www.careersourcesfl.com for amendments to the schedule.

B. Request for Clarification

Proposer(s) shall submit, via e-mail, all questions regarding the clarification of any requirement or procedure to proposals@careersourcerc.com no later than 5pm on **January 10, 2024**.

Oral requests for clarification shall not be accepted. CSRC may reject any or all requests for clarification, in whole or in part. All written requests for clarification accepted by CSRC, along with corresponding responses, will be posted on the SFWIB website at www.careersourcesfl.com/index.php/rfqs-rfps-itns/ under this RFP's Q&A.

Questions concerning this RFP must be submitted, via email (with Subject: **SFWIB-23-OSO-01** Questions), to the following email address: proposals@careersourcerc.com. Questions must be received no later than the time and date reflected in Part II – RFP Calendar and Process). All questions submitted shall be published and answered in a manner that all Proposers will be able to view in accordance with the timetable.

C. Conditions of Proposal

The following conditions are applicable to all proposals:

- CSRC reserves the right to reject any and all proposals, in whole or in part, and to accept any proposal that is deemed most favorable to CSRC at the time and under the conditions stipulated in this RFP.
- Non-conforming proposals will be considered non-responsive and are subject to return without review; however, CSRC reserves the right to waive informalities and minor irregularities in the proposals received.
- CSRC reserves the right to request additional information from proposers for clarification or to allow corrections of errors or omissions.
- All proposals are subject to negotiation by CSRC.
- CSRC reserves the right to retain all proposals submitted and to use any ideas in a proposal regardless of whether that proposal is selected. Submission of a proposal indicates acceptance by the entity of the conditions contained in this request for proposals unless clearly and specifically noted in the proposal submitted and confirmed in the contract between CSRC and the entity selected.
- All costs incurred in the preparation of a proposal responding to this RFP will be the responsibility of the Proposer and will not be reimbursed by CSRC. The Proposer must, at their own expense, obtain all necessary permits and pay all licenses, fees, insurances, and taxes required to comply with all local ordinances, state and federal laws, rules, and regulations applicable to business to be carried out under the proposed contract.

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Part III - One Stop Operator Scope of Services

A. One-Stop Operator (OSO)

The One-Stop Operator's, in a consultant role, major function will be the coordination of the service delivery among the required One-Stop Partners (as described in Section B of this RFP) and their programs. The One-Stop Operator will be responsible to navigate between the One-Stop Partners to ensure there is coordination of service delivery for employers and job seekers within the SFWIB One-Stop System. The One-Stop Operator will be responsible to:

1. Understand the mission, vision, and service delivery requirements of the required one-stop partners to align with SFWIB priorities and services better strategically.
2. Review, update, and track all Memorandum of Understandings (MOUs) and Infrastructure Agreements (IFAs) to maintain compliance.
3. The **OSO** will be responsible for monitoring the infrastructure cost responsibilities of the required partners to provide for the maintenance of the Comprehensive One-Stop Career Center as outlined in the Quarterly Cost Reconciliation and Allocation Base Section of the Infrastructure Agreement.
4. Work with SFWIB designated staff to support building relationships with the required partners of the designated Comprehensive One-Stop Career Center and track implementation of the activities and services as outlined in the MOUs.
5. Assure the local One-Stop System has at least one comprehensive One-Stop Career Center that meets the required certification criteria and is compliant with State and Federal Regulations.
6. Facilitate agreement and support the development of a mutual client assessment and referral process; an agreed upon data sharing process; and a mechanism to capture performance between all partners.
7. Provide oversight and ongoing communication with the required partners to ensure referrals and related data sharing are followed through on a timely basis
8. Track and report service provider operational and programmatic performance for all Career Centers.
9. Review relevant information provided by the state, federal government, and the required One-Stop partners to monitor the SFWIB One-Stop System's compliance and performance.
10. Coordinate and convene quarterly meetings with all designated partners and SFWIB to share information, discuss strategies to positively impact employment outcomes for shared clients, and problem-solve collaboration issues.
11. Conduct, at a minimum, six site visits of the Comprehensive One-Stop Career Center during each Program Year, July 1st through June 30th. These visits will include interviews with SFWIB Management as well as the representatives of the required partner agencies.
12. Identify and recommend practices that encourage the designated Comprehensive One-Stop Career Center partners to provide services to individuals with barriers to employment, including individuals with disabilities, who may require longer-term services, such as intensive employment, training, and education services.
13. Manage, track, and oversee a customer satisfaction initiative for the services provided through the SFWIB Career Center System. Customer satisfaction reports are to be generated on an agreed upon schedule. The **OSO** will be responsible for reviewing customer comments, identifying trend data, and making continuous improvement recommendations to the SFWIB Management team.
14. Submit written, quarterly reports to the CareerSource South Florida Board of Directors. The reports should include:
 - A detail of the duties performed by the **OSO** during the quarter
 - Observations made regarding the collaboration between the required One-Stop System Partners
 - Recommendations to improve the One-Stop partner's integrated service delivery to customers.
 - The identification of best practices

The SFWIB CareerSource centers are located in Miami-Dade and Monroe Counties (LWDA 23). Proposers agree to deliver One-Stop Operator services for the following career center locations as set forth in the table below:

CareerSource Center	Address
Hialeah Downtown	240 E. 1 st Ave, Suite 222 Hialeah, FL 33010
Little Havana	5040 NW 7 th Street, Suite 500 Miami, FL 33126
Northside/Floral Heights	7900 NW 27 th Ave, Suite 200 Miami, FL 33127
North Miami Beach	801 NE 167 th St. Miami, FL 33162
West Dade	8485 Bird Road, 2 nd Floor Miami, FL 33155
Perrine	18901 SW 106 Ave, Suite 218 Miami, FL 33157
Carol City	4888 NW 183 Street, suites 201-206 Miami Gardens, FL 33055
Key Largo	106040 Overseas Highway 2nd Floor – Room 225 Key Largo, FL 33037
Key West	5901 College Road Bldg. #15 Key West, FL 33040

CareerSource College Campus Centers	Address
MDC North Campus	North Campus – 1011-06
MDC Wolfson Campus	Wolfson Campus – 4102
MDC Padron Campus	Padron Campus - 1107-02
MDC West Campus	West Campus – 1333
MDC Medical Campus	Medical Campus – 1113
MDC Kendall Campus	Kendall Campus – R243
MDC Homestead Campus	Homestead Campus – A107
MDC Hialeah Campus	Hialeah Campus – 2101
Florida Memorial University	William Lehman Bldg.

B. Additional Requirements

1. Monitoring

WIOA requires the Local Workforce Development Board (LWDB) to conduct monitoring of its **OSO**. Oversight and monitoring are an integral function of the States and LWDBs to ensure the **OSO's** compliance with the requirements of WIOA, the activities per the Statement of Work, performance reporting requirements, and the terms and conditions of the contract or agreement governing the **OSO**. The LWDB must measure, track, and monitor performance, service deliverables, and achievement of program or performance measures.

The SFWIB Board of Directors must ensure that the **OSO** do the following:

- a. Disclose any potential conflicts of interest arising from the relationships of the **OSO** with training service providers or other service providers, including but not limited to, career services providers.
- b. In coordinating services and serving as an **OSO**, refrain from establishing practices that create disincentives to providing services to individuals with barriers to employment who may require longer-term services, such as intensive employment, training, and education services; and
- c. Comply with Federal regulations, and procurement policies, relating to the calculation and use of profits.

An entity serving as an **OSO**, that also serves a different role within the one-stop delivery system, may perform some or all these functions when it is acting in its other role if it has established sufficient firewalls and conflict of interest policies and procedures. The policies and procedures must conform to the specifications in 20 CFR § 679.430 for demonstrating internal controls and preventing conflict of interest.

2. Confidentiality and Disclosure

The **OSO** shall comply with applicable requirements of the “Sunshine Law” regarding official activities of the local board.

The **OSO** will keep all documents and other information related to the one-stop operator services confidential. Such information will only be disclosed to designated members of the Miami-Dade Board of County Commissioners, the SFWIB Board of Directors, and appropriate CareerSource South Florida staff. Other than these exceptions, the operator will not publish, reproduce, or otherwise divulge such information, completely or in part, nor authorize or permit others to do so.

The **OSO** shall comply fully with all security procedures of the United States, state of Florida, and the SFWIB Board of Directors in performance of the contract. The **OSO** shall not divulge to third parties any confidential information obtained by the contractor or its agents, distributors, resellers, subcontractors, officers, or employees while performing contract work, including, but not limited to, security procedures, business operations information, or commercial proprietary information in the possession of the state of Florida or the SFWIB.

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Part IV - Evaluation Process and Selection Criteria

A. Initial Technical Review

All timely proposals received will be reviewed by CSRC's employees to determine if they are responsive and if the proposals are eligible for further consideration. Proposals may be judged nonresponsive and removed from further consideration if the proposal is not received timely in accordance with the terms of this RFP; does not follow the specified format; does not include the required certifications; and is not adequate to form a judgment by the reviewers that the proposal meets the needs of CSRC and the intent of this RFP.

B. Review by RFP Review Team

An RFP Review Team (TEAM) consisting of members of CSRC's employees will be organized to review and rate proposals. This TEAM will review proposals successfully passing the initial technical review. Proposals will be evaluated using a point system. (See Attachment F - Rating Sheet for RFP - **SFWIB-23-OSO-01**). The Team will review and discuss their evaluations of all proposals, combine the individual scores, and arrive at a composite technical score for each proposal. These scores will be used to determine the most advantageous proposal for SFWIB.

The TEAM recommendation will be presented to the CareerSource South Florida Executive Committee, and upon approval, the recommendation will be forwarded to the CSSFL Board of Directors on the date/time as indicated in PART II – Calendar and Process, Section A – Solicitation Timetable.

The SFWIB Board of Directors will decide to accept, reject, or accept with modifications the recommendation of the CareerSource Research Coast TEAM.

The approval of a proposal does not provide approval for any proposed cost, term, and/or condition.

Final award of an agreement is contingent upon successful negotiation of an agreement, and acceptance by the respondent of the agreement terms and conditions.

C. Small and/or Minority-Owned Businesses

Efforts will be made by CSRC to utilize local small business, minority, veteran, or women-owned businesses. A Proposer qualifies as a small business firm if it meets the definition of "Small Business" as established by the Small Business Administration (13 CFR 21.3-8) by having average annual receipts for the last three fiscal years of less than four million dollars.

D. Proposal Acceptance/Protest

This request for proposal does not obligate SFWIB to award a contract. CSRC reserves the right to accept or reject any or all proposals received. The contract, if awarded, will be for four (4) years with a one (1) year contract to be renewed annually (July 1 – June 30) based upon successful performance.

Any award resulting from this request will be based on the entity's stability and experience related to this RFP, the entity's ability to handle the tasks noted in this RFP and the entity's cost.

CSRC reserves the right to waive informalities and minor irregularities in offers received.

Before a contract is offered, the Proposer must submit the required certifications provided in this packet. **If you are unable to provide this information, please do not submit a proposal.**

SFWIB may award a contract based on initial proposals received without negotiation of such proposals. Therefore, each initial proposal should be submitted on the most favorable price and technical terms. CSRC reserves the right to request additional information, oral discussion, or presentation in support of proposals submitted.

If an award is made, the contract will be a cost-reimbursement contract, as needed. Services will be implemented

only upon notification from SFWIB. Payment for services rendered will be made only when costs have been incurred and documentation of all costs are received and verified.

All Proposers have the right to protest the award. Parties wishing to protest a contract award may submit their objections in writing within 10 days of the award date to the President/CEO of SFWIB who will provide the information to SFWIB's Board. This board will investigate the complaint and issue a written finding and resolution to the protesting party within 45 days of the receipt of the complaint.

This protest procedure provides recourse to Proposers who believe that their proposal did not receive proper consideration. Proposers entering a protest should be prepared to document specific factors that put the aggrieved Proposer at a competitive disadvantage and/or document violations of specific sections of state or federal regulations, CareerSource Florida, Inc., and the procedures set forth by this RFP. SFWIB reserves the right to refuse to consider an appeal that does not identify specific procedural shortcomings.

E. Negotiations

A contract will be negotiated with the first ranked Proposer, and if negotiations are successful, that Proposer will be recommended to CSRC Board of Directors for award. In the event negotiations are not successful, negotiations with that Proposer will be terminated and negotiations begun with the second ranked Proposer and so forth until negotiations are successfully completed to the satisfaction of CSRC or until all acceptable proposals have been rejected.

F. Notification of Award

Upon conclusion of final negotiations with the successful Proposer, all Proposers will be notified in writing of their status. The final award decision will be made no later than **February 15, 2024**. Contract negotiations may commence any time following that date and are to be completed by **March 1, 2024**, with the execution date of contract to begin July 1, 2024.

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A. Relationship Disclosure Form

This form must be completed by the Proposer.

In the event any information provided on this form should change, the Proposer must file an amended form on or before the date the item is considered by CareerSource Research Coast.

Part I: Information on Proposer

Legal Name of Proposer: South Florida Workforce Investment Board

Business Address: 7300 Corporate Center Dr. Suite 500
Miami, FL 33126

Phone Number: 305-929-1500 Fax Number: 305-470-5523

Part II:

Is Proposer a relative of any CareerSource Research Coast principal? ☐ Yes ☒ No

Is any CareerSource Research Coast principal an employee of proposer? ☐ Yes ☒ No

Is Proposer an employee of any CareerSource Research Coast principal? ☐ Yes ☒ No

Is Proposer a business associate of any CareerSource Research Coast principal? ☐ Yes ☒ No

If you responded "Yes" to any of the above questions, please state with whom and explain the relationship (use additional sheets if necessary): _____

Part III: Original Signature Required

I hereby certify that information provided in this relationship disclosure form is true and correct based on my knowledge and belief. If any of this information changes, I further acknowledge and agree to amend this relationship disclosure form prior to the date of which CareerSource Research Coast awards a contract for youth services. In accordance with s.837.06 Florida Statutes, I understand and acknowledge that whoever knowingly makes a false statement in writing with the intent to mislead a public servant in the performance of his or her official duty shall be guilty of a misdemeanor in the second degree, punishable as provided in s.775.082 or s.775.083, Florida Statutes.

Rick Beasley, Executive Director

Printed Name/Title of Person Completing Form

Signature

Date

B. WORKER'S COMPENSATION RELEASE

This unconditional release, waiver and hold harmless agreement is given by the undersigned to the South Florida Workforce Investment Board (SFWIB), as a specific condition of the undersigned performing work for the SFWIB as an independent Contractor. It is the intent of the undersigned that the SFWIB rely on the statements made herein as being true, correct and all representations are predicated on the personal information and knowledge of the undersigned.

1. The undersigned is retained by the SFWIB, as an independent Contractor as that term applies in the state of Florida and as interpreted by the Internal Revenue Code, as amended. The undersigned is in no way connected with, an employee of, or otherwise related to the SFWIB, in any manner except by and through an independent Contractor relationship.
2. The undersigned hereby agrees that all employees or subcontractors hired by the undersigned to work on any project involving the SFWIB shall be covered by Worker's Compensation in accordance with the laws of the State of Florida as same may exist from time to time.
3. The undersigned for him/herself, his/her heirs, successors, assigns, employees, agents, subcontractors, employees of subcontractors and all of their successors, heirs, assigns and agents, warrants that no one shall file a claim for Worker's Compensation benefits by, through or against the SFWIB for which the Contractor has been engaged through a contract to perform services.
4. The undersigned hereby agrees to indemnify, defend, save, and hold harmless, the SFWIB from any and all liability of any nature whatsoever, without limitation, arising out of any Worker's Compensation claim filed by the undersigned, its employees, agents, heirs, successors, subcontractors, or the agents, employees, heirs or successors of such subcontractors and employees. This hold-harmless agreement shall include, but not be limited to, the cost of judgment, settlement, investigation, attorney's fees, court costs and the like. It is specifically intended that this hold harmless agreement be broad in scope and without limitation, such that SFWIB is protected to the greatest extent allowed by law from any such claims.
5. The undersigned, for him/herself, his/her agents, employees, heirs, successors, assigns, subcontractors and the employee's, agents, successors or assigned of such subcontractors and employees hereby releases the SFWIB from any and all claims for Worker's Compensation Liability, or any other liability arising out of any injury on the job, without limitation or reservation.
6. This waiver, release and hold harmless agreement is given by the undersigned to the SFWIB in contemplation of, and for the specific purpose of, releasing the SFWIB from any and all liability of any nature whatsoever resulting from injuries on the job-, or work-related injuries, or worker's compensation claims under the laws from the state of Florida as same may exist from time to time. It is specifically understood that the SFWIB shall have no such liability, and further that the undersigned is fully accepting, all such responsibility and liability.
7. This agreement is given freely, voluntarily, knowingly, and intentionally by the undersigned without the exercise of force, coercion, or undue influence by the SFWIB or any of its agents, employees, officers, or any other person acting for, or on behalf of the SFWIB. The undersigned knows and understands the intent of this agreement and is aware of the legal implications of the same, and has had the advice of counsel, or alternatively has waived the advice of counsel and is proceeding notwithstanding same.
8. This agreement shall be construed in accordance with the laws of the state of Florida as may exist from time to time. The parties hereto agree to venue and jurisdiction in the courts of Miami-Dade County, Florida for the resolution of all disputes connected hereto. In any event of any litigation to enforce the terms and conditions of this agreement, the prevailing party shall be entitled to recover actual attorney's fees and costs.

9. The foregoing terms and conditions constitute the entire agreement by and between the parties hereto. Any representations not contained herein shall be of no force or effect and shall be null and void.
10. In the event a court of competent jurisdiction shall determine any term or condition to be illegal, or otherwise unenforceable, the remaining terms and conditions of this agreement shall be given full force and effect to the greatest extent possible to carry out the stated intent of the parties.

Contractor

Name and Title of Certifying Representative

Signature of Certifying Representative

Date

C. PROPOSER CONTRACT CERTIFICATIONS

On behalf of the Proposer:

- A. The individual signing certifies that he/she is authorized to contract on behalf of the Proposer.
- B. The individual signing certifies that the Proposer is not involved in any agreement to pay money or other consideration for the execution of this agreement, other than to an employee of the Proposer.
- C. The individual signing certifies that he/she has read and understands all the information in this agreement, including the information on the programs/grants/contracts/regulations and laws. Ignorance of the requirements will not relieve the Proposer from liability and obligations under the contract.
- D. The individual signing certifies that the Proposer and any individuals to be assigned to the agreement do not have a record of substandard work or found in violation of any state standards. If the Proposer or any individual to be assigned to the agreement has been found in violation of any state or professional standards at any time, this information must be disclosed.
- E. The individual signing certifies that the Proposer and any individuals to be assigned to the agreement have not been disbarred or suspended under Federal or state rulings from participating in receipt of funds under the agreement. The individual signing must also certify that the organization will not enter into contracts with subcontractors who are debarred or suspended from these transactions, nor are they presently retained by any of the SFWIB's current service providers.
- F. The individual signing certifies that the Proposer will not use contract funds to lobby and will freely sign the attached Byrd Anti-Lobbying Certification (**Attachment D - #5**).
- G. The individual signing certifies that the Proposer carries Worker's Compensation coverage for its employees and will freely sign the attached Worker's Compensation Release form (**Attachment B**).
- H. The individual signing certifies as to the Proposer's Federal Employer's Identification Number (FEIN) and will provide the number to SFWIB's Financial Department.
- I. The individual signing certifies that the Proposer is bound by federal, state, or local affirmative action/EEO rules and that it has filed all required EEO reports to cognizant government agencies.
- J. The individual signing certifies that if there is a subcontract or partnership effort it must be fully explained and that signed certifications will be required by the SFWIB from the principals of all firms.
- K. The individual signing certifies that the Proposer can submit proof of business licensure if selected.
- L. The individual signing certifies that the Proposer will comply with the requirements of the South Florida Workforce Investment Board's General Provisions & Assurances (**Attachment D**).

South Florida Workforce Investment Board d/b/a/ CareerSource South Florida

Proposer

Rick Beasley, Executive Director

Name and Title of Certifying Representative

Signature of Certifying Representative

Date

D. GENERAL PROVISIONS AND ASSURANCES

This attachment is part of the Subrecipient agreement held between The South Florida Workforce Investment Board, Inc. d/b/a CareerSource South Florida (CSSFL) and Subrecipient for described in the Agreement attached hereto. In consideration of the mutual covenant and stipulations set forth in the contract and Attachment herein, the parties hereby agree as follows:

1. COMPLIANCE WITH POLICIES AND LAWS

The warranty of this Section specifically includes compliance by Subrecipient with the provisions of the Immigration Reform and Compliance Act of 1986 (P. L. 99-603), the Workforce Innovation and Opportunity Act (WIOA), the provisions of the Workforce Investment Act of 1998, the Workforce Innovation Act of 2000, 45 CFR 98, the Temporary Assistance for Needy Families Program (TANF), 45 CFR parts 260-265 and other applicable federal regulations and policies promulgated thereunder and other applicable State, Federal, criminal and civil law with respect to the alteration or falsification of records created in connection with this Agreement. Office of Management and Budget (OMB) Circulars: Subrecipient agrees that, if applicable, it shall comply with all applicable OMB circulars, such as 2 CFR 200. Subrecipient will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. 276a to 276a7), the Copeland Act (40 U.S.C. 276c and 18 U.S.C. 874, and the Contract Work Hours and Safety Standards Act (40.327-333), regarding labor standards for federally assisted construction sub agreements.

2. CERTIFICATION REGARDING DEBARMENT, SUSPENSION AND OTHER MATTERS

Subrecipient certifies that it is not currently debarred, suspended, or excluded from or for participation in Federal assistance programs, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any federal department or agency within a three-year period preceding the effective date of the Agreement in accordance with 29 CFR Parts 45, 74, 95 and 98. No contract shall be awarded to parties listed on the GSA List of Parties Excluded from Federal Procurement or Non-Procurement Programs.

3. NON-DISCRIMINATION, EQUAL OPPORTUNITY ASSURANCES, CERTIFICATIONS, OTHER PROVISIONS

As a condition to the award of financial assistance from the Department of Labor under Title I of the WIOA, the grant applicant assures that it will comply fully with the nondiscrimination and equal opportunity provisions of the following laws:

- Section 188 of the Workforce Innovation & Opportunity Act (WIOA), which prohibits discrimination against all individuals in the United States based on race, color, religion, sex, national origin, age, disability, political affiliation, or belief, and against beneficiaries on the basis of either citizenship/status as a lawfully admitted immigrant authorized to work in the United States or participation in any WIA Title I- Financially assisted program or activity.
- Title VI of the Civil Rights Act of 1964, as amended, which prohibits discrimination on the basis of race, color, and national origin.
- Section 504 of the Rehabilitation Act of 1973, as amended, prohibits discrimination against qualified individuals with disabilities.
- The Age Discrimination Act of 1975, as amended, prohibits discrimination based on age.
- Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination on the basis of sex in educational programs.
- Section 654 of the Omnibus Budget Reconciliation Act of 1981 prohibiting discrimination on the basis of race, creed, color, national origin, sex, handicap, political affiliation, or beliefs.
- The American with Disabilities Act of 1990, P.L. 101-336 prohibiting discrimination in all employment practices, including the job application procedures, hiring, firing, advancement, compensation, training, and other terms, conditions, and privileges of employment. It applies to recruitment, advertising, tenure, layoff, leave, fringe benefits, and all other employment-related activities; and

The Subrecipient also assures that it will comply with 29 CFR Part 37 and all other regulation implementing the laws listed above.

For contracts more than \$10,000, the Subrecipient will comply with Executive Order 11246 of September 24, 1965, entitled "Equal Employment Opportunity" as amended by Executive Order 11375 of October 13, 1967, and supplemented on Department of Labor regulations at 41 CFR Chapter 60.

4. CERTIFICATION REGARDING CLEAN AIR ACT, WATER ACT, ENERGY EFFICIENCY AND ENVIRONMENTAL STANDARDS, SOLID WASTE

Clean Air and Water Act: When applicable, if this Contract is more than \$100,000, Subrecipient shall comply with all applicable standards, orders or regulations issued under the Clean Air Act as amended (42 U.S.C. 7401), Section 508 of the Clean Water Act as amended (33 U.S.C. 1368 et seq.), Executive Order 11738 and Environmental Protection Agency regulations (40 CFR Part 15). The Subrecipient shall report any violation of the above to the contract manager. Energy Efficiency: The Subrecipient shall comply with mandatory standards and policies relating to energy efficiency which are contained in the State of Florida's Energy Conservation Plan issued in compliance with the Energy Policy and Conservation Act (Public Law 94-163).

Subrecipient will comply with environmental standards which may be prescribed pursuant to the following: (a) institution of environmental quality control measures under the National Environmental Policy Act of 1969 (P.L. 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11990; (d) evaluation of flood hazards in flood plains in accordance with EO 11988; (e) assurance of project consistency with the approved State management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C. 1451 et seq.); (f) conformity of Federal actions to State (Clean Air) Implementation Plans under Section 176(c) of the Clean Air Act of 1955, as amended (42 U.S.C. 7401 et seq.); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended, (P.L. 93-523); and (h) protection of endangered species under the Endangered Species Act of 1973, as amended, (P.L. 93-205). The Subrecipient will comply with the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act (42 U.S.C. 6962).

5. CERTIFICATION REGARDING LOBBYING AND INTEGRITY

Subrecipient shall comply with the provisions of the Byrd Anti-Lobbying Amendment (31 U.S.C. 1352) 29 CFR Part 93. When applicable, if this Agreement is more than \$100,000, Subrecipient must, prior to contract execution, complete the Certification Regarding Lobbying Form.

6. CONFIDENTIALITY

It is understood that the Subrecipient shall maintain the confidentiality of any information, regarding CSSFL customers and the immediate family of any applicant or customer, that identifies or may be used to identify them, and which may be obtained through application forms, interviews, tests, reports from public agencies or counselors, or any other source. Subrecipient shall not divulge such information without the written permission of the customer, except that such information which is necessary as determined by CSSFL for purposes related to the performance or evaluation of the Agreement may be divulged to

CSSFL or such other parties as they may designate having responsibilities under the Agreement for monitoring or evaluating the services and performances under the Agreement, or to governmental authorities to the extent necessary for the proper administration of the law. All release of information shall be in accordance with applicable State laws, and policies of the CSSFL. No release of information by Subrecipient, if such release is required by Federal or State law, shall be construed as a breach of this Section.

7. RIGHTS TO DATA/COPYRIGHTS AND PATENTS

CSSFL, State of Florida and the U.S. Department of Labor shall have unlimited rights to inventions made under contract or agreement: Contracts or agreements for the performance of experimental, developmental, or research work shall provide for the rights of the Federal Government and the recipient in any resulting invention in accordance with 37 CFR part 401, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements" and any implementing regulations issued by the awarding agency.

8. MONITORING

At any time and as often as CSSFL, the State of Florida, United States Department of Labor, Comptroller General of the United States, the Inspector Generals of the United States and the State of Florida, or their designated agency or representative may deem necessary, Subrecipient shall make available all appropriate personnel for interviews and all financial, applicant, or participant books, documents, papers and records or other data relating to matters covered by this contract, for examination and/or audit, and/or for the making of excerpts or copies of such records for the purpose of auditing and monitoring activities and determining compliance with all applicable rules and regulations, and the provisions of this Agreement. The above referenced records shall be made available at the Subrecipient expense, at reasonable locations as determined by CSSFL. Subrecipient shall

respond in writing to monitoring reports and requests for corrective action plans within 10 working days after the receipt of such request from CSSFL.

9. TERMINATION FOR DEFAULT/CONVENIENCE

This modified agreement may be terminated as follows:

- a. Either party may request termination of modified agreement upon 60 days prior written notice to the other party.
- b. CSSFL may unilaterally terminate or modify this modified agreement, if for any reason either the U.S. Department of Labor or the State of Florida reduces funding through the grants under which this modified agreement is funded.
- c. CSSFL may unilaterally terminate this modified agreement at any time that it is determined that:
 - i. Subrecipient fails to provide any of the services it has contracted to provide; or
 - ii. Subrecipient fails to comply with the provisions of this modified agreement; or
 - iii. Such termination is in the best interest of CSSFL.
- d. Written notification of termination must be by registered mail, return receipt requested.

If Subrecipient disagrees with the reasons for termination, they may file a grievance in writing within ten days of notice of termination to the CSSFL Executive Committee, who will conduct a grievance hearing and decide, from evidence presented by both parties, the validity of termination.

In the event this modified agreement is terminated for cause, Subrecipient shall be liable to CSSFL for damages sustained for any breach of this modified agreement by the Subrecipient, including court costs and attorney fees, when cause is attributable to the Subrecipient.

In instances where Subrecipient violates or breaches modified agreement terms, CSSFL will use all administrative, contractual, or legal remedies that are allowed by law to provide for such sanctions and penalties as may be appropriate.

10. PUBLIC ANNOUNCEMENTS AND ADVERTISING

Subrecipient agrees that when issuing statements, press releases, request for proposals, bid solicitation, and other documents describing the project or programs funded in whole or in part under this Agreement, Subrecipient shall clearly state: (1) the percentage of the total cost of the program or project which will be financed with Federal money under this Agreement and (2) the dollar amount of Federal funds for the project or program.

11. PUBLIC ENTITY CRIMES

Subrecipient shall comply with subsection 287 .L33(2)(a), F.S., whereby a person or affiliate who has been placed on the convicted Lessor list following a conviction for a public entity crime may not submit a bid, proposal, or reply on a contract to provide any goods or services to a public entity; may not submit a bid, proposal, or reply on a contract with a public entity for the construction or repair of a public building or public work; may not submit bids, proposals, or replies on leases of real property to a public entity; may not be awarded or perform work as a Lessor, supplier, sub-Lessor or consultant under a contract with any public entity and may not transact business with any public entity in excess of the threshold amount provided in section 287.Ot7, F.S., for Category Two for a period of thirty-six (36) months from the date of being placed on the convicted Lessor list.

12. THE PRO-CHILDREN ACT

Subrecipient agrees to comply with the Pro-Children Act of 1994, 20 U.S.C. 6083. Failure to comply with the provisions of the law may result in the imposition of civil monetary penalty up to \$1,000 for each violation and/or the imposition of an administrative compliance order on the responsible entity. This clause is applicable to all approved subcontracts. In compliance with Public Law (Pub. L.) LO3-277, the Contract shall not permit smoking in any portion of any indoor facility used for the provision of federally funded services including health, day care, early childhood development, education, or library services on a routine or regular basis, to children up to age 18.

13. PROCUREMENT OF RECOVERED MATERIALS

Subrecipient agrees to comply with the provisions of section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act, and as supplemented by 2 CFR Appendix II to part 200 and 2 CFR part 200.323 and the requirements stated therein.

14. DOMESTIC PREFERENCES FOR PROCUREMENTS

Subrecipient agrees to comply with the provisions of 2 CFR Appendix II to part 200 and 2 CFR part 200.322 and the requirements stated therein.

15. PROHIBITION ON CERTAIN TELECOMMUNICATIONS AND VIDEO SURVEILLANCE SERVICES OR EQUIPMENT

Subrecipient agrees to comply with the provisions of 2 CFR Appendix II to part 200 and 2 CFR part 200.216 and the requirements stated therein. See [Public Law 115-232](#), section 889 for additional information and 2 CFR part 200.471.

16. E-VERIFY

Subrecipient warrants and represents that it complies with section 448.095, F.S., where the state of Florida expressly requires the following:

- i. Every public employer, contractor, and subcontractor shall register with and use the E-Verify system to verify the work authorization status of all newly hired employees. A public employer, contractor, or subcontractor may not enter into a contract unless each party to the contract registers with and uses the E-Verify system.
- ii. A private employer shall, after making an offer of employment which has been accepted by a person, verify such person's employment eligibility. A private employer is not required to verify the employment eligibility of a continuing employee hired before January 1, 2021. However, if a person is a contract employee retained by a private employer, the private employer must verify the employee's employment eligibility upon the renewal or extension of his or her contract. As of July 1, 2023, all private employers in Florida with 25 or more employees will be required to use E-Verify, the federal government's database for verifying work authorization.

17. FREE SPEECH AND RELIGIOUS LIBERTY

Subrecipient agrees to follow the statutory and national policy requirements, as applicable, stated in 2 CFR § 200.300 and Executive Order 13798 Promoting Free Speech and Religious Liberty and Executive Order 13864 Improving Free Inquiry, Transparency and Accountability at College and Universities.

Subrecipient Name: South Florida Workforce Investment Board d/b/a/ CareerSource South Florida

Authorized Representative

Printed Name & Title: Rick Beasley, Executive Director

Authorized Representative

Signed Name & Title: _____ Date: _____

E. INITIAL TECHNICAL REVIEW – ONE-STOP OPERATOR - RFP-SFWIB-23-OSO-01

PROPOSER: _____

Did the proposal meet all of the following criteria? If not, the proposal may not be submitted for further review.

Proposal was received by submission deadline – on/before 5:00 p.m. on July 14, 2023?

Yes ☐ No ☐

Proposal included one electronic version, with signature(s) in blue ink?

Yes ☐ No ☐

Proposal was submitted in proper format.

Yes ☐ No ☐

Proposer included three (3) current references?

Yes ☐ No ☐

Proposer provided a budget as requested?

Yes ☐ No ☐

Proposer indicated a financial relationship with CSSFL Board of Directors, and the relationship is a conflict of interest?

Yes ☐ No ☐

Proposer is licensed to conduct business in the state of Florida?

Yes ☐ No ☐

Employees Review Results:

Proposer has previously provided services to CSSFL, or other similar government funded programs?

Yes ☐ No ☐

If yes, employees will prepare a statement to indicate past program performance, cost, and note any outstanding issues. All outstanding issues must be resolved prior to consideration of a new contract.

Yes ☐ No ☐

References were contacted by CSRC's employees, and the information indicates the provider is capable of delivering the services requested?

Yes ☐ No ☐

FORWARD TO THE RATING COMMITTEE

Yes ☐ No ☐

Technical Review Completed by: _____

Date: _____

F. RATING SHEET FOR RFP-SFWIB-23-OSO-01

PROPOSER: _____

DATE RATED: _____ SCORE: _____ RANK: _____

SCORING: *Total Possible Score: 120*

Raters: Evaluate each of the following areas and record your response (score) in the blank provided at the end of each question or statement. Explain your evaluation in the Comments.

RATING CRITERIA

SCORE

1. The entity demonstrates an understanding of the workforce system and the role of the One-Stop Operator as defined by WIOA.

More Than Adequate Not Adequate
20 15 10 5 0

Comments: _____

2. The entity has contracted to provide services similar in nature and complexity.

Experienced.....No Experience
10 8 5 3 0

Comments: _____

3. The entity has previous experience building relationships among stakeholders to achieve objectives.

Experienced No Experience

20 15 10 5 0

Comments: _____

Comments: _____

Total: _____

.....

Comments: _____

.....

Comments: _____

Comments: _____

- d. Assure the local One-Stop System has at least one comprehensive One-Stop Career Center that meets the required certification criteria and is compliant with State and Federal regulations.

.....

5	3	0

Comments: _____

- e. Remain informed on relevant information in order to monitor CSRC One-Stop System's Compliance and performance.

.....

5	3	0

Comments: _____

- f. Coordinate and convene quarterly meetings with all designated partners and CSRC to share information, discuss strategies to positively impact employment outcomes for shared clients, and problem-solve collaboration issues.

.....

5	3	0

Comments: _____

6. Conduct, at a minimum, six (6) site visits of the Comprehensive One-Stop Career Center during each Program Year, July 1st through June 30th. These visits will include interviews with SFWIB Management as well as the representatives of the required partner agencies.

Capable/Competent.....Not Capable/Competent

20 15 10 5 0

Comments: _____

TOTAL ALL POINTS (Add scores 1-6): _____

(Total)

RATED BY: _____

Signature

Other comments or concerns: _____



To: Florida Commerce, Bureau of One-Stop and Program Support

From: Rick Beasley, Executive Director, CareerSource South Florida

Date: November 15, 2023

Re: One-Stop Operator Waiver Extension Request

CareerSource South Florida (CSSF) is requesting an extension to the current temporary authorization to serve as the One-Stop Operator for Local Workforce Development Area 23 until March 30, 2023. This waiver extension is required to allow our organization to complete a third competitive procurement process for One-Stop Operator.

CSSF released a Request for Proposal on June 5, 2023 for a One-stop Operator that yield no respondents. As a result of which, CSSF re-released a second Request for Proposals on July 27, 2023. CSSF hosted an Offeror's Conference for the second release on August 15, 2023 and received one complete submission. Unfortunately, the respondent failed to meet the minimum criteria required to be selected as a One-Stop Operator.

As a result of which, CSSF has made a formal request to CareerSource Research Coast to conduct a competitive procurement process on our behalf as outline in Administrative Policy 097. CareerSource Research Coast has accepted the request and will release a Request for Proposal as tentatively outline below.

TIME TABLE/SCHEDULE OF EVENTS

Competitive Process by CareerSource Research Coast

RFP Coordination	November 1 – 30, 2023
RFP Release	December 4, 2023 (Tentative)
Offeror's Conference/Questions	December 18, 2023
Deadline for Receipt of Proposals	January 16, 2024
Notification of selected provider	February 1, 2024
Board Approval	February 15, 2024
Execution of Contract	March 1, 2024

Pc: Robert Smith, Special Projects Administrator II, SFWIB/CSSF
Central File, SFWIB/CSSF



careersourcerc.com

January 31, 2024

Dear Proposer:

The Workforce Development Board of Treasure Coast, Inc. d/b/a CareerSource Research Coast (CSRC) has reviewed your proposal for a One-Stop Operator (OSO) in accordance with the Workforce Innovation and Opportunity Act (WIOA) sec. 121 (d) (2) (a), and CareerSource Florida - Administrative Policy #097 which requires the Local Workforce Development Board (LWDB) to competitively select a "one-stop operator" to support the implementation of services with the career center system locally. The One-Stop Operator may be a single entity or multiple entities working together to form a consortium operator.

Your proposal passed technical review and was the only proposal received. Based on this review, CSRC completed the rating as was a requirement of the Request For Proposal (RFP) and is making the recommendation to the South Florida Workforce Investment Board d/b/a CareerSource South Florida (CSSFL) Board of Directors to have CSSFL serve as the OSO for the Local Workforce Development Area and LWDB. Enclosed are the copies of the CSRC Composite Rating Sheet for RFP SFWIB-23-OSO-01 and the CSRC Rating Team Compilation for RFP SFWIB-23-OSO-01.

This recommendation does not oblige CSSFL or its Board of Directors to award a contract, or contracts, nor will the CSRC pay any costs incurred in the preparation of proposals. All required backup documentation is available upon request.

Respectfully,

A handwritten signature in blue ink, appearing to read "BK Bauer", is positioned above the printed name.

Brian K. Bauer
President/CEO

Administrative Office
584 NW University Boulevard, Suite 100 | Port Saint Lucie, FL 34986
p: 866.482.4473 | f: 866.314.6580





Memorandum

To: Daniella Levine Cava, Mayor, Miami Dade County
From: Rick Beasley, Executive Director
Date: February 14, 2023
Subject: Authorization to serve as the One-Stop Operator for Local Workforce Development Area 23

Reason for Request

In accordance with the Workforce Investment Opportunity Act (WIOA) and CareerSource Florida Administrative Policy 097, Local Workforce Boards must competitively procure the services of a One-Stop Operator to coordinate the delivery workforce services by one-stop partners and providers at the career center level. Entities that may serve as a one-stop operator include but are not limited to; public, private, for profit or nonprofit organizations, institutions of higher education, and governmental agencies. In addition, Local Workforce Development Boards (LWDB) may serve as a one-stop operator, if selected through the competitive procurement process, pursuant to 20 CFR 678.605(c) and 678.615(a).

On June 5, 2022, the South Florida Workforce Investment Board (SFWIB) released a Request for Proposal to procure a one-stop operator. The solicitation was unsuccessful and was re-released on August 1, 2023. After a second unsuccessful process, SFWIB was granted temporary authorization to serve as the one-stop operator while a third party (CareerSource Research Coast) conducted a competitive process on behalf of the SFWIB.

The SFWIB responded to RFP-SFWIB-23-OSO-01 on January 16, 2024 and received notification of their selection as the winning bid on January 31, 2024. On February 8, 2024, the SFWIB Executive Committee approved the recommendation of CareerSource Research Coast that CareerSource South Florida be designated as the one-stop operator for LWDA 23.

As the Chief Elected Official, your approval is required for CareerSource South Florida to serve in this capacity on a non-temporary bases.

Thank you.

Rick Beasley, Executive Director

Approvals:

Daniella Levine Cava, Mayor Miami Dade County

Date



Memorandum

To: Daniella Levine Cava, Mayor, Miami Dade County
From: Rick Beasley, Executive Director *RB*
Date: February 14, 2023
Subject: Authorization to serve as the One-Stop Operator for Local Workforce Development Area 23

Reason for Request

In accordance with the Workforce Investment Opportunity Act (WIOA) and CareerSource Florida Administrative Policy 097, Local Workforce Boards must competitively procure the services of a One-Stop Operator to coordinate the delivery workforce services by one-stop partners and providers at the career center level. Entities that may serve as a one-stop operator include but are not limited to; public, private, for profit or nonprofit organizations, institutions of higher education, and governmental agencies. In addition, Local Workforce Development Boards (LWDB) may serve as a one-stop operator, if selected through the competitive procurement process, pursuant to 20 CFR 678.605(c) and 678.615(a).

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The SFWIB responded to RFP-SFWIB-23-OSO-01 on January 16, 2024 and received notification of their selection as the winning bid on January 31, 2024. On February 8, 2024, the SFWIB Executive Committee approved the recommendation of CareerSource Research Coast that CareerSource South Florida be designated as the one-stop operator for LWDA 23.

As the Chief Elected Official, your approval is required for CareerSource South Florida to serve in this capacity on a non-temporary bases.

Approvals:

Daniella Levine Cava

2/16/2024

Daniella Levine Cava, Mayor Miami Dade County

Date



MEMORANDUM

To: Florida Commerce, Bureau of One-Stop and Program Support

^{DS}
RB

From: Rick Beasley, Executive Director, CareerSource South Florida

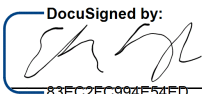
Date: February 14, 2024

Re: One-Stop Operator Approval ICO CareerSource South Florida

In accordance with CareerSource Florida Administrative Policy 097, the South Florida Workforce Investment Board (SFWIB) requested that CareerSource Research Coast conduct a competitive procurement process on its behalf to become the One-Stop Operator for Local Workforce Development Area (LWDA) 23. A Request for Proposals (RFP) was issued by CareerSource Research Coast on December 15, 2023, with a specified deadline of January 19, 2024. On January 16, 2024, the bid was prepared and submitted by SFWIB staff. Subsequently, on January 31, 2024, SFWIB was notified of its selection as the successful respondent.

On February 8, 2023, the SFWIB Executive Committee was presented with a recommendation to approve the selection of CSSF as the One-Stop Operator for LWDA 23. CareerSource South Florida's selection as the One-Stop Operator for LWDA 23 is slated to be ratified by the South Florida Workforce Development Board on February 22, 2024.

I hereby attest that the aforementioned item was voted on and approved by the SFWIB Executive Committee on February 8, 2024.

DocuSigned by:

83EC2FC994E54ED...
2/14/2024
Mr. Charles Gibson, Esq., Chairman
South Florida Workforce Investment Board

Pc: Robert Smith, Special Projects Administrator II, SFWIB/CSSF
Central File, SFWIB/CSSF

Approved _____
Disapproved _____

Action Item 1

CAREERSOURCE FLORIDA ADMINISTRATIVE POLICY 110 LOCAL WORKFORCE DEVELOPMENT AREA AND BOARD GOVERNANCE

Public Law 113-128, The Workforce Innovation and Opportunity Act (WIOA) envisions a workforce development system that focuses on the needs of job seekers and businesses, and anticipates and responds to the needs of local and regional communities.

WIOA requires local workforce development boards and chief elected officials to design and govern the system regionally, align workforce policies and services with regional economies, and support service delivery strategies tailored to those needs. The local area serves as a jurisdiction for the administration of workforce development activities which require the chief elected official to play an active role in both the strategic planning and ongoing operation of the local system. Agreements between the chief elected official and the entities responsible for the local workforce development system address how the local area functions and how administrative tasks are carried out within the local area.

On February 18, 2021, the CareerSource Florida Board of Directors approved CareerSource Florida Administrative Policy 110 – Local Workforce Development Area and Board Governance. The Florida Department of Commerce (formerly known as the Florida Department of Economic Opportunity) issued the administrative policy on March 4, 2021. On July 1, 2021, this policy was revised and approved by the CareerSource Florida Board of Directors to incorporate the requirements of the [Reimagining Education and Career help Act of 2021 \(House Bill 1507\)](#).

On May 15, 2023, Senate Bill 240, an act relating to education, amended Section 445.007(15), Florida Statutes formally changed the name of the Florida Department of Economic Opportunity to the Florida Department of Commerce. This legislation also added additional requirements to the function of local workforce development boards including the appointment of local education and industry consortiums by local boards. On June 7, 2023, the CareerSource Florida Board of Directors approved the following strategic policies:

- [Board Governance and Leadership](#)

- [Certification of Local Workforce Development Areas and Local Workforce Development Boards](#)

Additionally, on September 19, 2023, the CareerSource Florida Board of Directors approved [CareerSource Florida Strategic Policy – Education and Industry Consortiums](#).

CareerSource Florida Administrative Policy 110 – Local Workforce Development Area and Board Governance is updated to incorporate changes to Florida Statutes and policies approved by the CareerSource Florida Board of Directors and implemented by the Florida Workforce Development System. This policy provides guidance to Chief Local Elected officials, fiscal agents, local workforce development boards, local board chairpersons, local workforce development board staff, and workforce system partners on the requirements for local workforce development area and local workforce development board governance. This policy outlines key roles, responsibilities, and requirements of the entities/individuals that make up the workforce development system within the local area.

This administrative policy also identifies and describes required agreements to ensure the local area serves as a jurisdiction for the administration of workforce development activities and expenditure of Workforce Innovation and Opportunity Act adult, dislocated worker, and youth funds allocated to local workforce development boards by the Florida Department of Commerce.

FOR CONSIDERATION

- **Approve CareerSource Florida Administrative Policy 110 – Local Workforce Development Area and Board Governance**

Supporting Documents:

- [Public Law 113-128, Workforce Innovation and Opportunity Act](#), Sections 106 and 107
- [20 Code of Federal Regulations \(CFR\) 678.600; 20 CFR 679.310; 20 CFR 679.320](#); and [20 CFR 679.370](#)
- [Chapter 119, Florida Statutes](#)
- [Chapter 286, Florida Statutes](#)
- [Sections 445.004 and 445.007, Florida Statutes](#)
- [CareerSource Florida Strategic Policy 2023.09.19.A.2 – Education and Industry Consortiums](#)

- [CareerSource Florida Strategic Policy 2020.02.20.A.1. – Board Governance and Leadership](#)
- [CareerSource Florida Strategic Policy 2000.08.15.8D – Certification of Local Workforce Development Areas and Local Workforce Development Boards](#)
- [CareerSource Florida Strategic Policy 2018.09.26.A.1 – Ethics and Transparency Policy](#)



Administrative Policy

**POLICY
NUMBER
110**

Title:	Local Workforce Development Area and Board Governance		
Program:	Workforce Innovation and Opportunity Act		
Effective:	03/04/2021	Revised:	TBD

I. PURPOSE AND SCOPE

The purpose of this policy is to provide guidance to Chief Local Elected Officials (CLEOs), Fiscal Agents, Local Workforce Development Boards (LWDBs), LWDB Chairpersons, LWDB staff, and workforce system partners on the requirements for local workforce development area (local area) and LWDB governance. This policy outlines key roles, responsibilities, and requirements of the entities/individuals that make up the workforce development system within a local area.

This policy also identifies and describes required agreements to ensure the local area serves as a jurisdiction for the administration of workforce development activities and expenditure of Workforce Innovation and Opportunity Act (WIOA) adult, dislocated worker, and youth funds allocated to LWDBs by the Florida Department of Commerce (FloridaCommerce).

II. BACKGROUND

WIOA envisions a workforce development system that focuses on the needs of job seekers and businesses and anticipates and responds to the needs of local and regional economies.

WIOA requires LWDBs and CLEOs to design and govern the system regionally, align workforce policies and services with regional economies, and support service delivery strategies tailored to those needs. The local area serves as a jurisdiction for the administration of workforce development activities which requires the CLEO to play an active role in both the strategic planning and ongoing operation of the local workforce development system. Agreements between the CLEO and the entities responsible for the

local workforce development system will address how the local area functions and how administrative tasks will be carried out within the local area.

III. AUTHORITY

[Public Law 113-128, Workforce Innovation and Opportunity Act](#), Sections 106 and 107
[20 Code of Federal Regulations \(CFR\) 678.600](#); [20 CFR 679.310](#); [20 CFR 679.320](#); and [20 CFR 679.370](#)

[Chapter 119, F. S.](#)

[Chapter 286, F.S.](#)

[Sections 445.004 and 445.007, F.S.](#)

[CareerSource Florida Strategic Policy 2023.09.19.A.2 – Education and Industry Consortiums](#)

[CareerSource Florida Strategic Policy 2020.02.20.A.1 – Board Governance and Leadership](#)

[CareerSource Florida Strategic Policy 2018.09.26.A.1 – Ethics and Transparency Policy](#)

IV. POLICIES AND PROCEDURES

A. Roles and Responsibilities

1. Chief Local Elected Official (CLEO)

Pursuant to WIOA sec. 3(9), the CLEO is the chief elected executive officer of a unit of general local government in a local area and, in a case in which a local area includes more than one unit of general local government, the representative(s) under the agreement (interlocal, consortium, and other agreements as described in **Section IV.F.1.** of this policy) that specifies the respective roles.

The CLEO's responsibilities include:

- a) Requesting local area designation (as prescribed in [Administrative Policy 094 – Local Workforce Development Area Designation](#));
- b) Requesting LWDB certification (as prescribed in [Administrative Policy 091 – Local Workforce Development Board Composition and Certification](#));
- c) Appointing members to the LWDB;
- d) Establishing bylaws in coordination with the LWDB;
- e) Designating a fiscal agent (if not serving as grant recipient) and monitoring their effectiveness;
- f) Approving the LWDB budget;
- g) Remaining liable for any misuse of WIOA grant funds by the local area;

- h) In coordination with the LWDB and/or staff to the board, negotiating and reaching agreement on LWDB local performance measures with FloridaCommerce;
- i) Negotiating with the LWDB and required partners to maintain the workforce delivery system through the Memorandum of Understanding (as prescribed in [Administrative Policy 106 - Memorandums of Understanding and Infrastructure Funding Agreements](#));
- j) Partnering with the LWDB and planning region, to develop and submit the WIOA local plan and regional plan; and
- k) Reviewing the annual performance review of the LWDB executive director.

CLEOs who are not active members of LWDBs are encouraged to participate in meetings of the local board. Additionally, CLEOs are strongly encouraged to attend new LWDB member orientation and annual training, in accordance with **Section IV. I** of this policy.

The CLEO may delegate the listed responsibilities except:

- a) Appointment of members to the LWDB.
- b) Designation of a fiscal agent (designation of a fiscal agent does not relieve the CLEO or Governor of liability for misuse of grant funds – [20 CFR 679.420](#)).
- c) Liability for any misuse of WIOA grant funds by the local area.

The CLEO may remove a member of the LWDB, the executive director of the LWDB, or the designated person responsible for the operational and administrative function of the LWDB for cause.¹

2. Fiscal Agent

The fiscal agent is the entity designated by the CLEO to perform accounting and funds management on behalf of the CLEO. The duties of the fiscal agent include but are not limited to:

- a) Receiving funds;
- b) Ensuring sustained fiscal integrity and accountability for expenditures of funds in accordance with the Office of Management and Budget's (OMB) *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (commonly called "Uniform Guidance") and applicable circulars, WIOA, corresponding federal regulations, state law, and state policies;
- c) Responding to audit financial findings;
- d) Maintaining proper accounting records and documentation;
- e) Preparing financial reports; and,
- f) Providing technical assistance to subrecipients regarding fiscal issues.

¹ Section 445.007(2)(c)

Although the appropriate role of the fiscal agent should be limited to accounting and funds management functions rather than policy or service delivery, there may be circumstances in which the fiscal agent may be the LWDB, the procured one-stop operator, the workforce services provider, and/or youth service provider.

At the direction of the LWDB, the fiscal agent may have the following additional functions:

- a) Procuring contracts or obtain written agreements;
- b) Conducting financial monitoring of service providers; and
- c) Ensuring an independent audit is conducted of all employment and training programs.

The fiscal agent must provide financial reports to the LWDB and CLEO at least quarterly.

3. Local Workforce Development Board

The LWDB is appointed by the CLEO in each local area in accordance with state criteria established under WIOA sec. 107(b) and certified by the Governor every two years in accordance with WIOA sec. 107(c)(2). The state's criteria for LWDB certification are found in [Administrative Policy 091 – Local Workforce Development Board Composition and Certification](#).

The LWDB provides strategic and operational oversight, assists in achievement of the state's strategic and operational vision and goals, and maximizes and continues to improve quality of services, customer satisfaction, and effectiveness of services provided. LWDB responsibilities include, but are not limited to:

- a) Developing and submitting a four-year local plan and regional plan;
- b) Conducting workforce research and regional labor market analysis;
- c) Convening local workforce development system stakeholders to assist in the development of the local plan and in identifying expertise and resources to leverage support for workforce development activities;
- d) Leading efforts to engage employers, a wide range of representatives of industry, government, education, and workforce training in the local area;
- e) Leading efforts to develop and implement career pathways;
- f) Leading efforts to identify and promote proven and promising strategies and initiatives for meeting the needs of employers, workers, and jobseekers;
- g) Developing strategies for using technology to maximize the accessibility and effectiveness of the local workforce development system for employers, workers, and job seekers;
- h) In partnership with the CLEO, conducting oversight of the WIOA adult, dislocated worker, and youth programs and the entire local workforce delivery system, ensuring the appropriate use and management of WIOA funds, and ensuring the appropriate use, management and investment of funds to maximize performance outcomes;

- i) Negotiating and reaching agreement on local performance measures with the CLEO and FloridaCommerce;
- j) Negotiating with the CLEO and required partners on the methods for funding the infrastructure costs of one-stop centers in the local area in accordance with 20 CFR 678.715 and [Administrative Policy 106 – Memorandums of Understanding and Infrastructure Funding Agreements](#);
- k) Selecting providers of youth workforce investment activities through competitive grants or contracts in accordance with [Administrative Policy 120 – Youth Service Provider Selection](#); providers of training services consistent with state policy and WIOA sec. 122; providers of career services through the awards of contracts in accordance with [Administrative Policy 083 – Direct Provider of Workforce Services](#); and one-stop operators in accordance with 20 CFR 678.600 through 20 CFR 678.635 and [Administrative Policy 097 – One-Stop Operator Procurement](#);²
- l) Working with the state to ensure there are sufficient numbers and types of providers of career services and training services serving the local area and providing the services in a manner that maximizes consumer choice, as well as providing opportunities that lead to competitive integrated employment for individuals with disabilities;
- m) Coordinating activities with education and training providers in the local area;
- n) Developing a budget for the activities of the LWDB, with approval of the CLEO and consistent with the four-year local plan and the duties of the LWDB;
- o) Assessing, on an annual basis, the physical and programmatic accessibility of all career centers in the local area, in accordance with WIOA sec. 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.);
- p) Certifying the local area's career centers in accordance with 20 CFR 678.800 and [Administrative Policy 093 – One-Stop Delivery System and One-Stop Center Certification Requirements](#);
- q) Concluding agreements necessary to designate the fiscal agent and administrative entity. A public or private entity, including an entity established under section 163.01, F.S. which makes a majority of the appointments to a local board may serve as the local board's administrative entity if approved by FloridaCommerce based upon a showing that a fair and competitive process was used to select the administrative entity;³
- r) Providing ongoing oversight related to administrative costs, duplicated services, career counseling, economic development, equal access, compliance and accountability, and performance outcomes;⁴
- s) Overseeing the one-stop delivery system in its local area;⁵

² In accordance with section 445.007(6), F.S., consistent with federal and state law, LWDBs must designate all local service providers and may not transfer this authority to a third party.

³ Section 445.007(4)(b).

⁴ Section 445.007(4)(c).

⁵ Section 445.007(4)(d).

- t) In partnership with the CLEO, establishing bylaws and codes of conduct for LWDB members, as well as the LWDB executive director and LWDB staff;
- u) Establishing additional monitoring and reporting requirements, if one entity fulfills multiple functions, to ensure the entity is compliant with WIOA, final rules and regulations, OMB Uniform Guidance and applicable circulars, and the state's conflict of interest policy; and
- v) Completing new LWDB member orientation and annual training requirements within the required timeframes, in accordance with **Section IV. I** of this policy.

A full list of LWDB functions can be found in WIOA sec. 107(d), 20 CFR 679.370 and section 445.007, F.S.

4. Local Workforce Development Board Chairperson

Each LWDB must elect a chairperson to direct the business of the local board. The chairperson is elected by the members of the LWDB and must be one of the business representatives on the local board. The chairperson may serve no more than two terms in this position; each term may not exceed two years. Additionally, the chairperson may not simultaneously act as the employed chief executive officer or chief financial officer of any local workforce development board or career center while in position as the chairperson.

At a minimum, FloridaCommerce will review the chairperson's term requirements during the LWDB's certification process as described in [Administrative Policy 091 – Local Workforce Development Board Composition and Certification](#). In addition, FloridaCommerce will review each LWDB's composition during its annual programmatic monitoring, which may also include a review of the chairperson's term(s).

The chairperson's duties include but are not limited to:

- a) Leading the board to develop a guiding vision that aligns with the state's priorities;
- b) Acting as the lead strategic convener to promote and broker effective relationships between CLEOs and economic development, education, and workforce partners in the local area;
- c) Leading an executive committee to guide the work of the board, and ensure that committees or task forces have necessary leadership and membership to perform the work of the board;
- d) Leading the agenda setting process for the year and guiding meetings, ensuring both tactical and strategic work is completed in all meetings;
- e) Appointing members to the Education and Industry Consortium;
- f) Providing the annual performance review of the LWDB executive director to the CLEO(s) and at least once annually to the LWDB, and upon request of the LWDB; and

- g) Appearing before the state workforce development board (state board) to discuss the performance of the LWDB, upon the request of the state board.

5. Local Workforce Development Board Executives

The LWDB may hire a qualified executive director and staff to assist in ensuring the functions of the local board are achieved. The LWDB must ensure the individual or entity designated as the executive director has the requisite knowledge, skills, and abilities to meet identified benchmarks and to assist in effectively and ethically carrying out the functions of the LWDB which include, but is not limited to:

- a) Coordinating with the CLEO(s) regarding the identification and nomination of members to the LWDB and ensuring membership is compliant with WIOA and Florida Statutes;
- b) Organizing local board meetings and ensuring meetings are held according to the LWDB's bylaws and Florida's sunshine laws;
- c) Developing and submitting the local and regional plan;
- d) Conducting oversight of the WIOA adult, dislocated worker, youth programs and the entire one-stop delivery system, including development of policies and monitoring the administration of the programs;
- e) Negotiating and reaching agreement on local performance measures with the CLEO and FloridaCommerce;
- f) Ensuring the outcomes of local performance measures are provided to the LWDB members and CLEO no less than semi-annually.
- g) Negotiating with CLEO and required partners for the Memorandum of Understanding (as prescribed in [Administrative Policy 106 - Memorandums of Understanding and Infrastructure Funding Agreements](#));
- h) In compliance with local board procurement policy, provide oversight of the competitive procurement process for procuring or awarding contracts for providers of youth program services, providers of workforce services (if applicable), and the one-stop operator as required in paragraph (i) of 20 CFR 679.370;
- i) Developing a budget for activities of the LWDBs;
- j) Certifying the one-stop career centers. One-stop certification requirements may be found in [Administrative Policy 93 – One-Stop Career Center Certification Requirements](#); and
- k) Providing copies of all monitoring and audit reports and related materials to the LWDB members, LWDB chairperson, and CLEO within five business days of receipt.

Executive directors, chief financial officers, and chief operating officers who represent a LWDB may not personally contract with or otherwise represent more than one LWDB. Under extraordinary circumstances, LWDBs may request approval for a temporary exception to this prohibition from the state board and

FloridaCommerce by emailing the request to FloridaCommerce at LWDBGovernance@commerce.fl.gov.

Chief executive officers, chief operating officers, and chief financial officers may not simultaneously act as members of any LWDB.

6. One-Stop Operator

The one-stop operator is the entity or consortium of entities that coordinates service delivery of required one-stop partners and service providers. WIOA requires LWDBs to use a competitive procurement process to select its one-stop operator and to competitively reprocur these services every four years, in accordance with WIOA sec. 121(d) and 20 CFR 678.600 through 678.635. See [Administrative Policy 097 – One-Stop Operator Procurement](#) for the requirements LWDBs must follow to select one-stop operators.

7. Provider of Workforce Services

LWDBs are required to select the provider of basic and individualized career services (also referred to as “workforce services”) and have the option of being direct providers of workforce services or awarding grants or contracts for these services. WIOA allows LWDBs to be direct providers of workforce services with the agreement of the CLEO in the local area, LWDB, and the Governor. See [Administrative Policy 083 – Direct Provider of Workforce Services](#) for the requirements LWDBs must follow to serve as direct providers of workforce services.

8. Youth Service Provider

LWDBs are required to select providers of youth workforce services through competitive grants or contracts. LWDBs have the option of directly providing some or all youth workforce services rather than awarding grants or contracts for these services. LWDBs that choose to award grants or contracts for youth workforce services must do so through a competitive procurement process in accordance with WIOA sec. 123 and 20 CFR 681.400. See [Administrative Policy 120 – Youth Service Provider Selection](#) for the requirements LWDBs must follow to select youth service providers.

B. One Entity Performing Multiple Functions

WIOA establishes clear roles and responsibilities for each entity or organization involved in the workforce delivery system. The LWDB must ensure that roles and duties of workforce delivery system entities are clearly delineated. This includes efforts to designate and/or procure the functions of the fiscal agent, staff to the LWDB, one-

stop operator, direct provider of workforce services, and provider of youth program services.

One entity may perform multiple functions if appropriate firewalls and internal controls are in place. Local entities or organizations often function simultaneously in a variety of roles, including fiscal agent, staff to the LWDB, one-stop operator, provider of workforce services, and provider of youth program services.

See Section IV.D. for requirements for LWDBs serving multiple functions.

C. Local Workforce Development Boards as Direct Providers of Workforce Services

Ideally, entities providing workforce services are procured through the LWDB, which is responsible for monitoring and overseeing the contracts, as well as services performed through the contract. The LWDB is designed to oversee the workforce delivery system and its services. Chapter 445.007(6), F.S. allows LWDBs to be designated as the one-stop operator and direct provider of services (except training services), with the agreement of the CLEO and the state board (as delegated by the Governor) based on the criteria established by the state board.

LWDBs seeking to provide workforce services, except training services, will follow the requirements established in [Administrative Policy 083 – Direct Provider of Workforce Services](#).

LWDBs seeking designation as the one-stop operator, must comply with the criteria prescribed in this administrative policy and [Administrative Policy 097 – One-Stop Operator Procurement](#).

D. Local Workforce Development Boards Serving Multiple Functions

Consistent with WIOA sec. 121(d)(4)(A) and (C), LWDBs selected to perform multiple functions in a local area must develop a written agreement with the CLEO to clarify how the LWDB will carry out its responsibilities while demonstrating compliance with WIOA and corresponding regulations, the Uniform Guidance, and conflict of interest policies of both the State and LWDB. (See TEGL 15-16, Section 11. Avoiding Conflicts of Interest.).

LWDBs serving multiple functions must be able to demonstrate that roles, responsibilities and duties of each function are clearly defined and delineated in locally established processes and procedures that clearly detail:

- a) How functions are sufficiently separated;
- b) Descriptions of the steps the local area has taken to mitigate risks that could lead to impropriety;
- c) Firewalls (physical, technological, policies, etc.) created to ensure such risks are mitigated; and
- d) Oversight and monitoring procedures.

These processes and procedures must be included in the LWDB's WIOA Local Plan.

E. Temporary Assumption of Duties for Procured and Contracted Services

In certain critical circumstances, (e.g., sudden termination of contract or failed procurement), the LWDB may be faced with the need to temporarily assume the role(s) of one-stop operator, direct provider of workforce services, and/or youth program service provider. When this happens for the one-stop operator or workforce services, LWDBs may request to temporarily assume the responsibilities that were being provided by a contracted vendor or services being sought when the procurement failed. Requests for LWDBs to act as a one-stop operator and/or provider of workforce services on a time-limited and temporary basis⁶ must be approved by the CLEO and submitted to FloridaCommerce. The request must include the duration (six months or less) for which the LWDB will act as a one-stop operator or provider of workforce services. Upon receipt of the request, FloridaCommerce will review for compliance with applicable governing authorities and make a recommendation for consideration by the state board. The LWDB must begin the competitive procurement process within 30 days of approval to serve in a temporary capacity. Should the LWDB desire to serve as the one-stop operator, the LWDB must participate in the competitive procurement process as prescribed in [Administrative Policy 091 – One-Stop Operator Procurement](#).

When this happens for youth workforce services, the LWDB is not required to submit a request to FloridaCommerce to assume these responsibilities. However, the LWDB must adhere to the requirements in **Section IV. D.** of this policy when the LWDB serves multiple functions.

1. Sudden Termination of Contract

In the event of a sudden termination of contract, the LWDB must submit a formal request to serve in the capacity of the role in which the contract was terminated.

The LWDB will:

- a) Submit a request to serve in the role in which the contract was terminated;
- b) Provide documentation of the original contract and the termination notification, which should include the reason for termination;
- c) Provide an explanation and an organizational chart showing who will be responsible for assuming the role(s) temporarily. The explanation and organizational chart must clearly illustrate how the following will be enforced to minimize potential risks associated with the temporary designation.
 - 1) Separation of duties; (including but not limited to the temporary removal of duties from certain areas/individuals to allow assumption of the temporary role);

⁶ In this context, temporary is defined as six months or less.

- 2) Firewalls; (including but not limited to restriction from access to any information that may lead to impropriety); and
 - 3) Conflict of interest requirements.
- d) The length of time in which the LWDB seeks to temporarily serve in the role in which the contract was terminated, not to exceed six months from the date of request.

LWDBs will submit formal requests for temporary designation to FloridaCommerce via email to LWDBGovernance@commerce.fl.gov.

2. Failed Procurement

In the event of a failed procurement, the LWDB must submit a formal request to serve in the capacity of the role for which the procurement failed and provide the following:

- a) A copy of the competitive solicitation;
- b) Proof of the announcement medium used (e.g., newspaper, social media, website, email notification to potential bidders), including documentation showing how long the announcement was posted; and
- c) The length of time the LWDB seeks to temporarily serve in the role.
- d) An explanation and an organizational chart showing who will temporarily be responsible for assuming the role(s). The explanation and organizational chart will clearly illustrate how the following will be enforced to minimize potential risks associated with the temporary designation.
 - 1) Separation of duties; (including but not limited to the temporary removal of duties from certain areas/individuals to allow assumption of the temporary role);
 - 2) Firewalls; (including but not limited to restriction from access to any information that may lead to impropriety); and
 - 3) Conflict of interest requirements.

Additionally, the LWDB will:

- a) Review the previously issued competitive solicitation and identify any elements that led to the failed procurement (e.g., unrealistic compensation for requested services, duties outside the scope of the role for which services are being sought);
- b) Update and reissue the competitive solicitation (within 30 days of being granted temporary authority to serve in the role in which the procurement was not successful);

- c) Notify FloridaCommerce of the selection upon final approval by the LWDB once an entity is selected; and
- d) Onboard the selected entity of the new solicitation on or before the end of the temporary designation.

The individual or entity contracted to fulfill the role of the LWDB executive director must not be the one-stop operator or the provider of workforce and/or youth program services.

LWDBs will submit formal requests for temporary designation to FloridaCommerce via email to LWDBGovernance@commerce.fl.gov.

3. Local Workforce Development Area Multi-Function Agreement

For circumstances in which an entity or organization, other than the LWDB, has been selected or otherwise designated to perform more than one function, the required contract or written agreement must include a clause to clarify how the entity will carry out its responsibilities while demonstrating compliance with WIOA and corresponding regulations, relevant OMB circulars, and the state's conflict of interest policy. The written clause in the contract or agreement must include, at a minimum, the following requirements:

- a) Definition of roles and responsibilities/duties per function (e.g., fiscal agent, one-stop operator, and/or procured provider of workforce or youth program services);
- b) Description of the separation of staff duties under each role, including deliverables for each separate function;
- c) Description of how budget authority is separated, including separate line-item budgets for each function;
- d) Description of how staff duties will be completed while demonstrating compliance with WIOA and corresponding regulations, OMB circulars, and the state's conflict of interest policy, including how conflict of interest will be minimized;
- e) Description of the roles and responsibilities within the organization, including an organizational chart, and sustainability if a function is removed; and
- f) Description of how fiscal monitoring will occur if the fiscal agent is performing multiple functions.

The written clauses in the agreement are intended to limit conflicts of interest or the appearance thereof, minimize fiscal risk, and develop appropriate firewalls within a single entity performing multiple functions.

F. Governance Agreements

Implementation of a local workforce development system pursuant to WIOA requires CLEOs to play an active role in both strategic planning and ongoing operation of the local workforce development system. When a local area includes more than one unit of general local government, the chief elected officials of such units may execute a written agreement that specifies the respective roles and liability of the individual CLEOs. CLEOs are liable in their official capacity but not personally liable for the misuse of WIOA funds.

1. Interlocal, Consortium, and Other Agreements

The purpose of having interlocal, consortium, or other governing agreements is to ensure the decisions that are delegated to CLEO(s), or a consortium, reflect the agreement of all the chief elected officials in all jurisdictions of a local area and consistent with requirements established in section 163.01, F.S. These agreements are between the chief elected officials of each jurisdiction within the local area and must contain signatures of the representative(s) authorized to enter into such agreements.

The interlocal or consortium agreement will clearly state the level of agreement to be reached amongst the governmental entities involved and identify the roles and responsibilities of the CLEOs within the local area. At a minimum, applicable agreements will address:

- a) **Identification of local workforce development area** - The agreement will clearly identify the units of local government which are covered by the agreement and which make up the local area.
- b) **Designation and responsibilities of the CLEO** - The parties to the interlocal agreement should identify the county commissioners and/or mayors to serve as the CLEO(s) of the local area for the purposes of approving local and, if appropriate, regional plans; establishing policy; authorizing WIOA expenditures; establishing contracts; paying for services outside of the local area; or paying costs associated with monitoring or audit findings or sanctions.

Areas where a consortium is serving in the capacity to perform the duties and functions of the CLEO will describe the duties/responsibilities of the consortium, members that make up the consortium, and the authority of its members in an agreement signed by the applicable elected officials or their authorized designee.

- c) **Establishment, appointment, and operation of the LWDB** - The agreement should include an agreed upon process for establishing and appointing the LWDB members, including:

- 1) Membership of the LWDB that is consistent with WIOA and state policy; and
- 2) How the needs of all geographical areas in all jurisdictions will be represented within the local area.
- 3) Development of a process for all CLEOs to participate in the LWDB membership appointment process to ensure appropriate and equitable representation from all counties included in the local area and reflect the representation in interlocal, consortium, and/or other agreements.

The following questions including, but not limited to, may be used to guide such discussions:

- 1) How many members should represent each county in the local area?
- 2) Should county population be considered when determining LWDB member representation?
- 3) What is the appropriate level of financial responsibility for each county and should the financial responsibility be factored into the LWDB member representation?

- d) **Designation and responsibilities of the fiscal agent** - The agreement will identify the entity performing these duties and its responsibilities.

- e) **Process for CLEOs to provide input** - The agreement will include a process for all CLEOs to provide input for the purposes of reaching a consensus on critical decisions that may impact the local workforce development system.

- f) **Liability** - Under WIOA, CLEOs are liable for misspent funds, disallowed costs, funds spent fraudulently, and potential sanctions for nonperformance. Therefore, CLEOs within a local area must agree on how liability will be addressed. The following questions can be used to guide such discussions:

- 1) How will sanctions related to performance be shared among the jurisdictions within the local area?
- 2) How will the issue of disallowed costs or misspent funds that cannot be covered by federal grant funds be addressed?
- 3) What is each county's share of the financial responsibility as a percentage of the total amount to be repaid?

- g) **Performance Accountability** – Generally, performance accountability is addressed in the WIOA local plan. However, CLEOs will agree on an approach

to performance accountability. The following questions may be used to guide such discussions:

- 1) Who will be responsible for negotiating local performance measures with the state (the Executive Director / staff to the board, local board)?
 - 2) Will the local area have any performance criteria in addition to federal and state criteria? How will performance be administratively tracked locally?
 - 3) Will performance-related incentives be shared among the jurisdictions within the local area?
- h) **Dispute Resolution Process** - The governing agreement should include provisions for resolving disputes. Below are possible issues to address in the agreement relative to dispute resolution:
- 1) What types of disputes arise to the level of needing a dispute resolution process?
 - 2) What type of dispute resolution process should be used (mediation, arbitration, consultation with state, etc.)?
- i) **Other Agreement Provisions (Miscellaneous)**
- 1) Duration of the agreement; and
 - 2) Process for modification or termination of the agreement.

2. Bylaws

Bylaws are the provisions by which the local area is governed and the LWDB and its operations are managed. They provide consistency and clarification on the roles and responsibilities of the various representatives governing the local workforce development system. In partnership with the CLEO, the LWDB must ensure that its bylaws are up-to-date and in alignment with requirements of WIOA and state policy. At a minimum, the following should be reflected in the local area's bylaws.

- a) **Purpose and Responsibilities (Functions)** – Describe the purpose of the LWDB (e.g., to set policy and establish oversight of the workforce development system). Describe the functions or the responsibilities of the LWDB (e.g., the local board has the responsibility to provide strategic and operational oversight, assists in achievement of the State's strategic and operational vision and goals, and maximizes and continues to improve quality of services, customer satisfaction, and effectiveness of services provided). A list of the LWDB's responsibilities can be found in **Section IV.A.3.** of this policy and 20 CFR 679.370.
- b) **Membership** – Include the processes and procedures for the following:

1. Recruiting, nominating, vetting, and appointing LWDB members;
2. Filling LWDB member vacancies; and
3. Resignation, reasons for disqualification, removal, and reappointment of LWDB members.

LWDB membership and composition requirements can be found in [Administrative Policy 091 - Local Workforce Development Board Composition and Certification](#).

- c) **Authority of LWDB** – Include the power and authorities of the LWDB, including authority to recommend, select, and hire an executive director to perform operational and administrative functions of the local board.
- d) **Duties and Terms of the Members** – Describe the duties and term limits of the LWDB members. LWDB member term limit requirements are prescribed in [Administrative Policy 091 - Local Workforce Development Board Composition and Certification](#).
- e) **Officers** – Describe the authority of its officers, including terms of office, and LWDB officer duties.
- f) **Committees** – Describe the types of committees (e.g. executive committee, finance committee, nominating committee, etc.) as well as their authorities, responsibilities, terms of committee members and chairpersons, who has the authority to appoint committee members, and who may sit on the committees. LWDBs must adopt a committee structure consistent with applicable federal law and state policies.⁷ The LWDB will prohibit any LWDB staff from serving as members of a LWDB committee or subcommittee.
- g) **Meetings and Minutes** - Describe frequency of meetings and describe how regular board and committee meetings are planned and conducted. The LWDB will also describe the process and requirements for calling special and emergency meetings, what constitutes a special or emergency meeting, and who is authorized to call such meetings. This includes but is not limited to the requirement to timely provide the meeting schedule to the LWDB members and the public.
 1. **Record Keeping** – The LWDB will describe how meeting minutes will be scribed/recorded, retain records of local board members who are present/absent, and record official acts of the board including the number of votes of members (yeas, nays, and abstentions). Meeting minutes must be

⁷ Section 445.007(7), F.S.

made available publicly on the LWDB's website within 15 days of approval by the LWDB.

2. **Voting, Board Actions, and Conflict of Interest** – Include voting and quorum requirements, record official acts of the LWDB including the number of votes of members (yeas, nays, and abstentions). Abstentions due to conflict of interest or related party contracts must be recorded, include the name of the abstaining member, and the reason for abstention.

LWDBs must include in their board policies the requirement to conduct regular performance reviews, at a minimum annually, for the executive director. Performance reviews must, at a minimum, include local area performance in the federal and state programs administered by the LWDB, and state-issued letter grades. Additionally, performance reviews must evaluate the executive director's effectiveness in:

- a) Ensuring workforce investment activities carried out in the local area enable the local area to meet the corresponding performance accountability measures and achieve fiscal integrity as defined in WIOA sec. 106(e)(2).
- b) Meeting the functions outlined in **Section IV.A.5.** of this policy.

The annual performance review must be provided to and reviewed by the CLEO(s).

LWDBs must adhere to requirements in the Grantee-Subgrantee Agreement for board member conflicts of interest disclosures and applicable requirements. This includes but is not limited to the requirement to adopt and abide by a conflict of interest policy that ensures compliance with state and federal law, regulations and policies.

While it is preferable that the elements outlined in **Section IV.F.** of this policy be contained in comprehensive documents as described, it is acceptable that the items identified in this section be contained in separate agreements (memoranda of understanding, governing policies, and procedures, etc.), as long as the requirements of this section are clearly met.

G. Education and Industry Consortiums

Each LWDB must create an education and industry consortium composed of representatives of educational entities and businesses in the designated service delivery area. Education and industry consortiums in each local area must provide quarterly reports to the applicable LWDB which provide community-based information related to educational programs and industry needs to assist the LWDB in making decisions on programs, services, and partnerships in the service delivery area. The LWDB will consider the information obtained from the consortium to determine the most effective ways to grow, retain, and attract talent to the service delivery area. The chairperson of the LWDB will appoint the consortium members. Consortium members will be

appointed for two-year terms beginning on January 1 of the year of appointment, and any vacancy on the consortium must be filled for the remainder of the unexpired term in the same manner as the original appointment. Note: A member of a LWDB may not serve as a member of the consortium.

Education and industry consortiums are subject to state law and CareerSource Florida strategic and administrative policies.

H. WIOA Sunshine Provision, Public Disclosures, and Transparency

The WIOA “sunshine provision” requires LWDBs to conduct business in an open manner and make available, on a regular basis through electronic means and open meetings, information about the activities of the LWDB.

In addition to the sunshine provision under WIOA⁸, LWDBs must comply with and adhere to the transparency and public disclosure requirements in section 445.007, F.S. as well as requirements detailed in the Grantee-Subgrantee Agreement. Accordingly, the following items must be posted to each LWDB’s website:

- a) **Local Plans** – Information about the local plan, or modification of the local plan, before submission.
- b) **LWDB members** – A list of current LWDB members and their affiliation (company or entity that the local board member is employed by or owns), and their terms of service.
- c) **Selection of One-Stop Operators** – Information about the activities of the LWDB to select a one-stop operator including Request for Proposals, Question and Answers, and executed contracts.
- d) **Notice of all LWDB meetings** – Notification of all LWDB meetings, including committee meetings, at least seven days before the meeting is to occur. Notice of special or emergency meetings must be posted at least 72 hours before the meeting is to occur.
- e) **Minutes of formal meetings of the LWDB** – Meeting minutes must be made available publicly on the LWDB’s website within 15 days of approval by the LWDB. The two most recent years of LWDB meeting minutes must be posted.
- f) **LWDB Bylaws** – The most current version of the LWDB’s bylaws must always be publicly available on the LWDB’s website. Changes to the bylaws must be posted within 15 days of approval.
- g) **Interlocal agreement, as applicable** – The most current version of the local area’s interlocal agreement must always be publicly available on the LWDB’s website.

⁸ 20 CFR 679.390

Changes to the interlocal agreement must be posted within 15 days of a new or amended agreement being executed by all parties.

- h) **Budget** - Each LWDB must publish the local board's budget on its website within 10 days after approval by FloridaCommerce. The budget must remain published on the website for the duration of the fiscal year for which it accounts for the expenditure of funds.
- i) **Compensation disclosures** – The Total Compensation for Executive Leadership and Other Specific Employees (Exhibit E of the Grantee-Subgrantee Agreement) form must be posted on the local board's website upon it being submitted to FloridaCommerce within 30 days after the end of each LWDB's fiscal year⁹ and remain posted for three years after it is first published. The disclosures must be accompanied by a written declaration provided by the chief financial officer or their designee that they have read the compensation disclosure documents and the facts stated in it are true.
- j) **Employee position and salary information** - Current employee positions and salary information for each position (including performance bonuses).
- k) **LWDB's IRS Form 990** – Annually, each LWDB must publish its most recent IRS form 990 within 60 calendar days after it is filed with the IRS and remain posted for three years after it is filed. Tax returns for the three most recent years must be posted.
- l) **Statements of Financial Interest** – The LWDB's website must inform the public that disclosures or statements of financial interest (consistent with requirements in section 112.3144, F.S.¹⁰ or section 112.3145, F.S.¹¹, whichever is appropriate) for each LWDB member and executive director or designated person responsible for the operational and administrative functions of the LWDB, have been filed with the Commission on Ethics and provide information on how each disclosure or statement may be reviewed. The notice to the public must remain on the website throughout the term of office or employment of the filer and until one year after the term on the LWDB or employment ends.
- m) **Single Audit** – Must be posted for the two most recent years.
- n) Awards of grants or contracts to eligible training providers of workforce investment activities including providers of youth workforce investment activities.
- o) **Related Party Contracts** – All contracts between a LWDB and a member of the LWDB, relative of a LWDB member, an organization or individual represented on the LWDB, or an employee of the LWDB approved on or after July 1, 2021, must be published on the LWDB's website within 10 days after approval by the local board or FloridaCommerce, whichever is later. Such contracts must remain on the website for at least one year after termination of the contract. Such contracts will be identified as related party contracts.

⁹ The disclosure must be posted by July 30th for LWDBs with a June 30th year end and by October 30th for LWDBs with a September 30th year end.

¹⁰ Form 6 – Full and Public Disclosure of Financial Interests

¹¹ Form 1 – Statement of Financial Interests

- p) **Contracts in excess of \$35,000** – An executed copy of the plain language version of any contract that is estimated to exceed \$35,000 with a private entity, municipality, city, town, or vendor of services, supplies, or programs, including marketing, or for the purchase or lease or use of lands, facilities, or properties for the five most recent years.
- q) All active agreements with another board that delegate partial or complete responsibility for any duties the LWDB is expected, required, or mandated to perform under the Grantee-Subgrantee Agreement or WIOA, even if the cost is not expected to exceed \$35,000.

LWDB members and staff must maintain integrity, accountability and transparency in decisions and actions that earn and protect the public trust in compliance with [Strategic Policy 2018.09.26.A.1 - Ethics and Transparency Policy](#). This includes taking all necessary steps to avoid the appearance of conflicts of interest.

The LWDB is subject to open government and confidentiality requirements in Chapters 119 and 286, F.S.¹² The LWDB must appoint a public records coordinator for the purpose of ensuring that all public records matters are handled appropriately.

I. New Board Member Orientation and Annual Training

Members appointed to the LWDB are required to participate in orientation and annual training to ensure they understand the purpose of their participation on the LWDB. The purpose of orientation and training is to provide LWDB members with information that empowers them to effectively serve as a board member. The LWDB is expected to take all reasonable steps necessary to encourage attendance by the CLEO at board member orientation and training.

1. New LWDB Member Orientation

All new LWDB members, within six months of appointment, will complete a new board member orientation. The LWDB must develop LWDB member orientation for board members, which will cover at a minimum:

- a) Overview of WIOA;
- b) Overview of the workforce development system and structure;
- c) The state's workforce development system goals and strategies;
- d) The purpose of the LWDB;
- e) LWDB composition, including required members and areas of representation;

¹² The LWDB is subject to Chapters 119 and 286, F.S. The LWDB is responsible for responding to public records requests and subpoenas. The LWDB is responsible for ensuring that its staff and agents have a working knowledge of Chapter 119, F.S.

- f) Roles and responsibilities of the CLEO, fiscal agent, LWDB, LWDB chairperson, and LWDB executive director and staff;
- g) Required partners and programs;
- h) How the workforce system is funded;
- i) Performance requirements;
- j) Sunshine law requirements; and
- k) Conflict of interest policy and disclosure of potential conflicts of interest.

2. Annual Training Requirements

LWDB members will complete an annual training to remind them of the purpose of their appointment as a member of the LWDB. The annual training will include at a minimum:

- a) The state's workforce development goals and strategies;
- b) The purpose of the LWDB;
- c) Roles and responsibilities of the CLEO, fiscal agent, LWDB, LWDB chairperson, and LWDB executive director and staff;
- d) How the workforce system is funded;
- e) Performance requirements;
- f) Sunshine law requirements; and
- g) Conflict of interest policy.

In addition to the minimum topics required for new member orientation and annual training, LWDBs may add additional topics that meet local needs for creating a knowledgeable, high-performing board. New member orientation and annual training may be offered in-person and/or virtually at the local area's discretion. The LWDB must retain and provide to FloridaCommerce upon request, attendance records of participants and the dates of completion. New board members completing the board member orientation are not required to complete the annual refresher training in the same year they become a new member.

J. State and Local Monitoring

At the local level, the LWDB must conduct oversight of the procurement process and resulting contracts and agreements to ensure all aspects of written agreements and contracts are compliant with federal and state laws and regulations. Additionally, the LWDB must also ensure that governing agreements are upheld. In instances where the LWDB is also the one-stop operator, the LWDB must follow the monitoring requirements outlined in Administrative Policy 097 – One-Stop Operator Procurement. The LWDB must also monitor compliance with this policy.

FloridaCommerce will perform programmatic and fiscal monitoring and will review the local area's agreements and contracts during the annual monitoring review for compliance with federal and state laws and regulations. Findings and other noncompliance issues will be handled through the state's monitoring resolution process.

V. DEFINITIONS

1. **Chairperson** is a business representative among the LWDB members who is elected by the LWDB.
2. **Chief Local Elected Official (CLEO)** (CEO in WIOA sec. 3(9))
 - a. A chief elected executive officer of a unit of general local government in a local area; and
 - b. In a case in which a local area includes more than one unit of general local government, the individuals designated under the agreement described in Section 107(c)(1)(B).
2. **Executive Director** is an individual hired or designated by the LWDB to perform the operational and administrative functions of the local board. The term also includes the roles of chief executive officer and president of the LWDB.
3. **Fiscal Agent** is the entity designated to perform accounting and funds management on behalf of the CLEO.
4. **For cause** includes but is not limited to, engaging in fraud or other criminal acts, incapacity, unfitness, neglect of duty, official incompetence or irresponsibility, misfeasance, malfeasance, nonfeasance, gross mismanagement, waste, or lack of performance.
5. **Governance Agreements (i.e., Interlocal, Consortium, and other governing agreements)** are written agreements designed to ensure that decisions of CLEO(s) or a consortium, including how the local board is governed, roles and responsibilities of members, liabilities, etc., are accurately documented and reflect the agreement of the chief elected officials in all jurisdictions of a local area.
6. **Local Workforce Development Area (LWDA)** is a geographical area that serves as the jurisdiction for the administration of workforce development activities and has been granted such designation by meeting criteria as prescribed in [Administrative Policy 94 – Local Workforce Development Area Designation](#).
7. **Local Workforce Development Board (LWDB)** is a board established under WIOA sec. 107, to set policy for the local workforce development system.
8. **Education and Industry Consortium** is a consortium established under section 445.007(15), F. S., which is composed of representatives of educational entities and

businesses in the designated local area and meets the criteria established in CareerSource Strategic Policy 2023.09.19.A.2.

VI. REVISION HISTORY

Date	Description
TBD	Issued by Florida Department of Commerce.
TBD	Revised by Florida Department of Commerce and approved by the CareerSource Florida Board of Directors.
07/01/2021	Revised and issued by the Florida Department of Economic Opportunity to incorporate the requirements of the Reimagining Education and Career Help Act of 2021 (House Bill 1507).
03/04/2021	Issued by the Florida Department of Economic Opportunity.
02/18/2021	Approved by CareerSource Florida Board of Directors.

VII. RESOURCES

[WIOA Fact Sheet: Governance and Leadership](#)

Approved _____
Disapproved _____

Action Item 2

CAREERSOURCE FLORIDA ADMINISTRATIVE POLICY 091 LOCAL WORKFORCE DEVELOPMENT BOARD COMPOSITION AND CERTIFICATION

Public Law 113-128, the Workforce Innovation and Opportunity Act, Section 107 describes the establishment, membership criteria, and certification of local workforce development boards.

Each local workforce development area (local area) in the state shall establish a local workforce development board to carry out the functions specified for the local workforce development board under WIOA Section 107(d) for such local area. The state workforce development board, in partnership with the Florida Department of Commerce ensures local workforce development boards have a membership consistent with the requirements of federal and state law, state policy, and have developed a plan consistent with the state's four-year WIOA plan.

The Florida Department of Commerce issued CareerSource Florida Administrative Policy 091 – Local Workforce Development Board Composition and Certification. On July 1, 2021, this policy was revised and approved by the CareerSource Florida Board of Directors to incorporate the requirements of the [Reimagining Education and Career help Act of 2021 \(House Bill 1507\)](#).

On May 15, 2023, Senate Bill 240, an act relating to education, amended Section 445.007(15), Florida Statutes formally changed the name of the Florida Department of Economic Opportunity to the Florida Department of Commerce. This legislation also added additional requirements to the function of local workforce development boards including the appointment of local education and industry consortiums by local boards. On June 7, 2023, the CareerSource Florida Board of Directors approved the following strategic policies:

- [Board Governance and Leadership](#)
- [Certification of Local Workforce Development Areas and Local Workforce Development Boards](#)

Additionally, on September 19, 2023, the CareerSource Florida Board of Directors approved [CareerSource Florida Strategic Policy – Education and Industry Consortiums](#).

CareerSource Florida Administrative Policy 091 – Local Workforce Development Board Composition and Certification has been revised and updated with conforming changes to the recently approved strategic policies and to provide local workforce development boards with the process for establishing local workforce development board leadership, membership and ensuring compliance to obtain certification under the Workforce Innovation and Opportunity Act and Florida Statutes.

FOR CONSIDERATION

- **Approve the updated and amended CareerSource Florida Administrative Policy 091 – Local Workforce Development Board Composition and Certification**

Supporting Authorities:

- [Public Law 113-128, Workforce Innovation and Opportunity Act Sections 106 and 107](#)
- [CareerSource Florida Strategic Policy 2020.02.20.A.1. – Board Governance and Leadership](#)
- [CareerSource Florida Strategic Policy 2000.08.15.8D – Certification of Local Workforce Development Areas and Local Workforce Development Boards](#)
- [CareerSource Florida Strategic Policy 2023.09.19.A.2. – Education and Industry Consortia](#)
- [20 Code of Federal Regulations 679.320](#)
- Sections [445.004](#) and [445.007](#), Florida Statutes



Administrative Policy

**POLICY
NUMBER
091**

Title:	Local Workforce Development Board Composition and Certification		
Program:	Workforce Innovation and Opportunity Act		
Effective:	06/08/2016	Revised:	TBD

I. PURPOSE AND SCOPE

The purpose of this policy is to provide local workforce development boards (LWDBs) with the requirements for LWDB membership composition under the Workforce Innovation and Opportunity Act (WIOA) and Chapter 445, Florida Statutes (F.S.), and the process for certification of LWDBs.

II. BACKGROUND

Each local workforce development area (local area) in the state shall establish a local workforce development board to carry out the functions specified for the LWDB under WIOA sec. 107(d) for such local area. The state workforce development board (state board), in partnership with the Florida Department of Commerce (FloridaCommerce), will ensure LWDBs have a membership consistent with the requirements of federal and state law, state policy, and have developed a plan consistent with the state's four-year WIOA plan.

III. AUTHORITY

Public Law 113-128, Workforce Innovation and Opportunity Act Sections 106 and 107

[CareerSource Florida Strategic Policy 2020.02.20.A.1.](#)

[CareerSource Florida Strategic Policy 2023.09.19.A.2.](#)

[20 Code of Federal Regulations 679.320](#)

Sections [445.004](#) and [445.007](#), F.S.

IV. POLICIES AND PROCEDURES

Outlined below are the policies and procedures for certifying LWDBs and ensuring the composition of and appointment of members to LWDBs are consistent with the provisions of federal and state requirements.

A. LWDB Membership and Composition

The Governor, in partnership with the state board, shall establish criteria for use by Chief Local Elected Officials (CLEOs) to appoint members of the LWDBs in accordance with WIOA sec. 107(b)(2) and to ensure there is appropriate and equitable representation from all counties included in the local area. The composition of the LWDB must meet the following criteria:

1. Business

A majority of the LWDB members shall represent businesses in the local area as individuals who:

- a. Are owners of a business, chief executives or operating officers of businesses, or other business executives or employers with optimum policymaking or hiring authority.
- b. Represent businesses, including small businesses, or organizations representing businesses that provide employment opportunities that, at a minimum, include high-quality, work-relevant training and development in in-demand industry sectors or occupations in the local area (at least two representatives of small businesses must be included).
- c. Are appointed from individuals nominated by local business organizations and business trade associations.
- d. Are not current members of the local area's Education and Industry Consortium as defined by CareerSource Florida's Strategic Policy 2023.09.19.A.2.

2. Labor/Apprenticeships

Not less than 20 percent of the members shall be representatives of the workforce within the local area that:

- a. Include at least two representatives of labor organizations nominated by local labor federations. For a local area in which no employees are represented by such organizations, at least two other representatives of employees will be included.
- b. Include at least one representative of a labor organization or a training director

from a joint labor-management apprenticeship program. If no union affiliated registered apprenticeship programs exist in the area, a representative of a non-union affiliated registered apprenticeship program must be appointed, if one exists.

- c. May include representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment needs of individuals with barriers to employment, including organizations that serve veterans or provide/support competitive integrated employment for individuals with disabilities.
- d. May include representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives or organizations that serve out-of-school youth.

3. Education

Each LWDB shall include representatives of entities administering education and training activities in the local area who:

- a. Include a representative of eligible providers administering adult education and literacy activities under Title II of WIOA.
- b. Include a representative of institutions of higher education providing workforce investment activities (including community colleges).
- c. Include a representative of a private education provider if a public education or training provider is represented on the LWDB. LWDBs can search local private education providers on the Florida Department of Education website [Commission for Independent Education \(fldoe.org\)](https://fldoe.org). The state board may waive this requirement if requested by a LWDB if it is demonstrated that such representative does not exist in the local area.
- d. May include representatives of local educational agencies and community-based organizations with demonstrated experience and expertise in addressing the education or training needs of individuals with barriers to employment.
- e. Are not current members of the local area's Education and Industry Consortium as defined by CareerSource Florida Policy 2023.09.19.A.2.

When there is more than one institution in each of the types of educational entities listed above, nominations are solicited from representatives of each of these entities.

LWDBs requesting to waive the requirement for private education provider representation on the board must demonstrate that such a provider does not exist in the local area and/or is not willing to serve on the board. The LWDB will describe, in a locally defined process, how private education providers will be identified, and efforts taken to include those representatives on the LWDB. If through the locally defined process the LWDB finds that a private education

provider representative of an entity administering education and training activities in the local area does not exist or is not willing to serve on the board, the LWDB must submit a Private Education Provider Waiver Request Form (Attachment A) to: LWDBGovernance@commerce.fl.gov. The request must include a copy of the locally defined process used to identify private education providers and the results of the LWDB's efforts to include those representatives on the LWDB in its request.

4. Governmental/Economic/Community Development

Each LWDB shall include representatives of economic and community development as well as governmental entities serving the local area who:

- a. Represent economic and community development entities serving the local area.
- b. Represent Vocational Rehabilitation serving the local area.
- c. May represent agencies or entities serving the local area relating to transportation, housing, and public assistance.
- d. May represent philanthropic organizations serving the local area.

5. Other Entity Representation

Each LWDB may include other individuals or representatives of entities determined to be appropriate by the CLEO in the local areas.

Unlike the state board, members of the LWDB may be appointed as representatives of more than one entity if the individual meets all the criteria for representation.

B. LWDB Chairperson

The LWDB chairperson is elected by the members of the LWDB and must be one of the business representatives on the LWDB. LWDB chairperson requirements can be found in [Administrative Policy 110 – Local Workforce Development Area and Board Governance](#).

C. Standing Committees

The LWDB may designate and direct the activities of standing committees to provide information and to assist the LWDB in carrying out its required activities, as further prescribed in WIOA sec. 107(b)(4).

D. Authority of Board Members

Members of the board who represent organizations, agencies, or other entities must be individuals with optimum policymaking authority within the organizations,

agencies or entities.

E. Board Member Recruiting, Vetting and Nominating

The LWDB, in consultation with the CLEO, must develop and implement written processes and procedures for recruiting, vetting and nominating LWDB members. The qualifications of LWDB members must be documented, align with the requirements of WIOA, and be compliant with all federal and state laws, rules and regulations, and applicable state policies. Documentation supporting the recruitment, vetting and nomination process, including names of nominating organizations and names of all candidates and their qualifications, must be retained for not less than five years.

In addition to criteria outlined in Section A. of this policy, the members of the LWDB must represent diverse geographic areas within the local area and must ensure appropriate and equitable representation from all counties included in the local area. The importance of minority and gender representation must be considered when making appointments to the LWDB¹.

F. Appointment of Board Members

The CLEO in a local area is authorized to appoint the members of the LWDB who meet the criteria outlined in **Section IV.A.** of this policy. The CLEO may not delegate the responsibility of appointing members to the LWDB, to the executive director or to staff of the LWDB.

When a local area includes more than one unit of local government, the CLEOs of such units may execute an agreement that specifies the respective roles of the individual CLEOs regarding:

- a. The selection, appointment, removal or reappointment of the members of the LWDB from individuals nominated or recommended to be such members; and
- b. Carrying out any other responsibilities assigned to such officials in accordance with WIOA.

If after a reasonable effort the CLEOs are unable to reach agreement, the Governor may appoint the members of the LWDB from individuals so nominated or recommended.

LWDBs must adopt and abide by a conflict-of-interest policy that ensures compliance with federal and state laws, rules and regulations and applicable state policies.

Upon appointment to the LWDB, members must be educated about and acknowledge state and local conflict-of-interest policies.

LWDB members who are not otherwise required to file a full and public disclosure of

¹ Section 445.007(1), F.S.

financial interests under Section 8, Art. II of the State Constitution or Section 112.3144, F.S. must be advised of their obligation to file a statement of financial interests under Section 112.3145, F.S.

G. Board Member Vacancies, Term Limits and Removal

LWDB members who no longer hold the position or status that made them eligible appointees must resign or be removed by the CLEO. Local workforce development board vacancies must be filled within a reasonable amount of time, but no more than 12 months from the vacancy occurrence. This process must be described in the local area's bylaws or in a local operating procedure.

LWDB members shall serve staggered terms and may not serve for more than eight (8) consecutive years unless the member is a representative of a government entity. Service in a term of office which commenced before July 1, 2021, does not count toward the 8- year limitation.

The Governor and CLEO may remove members of a LWDB, its Executive Director and/or the designated person responsible for operational and administrative functions of the board for cause.

H. Certification of Local Workforce Development Boards

1. Certification

Once every two years, one LWDB must be certified for each local area in the state, based on the criteria described in WIOA sec. 107(b) and this policy. For a second or subsequent certification, certification must also be based on the extent to which the local area ensures workforce investment activities carried out in the local area enabled the local area to meet the corresponding performance accountability measures and achieve fiscal integrity as defined in WIOA sec. 106(e)(2).

The state board, on behalf of the Governor, approves the certification of LWDBs every two years. FloridaCommerce, in consultation with CareerSource Florida, will issue instructions to the LWDBs for certification. At the appropriate time intervals, instructions will be issued to LWDBs about the certification process, to include documentation requirements.

At a minimum, LWDBs must provide the following certification documents to FloridaCommerce:

- a. LWDB membership, composition and policymaking authority.
- b. LWDB chairperson (confirming the chairperson is one of the business representatives on the LWDB).
- c. Membership of standing committees including education and industry consortium(s).

Upon satisfactory review of an LWDB's certification documents, FloridaCommerce will provide a recommendation regarding certification to the state board.

2. Failure to Achieve Certification

Failure of an LWDB to achieve certification shall result in appointment and certification of a new LWDB for the local area pursuant to WIOA sec. 107(c)(1). [Administrative Policy 104 – Sanctions for Local Workforce Development Boards' Failure to Meet Federal and State Standards](#) details the actions the state board and FloridaCommerce may take if an LWDB fails to meet this standard.

I. Decertification of Local Workforce Development Boards

The Governor may decertify a LWDB in accordance with WIOA Sec. 107(c)(3), as further prescribed in Administrative Policy 104, Sanctions for Local Workforce Development Boards' Failure to Meet Federal and State Standards.

V. DEFINITIONS

1. **Small business** - defined by the [Small Business Administration](#).
2. **Economic agency** - includes a local planning or zoning commission or board, a community development agency, or another local agency or institution responsible for regulating, promoting, or assisting in local economic development.
3. **For cause** – includes, but is not limited to, engaging in fraud or other criminal acts, incapacity, unfitness, neglect of duty, official incompetence and irresponsibility, misfeasance, malfeasance, nonfeasance, gross mismanagement, waste, or lack of performance.
4. **Person with optimum policy-making authority** - an individual who can reasonably be expected to speak affirmatively on behalf of the entity he or she represents and to commit that entity to a chosen course of action.
5. **Demonstrated experience and expertise** - an individual who (1) is a workplace learning advisor as defined in WIOA sec. 3(70); (2) contributes to the field of workforce development, human resources, training and development, or a core program function; or (3) the LWDB recognizes for valuable contributions in education or workforce development related fields.

VI. REVISION HISTORY

Date	Description
TBD	Issued by the Florida Department of Commerce to align with CareerSource Florida Strategic Policy 2023.09.19.A.2. and other changes.
TBD	Revised and approved by CareerSource Florida Board of Directors.
07/01/2021	Revised and issued by the Florida Department of Economic Opportunity to incorporate the requirements of the Reimagining Education and Career Help Act of 2021 (House Bill 1507).
01/07/2021	Issued by the Florida Department of Economic Opportunity.
12/03/2020	Revised and approved by CareerSource Florida Board of Directors.
02/20/2020	Revised and approved by CareerSource Florida Board of Directors.
06/08/2016	Issued by the Florida Department of Economic Opportunity. This administrative policy supersedes and replaces FG-OSPS-073, Regional Workforce Board Composition, Certification and Decertification, issued June 29, 2013.

VII. ATTACHMENTS

Attachment A – Private Education Provider Waiver Request Form

Private Education Provider Waiver Request

Name of Local Workforce Development Board:

Date of Submission:

Contact Person Name:

Phone:

Email Address:

To submit this request, please respond to the following statements and ensure the appropriate signatures are affixed to this form prior to submission.

<u>Requirement</u>	Yes / No / N/A
1. The local board confirms that a private education provider was not found within the counties served in the local area.	
2. The local board has attached to this waiver request proof of the methods used to search for a private education provider in the local area.	
OR	
3. The local board confirms that a private education provider was found; however, was not willing to serve as a member of the local board. Enter N/A if not applicable.	
4. The local board has attached to this waiver request proof of the private education provider's unwillingness to serve as a member of the local board.	

BY SIGNING BELOW, THE CHIEF LOCAL ELECTED OFFICIAL AND THE LOCAL WORKFORCE DEVELOPMENT BOARD EXECUTIVE DIRECTOR CERTIFY THAT THE LOCAL BOARD HAS FOLLOWED THE STEPS OUTLINED ABOVE AND DID NOT LOCATE A PRIVATE EDUCATION PROVIDER WHO QUALIFIED OR WAS WILLING TO SERVE AS A MEMBER OF THE LOCAL BOARD AND REQUESTS A PRIVATE EDUCATION PROVIDER WAIVER FOR THE LOCAL BOARD.

EXECUTIVE DIRECTOR

Name:

Signature:

Date:

CHIEF LOCAL ELECTED OFFICIAL	
Name and Title:	County:
Signature:	Date:

CHIEF LOCAL ELECTED OFFICIAL	
Name and Title:	County:
Signature:	Date:

CHIEF LOCAL ELECTED OFFICIAL	
Name and Title:	County:
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CHIEF LOCAL ELECTED OFFICIAL	
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CHIEF LOCAL ELECTED OFFICIAL	
Name and Title:	County:
Signature:	Date:

CHIEF LOCAL ELECTED OFFICIAL	
Name and Title:	County:
Signature:	Date:

Approved _____
Disapproved _____

Action Item 3

CAREERSOURCE FLORIDA DESIGNATION OF REGIONAL PLANNING AREAS

Public Law 113–128, the Workforce Innovation and Opportunity Act (WIOA), requires the state workforce development board to develop and implement a State Workforce Development Plan. WIOA Section 106 describes the process by which the Governor designates local workforce development areas within the state. WIOA encourages the development of planning regions to align workforce development activities and resources with larger regional economic development areas and available resources to provide coordinated and efficient services to both job seekers and employers. The goal of regional planning is to develop, align, and integrate strategies and resources to support regional economic growth.

The Reimagining Education and Career Help (REACH) Act addresses the evolving needs of Florida’s economy by increasing the level of collaboration and cooperation among state businesses and education communities while improving training within and access to a more integrated workforce and education system for all Floridians. The law takes an integrated, collaborative approach to strengthen partnerships and enhance access to education, training, and employment opportunities within and across key workforce, education, and support services systems that are the backbone of Florida’s comprehensive workforce development ecosystem.

On February 23, 2023, the CareerSource Florida Board of Directors approved the Florida Workforce System Transformation Plan to modernize the local workforce development board governance structure and ensure the system is customer centered, cost effective, and responsive to meet workforce talent demands. The plan focuses on:

- Alignment and consolidation for local workforce development boards;
- System-wide improvements for improved customer consistency and better leveraging of public funds; and
- Regional planning to further promote workforce system alignment with education and economic development and optimize opportunities for regional growth.

The Governor affirmed the CareerSource Florida Board of Directors’ recommendation to realign and consolidate local workforce development areas as outlined in the Florida Workforce System Transformation Plan.

On September 19, 2023 the CareerSource Florida Board of Directors approved [2023.09.19.A.1 – Regional Planning Areas Strategic Policy](#) which defines the requirements for regional planning areas in the state of Florida. On December 22, 2023, the CareerSource Florida Board of Directors approved [Administrative Policy 123 – Regional Planning Areas Identification and Requirements](#) outlining the process for identifying regional planning areas for groups of two or more local workforce development areas and the requirements for developing regional WIOA plans.

The Florida Department of Commerce received two requests for designation as WIOA Planning Regions. After review of these requests, the Department contacted the CareerSource Florida Board of Directors and recommended that the state board approve the designation of these areas as follows:

- CareerSource Escarosa (LWDB 1), CareerSource Okaloosa Walton (LWDB 2), CareerSource Chipola (LWDB 3), and CareerSource Gulf Coast (LWDB 4).
- CareerSource Research Coast (LWDB 20) and CareerSource Palm Beach (LWDB 21).

FOR CONSIDERATION

- **Approve a recommendation to the Governor for the designation of the following WIOA Planning Regions:**
 - CareerSource Escarosa (LWDB 1), CareerSource Okaloosa Walton (LWDB 2), CareerSource Chipola (LWDB 3), and CareerSource Gulf Coast (LWDB 4)
 - CareerSource Research Coast (LWDB 20) and CareerSource Palm Beach (LWDB 21)

Supporting Documents:

- Request for designation as WIOA Planning Region from CareerSource Escarosa (LWDB 1), CareerSource Okaloosa Walton (LWDB 2), CareerSource Chipola (LWDB 3), and CareerSource Gulf Coast (LWDB 3).
- Request for designation as WIOA Planning Region from CareerSource Research Coast (LWDB 20) and CareerSource Palm Beach (LWDB 21)

Request for Regional Planning Area Identification	
Proposed Name of Planning Region: Palm Beach-Treasure Coast Regional Planning Area	
Local Workforce Development Boards included (Two or more contiguous boards): CareerSource Research Coast and CareerSource Palm Beach County	
Date of Submission:2/6/2024	
Contact Person Name(s): Brian Bauer, President/CEO	Phone:1-866-482=4473 ext. 418 Email Address:bbauer@careersourcerc.com

The request for designation requires that the local workforce development boards have relevant relationships as evidenced by labor markets, economic development areas, education and training resources, population centers, commuting patterns, industrial composition, location quotients, labor force conditions, and geographic boundaries. By signing below, the local chief elected officials and the local workforce development board executive directors certify that the local areas request designation as a qualified regional planning area per CareerSource Florida Strategic Policy 2023.09.19.A.1. If the request for designation is approved, the local workforce development boards within the regional planning area will be required to engage in a regional planning process that will produce a Regional Plan to be added as an addendum to each local workforce development board plan per FloridaCommerce Regional Planning Instructions.

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Signature Page

CareerSource Research Coast Executive Director	
Name: Brian Bauer	
DocuSigned by: Signature: Brian K. Bauer	
Date of Submission: 2/6/2024	

Treasure Coast Workforce Consortium Chair (CLEO) - CareerSource Research Coast	
Name and Title: Commissioner Jamie Fowler	County: BOCC St. Lucie County
DocuSigned by: Signature: Jamie Fowler	Date: 2/6/2024 9:13 AM EST

Signature Page

CareerSource Palm Beach County Executive Director	
Name: Julia Dattolo	
Signature:	DocuSigned by: Julia Dattolo 91D02ABE6EF04B0...
Date of Submission: 1/29/2024 11:47 AM PST	

Local Chief Elected Official – CareerSource Palm Beach County	
Name and Title: Commissioner Gregg Weiss	County: Palm Beach
Signature:	DocuSigned by: Gregg F. Weiss 2F2FE4BAC1FC4AE...
Date: 1/29/2024 2:54 PM EST	

Support Documentation for the Request for Regional Planning Area Identification

Below is a narrative evidencing the current relationships amongst the counties and local workforce development areas within the proposed regional planning area (WIOA planning region). This supportive documentation follows requirements for regional planning area identification in line with FloridaCommerce's Administrative Policy "Regional Planning Area Identification and Requirements" approved by the CareerSource Florida State Board of Directors on December 12th, 2023.

CareerSource Research Coast (Indian River, St. Lucie, and Martin Counties) and CareerSource Palm Beach County (Palm Beach County) are requesting identification as the Palm Beach-Treasure Coast Regional Planning Area. Per the Florida Workforce Transformation Plan, CareerSource Florida in collaboration with the Governor's Reimaging Education and Career Help (REACH) Office, the Florida Department of Commerce (FloridaCommerce), and Local Workforce Development Boards, must ensure that all local areas in the state are a part of planning region. The LWDBs identified in this proposed planning region are initiating the process to become one of the first official regional planning areas in the State of Florida.

Per the FloridaCommerce Administrative Policy, this supportive documentation includes the following information presented in the same order as the Administrative Policy:

1. Planning regions must include at least two contiguous local areas within Florida.
2. Information pertaining to the following for the proposed planning region:
 - a. Shared labor market
 - b. Shared common economic development area
 - c. Possess federal and non-federal resources including appropriate education and training institutions to administer activities under WIOA subtitle B
 - d. Population centers and population changes
 - e. Commuting patterns
 - f. Industrial composition and location quotients
 - g. Labor force conditions
 - h. Geographic boundaries
3. Signatures of all the pertinent CLEOs of the units of local government that will make up the proposed planning region to demonstrate consensus of all of the units of local government involved.

This request with supportive documentation will be submitted to FloridaCommerce via email at LWDBGovernance@commerce.fl.gov. Please reach out to any of the listed contacts if you have any questions regarding the information included in this request for designation as a planning region. In addition, the LWDB executive directors within this coalition understand the regional planning requirements outlined in CareerSource Florida Strategic Policy 2023.09.19.A.1 that would ensue if identified as a regional planning area. The executive directors of this coalition commit to a collaborative process to produce a regional plan.

Shared labor market: Below is a table of the most recent US Bureau of Labor Statistics’ defined metropolitan statistical areas that are incorporated within the four counties in the proposed regional planning area.

County	LWDB	Metropolitan Statistical Area
Indian River	Research Coast	Sebastian-Vero Beach
Martin	Research Coast	Port St. Lucie
Palm Beach County	Palm Beach County	Miami-Fort Lauderdale-Pompano Beach (AND West Palm Beach-Boca Raton-Boynton Beach Metropolitan Division)
St. Lucie	Research Coast	Port St. Lucie

CareerSource Research Coast includes Port St. Lucie and the Sebastian-Vero Beach MSA. Palm Beach County is a part of the Miami-Fort Lauderdale-Pompano Beach MSA but also includes the West Palm Beach-Boca Raton-Boynton Beach Metropolitan Division – which is the northernmost portion of the Miami MSA.

While the proposed regional planning area includes multiple MSAs, there are further relationships evidenced by economic development areas, similar industrial composition, commuting patterns, and other features that evidence an Atlantic coast region capable of planning and leveraging similar experiences to amplify workforce development efforts. For the sake of regional planning, this area encapsulates a shared labor market.

Common economic development area: Below is a table of selection of economic development organizations that are represented amongst the four counties of the two local workforce development areas in the proposed regional planning area. The table includes information on the Enterprise Florida Region of each county, the US Economic Development Administration (EDA) Economic Development District (EDDs), and three columns of additional economic development organizations (EDOs) that are located within the two local workforce development areas. While Enterprise Florida is currently transitioning as an organization (SelectFlorida was formed in 2023 as Direct Support Organization for FloridaCommerce to promote international trade and investment), the regional geographies remain unchanged in the transition from Enterprise Florida to SelectFlorida.

County	LWDB	Enterprise Florida Regions	EDA EDDs	Additional EDO	Second Additional EDO	Third Additional EDO
Indian River	Research Coast	Southeast	Treasure Coast Regional Planning Council	Indian River County Chamber of Commerce		
Martin	Research Coast	Southeast	Treasure Coast Regional Planning Council	Business Development Board of Martin County		

Palm Beach County	Palm Beach County	Southeast	Treasure Coast Regional Planning Council	Palm Beach County Department of Housing and Economic Development	Business Development Board of Palm Beach County	Economic Council of Palm Beach County, Inc.
St. Lucie	Research Coast	Southeast	Treasure Coast Regional Planning Council	St. Lucie County Economic Development Council		

All four counties in the proposed regional planning area across the two local workforce development boards are located within the same SelectFlorida region (Southeast). The [Treasure Coast Regional Planning Council](#) covers Indian River, Martin, Palm Beach, and St. Lucie Counties exclusively as a regional planning and economic development body. Palm Beach County has two appointed individuals on this Council to include the CEO of LWDB 21 CareerSource Palm Beach County and its Labor Market Performance Manager. In addition to the regional economic development lens showcasing a common economic development area, each county also has the local economic development capacity to focus on local projects and priorities.

Federal and non-federal education and training providers to administer programs under WIOA subtitle B:

The below table encapsulates the local workforce development areas’ most recently publicly posted local eligible training provider list. The CareerSource Florida State Board of Directors recently approved FloridaCommerce Administrative Policy “[Eligible Training Providers List Requirements](#)” (page 116 of the September 19 2023 Board Meeting). This admin policy directs that moving forward, the local ETPLs will be a subset of the state level ETPL – with a recognition that LWDBs have the discretion to add additional requirements for training providers except for registered apprenticeship programs moving forward. This list showcases ample coverage of training providers within the proposed region.

{The rest of this page intentionally left blank. ETPL table for CareerSource Research Coast and CareerSource Palm Beach County can be found on the following page}

LWDB	Provider
Research Coast	Fortis
Research Coast	Indian River State College
Research Coast	Keiser University
Research Coast	PC Professor
Research Coast	Treasure Coast Technical College
Research Coast	Treasure Coast Medical Institute
Research Coast	CareerSource Research Coast
Research Coast	CVS Health
Research Coast	Florida Behavioral Health Association
Research Coast	Florida East Coast Electrical JATC
Research Coast	Florida Training Services
Research Coast	Learning Alliance Corporation Apprenticeship, GNJ
Research Coast	Machining Solutions
Research Coast	OpenClassrooms
Research Coast	Palm Beach County Ironworkers JATC
Research Coast	Pipe U Registered Apprenticeship
Research Coast	Piper Aircraft
Research Coast	Society for Human Resource Management Foundation
Palm Beach County	Academy for Nursing and Health
Palm Beach County	Barry University
Palm Beach County	Brainstation Education
Palm Beach County	Cambridge College of Healthcare and Technology
Palm Beach County	Capscore Academy for Healthcare Education
Palm Beach County	Care Hope College
Palm Beach County	Chancellor Institute
Palm Beach County	College of Health and Allied Development
Palm Beach County	Connecticut School of Broadcasting
Palm Beach County	DATS of Florida
Palm Beach County	Dentrilogy Academy
Palm Beach County	Emergency Educational Institute
Palm Beach County	Florida Atlantic University
Palm Beach County	HCI College
Palm Beach County	International College of Health Sciences
Palm Beach County	ITech Technical
Palm Beach County	Jose Maria Vargas University
Palm Beach County	Keiser University
Palm Beach County	LiveIT Academy
Palm Beach County	Medical Career Academy
Palm Beach County	Medical Institute of Palm Beach
Palm Beach County	Palm Beach Code School
Palm Beach County	Palm Beach County School Board
Palm Beach County	Palm Beach State College
Palm Beach County	PC Professor

Palm Beach County	QM Career Institute
Palm Beach County	Ruby's Academy for Health Occupations
Palm Beach County	South Florida Academy of Air Conditioning
Palm Beach County	South Florida Healthcare Institute
Palm Beach County	Southeastern College
Palm Beach County	Suncoast Trucking Academy
Palm Beach County	The Academy - Ft Lauderdale
Palm Beach County	The CDL School

Population centers and changes: The following table showcase total population in 2017, total population in 2022, the change in that total population from that period, and the percentage growth. The next table after that showcases the same data but restricted only to the working age population of 25–65-year-old residents. This data is sourced from the US Census Bureau American Community Survey and is presented on a county level. Following the tables is a brief narrative showcasing trends throughout the proposed regional planning area.

County	LWDB	2017 Total Population	2022 Total Population	2017-2022 Change	2017-2022 Growth
Indian River	Research Coast	147,981	160,986	13,005	8.8%
Martin	Research Coast	155,719	159,399	3,680	2.4%
Palm Beach County	Palm Beach County	1,426,772	1,494,805	68,033	4.8%
St. Lucie	Research Coast	298,763	334,682	35,919	12.0%

County	LWDB	2017 Working Age Population (25-65)	2022 Working Age (25-65) Population	2017-2022 Working Age Change	2017-2022 Working Age Growth
Indian River	Research Coast	66,989	71,349	4,360	6.5%
Martin	Research Coast	73,246	73,180	-66	-0.1%
Palm Beach County	Palm Beach County	708,643	734,394	25,751	3.6%
St. Lucie	Research Coast	146,320	163,215	16,895	11.5%

All four counties in the proposed regional planning area experienced population growth. St. Lucie County grew the most in relation to relative population, with a 12% increase in population from 2017 to 2022. Palm Beach County added the greatest number of total residents with a population increase of nearly 70,000 people during the period. Palm Beach County would be the population center of this region, with nearly 1.5 million residents living in the county in 2022. Nearly $\frac{3}{4}$ of a million of those residents are between the ages of 25-65. There are more than 2.1 million residents living within the four counties of this proposed regional planning area.

Commuting patterns: Commuting patterns are directly from the US Census Bureau OnTheMap 2021 estimates on a LWDB level. The commuting patterns are split by “Work” and “Home” destinations. The “Home” destination reports showcase where workers live who are employed within the LWDB. The “Work” destination reports showcase where workers are employed who live within the borders of the LWDB. These reports are designed to showcase relationships amongst the LWDBs in the proposed RPA.

Major findings from the commuting pattern analysis include:

- About 7% of the workers who are employed within the CareerSource Research Coast service area call Palm Beach County their home.
- About 14.8% of workers who live in CareerSource Research Coast’s service area are working in Palm Beach County. For context, that means more people who live in CareerSource Research Coast hold a job in Palm Beach County than Indian River County (14.6%). This indicates a strong relationship between the two local workforce development boards in terms of serving similar populations and workers that regularly cross the LWDB boundary for work and life.
- About 3% of workers who are employed in Palm Beach County service area live in St. Lucie County and 2.5% in Martin County.

{The rest of this page intentionally left blank. Commuting pattern reports are presented on the next four pages for each of the LWDBs in the proposed RPA}

CareerSource Research Coast

The commuting patterns are split by “Work” and “Home” destinations. The “Home” destination reports showcase where workers live who are employed within the LWDB. The “Work” destination reports showcase where workers are employed who live within the borders of the LWDB.

Home Destination - Full LWDB

Total All Jobs

	2021	
	Count	Share
Total All Jobs	206,242	100.0%

Jobs Counts by Counties Where Workers Live - All Jobs		
	2021	
	Count	Share
St. Lucie County, FL	75,711	36.7%
Indian River County, FL	36,818	17.9%
Martin County, FL	30,979	15.0%
Palm Beach County, FL	14,321	6.9%

Work Destination - Full LWDB

Total All Jobs

	2021	
	Count	Share
Total All Jobs	251,748	100.0%

Jobs Counts by Counties Where Workers are Employed - All Jobs		
	2021	
	Count	Share
St. Lucie County, FL	58,601	23.3%
Martin County, FL	48,220	19.2%
Palm Beach County, FL	37,166	14.8%
Indian River County, FL	36,687	14.6%

CareerSource Palm Beach County

The commuting patterns are split by “Work” and “Home” destinations. The “Home” destination reports showcase where workers live who are employed within the LWDB. The “Work” destination reports showcase where workers are employed who live within the borders of the LWDB.

Home Destination - Full LWDB

Total All Jobs

	2021	
	Count	Share
Total All Jobs	612,502	100.0%

Jobs Counts by Counties Where Workers Live - All Jobs		
	2021	
	Count	Share
Palm Beach County, FL	394,018	64.3%
Broward County, FL	76,890	12.6%
Miami-Dade County, FL	31,315	5.1%
St. Lucie County, FL	18,141	3.0%
Martin County, FL	15,267	2.5%
Orange County, FL	7,703	1.3%
Hillsborough County, FL	7,422	1.2%
Lee County, FL	6,356	1.0%

Work Destination - Full LWDB

Total All Jobs

	2021	
	Count	Share
Total All Jobs	586,130	100.0%

Jobs Counts by Counties Where Workers are Employed - All Jobs		
	2021	
	Count	Share
Palm Beach County, FL	394,018	67.2%
Broward County, FL	82,014	14.0%
Miami-Dade County, FL	34,406	5.9%
Orange County, FL	9,402	1.6%
Martin County, FL	8,080	1.4%
Hillsborough County, FL	7,635	1.3%
Lee County, FL	4,705	0.8%
St. Lucie County, FL	4,695	0.8%

Industrial composition and location quotients: Included is a county level breakdown of location quotients (LQs) for each of the counties included in the initially requested RPAs. LQs measures the counties industrial specialization relative to the entire US based off population and the number of jobs. An LQ of 1 indicates an average concentration of that industry while an LQ greater than 1 indicates a specialization and less than 1 a lack of industry concentration. The data included are at a 2-digit NAICS level for 2022. Following the table is a brief narrative highlighting similar industry strengths amongst counties represented in the proposed RPA. These values are sourced from Lighthcast.

County	LWDB	Agriculture, Forestry, Fishing and Hunting	Mining, Quarrying, and Oil and Gas Extraction	Utilities	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation and Warehousing	Information	Finance and Insurance	Real Estate and Rental and Leasing	Professional, Scientific, and Technical Services	Management of Companies and Enterprises	Administrative and Support and Waste Management and Remediation Services	Educational Services	Health Care and Social Assistance	Arts, Entertainment, and Recreation	Accommodation and Food Services	Other Services (except Public Administration)	Government	Unclassified Industry
Indian River	Research Coast	1.61	0.08	0.82	1.48	0.50	0.57	1.50	0.42	0.33	0.72	1.55	0.77	0.35	1.05	0.64	1.28	2.65	1.14	1.73	0.57	0.66
Martin	Research Coast	0.80	0.17	1.16	1.54	0.55	0.80	1.25	0.49	0.47	0.68	1.17	0.79	0.22	1.43	0.38	1.44	1.87	1.21	1.65	0.51	0.67
Palm Beach County	Palm Beach County	1.04	0.08	0.87	1.18	0.38	0.85	1.15	0.60	0.75	1.01	1.83	1.18	0.94	1.37	0.81	1.03	1.92	1.17	1.64	0.61	0.87
St. Lucie	Research Coast	0.71	0.02	1.73	1.48	0.63	0.82	1.41	1.05	0.32	0.41	1.15	0.71	0.15	1.15	0.71	1.06	1.12	1.20	1.20	1.01	0.80

{The rest of this page intentionally left blank. Narrative on industry composition is on the following page}

Location quotients are a measure of the concentration of industry employment in a given geography relative to total population. For the sake of the analysis, the LQs are broken down on a county level and at the highest NAICS level (2 digits). The primary portion of this analysis will highlight industry strengths for each county. The secondary portion will highlight shared industry strengths to capitalize moving forward.

- **Indian River County** (CareerSource Research Coast) has an LQ greater than 1 for Agriculture/Forestry/Fishing (1.61), Construction (1.48), Retail Trade (1.50), Real Estate (1.55), Administrative Support (1.05), Healthcare (1.28), Recreation/Entertainment (2.65), and Accommodation/Food (1.14)
- **Martin County** (CareerSource Research Coast) has an LQ greater than 1 for Utilities (1.16), Construction (1.54), Retail Trade (1.25), Real Estate (1.17), Administrative Support (1.43), Healthcare (1.44), Recreation/Entertainment (1.87), and Accommodation/Food (1.21)
- **Palm Beach County** (CareerSource Palm Beach County) has an LQ greater than 1 for Agriculture/Forestry/Fishing (1.04), Construction (1.18), Retail Trade (1.15), Finance and Insurance (1.01), Real Estate (1.83), Professional Services (1.18), Administrative Support (1.37), Healthcare (1.03), Recreation/Entertainment (1.92), and Accommodation/Food (1.17)
- **St. Lucie County** (CareerSource Research Coast) has an LQ greater than 1 for Utilities (1.73), Construction (1.48), Retail Trade (1.41), Transportation and Warehousing (1.05), Real Estate (1.15), Administrative Support (1.15), Healthcare (1.06), Recreation/Entertainment (1.12), Accommodation/Food Services (1.20), and Government (1.01).

The secondary portion of this analysis will highlight common industry strengths within the proposed regional planning area.

- **Construction, Real Estate, and Utilities:** All four counties have an LQ in construction greater than 1.1, indicating strong employment within that sector for the region. In addition, each county exhibits a strong level of employment within Real Estate. Martin and St. Lucie counties also have an elevated number of jobs in the Utilities industry. These related industries support continued development and expansion in growing regions – and all four counties are experiencing population growth.
- **Administrative Support/Back Office:** All four counties in the proposed regional planning area have an elevated level of employment in administrative support and back-office industries, indicating a strength to place potential jobseekers in entry level positions.
- **Healthcare:** As populations continue to age throughout the country, but also in the propose regional planning area, healthcare services will continue to grow in demand. All four counties have elevated levels of employment within the healthcare industry.
- **Recreation/Entertainment and Accommodation/Food Services:** . As the region, continues to grow as a tourist destination with access to beaches, these industries that support tourism have the potential to grow.

- **Agriculture/Forestry/Fishing:** Palm Beach County and Indian River County both have LQs that are greater than 1 for Agriculture/Forestry/Fishing. The western portion of Palm Beach County is rural and heavily reliant upon this industry. As the proposed regional planning region starts to plan for collaborative strategies, this may be an industry of interest shared across the two local workforce development areas.

Labor force conditions: The next three tables display 2017-2022 labor force size and unemployment rate (US BLS) on a county level, 2017-2022 earnings for full time workers and 2022 earnings disaggregated by select education levels, the labor force participation rate for ages 20-64, unemployment rate disaggregated by race, the total population below the poverty line, and educational attainment rates. Following the tables will be a brief narrative highlighting similarities amongst the counties included in the proposed RPA that could inform future planning.

County	LWDB	2017				2022			
		Labor Force	Employed	Unemployed	Unemployment Rate	Labor Force	Employed	Unemployed	Unemployment Rate
Indian River	Research Coast	63,455	60,211	3,244	5.1	67,947	65,644	2,303	3.4
Martin	Research Coast	71,501	68,459	3,042	4.3	76,101	74,049	2,052	2.7
Palm Beach County	Palm Beach County	716,528	686,091	30,437	4.2	763,006	740,847	22,159	2.9
St. Lucie	Research Coast	138,130	130,882	7,248	5.2	155,564	150,258	5,306	3.4

County	LWDB	Earnings					
		2017 Earnings (Median earnings (dollars) for full-time, year-round workers with earnings)	2022 Earnings (Median earnings (dollars) for full-time, year-round workers with earnings)	2017-2022 Change in Earnings (Median for full time)	2017-2022 Growth (Median for full time)	2022 Median Earnings Less than High School	2022 Earnings Some College/Associates
Indian River	Research Coast	\$ 36,546	\$ 48,750	\$ 12,204	33.4%	\$ 29,969	\$ 37,500
Martin	Research Coast	\$ 43,930	\$ 56,566	\$ 12,636	28.8%	\$ 28,148	\$ 39,131
Palm Beach County	Palm Beach County	\$ 42,079	\$ 53,946	\$ 11,867	28.2%	\$ 27,808	\$ 41,691
St. Lucie	Research Coast	\$ 36,361	\$ 46,078	\$ 9,717	26.7%	\$ 31,383	\$ 39,893

		Labor force conditions				Poverty	Education		
County	LWDB	LFPR 20-64 (2022)	Unemployment Rate - White Alone - 2022	Unemployment Rate - Black Alone 2022	Unemployment Rate - Hispanic Alone 2022	Total below poverty line	Pop 25-64 w/out high school	Pop 25-64 with only high school	Pop 25-64 with some college and above
Indian River	Research Coast	72.9%	5.6%	12.3%	3.7%	9,878	7,355	18,329	25,684
Martin	Research Coast	73.3%	4.0%	8.9%	5.0%	7,995	6,209	17,583	23,792
Palm Beach County	Palm Beach County	79.9%	5.0%	8.3%	5.4%	80,917	84,636	167,127	251,763
St. Lucie	Research Coast	76.1%	5.3%	8.2%	5.9%	19,817	17,591	50,570	33,268

This portion of the analysis will consider unemployment rates, labor force participation rates, median earnings, poverty, and educational attainment for the counties within the proposed regional planning area.

Unemployment conditions: Compared to 2017, the unemployment rate for all of the counties within the proposed regional planning area has diminished. For example, in 2017 St. Lucie County had an unemployment rate of 5.2% with more than 7,200 unemployed workers looking for jobs. In 2022, that rate has dropped to 3.4% with 5,300 workers looking for jobs – despite adding more than 12,000 total people to the workforce in that same period. The counties within the proposed regional planning area all exhibit labor force growth and the ability to grow the jobs base to support that growth in a tight labor market.

Labor force participation rates: The counties within this proposed regional planning area all have strong labor force participation rates, with Palm Beach County nearing a very high 80% labor force participation rate. For comparison's sake, the US average labor force participation rate as of November 2023 was just over 62%. The high labor force participation rate, coupled with the low unemployment rate, signifies a wealth of opportunities for job seekers within the proposed regional planning area. However, with this opportunity comes a challenge for employers within the regional planning area. There is an opportunity for the two local workforce development boards to co-develop creative strategies to continue to assist employers in need of talent within the two areas.

Median earnings: All four counties experienced an increase in their median earnings for full time workers from 2017 to 2022. Besides St. Lucie County, each of the counties experienced a more than \$10,000 increase in median earnings for full time workers (St. Lucie County just missed the \$10,000 mark with a \$9,717 increase). All four counties exhibited strong growth rates ranging from 26.7% to 33.4% growth.

Poverty and educational attainment: Each of the counties represented in the regional planning area have populations in poverty. While this data set doesn't capture the qualitative nature of that

poverty, there are opportunities for the LWDBs in the regional planning area to develop strategies to reduce the thousands of people that live in poverty within the region. A strong method to lift people out of poverty is to couple training with employment opportunities. Each county has a significant portion of the population without a high school degree or with only a high school degree.

Relevant geographic boundaries: The final section of this regional planning area identification request denotes any major geographic boundaries, waterways, and ports that offer economic opportunity to the region and that may be shared amongst the LWDBs. This is a non-exhaustive list:

- All four counties boast strong access to the Atlantic coast as well as roadways to a large portion of Florida's population (Indian River is within 3 hours drive of 90% of Florida's population).
- The Indian River spans from Indian River County south through St. Lucie, Martin, and Palm Beach Counties.
- Martin and Palm Beach County border Lake Okeechobee in Central Florida. Palm Beach County's western communities are considered to be part of Florida's rural Heartland.

Request for Regional Planning Area Identification	
Proposed Name of Planning Region: Northwest Florida Workforce Collective	
Local Workforce Development Boards included (Two or more contiguous boards): CareerSource Escarosa, CareerSource Okaloosa Walton, CareerSource Chipola, and CareerSource Gulf Coast	
Date of Submission: February 12, 2024	
Contact Person Name(s): Marcus McBride, Michele Burns, Richard Williams, and Kim Bodine	Phone: 850.913.3285 – Kim Bodine, Executive Director of CareerSource Gulf Coast Email Address: kbodine@careersourcegc.com

The request for designation requires that the local workforce development boards have relevant relationships as evidenced by labor markets, economic development areas, education and training resources, population centers, commuting patterns, industrial composition, location quotients, labor force conditions, and geographic boundaries. By signing below, the local chief elected officials and the local workforce development board executive directors certify that the local areas request designation as a qualified regional planning area per CareerSource Florida Strategic Policy 2023.09.19.A.1.

If the request for designation is approved, the local workforce development boards within the regional planning area will be required to engage in a regional planning process that will produce a Regional Plan to be added as an addendum to each local workforce development board plan per FloridaCommerce Regional Planning Instructions.

Included within this request for designation are the following required documents:

- Chief local elected official signatures from CareerSource Escarosa, CareerSource Okaloosa Walton, CareerSource Chipola, and CareerSource Gulf Coast
- Executive director signatures from CareerSource Escarosa, CareerSource Okaloosa Walton, CareerSource Chipola, and CareerSource Gulf Coast
- Supportive documentation encompassing the required information for the regional planning area identification request

**A RESOLUTION BY THE WORKFORCE INNOVATION AND OPPORTUNITY
ACT RECOGNIZED CHIEF LOCAL ELECTED OFFICIALS AND LOCAL BOARD
CHAIRS FOR THE FOUR LOCAL WORKFORCE DEVELOPMENT BOARDS IN
NORTHWEST FLORIDA SUPPORTING THE FORMATION OF THE NORTHWEST
FLORIDA REGIONAL PLANNING AREA CONSISTING OF LOCAL
WORKFORCE DEVELOPMENT BOARDS CAREERSOURCE ESCAROSA,
CAREERSOURCE OKALOOSA-WALTON, CAREERSOURCE CHIPOLA, AND
CAREERSOURCE GULF COAST.**

WHEREAS, the Workforce Innovation and Opportunity Act places responsibility on the Chief Local Elected Official(s) for each recognized local workforce development area; and

WHEREAS, as the Chief Local Elected Officials and Local Workforce Board Chairs for our respective local workforce development area, we believe it is of the utmost importance to maintain a locally developed and driven system where the local workforce board operates and performs its duties with the highest level of efficiency and effectiveness; and

WHEREAS, The CareerSource Florida Board of Directors has mandated the creation of workforce regions comprised of two or more local boards; and

WHEREAS, the creation of regions among local workforce areas that share common industry sectors and a history of cooperation would be beneficial for each of the local workforce boards, employers, and job seekers within the region; and

WHEREAS, all counties in each of the local workforce areas supporting this resolution are members of Florida's Great Northwest and share a common economic development mission and a history of cooperation in economic development and workforce development issues; and

WHEREAS, all Chief Local Elected Official and Local Workforce Board Chairs representing the counties served by the four local workforce areas approve this resolution, we agree methods should be developed to serve the entire region while also protecting the ability to provide targeted services within the boundaries of each local area.

**NOW, THEREFORE, BE IT RESOLVED BY THE CHIEF LOCAL ELECTED
OFFICIALS AND LOCAL BOARD CHAIRS REPRESENTING THE LOCAL
WORKFORCE BOARDS OF CAREERSOURCE ESCAROSA, CAREERSOURCE
OKALOOSA-WALTON, CAREERSOURCE CHIPOLA, AND CAREERSOURCE GULF
COAST AS FOLLOWS:**

SECTION 1. The undersigned Chief Local Elected Officials and Local Board Chairs agree to the creation of the Northwest Florida Workforce Collective, consisting of the local workforce areas known as CareerSource Escarosa, CareerSource Okaloosa-Walton, CareerSource Chipola, and CareerSource Gulf Coast.

**A RESOLUTION BY THE WORKFORCE INVESTMENT AND OPPORTUNITY
ACT RECOGNIZED CHIEF LOCAL ELECTED OFFICIALS AND LOCAL BOARD
CHAIRS FOR THE FOUR LOCAL WORKFORCE DEVELOPMENT BOARDS IN
NORTHWEST FLORIDA SUPPORTING THE FORMATION OF THE NORTHWEST
FLORIDA REGIONAL PLANNING AREA CONSISTING OF LOCAL
WORKFORCE DEVELOPMENT BOARDS CAREERSOURCE ESCAROSA,
CAREERSOURCE OKALOOSA-WALTON, CAREERSOURCE CHIPOLA, AND
CAREERSOURCE GULF COAST.**

WHEREAS, the Workforce Innovation and Opportunity Act places responsibility on the Chief Local Elected Official(s) for each recognized local workforce development area; and

WHEREAS, as the Chief Local Elected Officials and Local Board Chairs for our respective local workforce development area, we believe it is of the utmost importance to maintain a locally developed and driven system where the local workforce board operates and performs its duties with the highest level of efficiency and effectiveness; and

WHEREAS, CareerSource Florida has mandated the creation of workforce regions comprised of two or more local boards; and

WHEREAS, the creation of regions among local workforce areas that share commonalities of industry sectors and a history of cooperation would be beneficial for each of the local workforce boards, employers, and job seekers within the region; and

WHEREAS, all counties in each of the local workforce areas supporting this resolution are members of Florida's Great Northwest and share a common economic development mission and a history of cooperation in economic development and workforce development issues; and

WHEREAS, as a Chief Local Elected Official and Local Board Chairs representing the counties served by the four local workforce areas agreeing to this resolution, we agree methods should be developed to serve the entire region while also protecting the ability to provide targeted services within the boundaries of each local area.

**NOW, THEREFORE, BE IT RESOLVED BY THE CHIEF LOCAL ELECTED
OFFICIALS AND LOCAL BOARD CHAIRS FOR THE LOCAL WORKFORCE BOARDS
CAREERSOURCE ESCAROSA, CAREERSOURCE OKALOOSA-WALTON,
CAREERSOURCE CHIPOLA, AND CAREERSOURCE GULF COAST AS FOLLOWS:**

SECTION 1. The undersigned Chief Local Elected Officials and Local Board Chairs agree to the creation of the Northwest Florida Workforce Planning region consisting of the local workforce boards known as CareerSource Escarosa, CareerSource Okaloosa-Walton, CareerSource Chipola, and CareerSource Gulf Coast.

Date: 2/12/2024
Verified By: 

SECTION 2. The undersigned Chief Local Elected Officials and Local Board Chairs agree each local workforce board shall maintain local control and the ability to determine how to serve best local employers, job seekers, and the local community.

SECTION 3. The undersigned Chief Local Elected Officials and Local Board Chairs agree the four local member boards of the Northwest Florida Planning Region will utilize common areas of interest and local benefit to develop common policies, procedures, and technologies. Such agreements and implementations shall meet the requirements, rules, and regulations established by each local workforce board, member counties, CareerSource Florida, Florida Commerce, the State of Florida, the United States Department of Labor, and the United States of America.

SECTION 4. The undersigned Chief Local Elected Officials and Local Board Chairs agree to ensure our local workforce areas implement the requirements of the REACH Act as well as policies and procedures established by the State of Florida for Regional cooperation.

SECTION 5. The undersigned Chief Local Elected Officials and Local Board Chairs agree that to ensure local officials are informed and able to provide proper guidance and to ensure local control is maintained, a quarterly report shall be submitted providing updates to the Chief Local Elected Officials for each of the four participating local workforce boards and each local workforce board. The quarterly report shall update any regional agreements developed and any recognized improvements shared across the regional planning area.

SECTION 6. The undersigned Chief Local Elected Officials and Local Board Chairs understand and agree this Resolution shall remain in effect for a minimum of three years unless changes are required by responsible state or federal entities or changes in state or federal law. Any changes shall be in writing and shall require the agreement and signature of each local Chief Local Elected Official and Local Board Chair. Additional agreements may be reached among the parties and utilized to govern the actions of the Northwest Florida Regional Planning Region if agreed upon and signed by each Chief Local Elected Officials and Local Board Chairs.

DONE AND RESOLVED by our signatures as the Chief Local Elected Officials and Local Board Chairs representing each of the four local workforce boards represented by this resolution.

By signing below, the local workforce development board executive director of CareerSource Escarosa certifies that this is an official designation request for the creation of the Northwest Florida Workforce Collective consisting of the local workforce areas known as CareerSource Escarosa, CareerSource Okoosa-Walton, CareerSource Chipola, and CareerSource Gulf Coast.

CareerSource Escarosa Executive Director	
Name:	Marcus McBride
Signature:	<i>M McBride</i>
Date of Submission:	2/8/2024

BY OUR SIGNATURES BELOW WE CERTIFY OUR AGREEMENT TO THE
PRINCIPALS OF THIS RESOLUTION ON BEHALF OF THE ENTITIES WE
REPRESENT. WE UNDERSTAND AND AGREE EACH LOCAL WORKFORCE AREA
WILL SIGN OF THEIR OWN ACCORD AND THIS RESOLUTION SHALL ONLY BE
EFFECTIVE IF SIGNED BY ALL CHIEF LOCAL ELECTED OFFICIALS AND LOCAL
BOARD CHAIRS REPRESENTING THE FOUR LOCAL WORKFORCE AREAS.

SIGNED BY:

CHIEF LOCAL ELECTED OFFICIAL(S) FOR CAREERSOURCE BOARD NAME HERE.

Local Board Chair: _____

Name Here

Date

Chief Local Elected Official - Region I:
Designated - Escambia County

Steven Barry, Chairman

Date

Attest: Pam Childers
Clerk of the Circuit Court

Approved as to form and legal sufficiency.

By Title: Christopher R. Shaffer, ACA

Date: 01-29-2024



SECTION 2. The undersigned Chief Local Elected Officials and Local Workforce Board Chairs agree each that the local workforce boards shall maintain local control and the ability to determine how to serve best local employers, job seekers, and their respective communities.

SECTION 3. The undersigned Chief Local Elected Officials and Local Workforce Board Chairs agree the four local member boards of the Northwest Florida Workforce Collective will utilize common areas of interest and local benefit to develop common policies, procedures, and technologies. Such agreements and implementations shall meet the requirements, rules, and regulations established by each local workforce board, member counties, CareerSource Florida, Florida Commerce, the State of Florida, the United States Department of Labor, and the United States of America.

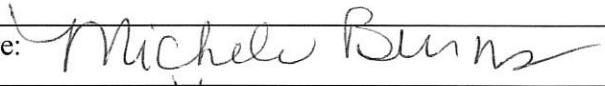
SECTION 4. The undersigned Chief Local Elected Officials and Local Board Chairs agree to ensure our local workforce areas implement the requirements of the REACH Act as well as policies and procedures established by the State of Florida for Regional cooperation.

SECTION 5. The undersigned Chief Local Elected Officials and Local Workforce Board Chairs agree that in order to ensure local officials are informed and able to provide proper guidance and input to ensure that local control is maintained, a quarterly report shall be submitted providing updates to the Chief Local Elected Officials for each of the four participating local workforce boards. The quarterly report shall provide information regarding new regional agreements developed and any recognized improvements to be shared across the regional planning area.

SECTION 6. The undersigned Chief Local Elected Officials and Local Workforce Board Chairs understand and agree this Resolution shall remain in effect for a minimum of three years unless changes are required by responsible state or federal entities or changes in state or federal law. Any changes shall be put forth in writing and shall require the agreement and signature of each local Chief Local Elected Official and Local Board Chair. Additional agreements may be reached among the parties and utilized to govern the actions of the Northwest Florida Workforce Collective if agreed upon and signed by each Chief Local Elected Officials and Local Workforce Board Chairs.

DONE AND RESOLVED by our signatures as the Chief Local Elected Officials and Local Board Chairs representing each of the four local workforce boards represented by this resolution.

By signing below, the local workforce development board executive director of CareerSource Okaloosa Walton certifies that this is an official designation request for the creation of the Northwest Florida Workforce Collective consisting of the local workforce areas known as CareerSource Escarosa, CareerSource Okoosa-Walton, CareerSource Chipola, and CareerSource Gulf Coast.

CareerSource Okaloosa Walton Executive Director	
Name:	Michele Burns
Signature:	
Date of Submission:	1/23/2024

BY OUR SIGNATURES BELOW WE CERTIFY OUR AGREEMENT TO THE PRINCIPALS OF THIS RESOLUTION ON BEHALF OF THE ENTITIES WE REPRESENT. WE UNDERSTAND AND AGREE EACH LOCAL WORKFORCE AREA WILL SIGN OF THEIR OWN ACCORD AND THIS RESOLUTION SHALL ONLY BE EFFECTIVE IF SIGNED BY ALL CHIEF LOCAL ELECTED OFFICIALS AND LOCAL BOARD CHAIRS REPRESENTING THE FOUR LOCAL WORKFORCE AREAS.

SIGNED BY:

CHIEF LOCAL ELECTED OFFICIAL(S) FOR CAREERSOURCE OKALOOSA WALTON.

Local Workforce Board Chair: Scott Seay 10/18/2023
Name Here Date

Chief Local Elected Official: Robert A. "Trey" Goodwin III 11/7/2023
Chairman, Okaloosa County Board of County Commissioners Date



RESOLUTION NO. 23-01

**A RESOLUTION BY THE WORKFORCE INNOVATION AND OPPORTUNITY ACT
RECOGNIZED CHIEF LOCAL ELECTED OFFICIALS AND LOCAL BOARD
CHAIRS FOR THE FOUR LOCAL WORKFORCE DEVELOPMENT BOARDS IN
NORTHWEST FLORIDA SUPPORTING THE FORMATION OF THE NORTHWEST
FLORIDA REGIONAL PLANNING AREA CONSISTING OF LOCAL
WORKFORCE DEVELOPMENT BOARDS CAREERSOURCE ESCAROSA,
CAREERSOURCE OKALOOSA-WALTON, CAREERSOURCE CHIPOLA, AND
CAREERSOURCE GULF COAST.**

WHEREAS, the Workforce innovation and Opportunity Act places responsibility on the Chief Local Elected Official(s) for each recognized local workforce development area; and

WHEREAS, as the Chief Local Elected Officials and Local Workforce Board Chairs for our respective local workforce development area, we believe it is of the utmost importance to maintain a locally developed and driven system where the local workforce board operates and performs its duties with the highest level of efficiency and effectiveness; and

WHEREAS, The CareerSource Florida Board of Directors has mandated the creation of workforce regions comprised of two or more local boards; and

WHEREAS, the creation of regions among local workforce areas that share common industry sectors and a history of cooperation would be beneficial for each of the local workforce boards, employers, and job seekers within the region; and

WHEREAS, all counties in each of the local workforce areas supporting this resolution are members of Florida's Great Northwest and share a common economic development mission and a history of cooperation in economic development and workforce development issues; and

WHEREAS, all Chief Local Elected Official and Local Workforce Board Chairs representing the counties served by the four local workforce areas approve this resolution, we agree methods should be developed to serve the entire region while also protecting the ability to provide targeted services within the boundaries of each local area.

NOW, THEREFORE, BE IT RESOLVED BY THE CHIEF LOCAL ELECTED OFFICIALS AND LOCAL BOARD CHAIRS REPRESENTING THE LOCAL WORKFORCE BOARDS OF CAREERSOURCE ESCAROSA, CAREERSOURCE OKALOOSA-WALTON, CAREERSOURCE CHIPOLA, AND CAREERSOURCE GULF COAST AS FOLLOWS:

SECTION 1. The undersigned Chief Local Elected Officials and Local Board Chairs agree to the creation of the Northwest Florida Workforce Collective, consisting of the local workforce areas known as CareerSource Escarosa, CareerSource Okaloosa-Walton, CareerSource Chipola, and CareerSource Gulf Coast.

SECTION 2. The undersigned Chief Local Elected Officials and Local Workforce Board Chairs agree each that the local workforce boards shall maintain local control and the ability to determine how to serve best local employers, job seekers, and their respective communities.

SECTION 3. The undersigned Chief Local Elected Officials and Local Workforce Board Chairs agree the four local member boards of the Northwest Florida Workforce Collective will utilize common areas of interest and local benefit to develop common policies, procedures, and technologies. Such agreements and implementations shall meet the requirements, rules, and regulations established by each local workforce board, member counties, CareerSource Florida, Florida Commerce, the State of Florida, the United States Department of Labor, and the United States of America.

SECTION 4. The undersigned Chief Local Elected Officials and Local Board Chairs agree to ensure our local workforce areas implement the requirements of the REACH Act as well as policies and procedures established by the State of Florida for Regional cooperation.

SECTION 5. The undersigned Chief Local Elected Officials and Local Workforce Board Chairs agree that in order to ensure local officials are informed and able to provide proper guidance and input to ensure that local control is maintained, a quarterly report shall be submitted providing updates to the Chief Local Elected Officials for each of the four participating local workforce boards. The quarterly report shall provide information regarding new regional agreements developed and any recognized improvements to be shared across the regional planning area.

SECTION 6. The undersigned Chief Local Elected Officials and Local Workforce Board Chairs understand and agree this Resolution shall remain in effect for a minimum of three years unless changes are required by responsible state or federal entities or changes in state or federal law. Any changes shall be put forth in writing and shall require the agreement and signature of each local Chief Local Elected Official and Local Board Chair. Additional agreements may be reached among the parties and utilized to govern the actions of the Northwest Florida Workforce Collective if agreed upon and signed by each Chief Local Elected Officials and Local Workforce Board Chairs.

DONE AND RESOLVED by our signatures as the Chief Local Elected Officials and Local Board Chairs representing each of the four local workforce boards represented by this resolution.

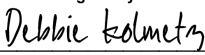
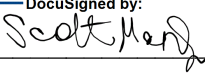
By signing below, the local workforce development board executive director of CareerSource Chipola certifies that this is an official designation request for the creation of the Northwest Florida Workforce Collective consisting of the local workforce areas known as CareerSource Escarosa, CareerSource Okoosa-Walton, CareerSource Chipola, and CareerSource Gulf Coast.

CareerSource Chipola Executive Director	
Name: Richard Williams	Richard Williams
Signature: 	2024.02.02
Date of Submission: 2/2/2024	16:25:53 -05'00'

BY OUR SIGNATURES BELOW WE CERTIFY OUR AGREEMENT TO THE PRINCIPALS OF THIS RESOLUTION ON BEHALF OF THE ENTITIES WE REPRESENT. WE UNDERSTAND AND AGREE EACH LOCAL WORKFORCE AREA WILL SIGN OF THEIR OWN ACCORD AND THIS RESOLUTION SHALL ONLY BE EFFECTIVE IF SIGNED BY ALL CHIEF LOCAL ELECTED OFFICIALS AND LOCAL BOARD CHAIRS REPRESENTING THE FOUR LOCAL WORKFORCE AREAS.

SIGNED BY:

CHIEF LOCAL ELECTED OFFICIAL(S) FOR CAREERSOURCE CHIPOLA.

Local Workforce Board Chair:	DocuSigned by:  77F8AE46546E4FE... Name Here	11/21/2023 Date
Chief Local Elected Official:	DocuSigned by:  FC2D4E48036D42F... Name Here	11/21/2023 Date

**A RESOLUTION BY THE WORKFORCE INNOVATION AND OPPORTUNITY ACT
RECOGNIZED CHIEF LOCAL ELECTED OFFICIALS AND LOCAL BOARD
CHAIRS FOR THE FOUR LOCAL WORKFORCE DEVELOPMENT BOARDS IN
NORTHWEST FLORIDA SUPPORTING THE FORMATION OF THE NORTHWEST
FLORIDA REGIONAL PLANNING AREA CONSISTING OF LOCAL
WORKFORCE DEVELOPMENT BOARDS CAREERSOURCE ESCAROSA,
CAREERSOURCE OKALOOSA-WALTON, CAREERSOURCE CHIPOLA, AND
CAREERSOURCE GULF COAST.**

WHEREAS, the Workforce Innovation and Opportunity Act places responsibility on the Chief Local Elected Official(s) for each recognized local workforce development area; and

WHEREAS, as the Chief Local Elected Officials and Local Workforce Board Chairs for our respective local workforce development area, we believe it is of the utmost importance to maintain a locally developed and driven system where the local workforce board operates and performs its duties with the highest level of efficiency and effectiveness; and

WHEREAS, The CareerSource Florida Board of Directors has mandated the creation of workforce regions comprised of two or more local boards; and

WHEREAS, the creation of regions among local workforce areas that share common industry sectors and a history of cooperation would be beneficial for each of the local workforce boards, employers, and job seekers within the region; and

WHEREAS, all counties in each of the local workforce areas supporting this resolution are members of Florida's Great Northwest and share a common economic development mission and a history of cooperation in economic development and workforce development issues; and

WHEREAS, all Chief Local Elected Official and Local Workforce Board Chairs representing the counties served by the four local workforce areas approve this resolution, we agree methods should be developed to serve the entire region while also protecting the ability to provide targeted services within the boundaries of each local area.

**NOW, THEREFORE, BE IT RESOLVED BY THE CHIEF LOCAL ELECTED
OFFICIALS AND LOCAL BOARD CHAIRS REPRESENTING THE LOCAL
WORKFORCE BOARDS OF CAREERSOURCE ESCAROSA, CAREERSOURCE
OKALOOSA-WALTON, CAREERSOURCE CHIPOLA, AND CAREERSOURCE GULF
COAST AS FOLLOWS:**

SECTION 1. The undersigned Chief Local Elected Officials and Local Board Chairs agree to the creation of the Northwest Florida Workforce Collective, consisting of the local workforce areas known as CareerSource Escarosa, CareerSource Okaloosa-Walton, CareerSource Chipola, and CareerSource Gulf Coast.

SECTION 2. The undersigned Chief Local Elected Officials and Local Workforce Board Chairs agree each that the local workforce boards shall maintain local control and the ability to determine how to serve best local employers, job seekers, and their respective communities.

SECTION 3. The undersigned Chief Local Elected Officials and Local Workforce Board Chairs agree the four local member boards of the Northwest Florida Workforce Collective will utilize common areas of interest and local benefit to develop common policies, procedures, and technologies. Such agreements and implementations shall meet the requirements, rules, and regulations established by each local workforce board, member counties, CareerSource Florida, Florida Commerce, the State of Florida, the United States Department of Labor, and the United States of America.

SECTION 4. The undersigned Chief Local Elected Officials and Local Board Chairs agree to ensure our local workforce areas implement the requirements of the REACH Act as well as policies and procedures established by the State of Florida for Regional cooperation.

SECTION 5. The undersigned Chief Local Elected Officials and Local Workforce Board Chairs agree that in order to ensure local officials are informed and able to provide proper guidance and input to ensure that local control is maintained, a quarterly report shall be submitted providing updates to the Chief Local Elected Officials for each of the four participating local workforce boards. The quarterly report shall provide information regarding new regional agreements developed and any recognized improvements to be shared across the regional planning area.

SECTION 6. The undersigned Chief Local Elected Officials and Local Workforce Board Chairs understand and agree this Resolution shall remain in effect for a minimum of three years unless changes are required by responsible state or federal entities or changes in state or federal law. Any changes shall be put forth in writing and shall require the agreement and signature of each local Chief Local Elected Official and Local Board Chair. Additional agreements may be reached among the parties and utilized to govern the actions of the Northwest Florida Workforce Collective if agreed upon and signed by each Chief Local Elected Officials and Local Workforce Board Chairs.

DONE AND RESOLVED by our signatures as the Chief Local Elected Officials and Local Board Chairs representing each of the four local workforce boards represented by this resolution.

By signing below, the local workforce development board executive director of CareerSource Gulf Coast certifies that this is an official designation request for the creation of the Northwest Florida Workforce Collective consisting of the local workforce areas known as CareerSource Escarosa, CareerSource Okoosa-Walton, CareerSource Chipola, and CareerSource Gulf Coast.

CareerSource Gulf Coast Executive Director	
Name:	Kimberly Bodine
Signature:	<i>Kimberly L. Bodine</i>
Date of Submission:	<i>Jan 26, 2024</i>

BY OUR SIGNATURES BELOW WE CERTIFY OUR AGREEMENT TO THE PRINCIPALS OF THIS RESOLUTION ON BEHALF OF THE ENTITIES WE REPRESENT. WE UNDERSTAND AND AGREE EACH LOCAL WORKFORCE AREA WILL SIGN OF THEIR OWN ACCORD AND THIS RESOLUTION SHALL ONLY BE EFFECTIVE IF SIGNED BY ALL CHIEF LOCAL ELECTED OFFICIALS AND LOCAL BOARD CHAIRS REPRESENTING THE FOUR LOCAL WORKFORCE AREAS.

SIGNED BY:

CHIEF LOCAL ELECTED OFFICIAL(S) FOR CAREERSOURCE GOLF COAST

Local Workforce Board Chair:

 11.20.23
Name Here Date

Chief Local Elected Official: _____

Name Here

Date

Chief Local Elected Official: _____

Name Here

Date

Chief Local Elected Official: _____

Name Here

Date

BY OUR SIGNATURES BELOW WE CERTIFY OUR AGREEMENT TO THE
PRINCIPALS OF THIS RESOLUTION ON BEHALF OF THE ENTITIES WE
REPRESENT. WE UNDERSTAND AND AGREE EACH LOCAL WORKFORCE AREA
WILL SIGN OF THEIR OWN ACCORD AND THIS RESOLUTION SHALL ONLY BE
EFFECTIVE IF SIGNED BY ALL CHIEF LOCAL ELECTED OFFICIALS AND LOCAL
BOARD CHAIRS REPRESENTING THE FOUR LOCAL WORKFORCE AREAS.

SIGNED BY:

CHIEF LOCAL ELECTED OFFICIAL(S) FOR CAREERSOURCE GULF COAST

Local Workforce Board Chair: _____

Name Here

Date

Chief Local Elected Official: _____

Name Here SANDY QUINN, JR.

Date 11/28/23

Chief Local Elected Official: _____

Name Here

Date

Chief Local Elected Official: _____

Name Here

Date

BY OUR SIGNATURES BELOW WE CERTIFY OUR AGREEMENT TO THE PRINCIPALS OF THIS RESOLUTION ON BEHALF OF THE ENTITIES WE REPRESENT. WE UNDERSTAND AND AGREE EACH LOCAL WORKFORCE AREA WILL SIGN OF THEIR OWN ACCORD AND THIS RESOLUTION SHALL ONLY BE EFFECTIVE IF SIGNED BY ALL CHIEF LOCAL ELECTED OFFICIALS AND LOCAL BOARD CHAIRS REPRESENTING THE FOUR LOCAL WORKFORCE AREAS.

SIGNED BY:

CHIEF LOCAL ELECTED OFFICIAL(S) FOR CAREERSOURCE GULF COAST.

Local Workforce Board Chair: _____

Name Here

Date

Chief Local Elected Official: _____



December 5, 2023

Name Here

Date

Chief Local Elected Official: _____

Name Here

Date

Chief Local Elected Official: _____

Name Here

Date

BY OUR SIGNATURES BELOW WE CERTIFY OUR AGREEMENT TO THE PRINCIPALS OF THIS RESOLUTION ON BEHALF OF THE ENTITIES WE REPRESENT. WE UNDERSTAND AND AGREE EACH LOCAL WORKFORCE AREA WILL SIGN OF THEIR OWN ACCORD AND THIS RESOLUTION SHALL ONLY BE EFFECTIVE IF SIGNED BY ALL CHIEF LOCAL ELECTED OFFICIALS AND LOCAL BOARD CHAIRS REPRESENTING THE FOUR LOCAL WORKFORCE AREAS.

SIGNED BY:

CHIEF LOCAL ELECTED OFFICIAL(S) FOR CAREERSOURCE GULF COAST

Local Workforce Board Chair: _____

Name Here

Date

Chief Local Elected Official: Ridley D. Jones 12/5/23
Name Here Date

Chief Local Elected Official: _____
Name Here Date

Chief Local Elected Official: _____
Name Here Date

Support Documentation for the Request for Regional Planning Area Identification

Below is a narrative evidencing the current relationships amongst the counties and local workforce development areas within the proposed regional planning area (WIOA planning region). This supportive documentation follows requirements for regional planning area identification in line with FloridaCommerce's Administrative Policy "Regional Planning Area Identification and Requirements" approved by the CareerSource Florida State Board of Directors on December 12th, 2023.

CareerSource Escarosa (Escambia and Santa Rosa Counties), CareerSource Okaloosa Walton (Okaloosa and Walton Counties) CareerSource Chipola (Calhoun, Holmes, Jackson, Liberty, and Washington Counties), and CareerSource Gulf Coast (Bay, Franklin, and Gulf Counties) are requesting identification as a regional planning area. Per the Florida Workforce Transformation Plan, CareerSource Florida in collaboration with the Governor's Reimaging Education and Career Help (REACH) Office, the Florida Department of Commerce (FloridaCommerce), and Local Workforce Development Boards, must ensure that all local areas in the state are a part of planning region. The LWDBs identified in this proposed planning region are initiating the process to become one of the first official regional planning areas in the State of Florida.

Per the FloridaCommerce Administrative Policy, this supportive documentation includes the following information presented in the same order as the Administrative Policy:

1. Planning regions must include at least two contiguous local areas within Florida.
2. Information pertaining to the following for the proposed planning region:
 - a. Shared labor market
 - b. Shared common economic development area
 - c. Possess federal and non-federal resources including appropriate education and training institutions to administer activities under WIOA subtitle B
 - d. Population centers and population changes
 - e. Commuting patterns
 - f. Industrial composition and location quotients
 - g. Labor force conditions
 - h. Geographic boundaries
3. Signatures of all the pertinent CLEOs of the units of local government that will make up the proposed planning region to demonstrate consensus of all of the units of local government involved.

This request with supportive documentation will be submitted to FloridaCommerce via email at LWDBGovernance@commerce.fl.gov. Please reach out to any of the listed contacts if you have any questions regarding the information included in this request for designation as a planning region. In addition, the LWDB executive directors within this coalition understand the regional planning requirements outlined in CareerSource Florida Strategic Policy 2023.09.19.A.1 that would ensue if identified as a regional planning area. The executive directors of this coalition commit to a collaborative process to produce a regional plan.

Shared labor market: Below is a table of the most recent US Bureau of Labor Statistics’ defined metropolitan statistical areas that are incorporated within the twelve counties in the proposed regional planning area.

County	LWDB	Metropolitan Statistical Areas
Bay	Gulf Coast	Panama City
Calhoun	Chipola	NONE
Escambia	Escarosa	Pensacola-Ferry Pass-Brent
Franklin	Gulf Coast	NONE
Gulf	Gulf Coast	NONE
Holmes	Chipola	NONE
Jackson	Chipola	NONE
Liberty	Chipola	NONE
Okaloosa	Okaloosa Walton	Crestview-Fort Walton Beach-Destin
Santa Rosa	Escarosa	Pensacola-Ferry Pass-Brent
Walton	Okaloosa Walton	Crestview-Fort Walton Beach-Destin
Washington	Chipola	Panama City

CareerSource Escarosa and CareerSource Okaloosa Walton encapsulate two MSAs each and have no spillovers of those MSA borders (Pensacola-Ferry Pass-Brent and Crestview-Fort Walton Beach-Destin respectively). Washington County is the only county within CareerSource Chipola that is included within an MSA – which is the Panama City MSA. The Panama City MSA also overlaps within CareerSource Gulf Coast’s service area with Bay County located within the MSA.

While the proposed regional planning area includes multiple MSAs, there are further relationships evidenced by economic development areas, similar industrial composition, commuting patterns, and geographic features amongst these four local workforce development areas that evidence a region capable of planning and leveraging similar experiences to amplify workforce development efforts. For the sake of regional planning, this area encapsulates a shared labor market.

Common economic development area: Below is a table of selection of economic development organizations that are represented amongst the twelve counties of the four local workforce development areas in the proposed regional planning area. The table includes information on the Enterprise Florida Region of each county, the US Economic Development Administration (EDA)

Economic Development District (EDDs), and three columns of additional economic development organizations (EDOs) that are located within the four local workforce development areas.

County	LWDB	Enterprise Florida Regions	EDA EDDs	Additional EDO	Second additional EDO	Third additional EDO
Bay	Gulf Coast	Florida's Great Northwest	Emerald Coast Regional Council	Bay County Economic Development Alliance		
Calhoun	Chipola	Florida's Great Northwest	Apalachee Regional Planning Council	Calhoun County Chamber of Commerce	Calhoun County Industrial Development Authority	Opportunity Florida
Escambia	Escarosa	Florida's Great Northwest	Emerald Coast Regional Council	FloridaWest		
Franklin	Gulf Coast	Florida's Great Northwest	Apalachee Regional Planning Council	Opportunity Florida	Franklin County	
Gulf	Gulf Coast	Florida's Great Northwest	Apalachee Regional Planning Council	Gulf County Planning Department	Gulf County Economic Development Council (Website down)	Opportunity Florida
Holmes	Chipola	Florida's Great Northwest	Emerald Coast Regional Council	Holmes County Economic Development Council	Opportunity Florida	
Jackson	Chipola	Florida's Great Northwest	Apalachee Regional Planning Council	Jackson County Economic Development Council	Opportunity Florida	
Liberty	Chipola	Florida's Great Northwest	Apalachee Regional Planning Council	Liberty County Chamber of Commerce	Opportunity Florida	
Okaloosa	Okaloosa Walton	Florida's Great Northwest	Emerald Coast Regional Council	One Okaloosa EDC		
Santa Rosa	Escarosa	Florida's Great Northwest	Emerald Coast Regional Council	FloridaWest		
Walton	Okaloosa Walton	Florida's Great Northwest	Emerald Coast Regional Council	Walton County Economic Development Alliance	Opportunity Florida	
Washington	Chipola	Florida's Great Northwest	Emerald Coast Regional Council	Washington County Economic Development Council	Opportunity Florida	

All twelve of the counties represented in the proposed regional planning area are within the Enterprise Florida Region of Florida's Great Northwest. While Enterprise Florida is currently transitioning as an organization (SelectFlorida was formed in 2023 as Direct Support Organization for FloridaCommerce to promote international trade and investment), the regional geographies remain unchanged in the transition from Enterprise Florida to SelectFlorida. [Florida's Great Northwest](#) is the regional economic development organization for the 13-county region of the Florida panhandle. In addition to Florida's Great Northwest, there are two major regional planning councils that cover the proposed regional planning area. The first is the [Apalachee Regional Planning Council](#) which covers Calhoun, Franklin, Gulf, Jackson, and Liberty Counties (inclusive of counties in CareerSource Chipola and CareerSource Gulf Coast). The second is the [Emerald Coast Regional Council](#) which covers Escambia, Santa Rosa, Okaloosa, Walton, Bay, Washington, and Holmes Counties (inclusive of counties within CareerSource Escarosa, CareerSource Okaloosa Walton, CareerSource Chipola, and CareerSource Gulf Coast). In addition to the regional planning council, [Opportunity Florida](#)

represents 10 rural counties in Northwest Florida. The counties of Walton, Holmes, Washington, Jackson, Liberty, Gulf, and Franklin are represented by Opportunity Florida and included within the proposed regional planning area. These economic development bodies showcase a shared service area that crosses over LWDB boundaries within the Northwest region.

Federal and non-federal education and training providers to administer programs under WIOA subtitle B: The below table encapsulates the local workforce development areas’ most recently publicly posted local eligible training provider list. The CareerSource Florida State Board of Directors recently approved FloridaCommerce Administrative Policy “[Eligible Training Providers List Requirements](#)” (page 116 of the September 19 2023 Board Meeting). This admin policy directs that moving forward, the local ETPLs will be a subset of the state level ETPL – with a recognition that LWDBs have the discretion to add additional requirements for training providers except for registered apprenticeship programs moving forward.

Please note that for CareerSource Chipola, training providers listed are those that have recently trained students through WIOA. This list showcases ample coverage of training providers within the proposed region.

LWDB	Provider
Escarosa	Applied Technology Academy
Escarosa	Applied Technology Academy
Escarosa	CDL of AL
Escarosa	Coastal Alabama Community College
Escarosa	Fortis Institute
Escarosa	George Stone Technical College
Escarosa	Locklin Technical College
Escarosa	New Horizons Computer Learning Center
Escarosa	Nursing Bridges Institute
Escarosa	Pensacola State College
Escarosa	Reid State Technical College
Escarosa	Security Services Training Institute
Escarosa	Sky Warrior
Escarosa	Truck Driver Institute
Escarosa	University of West Florida

Okaloosa Walton	Applied Technology Academy
Okaloosa Walton	Embry Riddle Aeronautical University
Okaloosa Walton	Emerald Coast Technical College
Okaloosa Walton	Fortis Institute
Okaloosa Walton	Fleet Force Truck Driving School at Northwest Florida State College
Okaloosa Walton	New Horizons of Orlando
Okaloosa Walton	Northwest Florida State College
Okaloosa Walton	Okaloosa Technical College
Okaloosa Walton	LT3 Academy
Okaloosa Walton	Truck Driver Institute (TDI)
Okaloosa Walton	University of West Florida
Chipola	Chipola College
Chipola	Florida Panhandle Technical College
Chipola	Gulf Coast State College
Chipola	Lively Technical Center
Chipola	Wallace College
Gulf Coast	Gulf Coast State College
Gulf Coast	Tom P. Haney Technical College
Gulf Coast	Florida Panhandle Technical College
Gulf Coast	Tallahassee Community College
Gulf Coast	SkillStorm
Gulf Coast	FleetForce

Population centers and changes: The following table showcase total population in 2017, total population in 2022, the change in that total population from that period, and the percentage growth. The next table after that showcases the same data but restricted only to the working age population of 25–65-year-old residents. This data is sourced from the US Census Bureau American Community Survey and is presented on a county level. Following the tables is a brief narrative showcasing trends throughout the proposed regional planning area.

County	LWDB	2017 Total Population	2022 Total Population	2017-2022 Change	2017-2022 Growth
Bay	Gulf Coast	180,117	181,055	938	0.5%
Calhoun	Chipola	14,458	13,753	-705	-4.9%
Escambia	Escarosa	309,924	321,296	11,372	3.7%
Franklin	Gulf Coast	11,675	12,276	601	5.1%
Gulf	Gulf Coast	16,018	15,002	-1,016	-6.3%
Holmes	Chipola	19,483	19,529	46	0.2%
Jackson	Chipola	48,571	47,704	-867	-1.8%
Liberty	Chipola	8,347	7,704	-643	-7.7%
Okaloosa	Okaloosa Walton	197,591	212,021	14,430	7.3%
Santa Rosa	Escarosa	166,778	188,994	22,216	13.3%
Walton	Okaloosa Walton	63,457	76,618	13,161	20.7%
Washington	Chipola	24,472	25,014	542	2.2%

County	LWDB	2017 Working Age Population (25-65)	2022 Working Age (25-65) Population	2017-2022 Working Age Change	2017-2022 Working Age Growth
Bay	Gulf Coast	96,362	96,636	274	0.3%
Calhoun	Chipola	7,716	7,528	-188	-2.4%
Escambia	Escarosa	156,906	161,945	5,039	3.2%
Franklin	Gulf Coast	6,475	6,601	126	1.9%
Gulf	Gulf Coast	9,071	8,380	-691	-7.6%
Holmes	Chipola	10,179	10,169	-10	-0.1%
Jackson	Chipola	26,574	24,796	-1,778	-6.7%
Liberty	Chipola	4,563	4,450	-113	-2.5%
Okaloosa	Okaloosa Walton	104,814	111,441	6,627	6.3%
Santa Rosa	Escarosa	90,429	102,333	11,904	13.2%
Walton	Okaloosa Walton	34,332	41,118	6,786	19.8%
Washington	Chipola	13,226	13,867	641	4.8%

Walton County experienced a more than 20 percentage point increase in their total population from 2017-2022 while Santa Rosa County gained the most in population with more than 22,000 added to the total resident population in the same period. The other two western most counties in the proposed regional planning area (Okaloosa and Escambia) both experienced growth in the same period. The four counties of Escambia, Santa Rosa, Okaloosa, and Walton have some of the largest populations in the proposed regional planning area. Bay County (181,000), Jackson County (48,000) and Washington County (25,000) are the other major population centers within the proposed regional planning area. Perhaps unsurprisingly, the counties with the largest

population growth also experienced the largest growth in the working age population. CareerSource Gulf Coast and CareerSource Chipola both contain counties of relatively low population levels and population density. The total population of the proposed regional planning area is about 1.12 million residents.

Commuting patterns: Commuting patterns are directly from the US Census Bureau OnTheMap 2021 estimates on a LWDB level. The commuting patterns are split by “Work” and “Home” destinations. The “Home” destination reports showcase where workers live who are employed within the LWDB. The “Work” destination reports showcase where workers are employed who live within the borders of the LWDB. These reports are designed to showcase relationships amongst the LWDBs in the proposed RPA. Not all LWDBs will have commuting relationships with one another within a proposed RPA nor should it be required to demonstrate. However, this commuting pattern data showcases relationships across select LWDB boundaries. All of the LWDBs within the proposed RPA have commuting relationships with counties across LWDB boundaries.

Major findings from the commuting pattern analysis include:

- Nearly 5% of those who work in CareerSource Escarosa live in Okaloosa County.
- More than 7% of workers who live in CareerSource Escarosa’s service area work in Okaloosa County.
- Nearly 10% of those who work in CareerSource Okaloosa Walton live in Santa Rosa County.
- More than 6% of workers who live in CareerSource Okaloosa Walton work in Escambia County.
- Nearly 6% of those who work in CareerSource Chipola’s service area live in Bay County.
- Nearly 15% of workers who live in CareerSource Chipola’s service area work in Bay County.
- 3.5% of workers who live in CareerSource Gulf Coast work in Walton County
- Walton County is the second largest county of employment for those who live within CareerSource Gulf Coast.

{The rest of this page intentionally left blank. Commuting pattern reports are presented on the next four pages for each of the LWDBs in the proposed RPA}

CareerSource Escarosa (Escambia and Santa Rosa Counties)

The commuting patterns are split by “Work” and “Home” destinations. The “Home” destination reports showcase where workers live who are employed within the LWDB. The “Work” destination reports showcase where workers are employed who live within the borders of the LWDB.

Home Destination - Full LWDB

Total All Jobs

	2021	
	Count	Share
Total All Jobs	192,107	100.0%

Jobs Counts by Counties Where Workers Live - All Jobs

	2021	
	Count	Share
Escambia County, FL	96,962	50.5%
Santa Rosa County, FL	50,538	26.3%
Okaloosa County, FL	9,093	4.7%
Baldwin County, AL	4,762	2.5%
Bay County, FL	3,492	1.8%
Escambia County, AL	1,632	0.8%
Walton County, FL	1,403	0.7%

Work Destination - Full LWDB

Total All Jobs

	2021	
	Count	Share
Total All Jobs	194,319	100.0%

Jobs Counts by Counties Where Workers are Employed - All Jobs

	2021	
	Count	Share
Escambia County, FL	115,743	59.6%
Santa Rosa County, FL	31,757	16.3%
Okaloosa County, FL	13,924	7.2%
Baldwin County, AL	3,423	1.8%
Bay County, FL	2,909	1.5%
Duval County, FL	2,213	1.1%
Walton County, FL	2,119	1.1%

CareerSource Okaloosa Walton (Okaloosa and Walton Counties)

The commuting patterns are split by “Work” and “Home” destinations. The “Home” destination reports showcase where workers live who are employed within the LWDB. The “Work” destination reports showcase where workers are employed who live within the borders of the LWDB.

Home Destination - Full LWDB

Total All Jobs

	2021	
	Count	Share
Total All Jobs	116,907	100.0%

Jobs Counts by Counties Where Workers Live - All Jobs

	2021	
	Count	Share
Okaloosa County, FL	54,557	46.7%
Walton County, FL	19,873	17.0%
Santa Rosa County, FL	10,960	9.4%
Bay County, FL	5,768	4.9%
Escambia County, FL	5,083	4.3%
Holmes County, FL	1,314	1.1%
Jackson County, FL	1,086	0.9%
Washington County, FL	1,052	0.9%

Work Destination - Full LWDB

Total All Jobs

	2021	
	Count	Share
Total All Jobs	106,619	100.0%

Jobs Counts by Counties Where Workers are Employed - All Jobs

	2021	
	Count	Share
Okaloosa County, FL	55,104	51.7%
Walton County, FL	19,326	18.1%
Escambia County, FL	6,743	6.3%
Bay County, FL	5,150	4.8%
Santa Rosa County, FL	3,753	3.5%
Leon County, FL	2,524	2.4%
Duval County, FL	1,121	1.1%
Hillsborough County, FL	1,000	0.9%

CareerSource Chipola (Jackson, Washington, Holmes, Calhoun, and Liberty Counties)

The commuting patterns are split by “Work” and “Home” destinations. The “Home” destination reports showcase where workers live who are employed within the LWDB. The “Work” destination reports showcase where workers are employed who live within the borders of the LWDB.

Home Destination - Full LWDB

Total All Jobs

	2021	
	Count	Share
Total All Jobs	28,772	100.0%

Jobs Counts by Counties Where Workers Live - All Jobs

	2021	
	Count	Share
Jackson County, FL	8,663	30.1%
Washington County, FL	3,468	12.1%
Holmes County, FL	2,894	10.1%
Calhoun County, FL	2,240	7.8%
Bay County, FL	1,658	5.8%
Liberty County, FL	1,052	3.7%
Leon County, FL	957	3.3%
Houston County, AL	931	3.2%
Walton County, FL	772	2.7%
Gadsden County, FL	530	1.8%
Okaloosa County, FL	515	1.8%
Escambia County, FL	466	1.6%
Santa Rosa County, FL	280	1.0%
Geneva County, AL	265	0.9%
Wakulla County, FL	253	0.9%
Gulf County, FL	245	0.9%
Franklin County, FL	147	0.5%

Work Destination - Full LWDB

Total All Jobs

	2021	
	Count	Share
Total All Jobs	40,698	100.0%

Jobs Counts by Counties Where Workers are Employed - All Jobs

	2021	
	Count	Share
Jackson County, FL	9,139	22.5%
Bay County, FL	5,719	14.1%
Washington County, FL	3,657	9.0%
Holmes County, FL	2,422	6.0%
Calhoun County, FL	2,007	4.9%
Leon County, FL	1,856	4.6%
Okaloosa County, FL	1,806	4.4%
Walton County, FL	1,726	4.2%
Gadsden County, FL	1,374	3.4%
Escambia County, FL	1,307	3.2%
Houston County, AL	1,104	2.7%
Liberty County, FL	1,092	2.7%
Duval County, FL	608	1.5%
Santa Rosa County, FL	510	1.3%
Hillsborough County, FL	424	1.0%
Gulf County, FL	381	0.9%
Orange County, FL	381	0.9%

CareerSource Gulf Coast (Gulf, Franklin, and Bay Counties)

The commuting patterns are split by “Work” and “Home” destinations. The “Home” destination reports showcase where workers live who are employed within the LWDB. The “Work” destination reports showcase where workers are employed who live within the borders of the LWDB.

Home Destination - Full LWDB

Total All Jobs

2021

Work Destination - Full LWDB

Total All Jobs

2021

	Count	Share
Total All Jobs	80,162	100.0%

Jobs Counts by Counties Where Workers Live - All Jobs

	2021	
	Count	Share
Bay County, FL	47,908	59.8%
Gulf County, FL	3,238	4.0%
Walton County, FL	2,835	3.5%
Washington County, FL	2,545	3.2%
Okaloosa County, FL	2,537	3.2%
Franklin County, FL	2,386	3.0%
Escambia County, FL	1,878	2.3%
Jackson County, FL	1,694	2.1%
Leon County, FL	1,458	1.8%
Santa Rosa County, FL	1,178	1.5%
Calhoun County, FL	882	1.1%
Holmes County, FL	781	1.0%

	Count	Share
Total All Jobs	77,108	100.0%

Jobs Counts by Counties Where Workers are Employed - All Jobs

	2021	
	Count	Share
Bay County, FL	48,337	62.7%
Walton County, FL	3,237	4.2%
Gulf County, FL	3,020	3.9%
Escambia County, FL	2,798	3.6%
Okaloosa County, FL	2,637	3.4%
Leon County, FL	2,345	3.0%
Franklin County, FL	2,175	2.8%
Duval County, FL	917	1.2%
Jackson County, FL	858	1.1%
Santa Rosa County, FL	807	1.0%
Hillsborough County, FL	756	1.0%
Orange County, FL	656	0.9%

Industrial composition and location quotients: Included is a county level breakdown of location quotients (LQs) for each of the counties included in the initially requested RPAs. LQs measures the counties industrial specialization relative to the entire US based off population and the number of jobs. An LQ of 1 indicates an average concentration of that industry while an LQ greater than 1 indicates a specialization and less than 1 a lack of industry concentration. The data included are at a 2-digit NAICS level for 2022. Following the table is a brief narrative showcasing similar industry strengths amongst counties represented in the proposed RPA. These values are sourced from Lighthcast.

County	LWDB	Agriculture, Forestry, Fishing and Hunting	Mining, Quarrying, and Oil and Gas Extraction	Utilities	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation and Warehousing	Information	Finance and Insurance	Real Estate and Rental and Leasing	Professional, Scientific, and Technical Services	Management of Companies and Enterprises	Administrative and Support and Waste Management and Remediation Services	Educational Services	Health Care and Social Assistance	Arts, Entertainment, and Recreation	Accommodation and Food Services	Other Services (except Public Administration)	Government	Unclassified Industry
Bay	Gulf Coast	0.31	0.15	0.44	1.54	0.46	0.69	1.43	0.50	0.37	0.63	2.16	0.77	0.14	0.96	0.29	0.85	1.09	1.69	0.88	1.27	0.48
Calhoun	Chipola	5.92	0.00	0.00	1.59	0.04	1.09	1.16	0.62	0.03	0.49	0.16	0.08	0.00	0.50	0.07	1.86	0.31	0.84	0.69	1.74	1.06
Escambia	Escarosa	0.15	0.13	1.39	1.06	0.44	0.82	1.07	0.45	0.32	1.69	1.02	0.71	0.54	0.90	0.81	1.10	0.86	1.27	0.96	1.48	0.36
Franklin	Gulf Coast	1.30	0.00	0.44	1.28	0.38	0.62	1.36	0.33	0.69	0.31	2.72	0.40	0.46	0.59	0.66	0.60	1.63	2.25	0.96	1.50	0.71
Gulf	Gulf Coast	1.08	3.48	4.74	1.98	0.38	0.30	1.27	0.35	0.68	0.51	2.60	0.78	0.00	0.82	0.07	0.82	0.40	1.54	0.82	1.38	2.44
Holmes	Chipola	1.64	0.06	1.88	2.18	0.44	0.27	1.03	0.41	0.20	0.45	0.67	0.30	0.08	0.55	0.25	0.91	0.62	0.80	1.09	2.41	0.67
Jackson	Chipola	1.79	0.91	3.95	1.24	0.50	0.47	1.36	1.41	0.16	0.49	0.47	0.36	0.39	0.62	0.65	0.74	0.30	0.85	1.06	2.12	0.39
Liberty	Chipola	5.75	0.00	1.03	1.67	1.66	0.02	0.65	0.57	0.14	0.11	0.34	0.25	0.01	0.26	0.11	1.43	0.07	0.09	0.51	2.44	0.26
Okaloosa	Okaloosa Walton	0.12	0.01	0.45	0.79	0.33	0.32	1.11	0.36	0.47	0.54	1.48	1.34	0.22	0.72	0.25	0.64	0.92	1.43	1.16	2.18	0.46
Santa Rosa	Escarosa	0.72	0.24	1.91	1.62	0.35	0.55	1.55	0.46	0.77	0.43	1.47	0.70	0.10	1.16	0.44	0.85	0.94	1.54	1.23	1.20	0.85
Walton	Okaloosa Walton	0.25	0.22	2.53	1.91	0.17	0.40	1.49	0.45	0.47	0.44	3.78	0.94	0.16	1.03	0.39	0.54	1.01	2.61	0.93	0.73	1.01
Washington	Chipola	1.97	0.16	1.09	1.45	0.47	0.74	1.27	0.54	0.04	0.51	0.43	0.85	0.10	0.77	1.87	0.70	0.86	1.09	0.78	1.85	0.18

Location quotients are a measure of the concentration of industry employment in a given geography relative to total population. For the sake of the analysis, the LQs are broken down on a county level and at the highest NAICS level (2 digits). The primary portion of this analysis will highlight industry strengths for each county. The secondary portion will highlight shared industry strengths to capitalize moving forward.

- **Bay County** (CareerSource Gulf Coast) has an LQ greater than 1 for Construction (1.54), Retail Trade (1.43), Real Estate (2.16), Recreation/Entertainment (1.09), Accommodation/Food (1.69), and Government (1.27).
- **Calhoun County** (CareerSource Chipola) has an LQ greater than 1 for Agriculture/Forestry/Fishing (5.92 – very high concentration), Construction (1.59), Retail Trade (1.16), Healthcare (1.86), and Government (1.74).
- **Escambia County** (CareerSource Escarosa) has an LQ greater than 1 for Utilities (1.39), Construction (1.06), Retail Trade (1.07), Finance and Insurance (1.69), Healthcare (1.1), Accommodation and Food (1.27), and Government (1.48).
- **Franklin County** (CareerSource Gulf Coast) has an LQ greater than 1 for Agriculture/Forestry/Fishing (1.30), Construction (1.28), Retail Trade (1.36), Real Estate (2.72), Recreation/Entertainment (1.63), Accommodation/Food (2.25), and Government (1.50).
- **Gulf County** (CareerSource Gulf Coast) has an LQ greater than 1 for Agriculture/Forestry/Fishing (1.08), Mining/Quarrying/Oil & Gas (3.48), Utilities (4.74), Construction (1.98), Retail Trade (1.27), Real Estate (2.60), Accommodation/Food (1.54), and Government (1.38).
- **Holmes County** (CareerSource Chipola) has an LQ greater than 1 for Agriculture/Forestry/Fishing (1.64), Utilities (1.88), Construction (2.18), Retail Trade (1.03), and Government (2.41).
- **Jackson County** (CareerSource Chipola) has an LQ greater than 1 for Agriculture/Forestry/Fishing (1.79), Utilities (3.95), Construction (1.24), Retail Trade (1.36), Transportation and Warehousing (1.41), and Government (2.12).
- **Liberty County** (CareerSource Chipola) has an LQ greater than 1 for Agriculture/Forestry/Fishing (5.75), Utilities (1.03), Construction (1.67), Manufacturing (1.66), Healthcare (1.43), and Government (2.44).
- **Okaloosa County** (CareerSource Okaloosa Walton) has an LQ greater than 1 for Real Estate (1.48), Professional Services (1.34), Accommodation/Food (1.43), and Government (2.18).
- **Santa Rosa County** (CareerSource Escarosa) has an LQ greater than 1 for Utilities (1.91), Construction (1.62), Retail Trade (1.55), Real Estate (1.47), Administrative Support (1.16), Accommodation/Food (1.54), and Government (1.20).
- **Walton County** (CareerSource Okaloosa Walton) has an LQ greater than 1 for Utilities (2.53), Construction (1.91), Retail Trade (1.49), Real Estate (3.78), Administrative Support (1.03), Entertainment/Recreation (1.01), and Accommodation/Food (2.61).
- **Washington County** (CareerSource Chipola) has an LQ greater than 1 for Agriculture/Forestry/Fishing (1.97), Utilities (1.09), Construction (1.45), Retail Trade

(1.27), Educational Services (1.87), Accommodation/Food Services (1.09), and Government (1.85).

The secondary portion of this analysis will highlight common industry strengths within the proposed regional planning area.

- **Agriculture/Forestry/Fishing:** The counties within CareerSource Chipola and CareerSource Gulf Coast all have high LQ measures for this industry with the exception of Bay County.
- **Construction, Real Estate, and Utilities:** Eleven of the twelve counties represented within the proposed regional planning area have an LQ of greater than 1 for the Construction industry (Okaloosa is the only one that does not at .79). This indicates strong employment within that sector for the region. In addition, seven of the twelve counties have strong LQs in the related Real Estate industry. Utilities is another strong industry for the region with eight of the counties exhibiting greater employment concentration than an LQ 1.0. These related industries have similar skill sets and many shared occupations that support continued growth and expansion.
- **Government:** Eleven of the twelve counties have an LQ greater than 1 for Government positions (Walton County is the only one that does not at .73). This is most likely due to the strong military presence in the region. The veteran population and military spouses are a key target for the LWDBs represented in the regional planning area. There exists a strong opportunity to capitalize on this population through even greater alignment and coordination amongst the LWDBs to target these transitional veterans and their family for training and employment support services.
- **Healthcare:** As populations continue to age throughout the country, but also in the propose regional planning area, healthcare services will continue to grow in demand. While only three of the counties in the proposed regional planning area have an LQ greater than 1 for healthcare positions, eleven of the twelve counties have experienced position job growth rates over the past five years for this industry.
- **Accommodation/Food + Recreation/Entertainment:** Eight of the twelve counties within the proposed regional planning area have an LQ great than 1 for the accommodation and food services industry. Three of the twelve have a greater concentration than 1 for the related recreation and entertainment industry. As the region, especially the coastal areas, continues to grow its brand as a tourist destination with access to beaches, these industries that support tourism have the potential to grow.

Labor force conditions: The next three tables showcase 2017-2022 labor force size and unemployment rate (US BLS) on a county level, 2017-2022 earnings for full time workers and 2022 earnings disaggregated by select education levels, the labor force participation rate for ages 20-64, unemployment rate disaggregated by race, the total population below the poverty line, and educational attainment rates. Following the tables will be a brief narrative showcasing similarities amongst the counties included in the proposed RPA that could inform future planning.

		2017				2022			
County	LWDB	Labor Force	Employed	Unemployed	Unemployment Rate	Labor Force	Employed	Unemployed	Unemployment Rate
Bay	Gulf Coast	87,547	83,855	3,692	4.2	87,970	85,609	2,361	2.7
Calhoun	Chipola	4,934	4,690	244	4.9	4,837	4,679	158	3.3
Escambia	Escarosa	140,984	134,980	6,004	4.3	149,075	144,552	4,523	3.0
Franklin	Gulf Coast	4,663	4,492	171	3.7	4,825	4,692	133	2.8
Gulf	Gulf Coast	5,965	5,729	236	4.0	5,432	5,286	146	2.7
Holmes	Chipola	6,837	6,507	330	4.8	7,035	6,819	216	3.1
Jackson	Chipola	17,169	16,382	787	4.6	16,591	16,053	538	3.2
Liberty	Chipola	2,600	2,480	120	4.6	2,630	2,547	83	3.2
Okaloosa	Okaloosa Walton	93,658	90,353	3,305	3.5	103,324	100,805	2,519	2.4
Santa Rosa	Escarosa	78,420	75,315	3,105	4.0	87,512	85,163	2,349	2.7
Walton	Okaloosa Walton	29,805	28,692	1,113	3.7	35,024	34,130	894	2.6
Washington	Chipola	9,709	9,277	432	4.4	9,795	9,482	313	3.2

{The rest of this page intentionally left blank. Continued labor force conditions outlined on the following page}

		Earnings					
County	LWDB	2017 Earnings (Median earnings (dollars) for full-time, year- round workers with earnings)	2022 Earnings (Median earnings (dollars) for full-time, year- round workers with earnings)	2017-2022 Change in Earnings (Median for full time)	2017-2022 Growth (Median for full time)	2022 Median Earnings Less than High School	2022 Earnings Some College/Associates
Bay	Gulf Coast	\$ 38,024	\$ 47,455	\$ 9,431	24.8%	\$ 28,202	\$ 39,489
Calhoun	Chipola	\$ 33,295	\$ 36,210	\$ 2,915	8.8%	\$ 20,792	\$ 36,705
Escambia	Escarosa	\$ 36,521	\$ 46,792	\$ 10,271	28.1%	\$ 25,929	\$ 39,699
Franklin	Gulf Coast	\$ 36,316	\$ 45,566	\$ 9,250	25.5%	\$ 28,329	\$ 27,614
Gulf	Gulf Coast	\$ 35,542	\$ 46,380	\$ 10,838	30.5%	\$ 23,859	\$ 41,495
Holmes	Chipola	\$ 35,464	\$ 40,040	\$ 4,576	12.9%	\$ 35,073	\$ 30,504
Jackson	Chipola	\$ 32,856	\$ 39,587	\$ 6,731	20.5%	\$ 30,851	\$ 34,025
Liberty	Chipola	\$ 37,686	\$ 45,208	\$ 7,522	20.0%	\$ 22,067	\$ 29,167
Okaloosa	Okaloosa Walton	\$ 41,056	\$ 52,123	\$ 11,067	27.0%	\$ 21,155	\$ 43,757
Santa Rosa	Escarosa	\$ 43,693	\$ 54,738	\$ 11,045	25.3%	\$ 29,879	\$ 45,442
Walton	Okaloosa Walton	\$ 36,852	\$ 53,845	\$ 16,993	46.1%	\$ 28,839	\$ 45,856
Washington	Chipola	\$ 34,103	\$ 43,074	\$ 8,971	26.0%	\$ 24,908	\$ 35,008

{The rest of this page intentionally left blank. Continued labor force conditions outlined on the following page}

		Labor force conditions				Poverty	Education		
County	LWDB	LFPR 20-64 (2022)	Unemployment Rate - White Alone - 2022	Unemployment Rate - Black Alone 2022	Unemployment Rate - Hispanic Alone 2022	Total below poverty line	Pop 25-64 w/out high school	Pop 25-64 with only high school	Pop 25-64 with some college and above
Bay	Gulf Coast	77.6%	3.5%	6.7%	3.7%	11,921	8,954	26,361	35,315
Calhoun	Chipola	50.9%	4.2%	2.7%	0.0%	1,123	1,593	3,300	4,893
Escambia	Escarosa	75.4%	5.2%	10.5%	4.8%	23,572	14,485	43,332	57,817
Franklin	Gulf Coast	57.7%	9.0%	12.8%	10.2%	1,101	1,580	2,306	3,886
Gulf	Gulf Coast	54.9%	4.9%	0.0%	0.0%	917	1,301	2,960	4,261
Holmes	Chipola	62.1%	4.6%	13.6%	0.0%	1,617	1,545	4,630	6,175
Jackson	Chipola	56.3%	4.4%	5.4%	0.7%	4,034	3,802	10,069	13,871
Liberty	Chipola	50.5%	9.1%	3.7%	6.5%	820	856	1,899	2,755
Okaloosa	Okaloosa Walton	78.4%	3.3%	3.8%	3.2%	10,814	7,440	26,150	33,590
Santa Rosa	Escarosa	72.5%	4.4%	8.3%	4.0%	9,427	7,292	25,976	68,161
Walton	Okaloosa Walton	73.3%	4.4%	28.0%	4.8%	4,066	2,993	11,913	14,906
Washington	Chipola	55.7%	4.9%	1.0%	0.0%	2,711	2,530	5,586	8,116

This portion of the analysis will consider unemployment rates, labor force participation rates, median earnings, poverty, and educational attainment for the counties within the proposed regional planning area.

Unemployment conditions: Compared to 2017, the unemployment rate for all twelve counties in the proposed regional planning area has dropped. In 2017, Calhoun County led the counties in the proposed region with an unemployment rate of 4.9% (albeit this was only 244 unemployed individuals). By 2022 the unemployment rate for all of the counties in the region has dropped to below 3.3%. This signifies a tighter labor market with less people unable to find work throughout the region – meaning local workforce development boards have to get more creative to assist businesses in filling their hiring needs. While these conditions could shift in the future, the LWDBs in this regional planning area could learn from one another to tackle this challenge.

Labor force participation rates: There is a wide range of labor force participation rates within the counties represented (the labor force participation rate is the rate of the total proportion of the working-age population that is either actively working or looking for work). Generally speaking, the less populated counties do tend to have lower labor force participation rates. Liberty County is experiencing the lowest labor force participation rate in the region at just above 50%. Okaloosa county has a LFPR that is 28 percentage points higher at 78.4%. There is an

opportunity for counties that are experiencing lower labor force participation rates to potentially increase their rates through greater regional collaboration and learning from one another.

Median earnings: Median earnings for all twelve counties in the region experienced growth in the past five years. Walton county experienced the greatest growth relative to 2017 income, with median earnings growing 46.1% for the county from 2017 to 2022. However, ten of the twelve counties in the region have experienced greater than 20% median earnings increase from 2017 to 2022.

Poverty and Educational Attainment: Each of the counties represented in the regional planning area have populations in poverty. While this data set doesn't capture the qualitative nature of that poverty, there are opportunities for the LWDBs in the regional planning area to develop strategies to reduce the thousands of people that live in poverty within the region. A strong method to lift people out of poverty is to couple training with employment opportunities. Each county has a significant portion of the population without a high school degree or with only a high school degree.

Relevant geographic boundaries: The final section of this regional planning area identification request denotes any major geographic boundaries, waterways, and ports that offer economic opportunity to the region and that may be shared amongst the LWDBs. This is a non-exhaustive list:

- Port of Pensacola offers valuable trading opportunities with major exporters and importers such as the Bahamas, Mexico, and Brazil
- Coastal counties in the region have access to the Gulf of Mexico, hundreds of miles of beaches, and access to the intercoastal waterway
- Major river and water ways throughout the region include the Apalachicola River, the Chipola River, the Blackwater River, the Escambia River, and the Choctawhatchee River, and the Yellow River.
- While not distinctly a geographic feature, the Eglin Airforce Complex and the Naval Air Station Pensacola are located within the region as major economic drivers of demand, activity, and talent.

Information Items



Speaker Bios

Michelle Branham



Michelle Branham serves as the Secretary of the Florida Department of Elder Affairs. Branham's leadership, the department serves Florida's nearly six million seniors over the age of 60, providing services and supporting initiatives through Florida's Aging Network to help seniors live well and age well in the state. Branham brings more than 20 years of experience to her role — in public policy, public health, and public relations and more than a decade of senior executive experience in federal and state-level public policy initiatives including advanced healthcare and Florida senior initiatives.

Prior to her appointment by Governor Ron DeSantis, Branham was Vice President of Public Policy for the Alzheimer's Association for nine years. She served as Chair for the State of Florida's Alzheimer's Disease Advisory Committee and was an Advisory Member for the State Plan on Aging Task Force. Additionally, she co-chaired the State Health Improvement Plan Alzheimer's priority area and was appointed by Governor DeSantis to serve on his Safe and Limited Return Task Force during the public health emergency. She holds a bachelor's degree in political sciences from Stetson University and a master's degree in theological studies from Emory University's Candler School of Theology.

Adrienne Campbell



Adrienne Campbell serves as the Deputy Secretary of the Florida Department of Juvenile Justice. In this role, she leads several primary initiatives, including the oversight of Education Services, Prevention Services, and the Office of Talent, Leadership, and Culture. She also co-founded and served as the inaugural principal of a charter school in Tallahassee.

Campbell previously served in various leadership roles with OptimaEd, the Florida Department of Education, and Florida Virtual School. She started her career as a social studies instructor, working with students at a Title I high school. Campbell earned her Master of Education in Curriculum and Instruction from the University of Florida and her bachelor's in social science education from Florida State University.

J. Alex Kelly



J. Alex Kelly currently leads FloridaCommerce as Florida's Secretary of Commerce. Prior to his appointment, Kelly held the Deputy Chief of Staff role in the Governor's Office since April 2021.

Kelly has an extensive background and expertise in education and economic development having served as the Vice President for the Foundation of Excellence in Education and the Chief of Staff to then-Education Commissioner Richard Corcoran in 2019.

In total, Kelly held roles in the Florida House of Representatives on the three occasions and in the Florida Senate, including Staff Director for the Redistricting Committee in the Florida House of Representatives and Chief Analyst for the House's Select Policy Council on Strategic & Economic Planning. He served as the Chief of Staff for the Florida Department of Juvenile Justice, and Legislative Affairs Director at the Florida Department of Corrections and the Florida Department of Elder Affairs.

Kelly earned both a bachelor's degree in political science from York University of Pennsylvania and a master's degree in political science from the University of Florida.

Marcus McBride



Marcus L. McBride joined the CareerSource Escarosa team in June 2020 as the chief executive officer. He is a passionate leader who brings a wealth of knowledge from his experience in the public and private sector. McBride holds a Ph.D. in Educational Psychology and Research Methods; Master of Arts in Educational Psychology; and a Bachelor of Science in Human Development and Family Studies, all from the University of Alabama.

Over the past 19 years, McBride has held various roles leading collective efforts to empower others to reach their highest potential. Prior to his current role, he most recently served as director of education and training for Goodwill Industries of the Southern Rivers.

Keantha Moore



Keantha Moore currently serves as Bureau Chief of the Bureau of One-Stop and Program Support at FloridaCommerce. Moore has been part of Florida's workforce development system for 17 years, starting with 10 years of experience at the local workforce development board level.

Her local experience ranged from being a front-line staff person helping to connect job seekers with employment to her culminating role as the director of operational excellence. She then transitioned to the FloridaCommerce team where she has served in several leadership capacities over the past

seven years.

Casey Penn



Casey Penn serves as the Deputy Secretary for the Florida Department of Children and Families. Previous to this role, he served as the Assistant Secretary for the Office of Economic Self Sufficiency, overseeing the Supplemental Nutrition Assistance Program, Temporary Assistance for Needy Families, Medicaid determinations, Refugee Services, and the Office of Homelessness.

Prior to joining the Department, Casey worked in workforce development, overseeing the administration of the Workforce Innovation and Opportunity

Act for the Florida Department of Economic Opportunity.

Originally from Tampa, Florida, Casey holds a Bachelor of Science in Applied Economics from Florida State University and currently resides in Tallahassee, Florida. After graduating from college, Casey worked in the private sector for 10 years before returning to the public sector in 2017.

Kimberly Richey



Kimberly Richey is the Senior Chancellor at the Florida Department of Education. Richey has served in education leadership positions for over fifteen years, including serving as a national education consultant and providing policy and legal advice to organizations on a range of education policies and legal issues impacting students and families. She most recently served as deputy superintendent overseeing the division of School Quality, Instruction and Performance at the Virginia Department of Education.

Richey previously served as acting assistant secretary and principal deputy assistant secretary in the Office for Civil Rights at the U.S Department of Education. She also previously served as acting assistant secretary and deputy assistant secretary in the Office of Special Education and Rehabilitative Services at the U.S. Department of Education. Prior to joining the Department, Richey served as the managing director of federal advocacy and public policy at the National School Boards Association. Formerly, she served as the general counsel for the Oklahoma State Department of Education (OSDE), where she represented OSDE, the State Board of Education, and the state superintendent of public instruction.

Richey holds a bachelor's degree in education from Southern Nazarene University and a juris doctorate degree from the University of Oklahoma. She is a certified teacher and is a licensed attorney in Oklahoma, Texas, and the District of Columbia.

AJ Temple



AJ Temple is a Senior Consultant with Ernst & Young LLP's Economic Development Advisory Services practice. In this role, he supports the team and clients plan for more prosperous and inclusive communities through research, strategic plan development, and stakeholder engagement.

During his time with EY, he has worked on a variety of projects across the US including working with CareerSource Florida since Phase 1 of the realignment evaluation, facilitation of a regional coalition's \$50 million federal grant award, supporting regional workforce development strategies for communities and assisting with ARPA allocations. He emphasizes the critical importance of inclusive and integrated stakeholder engagement to leverage the total resources of a community.

AJ holds a BA in Government and a Master of Public Policy, both awarded from the University of Virginia. Prior to joining EY, he worked as a legal intern at a socially responsible venture capital firm, where he assisted with financial documentation for equity investments in promising innovative technology and social entrepreneurship companies. He is currently based in the New York City area.

Brian Woods



Brian Woods is a Managing Director in the People Advisory Services Practice of Ernst & Young. Brian has collaborated with over 100 clients in multiple industries in the design and deployment of innovative, tangible "people" solutions for complex regional, national and global process and technology improvement initiatives. He is an experienced training, organizational change management (OCM), communication, and talent strategy specialist.

Brian brings over 27 years of experience leading major organizational transformation and people experience improvement initiatives, and he is currently responsible for the state and local government market for EY's PAS practice.



2024-2028 WORKFORCE INNOVATION AND OPPORTUNITY ACT COMBINED PLAN

Public Law 113–128, the Workforce Innovation and Opportunity Act (WIOA), requires the state workforce development board to assist the Governor in developing and implementing a State Workforce Development Plan every four years.

Combined planning defines a vision, a common set of goals, and outcomes to guide coordination of initiatives and leverage braided resources across partners. Each partner manages their respective federal plans and programs; however, portions of their federal plans are submitted as part of the combined plan.

Programs and respective agency partners in the 2024-2028 WIOA Combined Plan include the core program partners, CareerSource Florida, the Florida Department of Commerce, and the Department of Education Division of Career and Adult Education, Division of Vocational Rehabilitation, and Division of Blind Services.

In addition to these core partners, required programs and respective agency partners in the combined plan include:

- **Temporary Assistance for Needy Families**
- **Employment and Training under Supplemental Nutrition Assistance**
- **Trade Adjustment Assistance for Workers**
- **Jobs for Veterans State Grants**
- **Unemployment Insurance**
- **Senior Community Service Employment**
- **Community Services Block Grant**

The 2024-2028 WIOA Combined Plan is the first combined plan submitted by Florida uniting all core and combined partners.

CareerSource Florida worked with representatives from each partner agency to develop the strategic and operational elements, vision, goals, shared outcomes, and program specific requirements for each partner.

Under Section V: Common Assurances of the Information Collection Request (ICR) issued by the U.S. Department of Labor, the state is required to obtain input into

the development of the Combined State Plan and provide an opportunity for public comment on the plan by representatives of local workforce development boards and chief elected officials, businesses, labor organizations, institutions of higher education, the entities responsible for planning or administering the core programs, required one-stop partners and other organizations that provide services to individuals with barriers to employment, and the general public, and that the Combined State Plan is available and accessible to the general public.

[The 2024-2027 WIOA Combined Plan is posted for public comment on CareerSource Florida's website and will remain online for no less than thirty \(30\) days.](#)

After the public comment period has ended, the Combined Plan partners will update the final version of the plan as appropriate before common assurances and certifications are signed by combined planning partners.

The final version of the plan will be submitted to the U.S. Department of Labor and the U.S. Department of Education no later than Friday, March 29, 2024.

The final version of the 2024-2028 WIOA Combined Plan will be posted on the CareerSource Florida website through July 2028.



FLORIDA'S WORKFORCE DEVELOPMENT SYSTEM: AN INTEGRATED STRATEGY

Executive Summary for the Workforce Innovation
Opportunity Act 2024 Combined Plan

IN PARTNERSHIP WITH



INTRODUCTION

Florida's workforce partners have entered a period of transformation and increased collaboration to promote greater transparency, accountability, and coordination of services. The result will be a more efficient, customer-focused workforce system.

The impetus for change was the Reimagining Education and Career Help (REACH) Act, which set forth to fully realize the vision of the Workforce Innovation and Opportunity Act (WIOA). It establishes key strategies and initiatives to strengthen partnerships among workforce stakeholders, increase accountability for the workforce system, improve access for Floridians, and align the system to the needs of employers. The REACH Office, housed within the Executive Office of the Governor, coordinates the efforts of workforce stakeholders including CareerSource Florida, FloridaCommerce, Department of Education, and Department of Children and Families, the Divisions of Vocational Rehabilitation and Blind Services.

The REACH Act supports Governor DeSantis' goal that Florida will be number one in the nation for workforce education by 2030. The 2024-2028 WIOA Combined Plan recently created for the U.S. Department of Labor unites partners under the same set of goals and performance outcomes, driven by this vision.

Florida is home to the nation's third-largest workforce, totaling more than 10.8 million workers, and its talent pipeline is consistently ranked among the best in the nation. Skilled talent is often the primary driver of whether companies move or expand. The excellent skills of the Florida workforce can be credited to the collaboration between Florida's workforce system, industry, and education partners.

WHAT IS WIOA?

WIOA was signed into federal law with bipartisan support on July 22, 2014. It was designed to reform, strengthen, and improve the public workforce system and help get Americans, including youth and those with significant barriers to employment, into high-quality jobs and careers and help employers hire and retain skilled workers. WIOA funds services offered at the nation's local career centers, as well as many training grants.

WHOM DOES WIOA SERVE?

- Low-income individuals.
- Long-term unemployed individuals.
- Single parents, including single pregnant women.
- Youth who are in, or have aged out of, the foster care system.
- Individuals with disabilities, including youth.
- Homeless individuals, or homeless children and youths.
- Individuals within two years of exhausting lifetime eligibility under the Temporary Assistance for Needy Families (TANF) program.
- Elderly individuals.
- Ex-offenders.
- Native Americans and Indigenous peoples of Alaska and Hawaii.
- Individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers.
- Farmworkers.

To view the full 2024-2028 WIOA Combined Plan, please visit careersourceflorida.com/about-us/reports-and-publications/

VISION



Florida seeks to be number one in workforce education and talent development by 2030, fulfilling a commitment to current and future businesses that Florida is focused on building economic prosperity for all Floridians.

- Florida defines the larger workforce development ecosystem to include businesses, education, and economic development entities, along with providers of human services.
- Florida's workforce development system is market-driven and results-oriented, focused on providing services that are customer centered, high quality, and relevant to the labor market to Florida businesses and job seekers.
- Florida aligns goals and strategies across all core and combined partners to ensure resources are maximized toward positively impacting services to Florida job seekers and businesses.

GOALS

Florida's goals for preparing an educated and skilled workforce that meets the needs of Florida businesses include:

- Developing a comprehensive education, employment, and training ecosystem that includes contributions from industry stakeholders and core and combined partners that streamlines access to high quality workforce services and increases prosperity for employers and workers.
- Working collaboratively with core and combined partners to expand Florida's labor force to meet employer demand while identifying and addressing barriers for opportunity populations.
- Reducing duplication of services and maximizing efficient use of human and financial resources to serve Florida businesses and job seekers through aligning and expanding partnerships to identify opportunities to leverage and braid funding and coordinate programming to improve outcomes and accountability.
- Reducing welfare dependency and increasing economic self-sufficiency for Floridians by focusing on community collaboration between workforce, education, industry, and other partners to break down community silos and maximize the effectiveness of workforce development efforts.
- Diversifying Florida's industry sectors of focus through enhanced, focused engagement with business and education stakeholders to build talent pipelines and enhance Florida's productivity and competitiveness.

"The Florida Department of Education has worked tirelessly to ensure that our students are prepared to succeed in the workforce. We look forward to working with our WIOA partners in a way that builds on our collective success and provides support and opportunities for Florida students and families."

**- MANNY DIAZ, JR.,
COMMISSIONER,
FLORIDA DEPARTMENT
OF EDUCATION**



SHARED PARTNER OUTCOMES

The following outcomes on which the 2024-2028 WIOA Combined Plan partners have aligned:

- are voluntary and ambitious, fueled by a results-oriented workforce development system.
- further the shared goal of helping people achieve economic self-sufficiency.
- serve industry needs by developing skills that drive business growth.

Increase state labor force participation to 63% .	Ensure 60% of Floridians age 25-70 have a credential of value by 2030.	Median wages greater to or equal to 75% of the median hourly wage in Florida.		
By 2030, increase the statewide 2nd quarter after exit employment rate by 10% for each of the following populations:				
Individuals 55 years and older.	Youth.	Individuals receiving SNAP and TANF benefits.	Individuals without a HS Diploma or in ESL.	Individuals with disabilities.
Total of 7,000 newly registered apprenticeships annually by 2030.	450 registered apprenticeship programs by 2030.	110 registered pre-apprenticeship programs by 2030.	Increase percentage of 12th grade secondary career and technical education (CTE) concentrators to 25% of total enrollment.	
Build talent pipeline for targeted new and emerging industries of focus by assisting 1,000 individuals to earn credentials that directly support the sector.				

“Florida’s streamlined workforce development strategies meet job seekers and job creator where they are. Forging a pathway that empowers individuals to fully utilize their talents and skills to secure high-skill and high-wage jobs. These opportunities fuel continued economic growth and improve the lives of Floridians for generations to come.”

- J. ALEX KELLY, FLORIDA SECRETARY OF COMMERCE

While each workforce partner agency maintains strategies that are unique to its own mission and vision, they are also working together on the following strategies to ensure a skilled, adaptable workforce and boost economic growth.

WORKFORCE SYSTEM TRANSFORMATION

The three-pillar Florida Workforce System Transformation Plan streamlines and modernizes the state's workforce system, enhancing alignment and accountability. Implementation currently underway will increase collaboration among economic, educational, and governmental agencies; enhance services to customers to be consistent across the states; use resources more effectively; and strengthen the state's economy by supporting regional economies.

PILLAR I — ALIGNMENT AND CONSOLIDATION

- Realign and consolidate 10 local workforce development areas, which will affect 27 counties.
- Transition from 24 to 21 local workforce development areas and boards.

PILLAR II — SYSTEM-WIDE IMPROVEMENTS

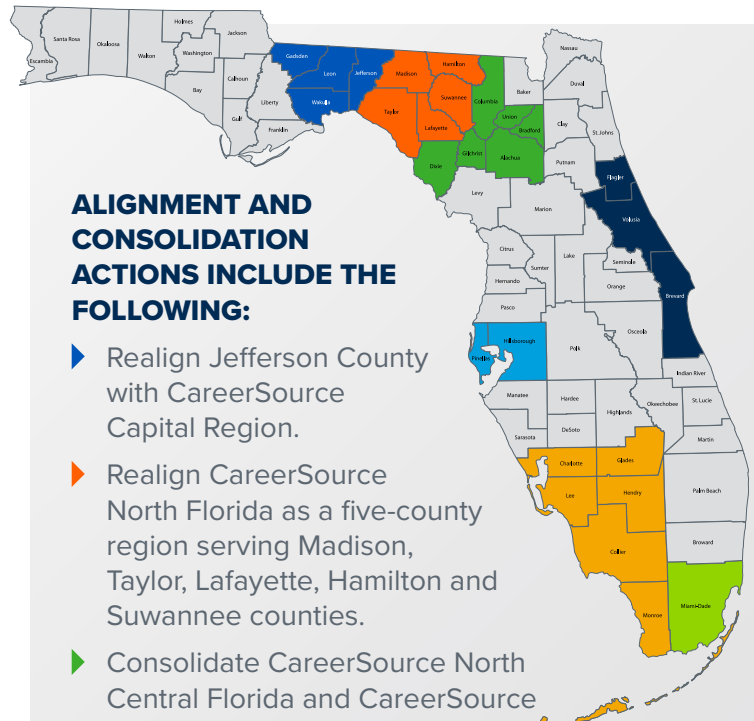
- Enhance consistency and coordination between local workforce development boards.
- Enhance consistency and coordination among state workforce partners.
- Improve policies, processes, technology, and tools.

PILLAR III — REGIONAL PLANNING

- Align with larger regional economic development areas.
- Develop and integrate strategies and resources to support regional economic growth.
- At least two contiguous local workforce development areas in every planning area.

“Florida has drafted a new, collaborative blueprint for a robust and customer-centric workforce development system. Through improved collaboration, we will expand career opportunities for Floridians, meeting the growing talent needs of industry.”

**- ADRIENNE JOHNSTON, PRESIDENT & CEO,
CAREERSOURCE FLORIDA**



- ▶ Realign Jefferson County with CareerSource Capital Region.
- ▶ Realign CareerSource North Florida as a five-county region serving Madison, Taylor, Lafayette, Hamilton and Suwannee counties.
- ▶ Consolidate CareerSource North Central Florida and CareerSource Florida Crown.
- ▶ Consolidate CareerSource Flagler Volusia and CareerSource Brevard.
- ▶ Consolidate CareerSource Tampa Bay and CareerSource Pinellas.
- ▶ Realign Monroe County with CareerSource Southwest Florida.
- ▶ Realign CareerSource South Florida as a single-county area serving Miami-Dade County.

EXPANDING APPRENTICESHIP OPPORTUNITIES

Apprentice Florida is a statewide education and communications initiative designed to promote and support registered apprenticeships within the state. Registered apprenticeships are a structured form of workforce training in which individuals, known as apprentices, receive on-the-job training and related classroom instruction while earning wages.

Apprenticeship navigators, located at all 24 local workforce development boards, focus on the growth of registered apprenticeship and pre-apprenticeship programs and expanding programs across diverse industries, including healthcare, information technology, advanced manufacturing, aviation, aerospace, and other emerging industries. Navigators partner with the Florida Department of Education's (FDOE) apprenticeship training representatives to create new apprenticeship programs and connect employers or apprentices to existing programs.

FL WINS

The FL WINS program is an innovative, consumer-first workforce development system that seeks to provide Floridians with improved access to workforce programs and services through interoperable systems and shared integrated data. FloridaCommerce recently completed a feasibility study that provides a roadmap for program establishment, technical integration, and enhanced business process integration.

The FL WINS program will implement a “no wrong door strategy” and the below components in an online app that streamlines the process for accessing workforce services:

- **Customer Portal** – Enhances the customer experience through a single shared account that provides a common access point to update personal information, view program information, and submit common intake applications.
- **Common Intake Form** – Provides intake capabilities for applicable programs across the Workforce Partners.
- **Data Integration** – Enables the sharing of data between existing agency systems of record to enhance the user experience, orchestrates the data flow among systems, and enables robust data analytics.

These initiatives will take place over three to five years and set a foundation for enhanced coordination and service delivery for Floridians.

FUTURE OF WORK FLORIDA

The Future of Work outreach campaign was developed and funded by FDOE and the Florida Chamber of Commerce in partnership with CareerSource Florida. The purpose of the initiative is two-fold:

- To expose middle and high school students to in-demand, high-wage careers available through career and technical education; and
- To ensure businesses are aware of the work stakeholders are doing to build the talent pipeline to meet their future needs.

Future of Work is a sub-campaign of the Get There outreach campaign, funded by FDOE to raise awareness among high school students and young adults about career possibilities facilitated by CTE curriculum including professional credentialing programs. The two campaigns are actively working to amplify messages among students, parents, and businesses. These initiatives aim to highlight CTE as a timely and cost-effective route to kickstart a career with lucrative earning potential.

HOPE FLORIDA

Hope Florida, spearheaded by First Lady Casey DeSantis, is an initiative that offers a comprehensive approach to addressing poverty and promoting economic mobility. The model serves single parents, individuals on government assistance, youth aging out of foster care, individuals with disabilities, seniors, juvenile justice youth, and veterans, among many others. It utilizes Hope Navigators to guide these individuals on a personalized path to prosperity, economic self-sufficiency, and hope by focusing on collaboration between the private sector, faith-based community, nonprofits, and government entities including the Florida Department of Children and Families and the Florida Workforce System.

Businesses can also apply to become Hope Employers that work with their local workforce development board to identify jobs for Hope Florida participants. The jobs are then listed and earmarked for Hope Florida participants within Employ Florida, the state's jobs portal. Nonprofits, charitable organizations, and those in the private sector can also contribute to the Hope Florida Fund to provide financial resources.

For Hope Florida clients and other Floridians receiving public assistance, taking a job with higher wages may result in reduced benefits for their family. To combat this, CareerSource Florida and the Federal Reserve Bank of Atlanta developed the [Florida CLIFF Dashboard](#). This dashboard is an informational tool that allows one-stop center staff to assist Floridians in visualizing how returning to work or upskilling to a higher-paying occupation could impact their future earnings and public benefits as their household progresses along the path to self-sufficiency.

"Florida's agencies are working together like never before to create strong and resilient families, and a foundational component of that is creating opportunities for financial security through meaningful employment. Together, we can protect and support our most vulnerable populations."

**- SHEVAUN HARRIS, SECRETARY,
FLORIDA DEPARTMENT OF
CHILDREN AND FAMILIES**

IDENTIFYING CREDENTIALS OF VALUE

Developed by the 18-member Credentials Review Committee, Credentials of Value were defined to ensure a linkage to in-demand occupations that meet defined wage criteria. These credentials are then added to the Master Credentials List, which directs the use of federal and state funds for workforce education and training programs that lead to approved credentials of value. The list also helps ensure the state's education system aligns with the projected talent needs of industry.

Florida's targeted industry sectors:

- **Aviation and Aerospace**
- **Corporate Headquarters**
- **Financial and Professional Services**
- **Information Technology**
- **Life Sciences**
- **Logistics Distribution**
- **Manufacturing**

The 2023-2024 Master Credentials List, which contains more than 2,000 credentials of value, is dynamic and will continue to evolve as new credentials that meet labor market needs, as outlined in the Framework of Quality, are added at multiple opportunities during the year.

"As older adults continue to reenter the workforce, it is essential workplaces are welcoming for people of all ages. Our cherished seniors in Florida have so much life experience, wisdom and expertise they are eager to share with younger generations. The boundless contributions our seniors make to Florida's economy are invaluable – not only to the bottom line, but to our communities that continue to grow and thrive."

**- MICHELLE BRANHAM,
SECRETARY, FLORIDA
DEPARTMENT OF ELDER AFFAIRS**



careersourceflorida.com

IN PARTNERSHIP WITH



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org



**FLORIDA
COMMERCE**



DIVISION OF BLIND SERVICES
Florida Department of Education | dbs.fldoe.org

Elder  Affairs
FLORIDA



VR
**VOCATIONAL
REHABILITATION**



CRI CARR
RIGGS &
INGRAM
CPAs and Advisors
CRlcpa.com

February 20, 2024

CareerSource Florida, Inc
PO Box 13179
Tallahassee, FL 32317

Dear Mr. McCandless:

Enclosed is the organization's 2022 Exempt Organization return.

Specific filing instructions are as follows.

FORM 990 RETURN:

This return has qualified for electronic filing. After you have reviewed the return for completeness and accuracy, please sign, date and return Form 8879-TE to our office. We will transmit the return electronically to the IRS and no further action is required. Return Form 8879-TE to us by May 15, 2024.

A copy of the return is enclosed for your files. We suggest that you retain this copy indefinitely.

Very truly yours,

Michael C Carter

TAX RETURN FILING INSTRUCTIONS

FORM 990

FOR THE YEAR ENDING

June 30, 2023

Prepared For:

CareerSource Florida, Inc
PO Box 13179
Tallahassee, FL 32317

Prepared By:

Carr, Riggs & Ingram, LLC
2633 Centennial Blvd., Ste 200
Tallahassee, FL 32308

Amount Due or Refund:

Not applicable

Make Check Payable To:

Not applicable

Mail Tax Return and Check (if applicable) To:

Not applicable

Return Must be Mailed On or Before:

Not applicable

Special Instructions:

This return has qualified for electronic filing. After you have reviewed the return for completeness and accuracy, please sign, date and return Form 8879-TE to our office using our secure file transfer website – <https://cricpa.sharefile.com/share/filedrop> . We will transmit the return electronically to the IRS and no further action is required. Return Form 8879-TE to us by May 15, 2024

Form **8879-TE****IRS e-file Signature Authorization
for a Tax Exempt Entity**

OMB No. 1545-0047

Department of the Treasury
Internal Revenue ServiceFor calendar year 2022, or fiscal year beginning JUL 1, 2022, and ending JUN 30, 2023**Do not send to the IRS. Keep for your records.****Go to www.irs.gov/Form8879TE for the latest information.****2022**

Name of filer

CAREERSOURCE FLORIDA, INC

EIN or SSN

59-3659026Name and title of officer or person subject to tax **JASON MCCANDLESS
COO****Part I Type of Return and Return Information**

Check the box for the return for which you are using this Form 8879-TE and enter the applicable amount, if any, from the return. Form 8038-CP and Form 5330 filers may enter dollars and cents. For all other forms, enter whole dollars only. If you check the box on line **1a, 2a, 3a, 4a, 5a, 6a, 7a, 8a, 9a, or 10a** below, and the amount on that line for the return being filed with this form was blank, then leave line **1b, 2b, 3b, 4b, 5b, 6b, 7b, 8b, 9b, or 10b**, whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. **Do not** complete more than one line in Part I.

1a Form 990 check here	☒	b Total revenue, if any (Form 990, Part VIII, column (A), line 12)	1b <u>16,454,892.</u>
2a Form 990-EZ check here	☐	b Total revenue, if any (Form 990-EZ, line 9)	2b _____
3a Form 1120-POL check here	☐	b Total tax (Form 1120-POL, line 22)	3b _____
4a Form 990-PF check here	☐	b Tax based on investment income (Form 990-PF, Part V, line 5)	4b _____
5a Form 8868 check here	☐	b Balance due (Form 8868, line 3c)	5b _____
6a Form 990-T check here	☐	b Total tax (Form 990-T, Part III, line 4)	6b _____
7a Form 4720 check here	☐	b Total tax (Form 4720, Part III, line 1)	7b _____
8a Form 5227 check here	☐	b FMV of assets at end of tax year (Form 5227, Item D)	8b _____
9a Form 5330 check here	☐	b Tax due (Form 5330, Part II, line 19)	9b _____
10a Form 8038-CP check here	☐	b Amount of credit payment requested (Form 8038-CP, Part III, line 22)	10b _____

Part II Declaration and Signature Authorization of Officer or Person Subject to Tax

Under penalties of perjury, I declare that ☒ I am an officer of the above entity or ☐ I am a person subject to tax with respect to (name of entity) _____, (EIN) _____ and that I have examined a copy of the

2022 electronic return and accompanying schedules and statements, and, to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the return to the IRS and to receive from the IRS (a) an acknowledgement of receipt or reason for rejection of the transmission, (b) the reason for any delay in processing the return or refund, and (c) the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the electronic return and, if applicable, the consent to electronic funds withdrawal.

PIN: check one box only

☒ I authorize **CARR, RIGGS & INGRAM, LLC** to enter my PIN **07991**
ERO firm name Enter five numbers, but do not enter all zeros

as my signature on the tax year 2022 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to enter my PIN on the return's disclosure consent screen.

☐ As an officer or person subject to tax with respect to the entity, I will enter my PIN as my signature on the tax year 2022 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I will enter my PIN on the return's disclosure consent screen.

Signature of officer or person subject to tax

Date

Part III Certification and Authentication

ERO's EFIN/PIN. Enter your six-digit electronic filing identification number (EFIN) followed by your five-digit self-selected PIN.

59178032308**Do not enter all zeros**

I certify that the above numeric entry is my PIN, which is my signature on the 2022 electronically filed return indicated above. I confirm that I am submitting this return in accordance with the requirements of **Pub. 4163**, Modernized e-File (MeF) Information for Authorized IRS e-file Providers for Business Returns.

ERO's signature **CARR, RIGGS & INGRAM, LLC** Date **02/20/24**

ERO Must Retain This Form - See Instructions**Do Not Submit This Form to the IRS Unless Requested To Do So**

LHA For Privacy Act and Paperwork Reduction Act Notice, see instructions.

Form **8879-TE** (2022)

EXTENDED TO MAY 15, 2024

Form **990****Return of Organization Exempt From Income Tax**

OMB No. 1545-0047

Department of the Treasury
Internal Revenue Service

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.

Go to www.irs.gov/Form990 for instructions and the latest information.**2022**Open to Public
Inspection**A** For the 2022 calendar year, or tax year beginning **JUL 1, 2022** and ending **JUN 30, 2023****B** Check if applicable:

- ☐ Address change
☐ Name change
☐ Initial return
☐ Final return/terminated
☐ Amended return
☐ Application pending

C Name of organization**CAREERSOURCE FLORIDA, INC**

Doing business as

Number and street (or P.O. box if mail is not delivered to street address)

PO BOX 13179

Room/suite

City or town, state or province, country, and ZIP or foreign postal code

TALLAHASSEE, FL 32317**F** Name and address of principal officer: **ADRIENNE JOHNSTON****SAME AS C ABOVE****D** Employer identification number**59-3659026****E** Telephone number**850-692-6887****G** Gross receipts \$ **16,454,892.****H(a)** Is this a group returnfor subordinates? ☐ Yes ☒ No**H(b)** Are all subordinates included? ☐ Yes ☐ No

If "No," attach a list. See instructions

H(c) Group exemption number**I** Tax-exempt status: ☒ 501(c)(3) ☐ 501(c) () (insert no.) ☐ 4947(a)(1) or ☐ 527**J** Website: **CAREERSOURCEFLORIDA.COM****K** Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other**L** Year of formation: **2000** **M** State of legal domicile: **FL****Part I Summary**

Activities & Governance	1	Briefly describe the organization's mission or most significant activities: THE FLORIDA WORKFORCE SYSTEM CONNECTS EMPLOYERS WITH QUALIFIED, SKILLED TALENT AND FLORIDIANS	
	2	Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.	
	3	Number of voting members of the governing body (Part VI, line 1a) 3 33	
	4	Number of independent voting members of the governing body (Part VI, line 1b) 4 31	
	5	Total number of individuals employed in calendar year 2022 (Part V, line 2a) 5 24	
	6	Total number of volunteers (estimate if necessary) 6 33	
	Revenue	7a	Total unrelated business revenue from Part VIII, column (C), line 12 7a 0.
7b		Net unrelated business taxable income from Form 990-T, Part I, line 11 7b 0.	
8		Contributions and grants (Part VIII, line 1h) 13,537,372. 16,454,871.	
9		Program service revenue (Part VIII, line 2g) 0. 0.	
10		Investment income (Part VIII, column (A), lines 3, 4, and 7d) 22. 21.	
11		Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 0. 0.	
12		Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) 13,537,394. 16,454,892.	
Expenses		13	Grants and similar amounts paid (Part IX, column (A), lines 1-3) 6,272,075. 6,051,963.
		14	Benefits paid to or for members (Part IX, column (A), line 4) 0. 0.
		15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 3,114,536. 3,202,813.
	16a	Professional fundraising fees (Part IX, column (A), line 11e) 0. 0.	
	b	Total fundraising expenses (Part IX, column (D), line 25) 0.	
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 4,147,994. 7,227,682.	
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 13,534,605. 16,482,458.	
Net Assets or Fund Balances	19	Revenue less expenses. Subtract line 18 from line 12 2,789. -27,566.	
	20	Total assets (Part X, line 16) 11,274,205. 9,050,146.	
	21	Total liabilities (Part X, line 26) 10,260,252. 8,149,227.	
	22	Net assets or fund balances. Subtract line 21 from line 20 1,013,953. 900,919.	

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer		Date			
	JASON MCCANDLESS, COO					
Paid Preparer Use Only	Print/Type preparer's name		Preparer's signature	Date	Check if self-employed ☐	PTIN
	MICHAEL C CARTER		MICHAEL C CARTER	02/20/24		P00292302
Firm's name	Firm's address		Firm's EIN		Phone no.	
	CARR, RIGGS & INGRAM, LLC 2633 CENTENNIAL BLVD., STE 200 TALLAHASSEE, FL 32308		72-1396621		850.878.8777	

May the IRS discuss this return with the preparer shown above? See instructions ☒ Yes ☐ No

Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III ☐**1** Briefly describe the organization's mission:

THE FLORIDA WORKFORCE SYSTEM CONNECTS EMPLOYERS WITH QUALIFIED, SKILLED TALENT AND FLORIDIANS WITH EMPLOYMENT AND CAREER DEVELOPMENT OPPORTUNITIES TO ACHIEVE ECONOMIC PROSPERITY.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 5,066,916. including grants of \$ 5,066,916.) (Revenue \$)

THE QUICK RESPONSE TRAINING PROGRAM, FUNDED WITH STATE DOLLARS, PROVIDES CUSTOMIZED TRAINING TO NEW VALUE ADDED BUSINESSES LOCATED IN FLORIDA AND TO EXISTING OR EXPANDING BUSINESSES THAT MEET THE STATE'S ECONOMIC GOALS.

4b (Code:) (Expenses \$ 985,047. including grants of \$ 985,047.) (Revenue \$)

THE INCUMBENT WORKER TRAINING PROGRAM PROVIDES GRANT FUNDS TO FLORIDA COMPANIES FOR SKILLS UPGRADE TRAINING OF CURRENTLY EMPLOYED WORKERS IN AN EFFORT TO KEEP THE COMPANY AND WORKERS COMPETITIVE. THE PROGRAM IS FUNDED WITH FEDERAL WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) DOLLARS.

4c (Code:) (Expenses \$ 6,188,168. including grants of \$) (Revenue \$)

CONTRACTS EXECUTED BY CAREERSOURCE FLORIDA, INC. FOR SERVICES PROVIDED BY VENDORS TO SUPPORT STATE-LEVEL INITIATIVES.

4d Other program services (Describe on Schedule O.)

(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 12,240,131.Form **990** (2022)

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	1 X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions	2 X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>	3	X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	4	X
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>	5	X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>	6	X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>	7	X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>	8	X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>	9	X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>	10	X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	11a X	
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>	11b	X
c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>	11c	X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>	11d X	
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	11e X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	11f X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	12a X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>	12b	X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	13	X
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	14b	X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>	15	X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>	16	X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I. See instructions</i>	17	X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	18	X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>	19	X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	20a	X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21 X	

Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	22	X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	23	X
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>	24a	X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	25a	X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	25b	X
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>	26	X
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>	27	X
28 Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>	28a	X
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>	28b	X
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>	28c	X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29	X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30	X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31	X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32	X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33	X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	34	X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	X
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b	
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36	X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37	X
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?	38	X

Note: All Form 990 filers are required to complete Schedule O

Part V Statements Regarding Other IRS Filings and Tax ComplianceCheck if Schedule O contains a response or note to any line in this Part V ☐

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	13
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	X

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

		Yes	No
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a 24		
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	X	
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		X
b If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation on Schedule O</i>	3b		
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		X
b If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X
c If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a		X
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
7 Organizations that may receive deductible contributions under section 170(c).			
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a		X
b If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		X
d If "Yes," indicate the number of Forms 8282 filed during the year	7d		
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		X
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8		
9 Sponsoring organizations maintaining donor advised funds.			
a Did the sponsoring organization make any taxable distributions under section 4966?	9a		
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		
10 Section 501(c)(7) organizations. Enter:			
a Initiation fees and capital contributions included on Part VIII, line 12	10a		
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b		
11 Section 501(c)(12) organizations. Enter:			
a Gross income from members or shareholders	11a		
b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b		
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b		
13 Section 501(c)(29) qualified nonprofit health insurance issuers.			
a Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O.	13a		
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b		
c Enter the amount of reserves on hand	13c		
14a Did the organization receive any payments for indoor tanning services during the tax year?	14a		X
b If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation on Schedule O</i>	14b		
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.	15		X
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	16		X
17 Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.	17		

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI ☒ **X**

Section A. Governing Body and Management

	Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year 1a 33		
If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
b Enter the number of voting members included on line 1a, above, who are independent 1b 31		
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? 2		X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person? 3		X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? 4		X
5 Did the organization become aware during the year of a significant diversion of the organization's assets? 5		X
6 Did the organization have members or stockholders? 6		X
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? 7a		X
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? 7b		X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a The governing body? 8a	X	
b Each committee with authority to act on behalf of the governing body? 8b	X	
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O 9		X

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

	Yes	No
10a Did the organization have local chapters, branches, or affiliates? 10a		X
b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? 10b		
11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? 11a	X	
b Describe on Schedule O the process, if any, used by the organization to review this Form 990.		
12a Did the organization have a written conflict of interest policy? If "No," go to line 13 12a	X	
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? 12b		X
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done 12c	X	
13 Did the organization have a written whistleblower policy? 13	X	
14 Did the organization have a written document retention and destruction policy? 14	X	
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a The organization's CEO, Executive Director, or top management official 15a	X	
b Other officers or key employees of the organization 15b	X	
If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.		
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? 16a		X
b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements? 16b		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed **NONE**

18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
☒ Own website ☐ Another's website ☐ Upon request ☐ Other (explain on Schedule O)

19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records
JASON MCCANDLESS - 850-759-4351
PO BOX 13179, TALLAHASSEE, FL 32317

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent ContractorsCheck if Schedule O contains a response or note to any line in this Part VII ☐**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees****1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."

- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.

- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

☐ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) MICHELLE R. DENNARD FORMER PRESIDENT/CEO (TERM 1/31/23)	50.00						X	216,947.	0.	41,422.
(2) ANDREW COLLINS CHIEF FINANCIAL OFFICER	50.00			X				202,958.	0.	54,622.
(3) ADRIANE GRANT VP EXTERNAL AFFAIRS	40.00				X			143,421.	0.	41,597.
(4) DAN MCGREW SVP, WORKFORCE PROGRAM DEVELOPMENT	40.00				X			126,503.	0.	47,663.
(5) VICTORIA HELLER COMMUNICATIONS SR. DIR.	40.00				X			102,665.	0.	33,786.
(6) ADAM BRIGGS SR. DIRECTOR, WORKFORCE PROGRAM DEVE	40.00				X			101,214.	0.	32,848.
(7) NATHAN ROBERTS MIS DIRECTOR	40.00				X			109,240.	0.	24,683.
(8) ABE ALANGADAN BOARD MEMBER	1.00	X						0.	0.	0.
(9) ALLISON KINNEY BOARD MEMBER	1.00	X						0.	0.	0.
(10) ANDREW SCHMADEKE BOARD MEMBER	1.00	X						0.	0.	0.
(11) BAYNE BEECHER BOARD MEMBER	1.00	X						0.	0.	0.
(12) BILL JOHNSON BOARD MEMBER	1.00	X						0.	0.	0.
(13) BRENT MCNEAL BOARD MEMBER	1.00	X						0.	0.	0.
(14) BRIAN SARTAIN BOARD MEMBER	1.00	X						0.	0.	0.
(15) COMM. MEL PONDER BOARD MEMBER	1.00	X						0.	0.	0.
(16) EMMANUEL TORMES BOARD MEMBER	1.00	X						0.	0.	0.
(17) ERIC HALL, PH.D. BOARD MEMBER	1.00	X						0.	0.	0.

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) ERIK ARROYO BOARD MEMBER	1.00	X						0.	0.	0.
(19) JENNIFER ANDERSON, PH.D. BOARD MEMBER	1.00	X						0.	0.	0.
(20) JOE MARINO BOARD MEMBER	1.00	X						0.	0.	0.
(21) JOHN ADAMS, JR. BOARD MEMBER	1.00	X						0.	0.	0.
(22) KEVIN MCDONALD BOARD MEMBER	1.00	X						0.	0.	0.
(23) KEVIN O' FARRELL, PH.D. BOARD MEMBER	1.00	X						0.	0.	0.
(24) KILEY DAMONE BOARD MEMBER	1.00	X						0.	0.	0.
(25) KIMBERLY RICHEY BOARD MEMBER	1.00	X						0.	0.	0.
(26) LAURIE SALLARULO BOARD MEMBER	1.00	X						0.	0.	0.
1b Subtotal								1,002,948.	0.	276,621.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								1,002,948.	0.	276,621.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization

8

3 Did the organization list any **former** officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual

	Yes	No
3	X	
4	X	
5		X

4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual

5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
FLORIDACOMMERCE 107 E MADISON ST, TALLAHASSEE, FL 32399	REFUND TO DEO	3,443,600.
MOORE COMMUNICATIONS GROUP 2011 DELTA BLVD., TALLAHASSEE, FL 32303	COMMUNICATIONS CONSULTING	3,267,853.
COLLEGE OF CENTRAL FLORIDA, 3001 S.W. COLLEGE ROAD, OCALA, FL 34474-4415	QRT GRANT	1,228,500.
ERNST & YOUNG U.S. LLP PO BOX 933514, ATLANTA, GA 31193-3514	CONSULTING	812,500.
FLORIDA SOUTHWESTERN STATE COLLEGE 8099 COLLEGE PARKWAY FORT, MYERS, FL 33919	QRT GRANT	601,220.

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization

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SEE PART VII, SECTION A CONTINUATION SHEETS

Form 990 (2022)

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(27) LES SIMS BOARD MEMBER	1.00	X						0.	0.	0.
(28) MANNY DIAZ, JR. BOARD MEMBER	1.00	X						0.	0.	0.
(29) MEREDITH STANFIELD BOARD MEMBER	1.00	X						0.	0.	0.
(30) PATSY SANCHEZ BOARD MEMBER	1.00	X						0.	0.	0.
(31) REP. DANA TRABULSY BOARD MEMBER	1.00	X						0.	0.	0.
(32) REP. LAUREN MELO BOARD MEMBER	1.00	X						0.	0.	0.
(33) ROBERT DOYLE BOARD MEMBER	1.00	X						0.	0.	0.
(34) ROBERT SALONEN BOARD MEMBER	1.00	X						0.	0.	0.
(35) RON DESANTIS BOARD MEMBER	1.00	X						0.	0.	0.
(36) SEN. BEN ALBRITTON BOARD MEMBER	1.00	X						0.	0.	0.
(37) SHEVAUN HARRIS BOARD MEMBER	1.00	X						0.	0.	0.
(38) SOPHIA ECCLESTON BOARD MEMBER	1.00	X						0.	0.	0.
(39) STEPHANIE SMITH CHAIR	1.00	X		X				0.	0.	0.
(40) TIM HINSON BOARD MEMBER	1.00	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

Part VIII Statement of RevenueCheck if Schedule O contains a response or note to any line in this Part VIII ☐

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	16,453,370.				
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f	1,501.				
	g Noncash contributions included in lines 1a-1f	1g	\$				
	h Total. Add lines 1a-1f						
Program Service Revenue			Business Code				
	2 a						
	b						
	c						
	d						
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f						
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			21.			21.
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
		(i) Real	(ii) Personal				
	6 a Gross rents	6a					
	b Less: rental expenses ...	6b					
	c Rental income or (loss)	6c					
	d Net rental income or (loss)						
		(i) Securities	(ii) Other				
	7 a Gross amount from sales of assets other than inventory	7a					
	b Less: cost or other basis and sales expenses	7b					
	c Gain or (loss)	7c					
	d Net gain or (loss)						
	8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a					
	b Less: direct expenses	8b					
	c Net income or (loss) from fundraising events						
9 a Gross income from gaming activities. See Part IV, line 19	9a						
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	10a						
b Less: cost of goods sold	10b						
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue			Business Code				
	11 a						
	b						
	c						
	d All other revenue						
	e Total. Add lines 11a-11d						
12 Total revenue. See instructions				16,454,892.	0.	0.	21.

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

☒ X

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	6,051,963.	6,051,963.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees				
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	475,113.		475,113.	
7 Other salaries and wages	1,936,389.		1,936,389.	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	254,239.		254,239.	
9 Other employee benefits	374,323.		374,323.	
10 Payroll taxes	162,749.		162,749.	
11 Fees for services (nonemployees):				
a Management				
b Legal	11,653.		11,653.	
c Accounting	191,046.		191,046.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	3,106,596.	2,883,254.	223,342.	
12 Advertising and promotion	2,926,364.	2,926,364.		
13 Office expenses	76,888.		76,888.	
14 Information technology	378,550.	378,550.		
15 Royalties				
16 Occupancy	227,081.		227,081.	
17 Travel	77,849.		77,849.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	60,537.		60,537.	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	68,668.		68,668.	
23 Insurance	13,310.		13,310.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a OTHER EXPENSES	89,140.		89,140.	
b				
c				
d				
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	16,482,458.	12,240,131.	4,242,327.	0.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

☒

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing		1	
	2 Savings and temporary cash investments	6,323,543.	2	5,024,467.
	3 Pledges and grants receivable, net	3,741,089.	3	3,070,767.
	4 Accounts receivable, net		4	
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	96,453.	9	92,198.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 546,275.		
	b Less: accumulated depreciation	10b 487,246.	10c	59,029.
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	985,423.	15	803,685.
16 Total assets. Add lines 1 through 15 (must equal line 33)	11,274,205.	16	9,050,146.	
Liabilities	17 Accounts payable and accrued expenses	2,528,150.	17	1,660,067.
	18 Grants payable		18	
	19 Deferred revenue	6,379,704.	19	5,301,700.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	1,352,398.	25	1,187,460.
	26 Total liabilities. Add lines 17 through 25	10,260,252.	26	8,149,227.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here ☒ and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	1,013,953.	27	900,919.
	28 Net assets with donor restrictions		28	
	Organizations that do not follow FASB ASC 958, check here ☐ and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	1,013,953.	32	900,919.
	33 Total liabilities and net assets/fund balances	11,274,205.	33	9,050,146.

Form 990 (2022)

Part XI Reconciliation of Net AssetsCheck if Schedule O contains a response or note to any line in this Part XI ☒

1	Total revenue (must equal Part VIII, column (A), line 12)	1	16,454,892.
2	Total expenses (must equal Part IX, column (A), line 25)	2	16,482,458.
3	Revenue less expenses. Subtract line 2 from line 1	3	-27,566.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	1,013,953.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	-85,468.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	900,919.

Part XII Financial Statements and ReportingCheck if Schedule O contains a response or note to any line in this Part XII ☒

	Yes	No
1 Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis		☒
b Were the organization's financial statements audited by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	☒	
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? _____ If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	☒	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F? _____	☒	
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits _____	☒	

Form 990 (2022)

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization

CAREERSOURCE FLORIDA, INC

Employer identification number

59-3659026

Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)
- 3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state: _____
- 5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 ☐ A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 ☐ An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- 10 ☐ An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
- a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
- b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
- c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
- d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
- e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.

f Enter the number of supported organizations

g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	17343288.	16294460.	20141496.	13537372.	16454871.	83771487.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	17343288.	16294460.	20141496.	13537372.	16454871.	83771487.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						83771487.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7 Amounts from line 4	17343288.	16294460.	20141496.	13537372.	16454871.	83771487.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	6,892.	8,342.	44.	22.	21.	15,321.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						83786808.
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2022 (line 6, column (f), divided by line 11, column (f))	14	99.98	%
15 Public support percentage from 2021 Schedule A, Part II, line 14	15	99.96	%
16a 33 1/3% support test - 2022. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			☒
b 33 1/3% support test - 2021. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			☐
17a 10% -facts-and-circumstances test - 2022. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			☐
b 10% -facts-and-circumstances test - 2021. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			☐
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions			☐

Schedule A (Form 990) 2022

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** ☐

Section C. Computation of Public Support Percentage

15 Public support percentage for 2022 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2021 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2022 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2021 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2022. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ☐

b 33 1/3% support tests - 2021. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ☐

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ☐

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?		
11a		
b A family member of a person described on line 11a above?		
11b		
c A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI .		
11c		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.		
1		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.		
2		

Section C. Type II Supporting Organizations

	Yes	No
1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).		
1		

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
1		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).		
2		
3 By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.		
3		

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).			
a ☐ The organization satisfied the Activities Test. Complete line 2 below.			
b ☐ The organization is the parent of each of its supported organizations. Complete line 3 below.			
c ☐ The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).			
2 Activities Test. Answer lines 2a and 2b below.			
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.			
2a			
b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.			
2b			
3 Parent of Supported Organizations. Answer lines 3a and 3b below.			
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? If "Yes" or "No" provide details in Part VI .			
3a			
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.			
3b			

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

- 1 ☐ Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). **See instructions.**
All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	☐ Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Schedule A (Form 990) 2022

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions		Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	1	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4 Amounts paid to acquire exempt-use assets	4	
5 Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5	
6 Other distributions (<i>describe in Part VI</i>). See instructions.	6	
7 Total annual distributions. Add lines 1 through 6.	7	
8 Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8	
9 Distributable amount for 2022 from Section C, line 6	9	
10 Line 8 amount divided by line 9 amount	10	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2022	(iii) Distributable Amount for 2022
1 Distributable amount for 2022 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2022 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2022			
a From 2017			
b From 2018			
c From 2019			
d From 2020			
e From 2021			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2022 distributable amount			
i Carryover from 2017 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2022 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2022 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2022, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2022. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2023. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2018			
b Excess from 2019			
c Excess from 2020			
d Excess from 2021			
e Excess from 2022			

Schedule A (Form 990) 2022

Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information.
(See instructions.)

Schedule B
(Form 990)Department of the Treasury
Internal Revenue Service**Schedule of Contributors**Attach to Form 990 or Form 990-PF.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2022

Name of the organization

CAREERSOURCE FLORIDA, INC

Employer identification number

59-3659026

Organization type (check one):

Filers of:**Section:**

Form 990 or 990-EZ

☒ 501(c)(3) (enter number) organization☐ 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation☐ 527 political organization

Form 990-PF

☐ 501(c)(3) exempt private foundation☐ 4947(a)(1) nonexempt charitable trust treated as a private foundation☐ 501(c)(3) taxable private foundationCheck if your organization is covered by the **General Rule** or a **Special Rule**.**Note:** Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.**General Rule**☐ For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.**Special Rules**☒ For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year \$**Caution:** An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

Name of organization	Employer identification number
CAREERSOURCE FLORIDA, INC	59-3659026

Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	US DEPARTMENT OF LABOR 200 INDEPENDENCE AVENUE SW WASHINGTON, DC 20201	\$ 8,289,864.	Person ☒ Payroll ☐ Noncash ☐ (Complete Part II for noncash contributions.)
2	US DEPARTMENT OF HEALTH AND HUMAN SERVICES 200 INDEPENDENCE AVENUE SW WASHINGTON, DC 20201	\$ 662,372.	Person ☒ Payroll ☐ Noncash ☐ (Complete Part II for noncash contributions.)
3	STATE OF FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY 107 EAST MADISON STREET TALLAHASSEE, FL 32399-0810	\$ 1,495,732.	Person ☒ Payroll ☐ Noncash ☐ (Complete Part II for noncash contributions.)
4	STATE OF FLORIDA DEPARTMENT OF EDUCATION 325 W GAINES ST TALLAHASSEE, FL 32399-0810	\$ 5,304,316.	Person ☒ Payroll ☐ Noncash ☐ (Complete Part II for noncash contributions.)
		\$	Person ☐ Payroll ☐ Noncash ☐ (Complete Part II for noncash contributions.)
		\$	Person ☐ Payroll ☐ Noncash ☐ (Complete Part II for noncash contributions.)

Name of organization

Employer identification number

CAREERSOURCE FLORIDA, INC**59-3659026****Part III**

Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of **\$1,000 or less** for the year. (Enter this info. once.) \$ _____

Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee

SCHEDULE D
(Form 990)Department of the Treasury
Internal Revenue Service**Supplemental Financial Statements**Complete if the organization answered "Yes" on Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022Open to Public
Inspection

Name of the organization

CAREERSOURCE FLORIDA, INC

Employer identification number

59-3659026

Part I**Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.** Complete if the
organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?	☐ Yes	☐ No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?	☐ Yes	☐ No

Part II**Conservation Easements.** Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).

☐ Preservation of land for public use (for example, recreation or education) ☐ Preservation of a historically important land area

☐ Protection of natural habitat ☐ Preservation of a certified historic structure

☐ Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last
day of the tax year.

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax
year

4 Number of states where property subject to conservation easement is located

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of
violations, and enforcement of the conservation easements it holds?

☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year
.....

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year
.....

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i)
and section 170(h)(4)(B)(ii)?

☐ Yes ☐ No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and
balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the
organization's accounting for conservation easements.

Part III**Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works
of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public
service, provide in Part XIII the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of
art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service,
provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1 \$

(ii) Assets included in Form 990, Part X \$

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide
the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 \$

b Assets included in Form 990, Part X \$

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule D (Form 990) 2022

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):

a ☐ Public exhibition

d ☐ Loan or exchange program

b ☐ Scholarly research

e ☐ Other _____

c ☐ Preservation for future generations

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets

to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

Part IV Escrow and Custodial Arrangements. Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII and complete the following table:

c Beginning balance

d Additions during the year

e Distributions during the year

f Ending balance

	Amount
1c	
1d	
1e	
1f	

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII ☐

Part V Endowment Funds. Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

a Board designated or quasi-endowment _____%

b Permanent endowment _____%

c Term endowment _____%

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

(i) Unrelated organizations

(ii) Related organizations

b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? ☐

	Yes	No
3a(i)		
3a(ii)		
3b		

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		17,505.	17,505.	0.
d Equipment		528,770.	469,741.	59,029.
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				59,029.

Schedule D (Form 990) 2022

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)		

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.)		

Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1) DEPOSITS	500.
(2) LEASE ASSETS	803,185.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.)	803,685.

Part X Other Liabilities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) COMPENSATED ABSENCES	216,557.
(3) LEASE PAYABLE	970,903.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.)	1,187,460.

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ... ☒

Schedule D (Form 990) 2022

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements	1	16,454,892.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	0.
3	Subtract line 2e from line 1	3	16,454,892.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	16,454,892.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements	1	16,482,458.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	0.
3	Subtract line 2e from line 1	3	16,482,458.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	16,482,458.

Part XIII Supplemental Information.

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART X, LINE 2:

CAREERSOURCE FLORIDA HAS REVIEWED AND EVALUATED THE RELEVANT TECHNICAL MERITS OF EACH OF ITS TAX POSITIONS IN ACCORDANCE WITH ACCOUNTING PRINCIPLES GENERALLY ACCEPTED IN THE UNITED STATES OF AMERICA FOR ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES, AND DETERMINED THAT THERE ARE NO UNCERTAIN TAX POSITIONS THAT WOULD HAVE A MATERIAL IMPACT ON THE FINANCIAL STATEMENTS OF THE ORGANIZATION.

SCHEDULE I
(Form 990)

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

Attach to Form 990.

Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization

CAREERSOURCE FLORIDA, INC

Employer identification number

59-3659026

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☒ **Yes** ☐ **No**

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
FLORIDA SOUTHWESTERN STATE COLLEGE 8099 COLLEGE PKWY SW, K-240 FORT MYERS, FL 33919	59-1211051	NON-PROFIT/EDUCATION	1,253,081.	0.			EMPLOYEE TRAINING ASSISTANCE
POLK STATE COLLEGE 999 AVENUE H, NE WINTER HAVEN, FL 33881	59-1209033	NON-PROFIT/EDUCATION	226,800.	0.			EMPLOYEE TRAINING ASSISTANCE
DAYTONA STATE COLLEGE P.O. BOX 2811 DAYTONA BEACH, FL 32120	59-1211226	NON-PROFIT/EDUCATION	18,375.	0.			EMPLOYEE TRAINING ASSISTANCE
THE DISTRICT BOARD OF TRUSTEES OF BROWARD COLLEGE, FLORIDA - 6400 NW 6TH WAY - FORT LAUDERDALE, FL 33309	59-1216107	NON-PROFIT/EDUCATION	367,500.	0.			EMPLOYEE TRAINING ASSISTANCE
CHIPOLA COLLEGE 3094 INDIAN CIRCLE MARIANNA, FL 32446	59-6004084	NON-PROFIT/EDUCATION	52,920.	0.			EMPLOYEE TRAINING ASSISTANCE
COLLEGE OF CENTRAL FLORIDA 3001 SW COLLEGE RD OCALA, FL 34474	59-1213999	NON-PROFIT/EDUCATION	428,400.	0.			EMPLOYEE TRAINING ASSISTANCE

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **10.**

3 Enter total number of other organizations listed in the line 1 table **47.**

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule I (Form 990) 2022

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GHOSTPUNCH GAMES LLC 14201 W. SUNRISE BLVD, SUITE 202 FORT LAUDERDALE, FL 33323	47-4035778	NON-PROFIT/EDUCA	7,000.	0.			EMPLOYEE TRAINING ASSISTANCE
THE SCHOOL BOARD OF HILLSBOROUGH COUNTY - 5410 N 20TH STREET - TAMPA, FL 33610	59-6000660	NON-PROFIT/EDUCA	466,568.	0.			EMPLOYEE TRAINING ASSISTANCE
ST. PETERSBURG COLLEGE/EPI CENTER P.O. BOX 13489 CLEARWATER, FL 33733	59-1211489	NON-PROFIT/EDUCA	639,198.	0.			EMPLOYEE TRAINING ASSISTANCE
PENSACOLA STATE COLLEGE 1000 COLLEGE BOULEVARD PENSACOLA, FL 32504	59-1207555	NON-PROFIT/EDUCA	209,475.	0.			EMPLOYEE TRAINING ASSISTANCE
BERNARD F. GERMAIN, MD 15416 NORTH FLORIDA AVENUE TAMPA, FL 33613	59-2235385	FOR PROFIT	17,415.	0.			EMPLOYEE TRAINING ASSISTANCE
EVO DOOR & WINDOW LLC 6250 NORTH MILITARY TRAIL WEST PALM BEACH, FL 33407	47-5430080	FOR PROFIT	40,000.	0.			EMPLOYEE TRAINING ASSISTANCE
DIXIE LANDSCAPE COMPANY P.O. BOX 160328 MIAMI, FL 33116	59-2305363	FOR PROFIT	31,691.	0.			EMPLOYEE TRAINING ASSISTANCE
BRaille WORKS INTERNATIONAL, INC. 942 DARBY LAKE STREET SEFFNER, FL 33584	59-3491617	FOR PROFIT	17,995.	0.			EMPLOYEE TRAINING ASSISTANCE
ALLGEO & YERKES ENTERPRISES 397 PINEDA COURT MELBOURNE, FL 32940	59-3504587	FOR PROFIT	17,112.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BERKOWITZ POLLACK BRANT ADVISORS & ACCOUNTANTS, LLP - 200 SOUTH BISCAYNE BOULEVARD - MIAMI, FL 33131	59-2742314	FOR PROFIT	183,000.	0.			EMPLOYEE TRAINING ASSISTANCE
BANKERS HEALTHCARE GROUP, LLC 201 SOLAR STREET SYRACUSE, NY 13204	65-0376686	FOR PROFIT	175,000.	0.			EMPLOYEE TRAINING ASSISTANCE
B & I CONTRACTORS, INC. 2701 PRINCE STREET FORT MYERS, FL 33916	59-1107790	FOR PROFIT	11,825.	0.			EMPLOYEE TRAINING ASSISTANCE
AGAVE PARTNERS, LLC 8167 BISCAYNE BLVD AVENTURA, FL 33160	45-4491746	FOR PROFIT	20,525.	0.			EMPLOYEE TRAINING ASSISTANCE
COMPASS SLEEP PRODUCTS, INC. 2930 KERRY FOREST PKWY TALLAHASSEE, FL 32309	86-3080964	FOR PROFIT	29,600.	0.			EMPLOYEE TRAINING ASSISTANCE
DISPENSER PACKAGING, INC. 780 S SCENIC HWY, FROSTPROOF, FL 33843	83-1609685	FOR PROFIT	35,000.	0.			EMPLOYEE TRAINING ASSISTANCE
COMPLETE TURBINE SERVICES, LLC 3300 SW 13TH AVE FORT LAUDERDALE, FL 33315	83-0354620	FOR PROFIT	210,000.	0.			EMPLOYEE TRAINING ASSISTANCE
COMTEL NETWORKS LLC P.O. BOX 618381 ORLANDO, FL 32861	47-2684459	FOR PROFIT	31,500.	0.			EMPLOYEE TRAINING ASSISTANCE
CUSTOM MARBLE RESTORATION LLC 3701 NW 7TH COURT DELRAY BEACH, FL 33445	83-3139996	FOR PROFIT	7,800.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
DAVIS BEWS DESIGN GROUP 150 STATE STREET EAST OLDSMAR, FL 34677	59-3302661	FOR PROFIT	11,075.	0.			EMPLOYEE TRAINING ASSISTANCE
AKAZ ENTERPRISES INC. 9902 GULF COAST MAIN STREET, SUITE FORT MYERS, FL 33913	47-1402694	FOR PROFIT	31,500.	0.			EMPLOYEE TRAINING ASSISTANCE
DIWA LLC 250 BRECKENRIDGE CIRCLE SE PALM BAY, FL 32909	26-3233539	FOR PROFIT	50,000.	0.			EMPLOYEE TRAINING ASSISTANCE
CAPITOL CARPET, INC. 500 INDUSTRIAL WAY BOYNTON BEACH, FL 33426	59-2635820	FOR PROFIT	48,550.	0.			EMPLOYEE TRAINING ASSISTANCE
WESTSHORE HONDA 2522 NORTH DALE MABRY HIGHWAY TAMPA, FL 33607	83-1806331	FOR PROFIT	6,154.	0.			EMPLOYEE TRAINING ASSISTANCE
24BY7SECURITY, INC. 4613 N. UNIVERSITY DRIVE #267 CORAL SPRINGS, FL 33067	46-3330330	FOR PROFIT	16,977.	0.			EMPLOYEE TRAINING ASSISTANCE
FATTMERCHANT, INC. 618 E SOUTH STREET SUITE 510 ORLANDO, FL 32801	47-3551973	FOR PROFIT	33,000.	0.			EMPLOYEE TRAINING ASSISTANCE
WEST MARINE 1 EAST BROWARD BOULEVARD FORT LAUDERDALE, FL 33301	94-2374523	FOR PROFIT	171,000.	0.			EMPLOYEE TRAINING ASSISTANCE
ALAKAI DEFENSE SYSTEMS 8285 BRYAN DAIRY ROAD SUITE 125 LARGO, FL 33773	27-0491176	FOR PROFIT	11,255.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
INFRARED ASSOCIATES INC. 2851 SE MONROE STREET STUART, FL 34997	65-0758654	FOR PROFIT	7,860.	0.			EMPLOYEE TRAINING ASSISTANCE
AIG ENTERPRISE CORP 4047 OKEECHOBEE BLVD. WEST PALM BEACH, FL 33409	45-5382240	FOR PROFIT	10,500.	0.			EMPLOYEE TRAINING ASSISTANCE
POWERSERVE TECHNOLOGIES, INC. 3680 INVESTMENT LANE #5 RIVIERA BEACH, FL 33404	65-0618324	FOR PROFIT	20,000.	0.			EMPLOYEE TRAINING ASSISTANCE
ROOMY DESIGN ORGANIZERS LLC 330 A COOPER PALMS PARKWAY APOPKA, FL 32703	02-0754169	FOR PROFIT	18,900.	0.			EMPLOYEE TRAINING ASSISTANCE
J.E.S. BOOKKEEPING SERVICES, LLC 3923 LAKE WORTH ROAD, SUITE 201 PALM SPRINGS, FL 33461	83-4085183	FOR PROFIT	34,500.	0.			EMPLOYEE TRAINING ASSISTANCE
KALGLAS INERNATIONAL, INC. 937 SHOTGUN ROAD SUNRISE, FL 33326	13-1975018	FOR PROFIT	7,410.	0.			EMPLOYEE TRAINING ASSISTANCE
MAGER PARUAS LLC 433 HARRISON AVENUE PANAMA CITY, FL 32401	81-0724050	FOR PROFIT	20,000.	0.			EMPLOYEE TRAINING ASSISTANCE
MICWALIS PRO CLEANING SERVICE, INC. - 1937 DURHAM LANE - TALLAHASSEE, FL 32304	36-4800032	FOR PROFIT	35,749.	0.			EMPLOYEE TRAINING ASSISTANCE
EXPEDIA MANAGEMENT, LLC 2338 IMMOKALEE ROAD NAPLES, FL 34110	26-3168673	FOR PROFIT	24,000.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NORTHROP GRUMMAN SYSTEMS CORPORATION - 2000 W. NASA BLVD - MELBOURNE, FL 32904	95-1055798	FOR PROFIT	104,024.	0.			EMPLOYEE TRAINING ASSISTANCE
MRD MACHINE 551 BAYBERRY VILLAGE RD BUNNELL, FL 32110	45-5456645	FOR PROFIT	10,500.	0.			EMPLOYEE TRAINING ASSISTANCE
WELLDYNERX, LLC 500 EAGLES LANDING DR. LAKELAND, FL 33810	84-1515837	FOR PROFIT	262,500.	0.			EMPLOYEE TRAINING ASSISTANCE
TWINSTAR OPTICS & COATINGS INC. 6741 COMMERCE AVENUE PORT RICHEY, FL 34668	59-3401532	FOR PROFIT	25,729.	0.			EMPLOYEE TRAINING ASSISTANCE
CENTURION MANAGEMENT INC. 8951 BONITA BEACH RD S.E., STE 305 BONITA SPRINGS, FL 34135	84-3555186	FOR PROFIT	24,375.	0.			EMPLOYEE TRAINING ASSISTANCE
HACA PROPERTY INVESTMENT, LLC 517 COLONIAL ROAD WEST PALM BEACH, FL 33405	35-2633611	FOR PROFIT	34,875.	0.			EMPLOYEE TRAINING ASSISTANCE
TROPIC OCEAN AIRWAYS, LLC 1100 LEE WAGENER BLVD, SUITE 207A FORT LAUDERDALE, FL 33309	27-1293259	FOR PROFIT	36,000.	0.			EMPLOYEE TRAINING ASSISTANCE
VETERANS METAL LLC 3665 EAST BAY DRIVE LARGO, FL 33771	85-1043555	FOR PROFIT	14,925.	0.			EMPLOYEE TRAINING ASSISTANCE
STRYKER/MAKO SURGICAL CORP. 3365 ENTERPRISE AVENUE WESTON, FL 33331	20-1901148	FOR PROFIT	252,000.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SOBE HOSPITALITY MGMT, INC. 12550 BISCAYNE BOULEVARD, SUITE 207 NORTH MIAMI, FL 33181	82-3270212	FOR PROFIT	50,000.	0.			EMPLOYEE TRAINING ASSISTANCE
SHEER SERVICE, LLC 6250 NORTH MILITARY TRAIL WEST PALM BEACH, FL 33407	82-3720198	FOR PROFIT	40,000.	0.			EMPLOYEE TRAINING ASSISTANCE
SH ENDEAVORS, INC. 220 SPRINGVIEW COMMERCE DRIVE, UNIT DEBARY, FL 32713	20-1250247	FOR PROFIT	16,500.	0.			EMPLOYEE TRAINING ASSISTANCE
1ST CLASS PARKING CORP 12550 BISCAYNE BOULEVARD, SUITE 207 NORTH MIAMI, FL 33181	46-4036211	FOR PROFIT	35,500.	0.			EMPLOYEE TRAINING ASSISTANCE
GOODWIN BIOTECHNOLOGY, INC. 1850 NW 69 AVENUE SUITE #4 PLANTATION, FL 33313	65-0368262	FOR PROFIT	10,500.	0.			EMPLOYEE TRAINING ASSISTANCE
FLOW COMPONENTS AND INDUSTRIAL SUPPLY - 604 NORTH PRAIRIE INDUSTRIAL PARKWAY - MULBERRY, FL 33860	41-2276092	FOR PROFIT	6,000.	0.			EMPLOYEE TRAINING ASSISTANCE

Part III **Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance

Part IV **Supplemental Information.** Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

PART I, LINE 2:

A RECIPIENT OF FEDERAL FUNDS, CAREERSOURCE FLORIDA IS REQUIRED TO HAVE A
 MONITORING PLAN IN PLACE IN ACCORDANCE WITH OMB CIRCULARS AND GRANT TERMS
 AND CONDITIONS. THIS PLAN IS SHARED WITH THE GRANTING AGENCY UPON REQUEST.
 CAREERSOURCE MONITORS ITS GRANTS TO ENSURE THAT SUCH GRANTS ARE USED FOR
 PROPER PURPOSES AND ARE NOT OTHERWISE DIVERTED FROM THE INTENDED USE. THIS
 MAY BE ACCOMPLISHED USING A MIX OF SEVERAL DIFFERENT MONITORING TOOLS
 INCLUDING PERIODIC REPORTS, SITE VISITS TO SELECTED GRANTEEES, AND ADHERENCE
 TO POLICIES AND PROCEDURES OUTLINED IN OUR MONITORING PLAN WHICH IS UPDATED

Part IV Supplemental Information

ANNUALLY AND INCLUDES IN-HOUSE MONITORING DESK REVIEW.

PART IX - ADDITIONAL INFORMATION

THE QUICK RESPONSE TRAINING (QRT) PROGRAM UTILIZES STATE EDUCATIONAL ENTITIES TO HELP ADMINISTER THE PROGRAM. THE STATE EDUCATIONAL ENTITIES REVIEW REIMBURSEMENT REQUESTS FROM THE PARTICIPATING ORGANIZATIONS AND DIRECTLY REIMBURSES THESE ORGANIZATIONS. A REIMBURSEMENT REQUEST IS SUBMITTED FROM THE STATE EDUCATIONAL ENTITIES TO CAREERSOURCE WHO PASSES THE GRANT FUNDS DOWN TO THE STATE EDUCATIONAL ENTITIES. CAREERSOURCE REPORTS STATE EDUCATIONAL ENTITIES AS THE RECIPIENTS FOR GRANT FUNDS ON SCHEDULE I SINCE THEY ARE DIRECTLY RECEIVING THE GRANT FUNDS FROM CAREERSOURCE FLORIDA.

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees
Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization

CAREERSOURCE FLORIDA, INC

Employer identification number

59-3659026

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

☐ First-class or charter travel	☐ Housing allowance or residence for personal use
☐ Travel for companions	☐ Payments for business use of personal residence
☐ Tax indemnification and gross-up payments	☐ Health or social club dues or initiation fees
☐ Discretionary spending account	☐ Personal services (such as maid, chauffeur, chef)

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

☒ Compensation committee	☐ Written employment contract
☐ Independent compensation consultant	☐ Compensation survey or study
☐ Form 990 of other organizations	☐ Approval by the board or compensation committee

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

a Receive a severance payment or change-of-control payment?

b Participate in or receive payment from a supplemental nonqualified retirement plan?

c Participate in or receive payment from an equity-based compensation arrangement?

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

a The organization?

b Any related organization?

If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

a The organization?

b Any related organization?

If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

Yes No

1b

2

4a

4b

4c

5a

5b

6a

6b

7

8

9

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2022

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) MICHELLE R. DENNARD FORMER PRESIDENT/CEO (TERM 1/31/23)	(i)	216,947.	0.	0.	38,857.	2,565.	258,369.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) ANDREW COLLINS CHIEF FINANCIAL OFFICER	(i)	202,958.	0.	0.	36,817.	17,805.	257,580.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) ADRIANE GRANT VP EXTERNAL AFFAIRS	(i)	143,421.	0.	0.	24,373.	17,224.	185,018.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) DAN MCGREW SVP, WORKFORCE PROGRAM DEVELOPMENT	(i)	126,503.	0.	0.	22,768.	24,895.	174,166.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
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	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III	Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.
Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization

CAREERSOURCE FLORIDA, INC

Employer identification number
59-3659026

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

WITH EMPLOYMENT AND CAREER DEVELOPMENT OPPORTUNITIES TO ACHIEVE
ECONOMIC PROSPERITY.

FORM 990, PART VI, SECTION B, LINE 11B:

EACH BOARD MEMBER WAS PROVIDED A COPY OF THE FINAL FORM 990 PRIOR TO FILING
THE RETURN. THE CHIEF FINANCIAL OFFICER AND FINANCE DIRECTOR/CONTROLLER
REVIEW THE 990 PRIOR TO FILING.

FORM 990, PART VI, SECTION B, LINE 12C:

BOARD STAFF WHO ADMINISTER THE GRANT OR CONTRACT FUNDS MUST IDENTIFY
POTENTIAL CONFLICT OF INTEREST WITH ANY BOARD MEMBER PRIOR TO THE ISSUANCE
OF ANY AWARD. IF IT IS DETERMINED THAT THERE MAY BE ANY POTENTIAL CONFLICT
WITH A BOARD MEMBER, THE PRESIDENT AND CHIEF FINANCIAL OFFICER ARE ADVISED
AND THEIR ASSISTANCE IS SOUGHT TO ENSURE APPROPRIATE DISCLOSURE BEFORE THE
FULL BOARD TAKES AND ACTION. UNDER THE CURRENT POLICY, A BOARD MEMBER THAT
HAS A CONFLICT OF INTEREST IS NOT ALLOWED TO VOTE ON ANY ACTION THAT WOULD
BENEFIT THEM OR THEIR ORGANIZATIONS.

FORM 990, PART VI, SECTION B, LINE 15:

THE CEO SELECTION PROCESS AND SALARY OFFER WERE COORDINATED BY AN
INDEPENDENT FIRM CONTRACTED BY CAREERSOURCE FLORIDA (HR EXPERTISE) WHO
REPORTED DIRECTLY TO THE BOARD CHAIR AND THE SELECTION COMMITTEE. IN THIS
PROCESS, COMPARABLE DATA WAS BROUGHT FORWARD AND DISCLOSED PRIOR TO THE
ESTABLISHMENT OF A SALARY. THE SELECTION PROCESS WAS OPEN TO THE PUBLIC
AND SEVERAL INDIVIDUALS DID ATTEND.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990) 2022

Name of the organization

CAREERSOURCE FLORIDA, INC

Employer identification number

59-3659026

THE SELECTION OF OTHER KEY MEMBERS OF THE ORGANIZATION IS ASSIGNED TO THE CEO. KEY POSITIONS ARE ADVERTISED IN SEVERAL VENUES, INCLUDING EMPLOYFLORIDA.COM, NEWSPAPERS, AND POSTED ON THE CSF INTERNET AND INTRANET. THE DETERMINATION OF SALARY LEVELS IS BASED UPON THE RESPONSIBILITIES ASSIGNED TO SUCH INDIVIDUALS AND UPON THE REVIEW AND ANALYSIS OF COMPARABLE SALARIES OFFERED BY OTHER SIMILAR ORGANIZATIONS AND WORKFORCE PARTNER ORGANIZATIONS.

FORM 990, PART VI, SECTION C, LINE 19:

FLORIDA STATUTES, WHICH CREATED CAREERSOURCE FLORIDA, REQUIRE THAT WE OPERATE IN COMPLIANCE WITH CHAPTER 199 FLORIDA STATUTES RELATING TO PUBLIC RECORDS AND CHAPTER 286 RELATING TO PUBLIC MEETINGS. CONSEQUENTLY, ANY RECORDS OF THE ORGANIZATION ARE PUBLIC RECORDS AND MAY BE REQUESTED BY THE PUBLIC. LIKewise, ALL MEETINGS OF THE BOARD, COUNCILS, COMMITTEES AND OTHER IDENTIFIED BOARD MEETINGS ARE OPEN TO THE PUBLIC. FORMAL MINUTES ARE TAKEN FOR ALL MEETINGS OF THE BOARD AND THE EXECUTIVE COMMITTEE.

FORM 990, PART IX, LINE 11G, OTHER FEES:

PROGRAM COST:

PROGRAM SERVICE EXPENSES	287,447.
MANAGEMENT AND GENERAL EXPENSES	0.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	287,447.

OTHER FEES FOR SERVICE (P):

PROGRAM SERVICE EXPENSES	2,595,807.
MANAGEMENT AND GENERAL EXPENSES	0.

Name of the organization CAREERSOURCE FLORIDA, INC	Employer identification number 59-3659026

FUNDRAISING EXPENSES 0.

TOTAL EXPENSES 2,595,807.

ADMINISTRATIVE CONTRACTS - HR:

PROGRAM SERVICE EXPENSES 0.

MANAGEMENT AND GENERAL EXPENSES 215,489.

FUNDRAISING EXPENSES 0.

TOTAL EXPENSES 215,489.

PAYROLL PROCESSING FEES:

PROGRAM SERVICE EXPENSES 0.

MANAGEMENT AND GENERAL EXPENSES 7,853.

FUNDRAISING EXPENSES 0.

TOTAL EXPENSES 7,853.

TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A 3,106,596.

FORM 990, PART X - ADDITIONAL INFORMATION

TO BE CONSISTENT WITH THE REPORTING ON THE FINANCIAL STATEMENTS,
COMPENSATED ABSENCES WILL BE REPORTED ON PART X, LINE 25 AS AN OTHER
LIABILITY.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:

CHANGE IN COMPENSATED ABSENCES -16,022.

CHANGE IN LEASE PAYABLE 180,960.

CAPITAL OUTLAY -250,406.

TOTAL TO FORM 990, PART XI, LINE 9 -85,468.

Name of the organization

CAREERSOURCE FLORIDA, INC

Employer identification number

59-3659026

FORM 990, PART XII, LINE 2C

THE PROCESS HAS NOT CHANGED.

FORM 990, SCHEDULE R

THE INSTRUCTIONS FOR SCHEDULE R REQUIRE REPORTING OF ANY RELATED ORGANIZATIONS WHOSE BOARD OF DIRECTORS IS ALSO APPOINTED BY THE GOVERNOR OF THE STATE OF FLORIDA. DUE TO COMMON CONTROL, THESE ORGANIZATIONS WOULD BE CONSIDERED RELATED TO CAREERSOURCE FLORIDA IN A BROTHER/SISTER RELATIONSHIP. THERE ARE OVER 105 ORGANIZATIONS WHOSE BOARD IS APPOINTED BY THE GOVERNOR OF THE STATE OF FLORIDA. CAREERSOURCE HAS NOT PERFORMED AN EXHAUSTIVE SEARCH OF ALL OF THE POTENTIAL RELATED ENTITIES THAT MAY BE REQUIRED TO BE REPORTED ON SCHEDULE R.

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships
Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022

**Open to Public
Inspection**

Name of the organization

CAREERSOURCE FLORIDA, INC

Employer identification number
59-3659026

Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
FL DEPT. OF ECONOMIC OPPORTUNITY 107 EAST MADISON STREET TALLAHASSEE, FL 32399-4120	ECONOMIC DEVELOPMENT	FLORIDA					X

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule R (Form 990) 2022

Part III

Part IV

Part IV

Schedule R (Form 990) 2022

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.**Note:** Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

	Yes	No
1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?		
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity	1a	X
b Gift, grant, or capital contribution to related organization(s)	1b	X
c Gift, grant, or capital contribution from related organization(s)	1c	X
d Loans or loan guarantees to or for related organization(s)	1d	X
e Loans or loan guarantees by related organization(s)	1e	X
f Dividends from related organization(s)	1f	X
g Sale of assets to related organization(s)	1g	X
h Purchase of assets from related organization(s)	1h	X
i Exchange of assets with related organization(s)	1i	X
j Lease of facilities, equipment, or other assets to related organization(s)	1j	X
k Lease of facilities, equipment, or other assets from related organization(s)	1k	X
l Performance of services or membership or fundraising solicitations for related organization(s)	1l	X
m Performance of services or membership or fundraising solicitations by related organization(s)	1m	X
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1n	X
o Sharing of paid employees with related organization(s)	1o	X
p Reimbursement paid to related organization(s) for expenses	1p	X
q Reimbursement paid by related organization(s) for expenses	1q	X
r Other transfer of cash or property to related organization(s)	1r	X
s Other transfer of cash or property from related organization(s)	1s	X
2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.		

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) FL DEPT. OF ECONOMIC OPPORTUNITY	C	16,453,370.	COST
(2)			
(3)			
(4)			
(5)			
(6)			

Part VI Unrelated Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

[illegible]

Provide additional information for responses to questions on Schedule R. See instructions.