

Florida Credentials Review Committee

Meeting Agenda

BETTY EASLEY CONFERENCE CENTER
FEBRUARY 18, 2026 • 1:00 – 3:00 P.M., ET

Chair's Welcome and Remarks

Katie Crofoot McManus

Consent Item

1. Approval of November 2025 Meeting Minutes

MCL Trainings and Credential Communications

Elizabeth Glenn

Action Item

Victoria Gaitanis

1. Updates to the 2026-2027 Master Credentials List

CAPE Post-Secondary Updates

Tara Goodman
*Vice Chancellor, Career &
Adult Education
Florida Department of Education*

Targeted Industry Sectors

Jason Mahon
*Deputy Secretary of Economic Development
& Chief Manufacturing Officer
FloridaCommerce*

Emerging Demand

Jimmy Heckman
*Bureau Chief of Workforce Statistics
& Economic Research
FloridaCommerce*

Open Discussion and Public Comment

Chair's Closing Remarks

Katie Crofoot McManus

Upcoming Meeting

May 13, 2026 | Virtual

Consent Item 1

Approved _____
Disapproved _____

Consent Item 1

November 6, 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 November 6, 2025, Meeting Minutes, to include any modifications or changes noted by the Committee.**

**Credentials Review Committee
Meeting Minutes
August 7, 2025**

I. CALL TO ORDER

Interim Chair Molly Weller called the meeting to order at 10:00 a.m. ET.

II. ROLL CALL

The following members were present for a quorum:

Interim Chair Molly Weller
Shelly Bell
Katherine Benton
Michael Biskie
Bob Boyd
Adam Callaway
Kevin Carr
Wendy Castle
Dr. Christopher Constantine
Lloyd Gregg
Kathy Hebda
Debbie Magruder
James Taylor
Ashley Meros

III. CHAIR'S WELCOME AND REMARKS

Interim Chair Weller highlighted the meeting agenda and went over housekeeping items.

IV. CONSENT ITEM

August 7, 2025, Meeting Minutes

Interim Chair Weller called for a vote to approve the Consent Item.

Motion: Kevin Carr
Second: Lloyd Gregg

The consent item passed unanimously. There were no comments.

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

CareerSource Florida Vice President of Workforce Program Development Victoria Gaitanis went over the 2025-2026 Master Credentials List applications received within the quarter.

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

VI. ACTION ITEM

Interim Chair Weller asked CareerSource Florida Vice President of Workforce Program Development Victoria Gaitanis to present the action item.

1. Updates to the Master Credentials List

Motion: James Taylor

Second: Kevin Carr

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

VII. MCL Training and Communication Updates

CareerSource Florida Director of Workforce Program Development Liz Glenn provided updates for the MCL flagging and extension process as well as MCL trainings and support before moving into credential communication updates.

VII. OPEN DISCUSSION AND PUBLIC COMMENT

Interim Chair Weller opened the meeting up for discussion and public comment.

There were no public comments.

VIII. CHAIR'S CLOSING REMARKS

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

The meeting was adjourned at 10:47 a.m.

IX. 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 November 2025 Meeting - CareerSource Florida](#)

Action Item 1

APPROVAL OF THE 2026-2027 MASTER CREDENTIALS LIST

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

The Interagency Review Team received **23** credential applications by the December 31, 2025 deadline. This includes:

- 10 submissions for new credential evaluation.
- 1 submission for credentials flagged for demand concerns.
- 10 submissions for credentials flagged for wage/SOC concerns.
- 2 submissions for credentials flagged for both demand and wage concerns.

The Interagency Review Team is a multi-agency group composed of representatives from CareerSource Florida, Florida Department of Education, FloridaCommerce, The REACH Office, and Florida Department of Agriculture and Consumer Services (FDACS) (for agriculture-related credentials) evaluated the credential applications. Each credential was evaluated using statutory linkage to section 445.004, Florida Statutes and the Framework of Quality to ensure it met the following criteria:

1. Meets labor market demand	Section 445.004(4)(a)
2. Contains instruction in skills and competencies that meet labor market demand	Section 445.004(4)(b)
3. Results in a direct link to employment with earning outcomes for participants that provide middle to high level	Section 445.004(4)(c)

wages or sequence to a higher-level credential that does	
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All evaluations were based on publicly accessible and verifiable documentation, ensuring transparency and consistency in the review process.

Recommended Credential Approval:

Based on the evaluation of new credential applications, the interagency team recommends approval of 1 new credential to the 2026-2027 Master Credentials List. This credential meets the requirements of section 445.004(4)(h), Florida Statutes, and demonstrates sufficient demand, wage outcomes, industry recognition, and overall value under the Framework of Quality. This credential is as follows:

No.	Name of Credential	Credential Type	Submitted by
1.	Program Development & Problem – Solving Core Principle	Industry Certification	St. Lucie Public Schools

Recommended Credential Denials:

Additionally, based on this review, the interagency team recommends denying 9 credentials for inclusion in the 2026-2027 Master Credentials List. These credentials do not meet the requirements in section 445.004(4)(h), Florida Statutes. They lack sufficient demand, wage outcomes, industry recognition or overall value under the Framework of Quality and therefore cannot be recommended for approval for inclusion on the Master Credentials List. These credentials are as follows:

Name of Credential	Submitted by	Reason for Denial
1. Cybersecurity Level 1 2. Cybersecurity Level 2 (Advanced) 3. Java Level 1 4. JavaScript Level 1 5. Python Level 1 6. Web Design Level 1 7. Web Development Level 1	Polk County Public Schools	<p>Specific concerns include:</p> <p>These credentials do not meet the employment and wage outcome requirements for inclusion on the Master Credentials List under section 445.004, Florida Statutes. One of the requirements for credentials to be included on the Master Credentials List is that credentials must lead to employment that provides a wage sufficient for economic self-sufficiency, as defined by the state.</p> <p>Based on the response provided by the credentialing agency on December 16, 2025, the credentials do not demonstrate direct employment potential. The provider stated that the credentials “provide students’ foundational understanding of cybersecurity topics and concepts” but was unable to provide information addressing employment outcomes. Foundational knowledge alone, without demonstrated employment potential or wage outcomes, does not satisfy statutory criteria for inclusion on the Master Credentials List.</p>

8. Unreal Engine 3D Fundamentals	Pinellas County Schools	Specific concerns include: Additional information is needed to determine if this credential results in a direct link to employment. Additionally, the submitted documentation does not contain enough information to ensure the credential meets industry needs as a stand-alone credential or if sequencing to other credentials is required.
9. Certified IPC Specialist (CIS) IPC-A-620 Certification	CareerSource Brevard Flagler Volusia	Specific concerns include: The credential does not meet the workforce alignment requirements for inclusion on the Master Credentials List under section 445.004, Florida Statutes. Based on the materials provided, no valid linkage to a Standard Occupational Classification (SOC) code can be established. There is not enough information available on the website to evaluate the credential. In addition, the provider's website reflects a limited skills assessment, which does not demonstrate alignment with the knowledge, skills, and competencies required for in-demand occupations. Without a defensible SOC alignment and sufficient evidence of workforce-relevant skill validation, the credential does not meet statutory criteria.

Resolution of Flagged Credentials:

The interagency team addressed **13** flagged credentials. This comprised the resolution of flags for demand on **1** credential application, **10** wage applications, and **2** applications involving both wage and demand, all submitted by stakeholders. These credentials meet the requirements in section 445.004(4)(h), Florida Statutes. They have met sufficient demand, wage outcomes, industry recognition and overall value under the Framework of Quality and therefore can be recommended for flag removal for identified deficiencies on the Master Credentials List. These credentials are as follows:

No.	Name of Credential	Credential Type	Submitted by	Flag cured/removed for: (wage or demand)
1.	Miami Dade College Apprenticeship Program GNJ (PRG #: 2018-FL-71114) - Hotel Associate	Registered Apprenticeship	CareerSource South Florida	Recommended flag removal for demand. Local demand approved.
2.	Early Childhood Inclusion Specialization	College Credit Certificate	CareerSource South Florida	Recommended flag removal for demand and wage.
3.	Barbering	Career Certificate	CareerSource Brevard Flagler Volusia	Recommended flag removal for wage and demand.
4.	Early Childhood Development Specialization	College Credit Certificate	Broward College	Recommended flag removal for wage.
5.	Principles of Teaching	Career Certificate	Broward County Public Schools	Recommended flag removal for wage.
6.	HBI Pre-Apprenticeship Certificate Training (PACT), Core	Industry Certification	Polk County Public Schools	Recommended flag removal for wage.

7.	HBI Pre-Apprenticeship Certificate Training (PACT), Core Green	Industry Certification	Polk County Public Schools	Recommended flag removal for wage.
8.	Infant Toddler Specialization	College Credit Certificate	Broward College	Recommended flag removal for wage.
9.	Certified Registered Central Service Technician (CRCST)	Industry Certification	Hillsborough County Public Schools	Recommended flag removal for wage.
10.	NASM Certified Personal Trainer (CPT)	Industry Certification	Pinellas County Schools	Recommended flag removal for wage.
11.	Nails Specialty	Career Certificate	St. Johns County School District	Recommended flag removal for wage.
12.	Facials Specialty	Career Certificate	St. Johns County School District	Recommended flag removal for wage.
13.	Patient Care Technician	Career Certificate	Taylor County School District	Recommended flag removal for wage.

Credentials Recommended for Removal:

Pursuant to section 445.004(4)(h), Florida Statutes, credentials must demonstrate sustained labor market demand and sufficient wage outcomes to remain on the Master Credentials List. The following 84 credentials are in their second consecutive year of flagged status and are recommended for removal from the 2026–2027 Master Credentials List due to continued demand and wage deficiencies. Over a two-year period, providers received multiple opportunities, technical assistance, and clear guidance to resolve deficiencies, including eight submission windows and published support materials. Formal notices were sent to colleges, school districts, and workforce boards outlining timelines and deadlines, resulting in the resolution of most flagged credentials with only unresolved credentials recommended for removal. These credentials are as follows:

Degree Programs of Study:

No.	Educational Sector	Name of Credential	Credential Type
1	ICUF	Sport Business Mgt- A.S.	Associate in Science

Non- Degree Programs of Study:

No.	Educational Sector	Name of Credential	Credential Type
1	ICUF	Adaptive Physical Education	College Credit Certificate
2	CIE	Adult And Continuing Education and Teaching	College Credit Certificate
3	FCS/Districts	Advanced Esthetics	Career Certificate
4	CIE	Aesthetician/Esthetician	Diploma
5	ICUF	Automotive Dealership Fundamentals (Fixed Operations, Variable Operations, And General Management Tracks)	College Credit Certificate
6	CIE	Baking/Pastry Arts	Diploma
7	CIE	Barber Cross-Training	Diploma
8	CIE	Barbering	Diploma
9	CIE	Child Care Aide	Diploma
10	ICUF	Child Welfare	College Credit Certificate

11	CIE	Clinical/Medical Social Work	College Credit Certificate
12	CIE	Cosmetology	Diploma
13	CIE	Cosmetology Cross-Training	Diploma
14	CIE	Cosmetology Instructor Training	Diploma
15	CIE	Dermatology Aide	Diploma
16	FCS/Districts	Dietetic Management and Supervision	Career Certificate
17	CIE	Early Childhood Education	Diploma
18	CIE	Early Childhood Education and Teaching	College Credit Certificate
19	ICUF	Education Workshop	Certificate
20	CIE	Education, Other	College Credit Certificate
21	CIE	Education/Teaching of Individuals with Specific Learning Disabilities	College Credit Certificate
22	FCS	Educational Assisting	College Credit Certificate
23	CIE	Elementary Education and Teaching	College Credit Certificate
24	CIE	Environmental Science Technology	College Credit Certificate
25	CIE	Facials & Nails Specialty	Diploma
26	CIE	Facials Specialty	Diploma
27	FCS/Districts	Family Child Care Training	Career Certificate
28	FCS/Districts	Home Health Aide	Career Certificate
29	CIE	Home Health Aide (Postsecondary)	Diploma
30	CIE	Human Services	Diploma
31	CIE	Human Services, General	College Credit Certificate
32	CIE	Make Up Artistry	Diploma
33	CIE	Make Up Artistry Cross-Training	Diploma
34	CIE	Master Aesthetician/Esthetician	Diploma
35	CIE	Mental Health Counseling/Counselor	College Credit Certificate
36	CIE	Mental Health Technology	Diploma
37	CIE	Mental Health Technology Cross-Training	Diploma
38	CIE	Nails Specialty	Diploma
39	FCS/Districts	Nutrition And Dietetic Clerk	Career Certificate
40	CIE	Permanent Makeup/Tattoo	Diploma
41	CIE	Pet Grooming	Diploma
42	CIE	Pet Grooming Cross-Training	Diploma
43	CIE	Photography Specialist	Diploma
44	ICUF	Photography	College Credit Certificate
45	CIE	Physical Therapy Aide	Diploma
46	CIE	Psychiatric/Mental Health Nurse/Nursing	College Credit Certificate

47	ICUF	Public Administration	College Credit Certificate
48	CIE	Restricted Barber	Diploma
49	CIE	School Age Certification (Child Care Aide)	Diploma
50	FCS/Districts	School Age Professional Certificate	Career Certificate
51	ICUF	Serving Individuals with Disabilities	College Credit Certificate
52	ICUF	Substance Abuse Awareness and Treatment	Career Certificate
53	CIE	Teacher Education Cross-Training	Diploma
54	CIE	Teaching English as a Second or Foreign Language/ESL Language Instructor	College Credit Certificate
55	ICUF	TESOL Certificate	College Credit Certificate
56	CIE	Umpiring	Diploma
57	FCS	Veterinary Assisting	College Credit Certificate

Registered Apprenticeships:

No.	Program Number (USDOL or Florida Pre-apprenticeship)	Name of Credential	Occupation/Trade (RAPIDS) (Local Title)
1	2019-FL-72596	AmSkills Apprenticeship Program, GNJ	Mechatronics Technician
2	2019-FL-73838	CareerSource Research Coast Apprenticeship Program, GNJ	Distribution and Logistics Technician
3	2019-FL-73838	CareerSource Research Coast Apprenticeship Program, GNJ	Marine Services Technician
4	FL007900014	Childcare Apprenticeship Program of Manatee County	Child Care Development Specialist
5	FL007860011	City of St. Petersburg IJW	Maintenance Repairer, Build
6	FL008900012	Flagler Child Care GNJ	Child Care Development Specialist
7	2021-FL-93867	Hamilton-Ryker TalentGro	Cook
8	FL007820007	Independent Electrical Contractors, Inc (FWCC) GNJ	Field Service Engineer
9	2022-FL-111805	Lutheran Services of Florida, Inc. d/b/a LSF Health Systems GNJ	Certified Recovery Peer Specialist
10	FL001950009	Masonry Contactors Association of FL, GNJ (Gulf Coast Area)	Bricklayers & Mason (Ext. Title: Bricklayer (Brick & Tile) Or (Masonry))
11	FL005135188	Orlando Laborers & North Florida Apprenticeship Program, JATC	Construction Craft Laborer
12	2021-FL-87901	Pasco-Hernando State College Apprenticeship Program, GNJ	Maintenance Repair Worker (Multi-Family Facilities)
13	FL001970009	Pinellas County Schools Child Care Apprenticeship INJ	Child Care Development Specialist
14	FL001950010	SW Florida Chapter Masonry Association of Florida Inc., GNJ	Bricklayer (Construction)

15	FL007900006	Tampa Bay Machining Apprenticeship GNJ	CNC Operator - Milling and Turning
16	FL007900006	Tampa Bay Machining Apprenticeship GNJ	CNC Operator - Turning

Industry Certifications:

No.	FDOE Certification Code	Name of Credential	Credentialing Agency
1	ACFED006	Certified Fundamentals Cook	American Culinary Federation
2	AFHDI001	Certified Healthcare Documentation Specialist (CHDS)	Association for Healthcare Documentation Integrity (AHDI)
3	JCAHO002	Certified Ophthalmic Technician (COT)	Joint Commission on Allied Health Personnel in Ophthalmology (JCAHPO)
4	AMOPT001	Certified Paraoptometric Assistant (CPOA)	American Optometric Association
5	ACSMD002	Certified Personal Trainer	American College of Sports Medicine
6	NCSAF002	Certified Personal Trainer	National Council on Strength and Fitness (NCSF)
7	CDREG001	Dietetic Technician, Registered (DTR)	Commission on Dietetic Registration
8	ABAYC001	Marine Composites Certification	American Boat & Yacht Council
9	MICRO017	Microsoft Office Specialist Master	Microsoft Corporation
10	NIFMS016	NIMS Machining Level I - Grinding Skills I	National Institute for Metalworking Skills (NIMS)

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 2026-2027 Master Credentials List will now include **2,319** total credentials consisting of:

- 295 degree credentials
- 826 non-degree credentials
- 580 industry certifications
- 576 registered apprenticeships
- 42 K-8 Cape digital tools

If approved, the new 2026-2027 Master Credentials List will be forwarded to the CareerSource Florida Board of Directors for delivery to the State Board of Education. Credentials marked for removal in year one will stay on the list for at least one year after identification. Valid submitters may reconcile eligibility issues and re-submit credentials for inclusion on the 2026-2027 Master Credentials List.

Prior to the State Board of Education meeting, technical revisions may be required, including updates to credential titles, availability, or identification codes. Such revisions will not add or remove credentials beyond those identified in this Action Item.

FOR CONSIDERATION

- Approve the 2026-2027 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](#)
- [2026-2027 Master Credentials List](#)

Information Items



Florida Credentials Review Committee

Speaker Bios

Tara Goodman



Tara Goodman serves as vice chancellor for the Florida Department of Education's Division of Career and Adult Education. Goodman oversees operations for the division's bureaus for career and technical education programs, adult education programs, grants administration and the research and evaluation unit. In addition, she is responsible for the implementation of the Florida Career and Professional Education (CAPE) Act.

She has more than 20 years of experience conducting policy review and program implementation for workforce education programs in Florida. Since 1996, Goodman has held positions at the Postsecondary

Education Planning Commission, the Council for Education Policy, Research and Improvement, and the Florida Board of Regents. She lives in Tallahassee.

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.

Jason Mahon



Jason Mahon serves as Deputy Secretary of Economic Development and Chief Manufacturing Officer at FloridaCommerce. Since 2015, Mahon has served the State of Florida in many roles, including Communications Director to Governor Ron DeSantis. Prior to working in the Governor's office, Mahon served at multiple state agencies, including Emergency Management, the Department of Health and the Department of Environmental Protection.

A native Floridian from Charlotte County, Mahon graduated from Florida State University and resides in Tallahassee with his wife Ashley and their children Jonah and Macy.