

Florida Credentials Review Committee Meeting

February 18, 2026

Welcome and Remarks



Katie Crofoot McManus

Chair

FOR PUBLIC COMMENT:

Please see Madison Frazee to fill out a public comment card 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 November 6, 2025, meeting minutes to include any modifications or changes noted by the Committee.

MCL Trainings and Credential Communications



Elizabeth Glenn

Director of Planning and Evaluation, Workforce Program Development

Annual Credentials Review

Florida Statute 445.004 requires yearly evaluation of credentials on the Master Credentials List.

Evaluation Criteria

The review assesses wage outcomes, labor market demand, and credential sequencing for quality assurance.

Quality Framework Enforcement

Credentials failing to meet quality standards are flagged for removal, ensuring alignment with workforce priorities.

Flagging & Extension Process

Submission Opportunities

- **Feb. 26, 2024:** 457 credentials flagged for removal.
- **2024:** Four deadlines for submitters to cure flagged credentials.
- **2025:** Four additional opportunities through application submissions

Policy Updates and Highlights

- **Aug. 14, 2024:** Charter updated: flagged credentials remain on MCL for two years.
- **Dec. 4, 2024:** Year 2 flagged credentials highlighted in orange.

Final Resolution Timeline

- Applications were due to resolve deficiencies by **Dec. 1, 2025.**
- 84 credentials not cured are being recommended for removal **Feb. 18, 2026.**

Trainings

- 3 virtual sessions held in **July 2025** and 2 virtual sessions held in **November 2025** for stakeholders submitting credentials. Over 600 stakeholders attended.
- **July 21-23, 2025:** information shared with education stakeholders at FACTE.

Key Training Topics

- Framework of Quality
- Application portal navigation
- Flagged credential resolution
- SOC alignment & CAPE criteria

Support and Quarterly Office Hours

- **Aug. 11, 2025| Nov. 10, 2025| Jan. 12, 2026** : Q&A and technical support session.
- **Apr. 13, 2026:** Next office hours
- Ongoing technical assistance meetings and email blasts.

Proactive Engagement

- CareerSource Florida communicated removal plans early to ensure transparency.

Formal Notification Process

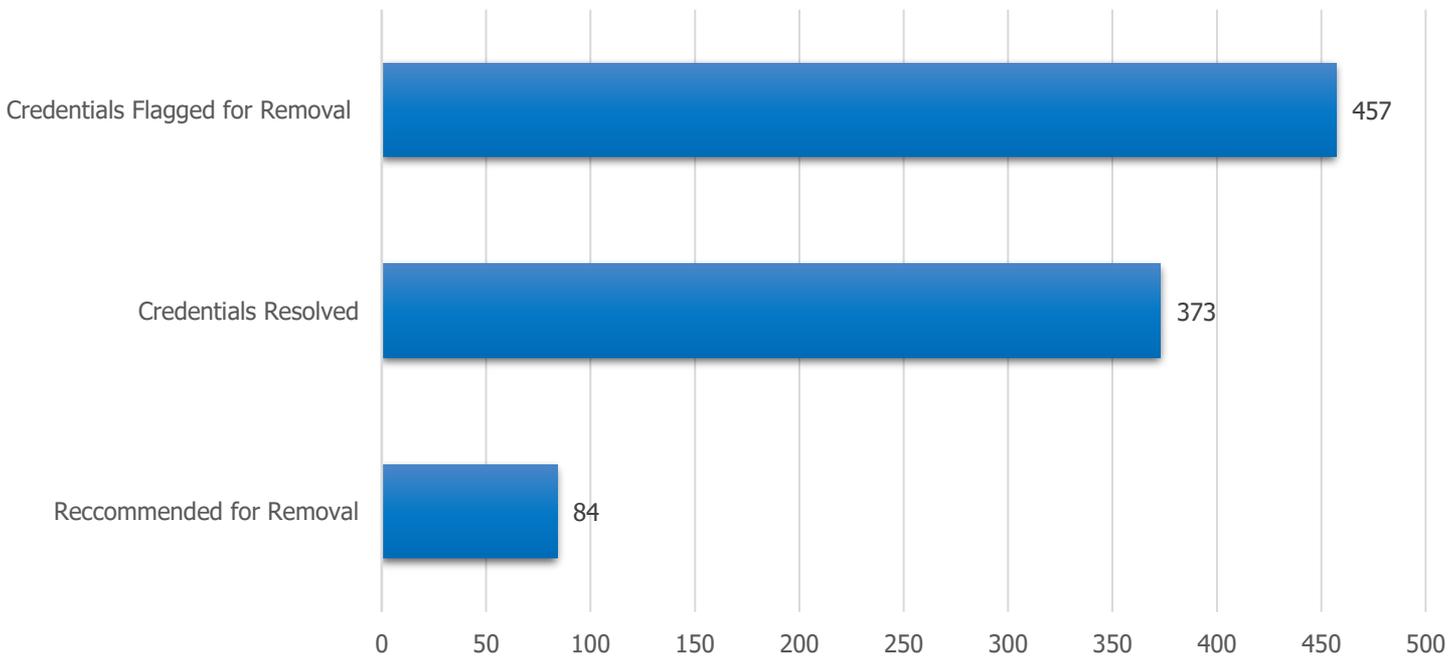
- **Oct. 1, 2025 and Nov. 19, 2025:** Notice sent to colleges, school districts, and workforce boards with timelines and consequences.

Emphasis on Collaboration

- Highlighted need for timely action and collaboration to maintain MCL integrity and workforce goals.

Outreach Impact

Status of the Year 2 Credentials Flagged for Removal



Action Item 1

Updates to 2026-2027 Master Credentials List



Victoria Gaitanis

Vice President, Workforce Program Development

Florida's Framework of Quality for Credentials

Criteria for Inclusion on the Master Credential List

DEMAND	WAGE	VALUE
<p>Credentials must be linked to a Standard Occupation Code (SOC) that has been identified as in-demand, either statewide or at the regional/local level.</p>	<p>Provides employment that has or leads to middle- to high-level wages. Thresholds are established annually. Credentials must meet at least one of the three options. For 2025: Starting: \$35,061 Mean: \$52,414 High: \$59,421</p>	<p>Industry-recognized skills that prepare someone for entry to, or advancement in, an occupation.</p> <p>The credential should be portable, stackable and lead to positive employment outcomes.</p>

Sources:

1. CareerSource Florida, [Framework of Quality](#)
2. Section 445.004, Florida Statutes
3. Florida Department of Commerce – LMEC & Regional Demand Occupation Lists

2026-2027 MCL Credential Review

Quarterly Update

Type of Review	Recommended for Inclusion	Recommended for Denial
23 Applications Received		
10 New Credential Applications	1 Recommended for addition to Master Credentials List	9 Denied for addition to Master Credentials List
1 Existing Credentials seeking to resolve Demand deficiencies	1 Recommended for flag Removal	
10 Existing Credentials seeking to resolve Wage/SOC deficiencies	10 Recommended for flag Removal	
2 Existing Credentials seeking to resolve Demand and Wage deficiencies	2 Recommended for flag Removal	

2026-2027 MCL Applications

New Credentials Recommended for Addition to MCL

Name of Credential	Submitted by
1. Program Development & Problem – Solving Core Principles	St. Lucie Public Schools

2026-2027 MCL Applications

New Credentials Not Recommended for Addition to MCL

Name of Credential	Submitted by
1. Cybersecurity Level 1	Polk County Public Schools
2. Cybersecurity Level 2 (Advanced)	Polk County Public Schools
3. Java Level 1	Polk County Public Schools
4. JavaScript Level 1	Polk County Public Schools
5. Python Level 1	Polk County Public Schools
6. Web Design Level 1	Polk County Public Schools
7. Web Development Level 1	Polk County Public Schools
8. Unreal Engine 3D Fundamentals	Pinellas County Schools
9. Certified IPC Specialist (CIS) IPC-A-620 Certification	CareerSource Brevard Flagler Volusia

2026-2027 MCL Applications

Credentials Resolved for Wage/Demand Deficiency

Name of Credential	Submitted By	Credentials Resolved for Wage/Demand
1. Miami Dade College Apprenticeship Program GNJ (PRG #: 2018-FL-71114) - Hotel Associate	CareerSource South Florida	Demand
2. Early Childhood Inclusion Specialization	CareerSource South Florida	Wage
3. Barbering Career Certificate	CareerSource Brevard Flagler Volusia	Demand and wage
4. Early Childhood Development Specialization Technical Certificate	Broward College	Wage
5. Principles of Teaching	Broward County Public Schools	Wage
6. HBI Pre-Apprenticeship Certificate Training (PACT), Core	Polk County Public Schools	Wage
7. HBI Pre-Apprenticeship Certificate Training (PACT), Core Green	Polk County Public Schools	Wage
8. Infant Toddler Specialization	Broward College	Wage

2026-2027 MCL Applications

Credentials Resolved for Wage/Demand Deficiency

Name of Credential	Submitted By	Credentials Resolved for Wage/Demand
9. Certified Registered Central Service Technician (CRCST)	Hillsborough County Public Schools	Wage
10. NASM Certified Personal Trainer (CPT)	Pinellas County Schools	Wage
11. Nails Specialty	St. Johns County School District	Wage
12. Facials Specialty	St. Johns County School District	Wage
13. Patient Care Technician	Taylor County School District	Wage

2026-2027 MCL Flagged Credentials

Credential Type	Total Credentials
Degree Programs of Study	1
Non-Degree Programs of Study	57
Registered Apprenticeships	16
Industry Certifications	10
Total	84

2026-2027 Master Credentials List

Quarterly Total Update

Type of Credential	26-27 MCL
Degree Programs of Study	295
Non-Degree Programs of Study	826
Industry Certifications	580
Registered Apprenticeships	576
K-8 CAPE Digital Tools	42
TOTAL	2,319

Action Item 1

For Consideration:

- Approve the updated 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.



The Florida Career and Professional Education Act (CAPE)

Tara Goodman
Division of Career and Adult Education
February 18, 2026



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org

www.FLDOE.org

Background and Overview

- Rule 6A-6.0576, F.A.C., establishes the statewide process for adopting and publishing the Career and Professional Education (CAPE) Industry Certification Funding List in accordance with criteria set forth in ss. 1003.4203, 1008.44 and 1011.62, Florida Statutes (F.S.).
- The Rule implements provisions of the CAPE Act to ensure industry certifications, digital tools, and related credentials are aligned to workforce needs, recognized by industry and eligible for performance-based funding.
- The rule currently outlines:
 - Definitions for CAPE industry certifications, digital tools and acceleration certifications;
 - Requirements and procedures for credential submission, review, and eligibility determinations;
 - Annual adoption of the CAPE Industry Certification Funding List by the State Board of Education; and
 - Funding eligibility parameters for school districts and FCS institutions.

Historic Investment in Career and Technical Education under Governor DeSantis

- Under Governor DeSantis' leadership, Florida has invested **\$12 billion** into workforce education since he took office.
- During the 2024-25 academic year, Florida experienced record-breaking CTE enrollments, including **over 818,000** K-12 Career and Technical Education (CTE) students, **512,000** postsecondary CTE students—a remarkable 30% increase in postsecondary enrollments since Governor DeSantis took office.
- Since Governor DeSantis took office (2018-19), the number of CAPE certifications and digital tool certificates earned in Florida has **surged by 76.7%**, increasing from 192,318 in 2018-19 to a record-breaking 339,780 in 2024-25.

Historic Investment in Career and Technical Education under Governor DeSantis

- More than **\$650 million** generated in the Florida Education Finance Program (FEFP) by students earning industry certifications and digital tool certifications.
- **More than 1.5 million** industry certifications and digital tool certificates earned by high school students since 2018-19.
- **39.5%** of 2024-25 High School Graduates earned at least one industry certification.
- **More than 168,000** industry certifications earned by postsecondary students enrolled in Florida College System and school district postsecondary technical colleges, with about 30,000 earned and funded each fiscal year.



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FloridaCommerce Target Industry Overview

Jason Mahon, Deputy Secretary of Economic
Development, FloridaCommerce

Focus on Job Seekers and Job Creators



FloridaCommerce:

- Workforce Development
- Economic Development
- Community Development
- International Commerce

Governor's Recurring Themes:

- Workforce Readiness – talent development and recruitment, veteran talent, STEM-focused, supply vs. demand, emerging demand, etc.
- Infrastructure Readiness – road, rail, intermodals, seaports, airports, spaceports, military bases, pad-ready sites, water, sewer, electric, broadband, etc.
- Financial Readiness – credit rating, low costs and regulatory hurdles of doing business, access to capital, proximity or pathway to customers, etc.
- Quality of Life – great schools, low crime, water quality and supply, beautiful communities, etc.

FloridaCommerce's Affiliated Public-Private Agencies



- CareerSource Florida
- Florida Defense Alliance
- Florida Defense Support Commission
- Florida Development Finance Corporation
- Florida Export Finance Corporation
- Florida Opportunity Fund
- Florida Sports Foundation
- SelectFlorida
- Space Florida
- VISIT FLORIDA

Target Industries and Clarifications (“incl.” = but not limited to)



❑ 4 Cross-Cutting Target Industries:

- ❑ Corporate Headquarters
- ❑ Logistics – incl. Shipping, Distribution, Packaging, Processing
- ❑ Manufacturing
- ❑ Research and Development

❑ 8 Sector-Specific Target Industries:

- ❑ Aerospace and Aviation – incl. MRO, Pilot Training, Air Traffic Control, AAM, UAS/UAV
- ❑ AgTech – incl. Emerging Technologies, Timber, Aquaculture, etc.
- ❑ Energy Security – incl. Semiconductors, Superconducting, Nuclear, Hydrogen, Energy Storage, etc.
- ❑ Financial Services – incl. Insurance, FinTech
- ❑ Information Technology – incl. Emerging Technologies, Cybersecurity
- ❑ Life Sciences – incl. Pharmaceuticals, Medical Device Technology, Digital Health
- ❑ Maritime – incl. Commercial and Industrial Base Shipbuilding, MRO
- ❑ Military and Defense – incl. Dual Use Tech, Law Enforcement Tech, Modeling, Simulation and Training

Target Industries 2028 Forecast



❑ 4 Cross-Cutting Target Industries:

- ❑ Corporate Headquarters – Expected increase of 11,892 jobs
- ❑ Logistics – incl. Shipping, Distribution, Packaging, Processing – Expected increase of 42,832 jobs
- ❑ Manufacturing – Expected increase of 25,158 jobs
- ❑ Research and Development – Expected increase of 3,353 jobs (13%)

❑ 8 Sector-Specific Target Industries:

- ❑ Aerospace and Aviation – Expected increase of 14,314 jobs
- ❑ AgTech – Expected increase of 39,128 jobs
- ❑ Energy Security – Expected increase of 11,930 jobs
- ❑ Financial Services – Expected increase of 112,934 jobs
- ❑ Information Technology – Expected increase of 34,611 jobs
- ❑ Life Sciences – Expected increase of 81,117 jobs
- ❑ Maritime – Expected increase of 2,947 jobs (could be much higher if we land a major shipbuilder)
- ❑ Military and Defense – Expected increase of 33,281 jobs

Target Industries and Emerging Demand



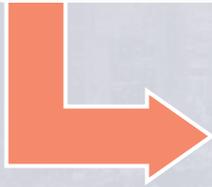
- ❑ **The Regional Demand Occupations List**, produced annually by Florida Department of Commerce, serves as one of the primary data products used to determine labor market demand. Credentials linked to occupations found on the list satisfy the primary criteria in the Framework of Quality for labor market demand.
- ❑ **Emerging Demand Occupations**, as of the 2025-2026 program year, are now permanent additions to the Regional Demand Occupations List. These are occupations that are either concentrated in or serve critical functions related to Targeted Industries.

Representing Targeted Sectors on the Master Credentials List



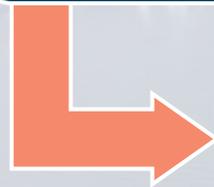
Targeted Industries

Targeted Industries help identify Emerging Demand Occupations



Emerging Demand Occupations

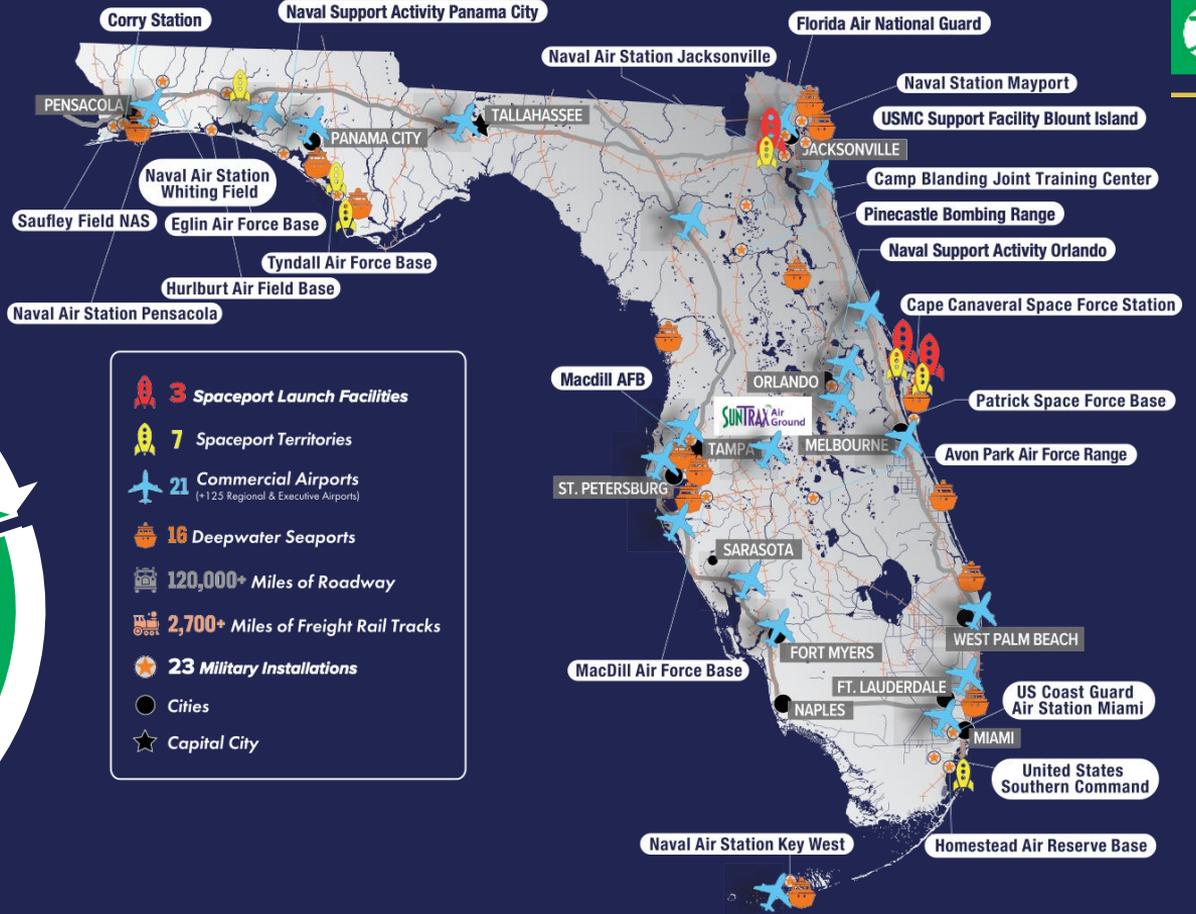
Emerging Demand Occupations are linked to credential inventory



Framework of Quality

Credentials linked to Emerging Demand satisfy demand criteria in the Framework of Quality

FLORIDA'S LOGISTICS AND EXPORT ADVANTAGES



Opportunity Zones 2.0



- ❑ The One Big Beautiful Bill of 2025 made the program a permanent part of the tax code.
- ❑ It more precisely targets the neediest communities and rural areas, through the elimination of adjacent zones, updated criteria, more current data, and removal of certain exceptions.
- ❑ New zones will be nominated by Governors starting July 1, 2026, and qualified by the U.S. Treasury by December 31, 2026, to take effect on January 1, 2027.
- ❑ Hereafter, Zones will be nominated and designated every 10 years.
- ❑ The goal of the new legislation is to broaden investments to include more operating businesses and rural areas. Investments in rural areas will receive a 30% basis step-up after five years compared to the standard 10% for non-rural investments.
- ❑ The current OZ map will remain in effect through December 31, 2028, overlapping the new designations for two years.

OZ Survey



- ❑ FloridaCommerce is seeking census tract recommendations for Opportunity Zone 2.0 designations through a **survey submission tool**.
- ❑ The survey allows communities to participate in this process, and your feedback is critical.
- ❑ To participate, please scan the QR code below and complete the survey by April 1, 2026.
- ❑ Visit our [Opportunity Zones Program](#) page for more information and updated content.



OZ
Survey



OZ Program
Page

Thank You!



Jason.Mahon@Commerce.fl.gov

FLORIDACOMMERCE

RESOURCE GUIDE

Explore the comprehensive resources, services and programs FloridaCommerce offers to help communities, businesses and residents thrive in the Sunshine State.

COMMUNITIES JOB CREATORS JOB SEEKERS



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SELECTFLORIDA

ECONOMIC DEVELOPMENT TOOLKIT

Inside you'll find information, tools and resources to support your efforts as you champion growth for existing businesses, attract new enterprises and fuel the expansion of private sector employment opportunities for Florida's workforce.

Sample social, email and newsletter copy, ads and flyers are available.

SelectFlorida is the official trade and investment promotion agency of the Sunshine State | Learn more at: SelectFlorida.org



OPEN DISCUSSION AND PUBLIC COMMENT:

Please see Madison Frazee to fill out a public comment card 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

- May 13, 1:00 – 3:00 p.m. – virtual

Closing Remarks



Katie Crofoot McManus

Chair