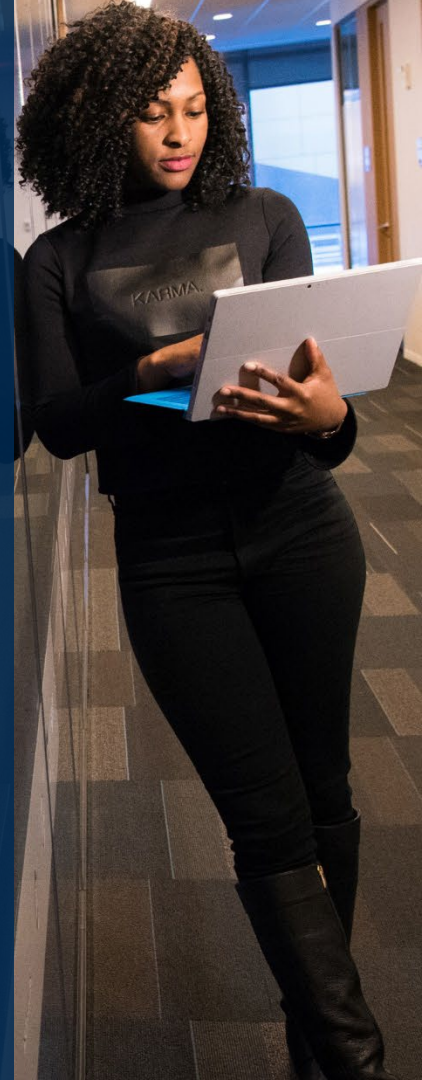


Florida Credentials Review Committee Meeting

May 8, 2025



Welcome and Remarks



Katie Crofoot

Chair

FOR PUBLIC COMMENT:

Please email Madison Frazee at mfrazee@careersourceflorida.com and wait to be recognized by the chair.

For individual technical assistance related to the review process for individual credentials, please contact mcl@careersourceflorida.com.

Consent Item

For Consideration:

- Approval of February 6, 2025, meeting minutes to include any modifications or changes noted by the Committee.

Appeals to Decisions of the Credentials Review Committee



Liz Glenn

Director of Planning and Evaluation

Master Credentials List: Appeals

Decisions from the April 8, 2025, Executive Committee Meeting

Approved

**Certified Digital Marketing Associate (Meta CDMA):
Meta**

Not Approved

**AWS Certified AI Practitioner: Miami
Dade College**

Status Update on the 2025-2026 Master Credentials List (MCL)



Liz Glenn

Director of Planning and Evaluation

2025-2026 MCL Applications

Quarterly Update

Type of Review	Recommended	Denied
48 Applications Received		
27 Unduplicated & Valid Applications		
15 New Applications	12 recommended for addition to Master Credentials List	3 denied for addition to Master Credentials List
12 Applications for Existing Credentials seeking Wage or Demand Deficiency Resolutions (flags)	8 recommended for flag removal	4 denied for flag removal
30 Interagency Review of Existing Credentials to cure Wage Deficiencies via Sequencing through formal articulation agreements	30 recommended for flag removal	

2025-2026 MCL Applications

New Credential Applications Recommended for Addition to MCL

Name of Credential	Submitted by
1. Control Tower Operation (CTO) Certificate	Florida School District Polk
2. AI Industry Acceleration Specialist (AIAS)	Local Workforce Development Board Palm Beach County
3. Microsoft Certified: Power BI Data Analyst Associate	Local Workforce Development Board Okaloosa Walton
4. Microsoft Certified: Azure Security Engineer Associate	Local Workforce Development Board Okaloosa Walton
5. Microsoft Certified: Windows Server Hybrid Administrator Associate	Local Workforce Development Board Okaloosa Walton
6. Certified Information Security Manager (CISM)	Local Workforce Development Board Okaloosa Walton
7. Certified Information Systems Auditor (CISA)	Local Workforce Development Board Okaloosa Walton
8. AWS Certified DevOps Engineer - Professional	Local Workforce Development Board Okaloosa Walton
9. AWS Certified Solutions Architect - Professional	Local Workforce Development Board Okaloosa Walton
10. Elanco Veterinary Medical Applications Certification	Florida School District Marion County Public
11. MSSC Certified Forklift Technician (CFT)	Florida College System Valencia College
12. Cyber Specialist	Local Workforce Development Board Palm Beach County

2025-2026 MCL Applications

New Credential Applications Not Recommended for Addition to MCL

Name of Credential	Submitted by	Reason for Denial
AI Business Implementation Practitioner	Local Workforce Development Board Palm Beach County	Not recommended. <ul style="list-style-type: none">•No Valid SOC•Application is Incomplete
World Association of Master Chefs - Culinary Foundations	Florida College System- Northwest Florida State College	Not recommended. <ul style="list-style-type: none">•Does not Meet Wage or Demand
Dante Certification Level 1	Florida School District-Orange	Not recommended. <ul style="list-style-type: none">•No SOC Linkage Established•Foundational Nature of Credential

2025-2026 MCL Applications

Existing Credentials with Wage/Demand Deficiency Flags Resolved and Recommended for Removal

Name of Credential		Name of Credential	
1.	Equine Studies (Associate in Science)	10.	Registered Healthcare Documentation Specialist (RHDS)
2.	Phlebotomy	11.	Certified Medical Assistant (CMA)
3.	Nursing Assistant (Long-Term Care)	12.	Registered Medical Assistant (RMA)
4.	Medical Assisting	13.	Registered Phlebotomy Technician (RPT)
5.	Pharmacy Technician	14.	Certified Phlebotomy Technician
6.	Massage Therapy	15.	Biotechnician Assistant
7.	Nursing Assistant (Articulated)	16.	Massage and Bodywork Licensing Examination (MBLEx)
8.	Advanced Composites	17.	FAA Certified Flight Instructor License
9.	Emergency Medical Technician (Industry Certification)	18.	Correctional Probation Officer

2025-2026 MCL Applications

Existing Credentials with Wage/Demand Deficiency Flags Resolved and Recommended for Removal

Name of Credential		Name of Credential	
19.	QuickBooks Certified User	29.	Field Survey Technician
20.	Intuit Certified Bookkeeping Professional	30.	Emergency Medical Technician (CCC)
21.	Certified Medical Administrative Assistant (CMAA)	31.	Specialist in Precision Optics (SPO) ETAIN022
22.	Certified Phlebotomy Technician (CPT)	32.	Technician in Precision Optics (SPO) ETAIN023
23.	Certified Clinical Medical Assistant (CCMA)	33.	Certified Veterinary Assistant
24.	Certified Pharmacy Technician (CPhT)	34.	HBI Pre-Apprenticeship Certificate Training (PACT), Electrical
25.	National Certified Medical Office Assistant (NCMOA)	35.	HBI Pre-Apprenticeship Certificate Training (PACT), Carpentry
26.	NIMS Machining Level II - Manual Milling Skills II	36.	HBI Pre-Apprenticeship Certificate Training (PACT), Building Construction Technology
27.	Certified Pharmacy Technician (CPhT)	37.	HBI Pre-Apprenticeship Certificate Training (PACT), Core (demand only)
28.	Geographic Information System	38.	HBI Pre-Apprenticeship Certificate Training (PACT), Core (demand only)

2025-2026 MCL Applications

Existing Credentials with Wage/Demand Deficiency Flags Not Recommended for Flag Resolution

Name of Credential
1. HBI Pre-Apprenticeship Certificate Training (PACT), Core
2. HBI Pre-Apprenticeship Certificate Training (PACT), Core Green
3. Emergency Medical Technician – ATD (Credit Hour)
4. Emergency Medical Technician – ATD (Clock Hour)

Master Credentials List

Quarterly Total Update

Type of Credential	25-26 MCL
Degree Programs of Study (AS and AAS)	296
Non-Degree Programs of Study	872
Apprenticeships	597
Industry Certifications	577
K-8 CAPE Digital Tools	42
TOTAL	2,384

As of 5/8/2025

Action Item 1

Updates to 2025-2026 Master Credentials List



Liz Glenn

Director of Planning and Evaluation

Action Item 1

For Consideration:

- Approve the updated 2025-2026 Master Credentials List and send these recommendations to the CareerSource Florida Board of Directors for delivery to the State Board of Education.
- Approve technical revisions to the list by the Department of Education, as needed, without adding or removing any credentials not explicitly described in this Action Item.

Update on Credential Inventory Database



Liz Glenn

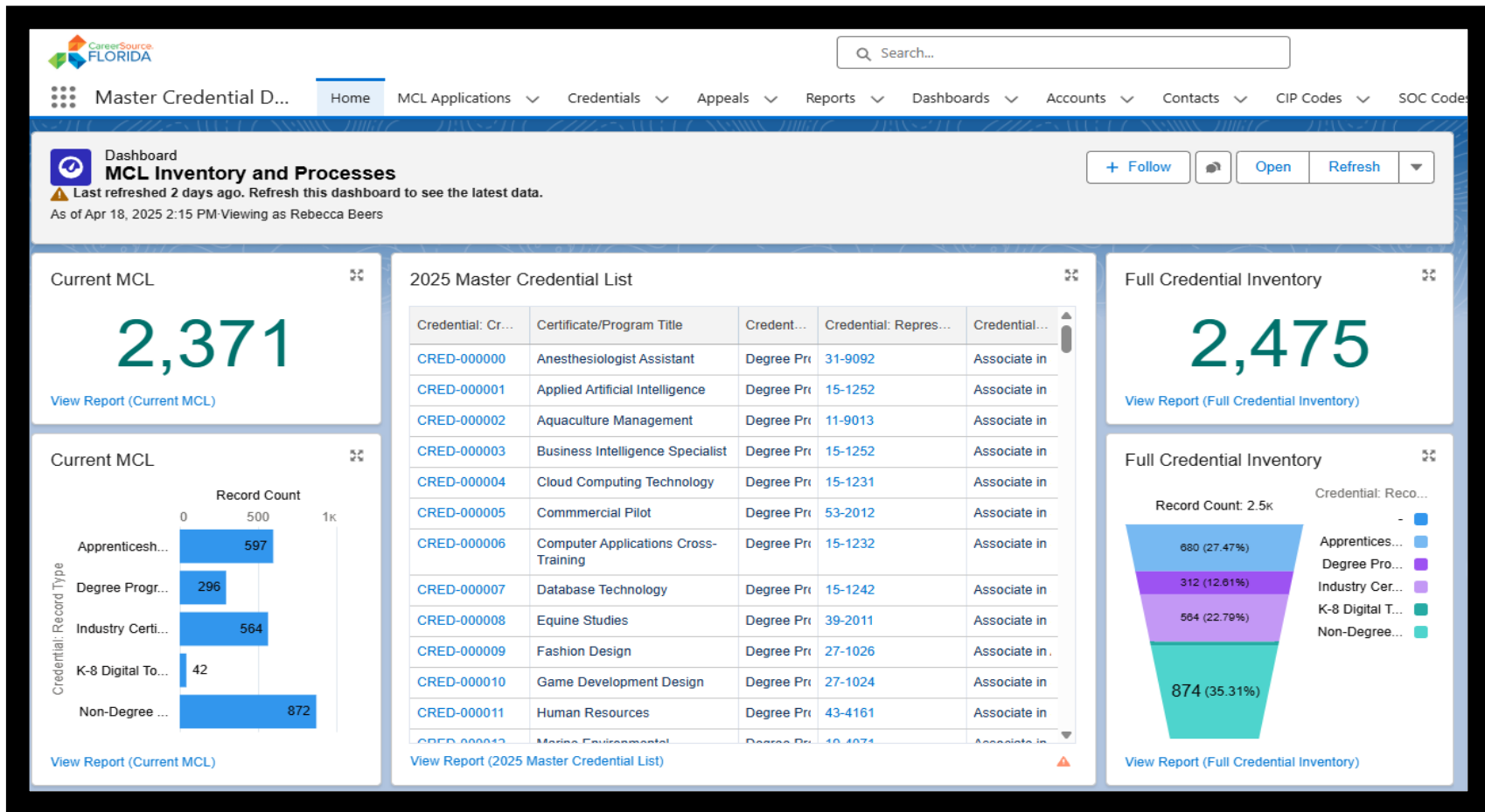
Director of Planning and Evaluation

Credential Inventory Database Update

- In its 2024-25 budget, the CareerSource Florida Board of Directors approved funding for the creation of a Credential Inventory Database (CID).
- CID will:
 - receive credential applications from interested stakeholders;
 - house a variety of data files needed to score credential applications against the Framework of Quality;
 - serve as the common application review site for the multi-agency evaluation team, decrease evaluation time; and
 - provide a variety of back-end reporting functions and efficiencies.
- Launched April 15, 2025

Credential Inventory Database

Home tab of CID



Credential Inventory Database

MCL Applications tab of CID










MCL Application
MCLA - 000030

[Edit](#)
[Printable View](#)

Application Status Submitted	Applicant Elizabeth Glenn	Type of credential: Industry Certification	Submission Date 4/3/2025	Application Approved Date
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Details

Information

MCL Application ID MCLA - 000030	Application Status Submitted	
Submission Date 4/3/2025	Approval Step Status CareerSource Review	
Application Approved Date	CareerSource Team Recommended	
	DOE Partner Recommended	
	DOE Recommended for CAPE Funding	
	FloridaCommerce Partner Recommended	
	Ag Partner Recommended (if applicable)	

MCL Application Type



MCL Application SOC Codes (0)



Files (3+)



[Evidence Credential Is Valid](#)

Apr 3, 2025 • 6KB • pdf

[Sample Certificate](#)

Apr 3, 2025 • 6KB • pdf



[Supporting Documentation - Certification-of-Local-Workforce-Development-Areas-and-L...](#)

Apr 3, 2025 • 159KB • pdf

[View All](#)



Approval History (2)



[MCL CS Team Review](#)



Date: 4/3/2025 3:59 PM

Status: Pending

CAPE Updates



Tara Goodman

Vice Chancellor, Division of Career and Adult Education
Florida Department of Education

Requirements for Approval of an Industry Certification for the Florida Career and Professional Education (CAPE) Act

Adopted in State Board of Education Rule 6A-6.0576(5)(a), F.A.C.

1. The certification must result in the award of a time-limited certificate or badge, signed or issued by a representative of the certifying agency, documenting successful completion of written and/or performance-based assessments.
2. The certification must be developed and issued by a third-party certifying agency which is a recognized industry, trade, or professional entity for the occupations to which the credential is linked or a state or federal regulatory body for the related occupations.
3. The certifying agency must require all assessments to be delivered in a proctored environment where assessment delivery is overseen by an authorized individual who ensures the identity of the test taker and the security of the testing environment.
4. The certifying agency must require the exam questions be delivered in a secure manner and not be available to the test proctor for an extended period of time, other than the time necessary to receive, distribute, and return any written materials to the scoring entity.

Requirements for Approval of an Industry Certification for the Florida Career and Professional Education (CAPE) Act

5. The certifying agency must require that written examinations be scored by the certifying agency.
6. The certifying agency must have a testing time limit established for all written assessments required to earn the industry certification and this requirement must apply to all individuals seeking to earn the certification, notwithstanding accommodations for students with disabilities.
7. The certifying agency must provide publicly available and downloadable documentation related to the standards and requirements on the certifying agency's website. At a minimum, the following information must be publicly posted: test blueprint, minimum performance level(s), proctoring requirements, the exam registration process, and process for approval of accommodations for candidates with disabilities.
8. The industry certification must be obtainable by a candidate for the credential without use of specific courseware or curriculum, notwithstanding any state or federal requirements for a license to practice in an occupation.



The Framework of Quality: Demand and Wage Criteria

Workforce Statistics and Economic Research

Kristy Farina, FloridaCommerce
May 8, 2025

Occupational Employment and Wage Statistics (OEWS)

The U.S. Bureau of Labor Statistics (BLS) Standard Occupational Classification (SOC) principles and guidelines include:

- SOC codes classify all occupations in which work is performed for pay or profit.
- Occupations are classified based on work performed.
- Jobs are mapped to the occupation that requires the highest level of skill.
- Workers are assigned to the most detailed occupation possible.



Occupational Coding for Industry Certifications

Modifications to BLS guidelines for code industry certifications include:

- The credential's assessment website is the primary source of information.
- Emphasis is on an assessment of the skills, education and/or training needed to perform the work.
- Credentials can be linked to multiple occupations.



The Link Between Occupations and the FoQ

Occupational linkages are used in Framework of Quality evaluations against Demand and Wage criteria.

Demand

- Labor Market Estimating Conference (LMEC) Occupational Areas of Concern
- Regional Demand Occupations List (RDOL)

Wage

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



Regional Demand Occupations List (RDOL)

Educational Level Requirements

- Some College, No Degree
- Postsecondary Non-Degree Award
- Associate's Degree
- Bachelor's Degree

Growth Requirements

- 500 annual openings and average growth rate of 0.71%
- 1,200 annual openings and any positive growth

Wage Requirements

- Mean Wage of \$19.00/hour
- Entry Wage of \$15.44/hour



Occupational Employment and Wage Statistics (OEWS)

For an SOC code linked to non-degree credentials, the occupational wages from the most recent OEWS program available must meet only one of the following criteria:

- The 10th percentile wage for the occupation must be greater than or equal to the 10th percentile wage for all occupations requiring a postsecondary non-degree award.
- The average annual wage for the occupation must be greater than or equal to the average annual wage for all occupations requiring a postsecondary non-degree award.
- The 75th percentile wage for the occupation must be greater than or equal to the 75th percentile wage for all occupations requiring a postsecondary non-degree award.



Commonly Asked Questions

Q: Can multiple occupations be linked to a credential?

A: Yes.

Q: Why do I see a different occupation than the code I provided in my application?

A: Occupational linkages are assigned based on the modified OEWS coding criteria.

Q: I see an outdated SOC code associated with my credential. How does this impact its evaluation?

A: This does not impact the credential's evaluation in practice. All occupational linkages are cross-walked to align with the classification system used in the demand and wage products indicated in the Framework of Quality.

Q: Job ad data is showing there is demand for this occupation, but I received a deficiency letter for demand. What can I do?

A: Submit an application for Local Demand.



Questions and Answers



Contact Us

Thank You.

If you have questions or comments about this presentation, please contact us.



Email: Kristy.Farina@Commerce.fl.gov

Office: Bureau of Workforce Statistics and Economic Research



OPEN DISCUSSION AND PUBLIC COMMENT:

Please email Madison Frazee at mfrazee@careersourceflorida.com and wait to be recognized by the chair.

For individual technical assistance related to the review process for individual credentials, please contact mcl@careersourceflorida.com.

Upcoming Meeting

- August 7, 2025, 10:00 a.m. – 12:00 p.m. | Betty Easley Conference Center, Tallahassee

Closing Remarks



Katie Crofoot

Chair