

Florida Credentials Review Committee

Meeting Agenda

BETTY EASLEY CONFERENCE CENTER, ROOM 148
4075 ESPLANADE WAY, TALLAHASSEE, FL 32399
AUGUST 7, 2025 • 10:00 – 12:00 P.M., ET

Chair's Welcome and Remarks

Katie Crofoot

Consent Item

1. Approval of May 8, 2025, Meeting Minutes

**Status Update on the 2025-2026
Master Credentials List**

Victoria Gaitanis

Action Item

1. Updates to the Master Credential List

MCL Training and Communication Updates

Elizabeth Glenn

Update on Credential Inventory Database

Elizabeth Glenn

**Bridging Talent & Technology: Aligning
Florida's Workforce for Semiconductor Growth**

Joseph Battista

Valencia College

Nilda Blanco

CareerSource Central Florida

Dr. Christopher Constantine

Fordham Road Education Advisors

James Taylor

Florida Technology Council

Education and Industry Consortium

Dehryl McCall

Open Discussion and Public Comment

Chair's Closing Remarks

Katie Crofoot

Upcoming Meeting

November 6, 2025 | virtual

Information Items

Consent Item 1

Approved _____
Disapproved _____

Consent Item 1

May 8, 2025, MEETING MINUTES

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

FOR CONSIDERATION

- **Approval of May 8, 2025, Meeting Minutes, to include any modifications or changes noted by the Committee.**

**Credentials Review Committee
Meeting Minutes
May 8, 2025**

I. CALL TO ORDER

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

II. ROLL CALL

The following members were present:

Katie Crofoot McManus
Michael Biskie
Elisabeth Winslow
Chancellor Paul Burns
Kevin Carr
Dr. Christopher Constantine
Katherine Goletz
Lloyd Gregg
Diane Head
Debbie Magruder
Chancellor Kevin O'Farrell
Emily Sikes
James Taylor
Wendy Castle

III. CHAIR'S WELCOME AND REMARKS

Chair Crofoot highlighted the meeting agenda and went over housekeeping items.

IV. CONSENT ITEM

February 6, 2025, Meeting Minutes

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

Motion: Kevin O'Farrell
Second: Michael Biskie

The consent item passed unanimously. There were no comments.

VI. APPEALS TO DECISIONS OF THE CREDENTIALS REVIEW COMMITTEE

CareerSource Florida Director of Workforce Program Development Liz Glenn provided an update on recent appeals activity related to applications submitted to the Credentials Review Committee, which consisted of one approval and one denial.

VII. STATUS UPDATE ON THE 2025-2026 MASTER CREDENTIALS LIST

CareerSource Florida Director of Workforce Program Development Liz Glenn then went over the 2025-2026 Master Credentials List applications received within the quarter. A total of 48 applications were received.

She highlighted credentials that were recommended for addition and removal before moving into the action item.

VIII. ACTION ITEM

Chair Crofoot asked CareerSource Florida Vice President of Workforce Program Development Victoria Gaitanis to present the action items.

1. Updates to the 2025-2026 Master Credentials List

Motion: Kevin Carr

Second: Michael Biskie

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

IX. UPDATE ON CREDENTIAL INVENTORY DATABASE

Director of Workforce Program Development Liz Glenn provided an update on the Credential Inventory Database (CID), which officially launched on April 15, 2025. Glenn highlighted and provided an overview of the home webpage as well as the MCL applications tab of the CID for committee members.

XI. CAPE UPDATES

Tara Goodman, Vice Chancellor for the Division of Career and Adult Education at the Florida Department of Education provided updates for requirements for approval of an industry certification for the Career and Professional Education (CAPE) Act.

XII. WAGE AND DEMAND OVERVIEW

Kristy Farina, Economic Research and Analysis Administrator with FloridaCommerce, discussed occupational employment and wage statistics, occupational coding for industry certifications, the link between occupations and the Framework of Quality and the Regional Demand Occupations List before going over commonly asked questions.

XIII. OPEN DISCUSSION AND PUBLIC COMMENT

Chair Crofoot opened the meeting up for discussion and public comment.

There were no comments from committee or the public.

XIV. CHAIR'S CLOSING REMARKS

Chair Crofoot thanked Committee members and presenters for their time and participation before reminding Committee members of upcoming meetings.

The meeting was adjourned at 1:44 p.m.

XV. BOARD SECRETARY CERTIFICATION

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

Adrienne Johnston
Board Secretary

Date

Additional meeting dialogue is recorded and available online at this link:
[Credentials Review Committee May 2025 Meeting - CareerSource Florida](#)

Approved _____
Disapproved _____

Action Item 1

APPROVAL OF THE 2025-2026 MASTER CREDENTIALS LIST

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

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

By action of the Credentials Review Committee, the Framework of Quality has been amended three times since its adoption in 2022; once in September 6, 2023, to reflect statutory changes and to update the framework with references to current labor market information; once in August 14, 2024, to allow the Committee to consider more current 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; and again in February 6, 2025, to evaluate the credentials based on value.

There was a total of 27 credential applications received by June 30, 2025, deadline. Of these applications, **13** were unduplicated and valid submissions, which included:

- 4 submissions for new credential evaluation.
- 5 submissions for a credential flagged for demand concerns
- 3 submissions for credentials flagged for wage/SOC concerns.
- 1 submission for a credential already on the MCL seeking CAPE Post-secondary review.

Also, the interagency team evaluated **13** existing credentials on the MCL flagged for removal due to wage concerns or demand concerns.

In addition, the Interagency Review Team evaluated **17** new programs of study and **43** new registered apprenticeship programs submitted by the Florida Department of Education for potential inclusion on the Master Credentials List (MCL). Concurrently, **48** registered apprenticeship programs were discontinued after being determined to no longer meet the Framework of Quality.

The newly adopted programs of study—including Associate in Science (A.S.) degrees, Career Certificates, and College Credit Certificates—along with newly registered apprenticeship

programs, have been approved by the State Board of Education for implementation in the 2025–26 academic year. These programs are presented as a consent item for approval by the CareerSource Florida Board of Directors.

The new Programs of Study include:

No.	Classification of Instructional Programs	Program Name	Program Type
1.	1531050400	Sports Management	Degree
2.	0231030106	Theme Park and Attractions Management	Non Degree
3.	0450040808	Interior Decorating Services	Non Degree
4.	0531050400	Athletic Coaching and Leadership	Non Degree
5.	0531050466	Sports Management	Non Degree
6.	0552030207	Accounting Operations	Non Degree
7.	0615061204	Industrial Engineering Technology	Non Degree
8.	0646010107	Brick and Block Masonry	Non Degree
9.	0646030208	Electricity 1	Non Degree
10.	0647010306	Telecommunications and Fiber Optics Technician	Non Degree
11.	0647060704	Non-Destructive Testing Technology	Non Degree
12.	0743010213	Basic Recruit Training Program for Florida Correctional Officers	Non Degree
13.	0743010214	Crossover Training Program for Florida Law Enforcement Officer to Correctional Officer	Non Degree
14.	0743010215	Crossover Training Program for Florida Correctional Officer to Correctional Probation Officer	Non Degree
15.	0743010216	Crossover Training Program for Florida Correctional Probation Officer to Correctional Officer	Non Degree
16.	0743010217	Correctional Officer Basic Training Program for Special Operations Forces	Non Degree
17.	0743010712	Crossover Training Program for Florida Correctional Probation Officer to Law Enforcement Officer	Non Degree

In total, the interagency team evaluated **134** credentials.

Each credential was evaluated using the Framework of Quality to ensure it met the following criteria:

- Meets the definition of an industry certification.
- Direct linkage to a Standard Occupation Classification (SOC) code that meets the required demand, wage, value criteria, and is recognized by industry.

The evaluation of new credential applications led to the recommendation to add 2 additional credentials to the 2025-2026 Master Credentials List. Those credentials are as follows:

Name of Credential	Submitted by
1. EETC Principles of Small Engine Technology Certification	Florida School District - Volusia
2. Small UAS Safety Level 2 (sUAS Maintenance)	Florida School District - Franklin

Additionally, the evaluation of new credential applications led to the recommendation to deny 2 credentials for inclusion in the 2025-2026 Master Credentials List. These credentials did not meet the established criteria outlined in the Framework of Quality and are as follows:

Name of Credential	Submitted by	Reason for Denial
1. CertiPort CCS Generative AI Foundations	Florida School District - Bay	<p>Not recommended.</p> <ul style="list-style-type: none"> • No valid SOC: The skills and objectives outlined in the credential submission are overly foundational and broad and do not establish a direct link to an occupation that meets the definition of a credential of value under the Framework of Quality. The submission lacks evidence demonstrating earnings outcomes consistent with middle- to high-wage thresholds, verified labor market demand, or clear industry recognition. • Foundational Nature of Credential: Describes basic knowledge of AI prompting and use but lacks skill details or occupational relevance. The credential described offers introductory instruction and skills but lacks alignment with proposed occupations or advanced career pathways.
2. CertTEC Basic Composites	Florida School District – Brevard Schools	<p>Not recommended. Based on information provided:</p> <ul style="list-style-type: none"> • No SOC Linkage Established: The available documentation does not provide sufficient detail to establish a connection between the credential and any Standard Occupational Classification (SOC) code. As a result, its alignment with the Framework of Quality cannot be adequately assessed. • Inconsistent Documentation Provided: The supporting letters submitted for the credential application reference the title “Aerostructures Composite Technician.” However, this designation differs from the credential title listed on the formal application. This inconsistency raises concerns about documentation accuracy and may hinder the ability to clearly identify and validate the credential being proposed for inclusion on the Master Credentials List (MCL). Consistency between application materials and supporting documentation is essential to ensure transparent evaluation and alignment with the Framework of Quality criteria.

The interagency team successfully resolved a total of 7 flagged credentials. This includes resolving flags for demand for 5 credential applications submitted by stakeholders. The interagency team resolved flags for 2 credentials with wage concerns by sequencing formal articulation agreements ensuring alignment with established standards and labor market needs. These efforts underscore a commitment to quality and systemic improvement. This includes the following credentials:

Name of Credential	Flag cured/removed for: (wage or demand)
1. Certified Food Protection Manager (ServSafe®)	Recommended flag removal for demand. Local demand approved.
2. Certified Food Safety Manager	Recommended flag removal for demand. Local demand approved.
3. Correctional Officer (Traditional Correctional BRTP)	Recommended flag removal for demand. Local demand approved.
4. Crossover From Law Enforcement Officer to Correctional Officer	Recommended flag removal for demand. Local demand approved.
5. Correctional Probation Officer (Career Certificate)	Recommended flag removal for demand. Local demand approved.
6. Emergency Medical Technician - ATD (Clock Hour)	Recommended flag removal for wage.
7. Emergency Medical Technician-ATD (Credit Hour)	Recommended flag removal for wage.

The evaluation of existing flagged credentials resulted in the recommendation to deny the removal of flags for 3 existing credentials submitted by stakeholders. These credentials failed to meet the standards established in the Framework of Quality. Applications for these credentials may be resubmitted, and there is ongoing communication with the submitters on the outlined deficiencies. These credentials, should they be unsuccessful in resolving their identified deficiency flags, will need to submit an application to address the deficiencies by December 1, 2025. Credentials flagged for the first year that fail to resolve deficiencies will need to submit an application to address the deficiencies by December 1, 2026.

In addition, one credential currently listed on the Master Credentials List (MCL) was submitted for CAPE Postsecondary funding consideration but was not approved. While the disposition of the credential is noted here for recordkeeping purposes, final determinations regarding CAPE Postsecondary eligibility are made by the Florida Department of Education. These existing credentials include the following:

Name of Credential	Submitted by	Flag Not Resolved For (wage or demand)	Reason for denial
1. HBI Pre-Apprenticeship Certificate Training (PACT), Core Green	Florida School District – Leon	Not Recommended flag removal for wage.	Based on the information provided: <ul style="list-style-type: none"> Fails Framework of Quality Criteria: The credential does not meet the requirements for a "credential of value" under s. 445.004(3), F.S., or align with the Framework of Quality due to insufficient evidence supporting credential sequencing, earnings outcomes, and wage. Non-degree credentials that do not meet the wage criteria must be part of a

			<p>sequence of credentials that are required for the next-level occupation that does meet the wage criteria. The submission does not 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.</p> <ul style="list-style-type: none"> • Foundational Credential: The credential described offers introductory instruction and skills but lacks alignment with proposed occupations or advanced career pathways. • Website Limitations: The HBI website and curriculum fails to provide adequate learning objectives or documentation to establish connections to occupations with middle- to high-level wages or demand. • Flagged for Removal: As the credential is in its second year of being flagged, it is scheduled for removal from the Master Credential List (MCL) in February 2026, unless these issues are resolved.
2. HBI Pre-Apprenticeship Certificate Training (PACT), Core	Florida School District – Leon	Not Recommended flag removal for wage.	<p>Based on the information:</p> <ul style="list-style-type: none"> • Fails Framework of Quality Criteria: The credential does not meet the requirements for a "credential of value" under s. 445.004(3), F.S., or align with the Framework of Quality due to insufficient evidence supporting credential sequencing, earnings outcomes, and wage demand. 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. The submission does not 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. • Foundational Credential: The credential described offers introductory instruction and skills but lacks alignment with proposed occupations or advanced career pathways. • Website Limitations: The HBI website and curriculum fails to provide adequate learning objectives or documentation to establish connections to occupations with middle- to high-level wages or demand.

			<ul style="list-style-type: none"> • Flagged Removal: As the credential is in its second year of being flagged, it is scheduled for removal from the Master Credential List (MCL) in February 2026, unless these issues are resolved.
3. Entrepreneurship and Small Business	Florida School District – Brevard	Not Recommended flag removal for No Valid SOC Linkage.	<p>Based on information provided:</p> <ul style="list-style-type: none"> • Fails Framework of Quality Criteria: The credential does not meet the requirements for a "credential of value" under s. 445.004(3), F.S., or align with the Framework of Quality due to insufficient evidence supporting SOC linkage, earnings outcomes, demand and wage. • Flagged for Removal: As the credential is in its first year of being flagged, it is scheduled for removal from the Master Credential List (MCL) in February 2027, unless these issues are resolved.
4. ADOBE024: Adobe Certified Professional in Visual Design (Requires Photoshop and Illustrator or InDesign)	Broward College	Not Recommended for CAPE Post-secondary	<p>Based on information provided:</p> <ul style="list-style-type: none"> • Fails FLDOE's CAPE Post-secondary Criteria: Does not meet the standards established for CAPE Post-secondary. Application does not contain sufficient information for a CAPE postsecondary review. FDOE review requires the submission of a postsecondary CIP number for alignment review for the credential. This information is missing from the application.

The quarterly 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. With the approval of the Credential Review Committee the 2025-2026 Master Credentials List will now include **2,388** total credentials consisting of:

- 296 degree credentials
- 879 non-degree credentials
- 592 registered apprenticeships
- 579 industry certifications
- 42 K-8 Cape digital tools

If approved, the new 2025-2026 Master Credentials List is sent to the CareerSource Florida Board of Directors for delivery to the State Board of Education. Credentials identified for removal will remain on the list for at least one year after identification for removal. Valid submitters may reconcile eligibility issues and re-submit credentials.

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

FOR CONSIDERATION

- Approve the 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.

ATTACHMENTS

- [Framework of Quality](#)
- [2025-2026 Master Credentials List](#)

Information Items



Florida Credentials Review Committee

Speaker Bios

Joseph Battista



Joe Battista joined Valencia College in January 2004 and currently serves as the Vice President for Workforce, Career, & Professional Education. His responsibilities include the management and oversight of all degrees, technical/career certificates related to workforce, International Student Recruiting and Services, Continuing Education language programs, and the Centers for Accelerated Skills Training. With over 45 years of experience as a senior level executive in private and public organizations, Battista was an instrumental leader and SVP at Collegis, whose business was in Higher Education IT services and outsourcing. He was also a CFO at three private and public companies.

He holds a bachelor's degree in accounting and a master's in business administration, both from St. Joseph's University in Philadelphia and is a Certified Professional Accountant (non-practicing). Battista serves on the board of CareerSource Central Florida and was recently appointed by Governor Ron DeSantis to the Commission for Independent Education.

Nilda Blanco



Nilda Blanco has a deep understanding of workforce development and public policy, working with a variety of community and business partners during her 24-year workforce career. As Sr. Vice President of Strategic Initiatives, she oversees developing and implementing strategic initiatives to drive growth and prosperity in targeted counties and municipalities, while also supporting talent development through partnerships with industries and educational institutions.

Prior to joining CareerSource Central Florida in 2012, she was a regional manager for a for-profit training program and was responsible for the youth services program for several different Florida workforce areas. During her eight years with the company, Blanco also served as an area manager and compliance manager. Prior to moving to Florida, she also managed the youth program at Capital Workforce Partners in Hartford, Conn. She served as the Youth Opportunity Grant coordinator for Hartford Public Schools and was an aide for the Mayor's Offices of both the City of Hartford and the City of New Britain focused on workforce development, housing, education, and health policy.

Blanco currently holds a master's degree in public administration from Capella University and Bachelor of Arts degrees in journalism, mass media, and communications from Rutgers University. Blanco is a Florida Sterling Council Advanced Examiner and a Six Sigma Black Belt.

Florida Credentials Review Committee

Kristy Farina



Kristy Farina serves as the administrator of economic research and program performance in FloridaCommerce's Bureau of Workforce Statistics and Economic Research. Farina's team analyzes labor market and workforce data to support economic decision-making and policy planning across Florida.

Before her role with FloridaCommerce, Farina served as faculty at Florida State University, supporting K-12 education research through data analysis and measure design.

Jimmy Heckman



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

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

July 21, 2025

Katie Crofoot
Chair, Credential Review Committee
Director, Office of Reimagining Education and Career Help
Executive Office of the Governor

Re: Recommendation for Appointment

Dear Chair Crofoot,

I hereby recommend Wendy Castle, Assistant Deputy Secretary for Workforce Services within FloridaCommerce, for appointment to the Credential Review Committee.

Sincerely,



J. Alex Kelly
Secretary

Florida Credentials Review Committee

Member Bio

Wendy Castle



Wendy Castle serves as the Assistant Deputy Secretary for the Florida Department of Commerce (FloridaCommerce), Division of Workforce Services. Prior to her current role, Castle served as the Chief for the Reemployment Assistance Program since 2019. Castle has an extensive background in government operations and management, holding various positions with the State of Florida for nearly 30 years. At FloridaCommerce, Castle has been integral to the advancement of the Reemployment Assistance Modernization Program, promoting the improved delivery of Reemployment Assistance services, resources, and opportunities for one of the state's most vulnerable populations. Prior to joining FloridaCommerce, Castle served as the Deputy Director of the Florida Department of Business and Professional Regulations' Division of Service Operations where she analyzed existing business procedures and identified areas of improvement that led to improved quality assurance and increased user satisfaction.

Castle offers profound expertise from her experience in state government, including process optimization, policy analysis, regulatory review, and project implementation to best serve the state, its partners, and stakeholders. Castle also serves as Chair of the Unemployment Insurance Committee for the National Association of State Workforce Agencies.