



## Board of Directors Executive Committee Meeting Agenda

MARCH 25, 2026 • 11:30 A.M. – 12:00 P.M., ET

MEETING LINK: [Join Webinar](#)

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**Chair's Welcome & Remarks**

***Stephanie Smith***

**Action Item**

***Victoria Gaitanis***

1. Determination on Appeals of Credentials Review  
Committee Actions and Approval of 2026-2027 Master Credentials List

**Open Discussion/Public Comment**

**Closing Remarks**

***Stephanie Smith***

### UPCOMING MEETINGS

**Strategic Policy and Performance Council Meeting** | June 2, 10:00 – 11:00 a.m., Miami

**Finance Council Meeting** | June 2, 1:00 – 2:00 p.m., Miami

**Board of Directors Meeting** | June 3, 9:00 a.m. – 12:00 p.m., Miami

Approved \_\_\_\_\_  
Disapproved \_\_\_\_\_

# Action Item 1

## Determination on Appeal of Credentials Review Committee Actions

Under Florida law<sup>1</sup>, CareerSource Florida appoints the **Credentials Review Committee** to advise the State Workforce Development Board on which degree and non-degree credentials should be included on the **Master Credentials List**. The committee defines what qualifies as a **credential of value** and maintains a **Framework of Quality**, which is reviewed every two years to ensure alignment with workforce needs.

The Master Credentials List is used by the Florida Department of Education to determine eligibility for **CAPE Act industry certification funding**. Certifications must be approved for the Master Credentials List before they can receive CAPE funding and must meet both CAPE requirements and the Framework of Quality.

At its February 18, 2026 meeting, the Credentials Review Committee approved the 2026–2027 Master Credentials List. Two timely appeals were submitted and reviewed by an **Interagency Review Team**. Each credential was evaluated using state law and the Framework of Quality to confirm that it is industry-recognized, connected to in-demand and well-paying jobs, and supported by verifiable evidence.

Based on the evaluation of the appeal applications, the Interagency Review Committee recommends the addition of 2 new credentials to the 2026-2027 Master Credentials List. The credentials are as follows:

No.	Name of Credential	Submitted by
1.	HBI Certificate Training, Residential Construction Principles	Local Workforce Development Board – CareerSource Polk
2.	Unreal Engine 3D Fundamentals	Florida School District – Pinellas

<sup>1</sup> Section 14.36, Florida Statutes and Section 445.004, Florida Statutes

With the approval of the Credential Review Committee the 2026-2027 Master Credentials List will now include **2,356 total** credentials consisting of:

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

Credential submitters, including those whose appeals are denied, are encouraged to work with school districts, local workforce development boards, and other stakeholders to resolve deficiencies and re-submit credentials for consideration by the Credentials Review Committee.

### **FOR CONSIDERATION**

- **Approval of the appeal of the Local Workforce Development Board CareerSource Polk and approve the following credential for inclusion on the Master Credentials List:**
  - HBI Certificate Training, Residential Construction Principles
- **Approval of the appeal of the Pinellas County School District and approve the following credential for inclusion on the Master Credentials List:**
  - Unreal Engine 3D Fundamentals
- **Approve the 2026-2027 Master Credentials List and the transmission of this list 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](#)**

**Credential application for:**

- HBI Certificate Training, Residential Construction Principles
- Unreal Engine 3D Fundamentals

**Credential appeal application and appeal letter for:**

- HBI Certificate Training, Residential Construction Principles
- Unreal Engine 3D Fundamentals

**[2026-2027 Master Credentials List](#)**



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## AP-000020

Appeal ID	AP-000020	Status	Under Review
Reviewer		Name of Credential Denied:	HBI Pre-Apprenticeship Certificate Training, Residential Construction Principles
Additional info. for denied credential?	Yes	Select the Type of Credential Denied:	Industry Certification
Credential Application Denied	MCLA - 001622	Credential Information Site (https://)	<a href="https://hbi.org/certification/residential-construction-principles">https://hbi.org/certification/residential-construction-principles</a>
Application Denial Reason		Approval Step Status	CareerSource Review
		CareerSource Team Recommended	Yes
		DOE Partner Recommended	
		DOE Recom for CAPE Postsecondary Funding	
		FloridaCommerce Partner Recommended	
		Ag Partner Recommended (if applicable)	

### Applicant

Are you the Original Submitter?	Yes		
Applicant	Joylette Stevens	Applicant Phone	863-508-1600
Applicant Title		Applicant Email	<a href="mailto:joylette.stevens@careersourcepolk.com">joylette.stevens@careersourcepolk.com</a>

### Denial Matrix/Framework of Quality

On FloridaCommerce Regional Demand List?	Yes	Sequence to Higher-level Credential?	Yes
LMEC Area OF Concern	No	Credential Sequenced	HBI Credential
		Credentialing Agency for Higher-Level	NOCTI

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**Dates**

Appeal Submitted Date 3/3/2026  
14 Day Period

Appeal Start Date  
Appeal Completion Date

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**Supporting Information**

Upload Copy of Denial Letter

**Appeal Narrative**

Pursuant to section 445.004 Florida Statutes LWDB Polk submits this appeal to demonstrate that the HBI Pre Apprenticeship Certificate Training Residential Construction Principles credential meets documented local workforce demand.

LWDB Polk experiences sustained demand for residential construction occupations driven by population growth housing development and post disaster rebuilding activity. Local labor market information consistently shows shortages in entry level construction trades including carpentry framing and general residential construction. Employers report difficulty recruiting individuals with foundational skills and job readiness for these occupations.

The HBI Pre Apprenticeship Certificate Training credential directly addresses this local need by providing industry aligned foundational competencies that support entry into registered apprenticeship programs and immediate employment in residential construction. Local employers and training partners utilize the credential as a preparatory tool to build a qualified pipeline into apprenticeship and employment particularly for individuals with limited prior exposure to the construction industry.

While the credential is pre apprenticeship in nature it is intentionally designed to meet documented local demand by supporting workforce entry into high demand construction pathways. In Polk County the credential functions as a recognized on ramp to employment and apprenticeship opportunities aligned to local hiring needs and workforce shortages.

Based on documented local demand employer engagement and alignment with residential construction workforce needs LWDB Polk respectfully requests that the CRC Work Group consider this

### Construction Laborers in Polk County, Florida, 2025Q3<sup>1</sup>

SOC	Occupation	Current					5-Year History			1-Year Forecast				
		Empl	Mean Ann Wages <sup>2</sup>	LQ	Unempl	Unempl Rate	Online Job Ads <sup>3</sup>	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
47-2061	Construction Laborers	3,088	\$43,800	1.21	320	7.6%	46	543	3.9%	341	108	156	77	2.5%
<b>00-0000</b>	<b>Total - All Occupations</b>	<b>290,737</b>	<b>\$60,300</b>	<b>1.00</b>	<b>16,430</b>	<b>4.6%</b>	<b>12,310</b>	<b>38,875</b>	<b>2.9%</b>	<b>39,903</b>	<b>14,977</b>	<b>18,990</b>	<b>5,935</b>	<b>2.0%</b>

Source: [JobsEQ®](#)

Data as of 2025Q3 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Data based on a four-quarter moving average unless noted otherwise.

2. Wage data represent the average for all Covered Employment

3. Data represent found online ads active within the last thirty days in the selected region. Due to alternative county-assignment algorithms, ad counts in this analytic may not match that shown in RTI (nor in the popup window ad list). Ad counts for ZCTA-based regions are estimates.



**POLK COUNTY**  
**PUBLIC SCHOOLS**  
STUDENTS FIRST

### Agenda Item Details

Meeting	Jun 30, 2025 - 2024-25 Contracts BELOW \$250,000 (Superintendent Signature)
Subject	Agreement between Southeastern University and The School Board of Polk County, FL
Access	Public
Type	Action (Consent)
Recommended Action	Motion to approve the Articulation Agreement between Southeastern University and The School Board of Polk County, FL

### Public Content

#### DESCRIPTION:

The attached articulation agreement allows for students from PCSB CTAE Construction Academies to receive course credit at Southeastern University toward the Construction Technology program.

#### CONTACT:

Leann Bennett 863-519-8438 Ext 808  
Sr. Director Career, Technical & Adult Education

Josette Twait 863-519-8438 Ext 882  
Asst. Director Career, Technical & Adult Education

**WORK SESSION POWERPOINT PRESENTATION:** No

**FINANCIAL IMPACT: No Cost**

Amount:

Funds Reservation Number or Requisition Number:

Cost Center:

Fund:

Functional Area:

GL:

CLERK OF COURT  
CIVIL DIVISION  
JUN 23 2024 10 51

**Administrative Content**

**Executive Content**

*Our adopted rules of Parliamentary Procedure, Roberts Rules, provide for a consent agenda listing several items for approval of the Board by a single motion. Documentation concerning these items has been provided to all board members in advance to assure an extensive and thorough review. Items may be removed from the consent agenda at the request of any board member.*

Workflow  
Workflow

Aug 27, 2024 9:08 AM :: Submitted by Namita Jaitly. Routed to Leann Bennett for approval.  
Aug 27, 2024 9:15 AM :: Approved by Leann Bennett. Routed to Anne Pasco for approval.  
Aug 27, 2024 12:56 PM :: Approved by Anne Pasco. Routed to Michael Kragh for approval.  
Aug 27, 2024 1:04 PM :: Approved by Michael Kragh. Routed to Joseph Mcnaughton iii for approval.  
Aug 28, 2024 8:10 AM :: Approved by Joseph Mcnaughton iii. Routed to Wes Bridges for approval.  
Aug 29, 2024 10:25 AM :: Approved by Wes Bridges. Routed to Carol Matthews for approval.  
Aug 29, 2024 10:47 AM :: Approved by Carol Matthews. Routed to Heather Jenkins for approval.  
Aug 29, 2024 12:06 PM :: Approved by Heather Jenkins. Routed to Jason Pitts for approval.  
Aug 29, 2024 3:35 PM :: Final approval by Jason Pitts

**Last Modified by Jason Pitts on August 29, 2024**

## ARTICULATION & ENROLLMENT AGREEMENT

THIS ARTICULATION/CERTIFICATE ENROLLMENT AGREEMENT (the "Agreement") is made and entered into effective September 15, 2024 (the "Effective Date"), by and between Southeastern University, Inc. ("SEU") and The School Board of Polk County, FL (the "District").

### WITNESSETH:

WHEREAS, SEU is an institution of higher learning which offers baccalaureate and master's degree programs in several disciplines and which is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools; and

WHEREAS, District is a county wide school systems (The School Board of Polk County, FL) offering a high school Construction Academy program; and

WHEREAS, SEU and District desire to promote the most efficient and effective use of their resources and to offer students the broadest possible range of educational opportunities; and

WHEREAS, SEU and District desire to enter into an agreement to provide for the awarding of credits for those students who matriculate from School to SEU.

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

1. **Admission.** All students of the District shall complete and submit an application to matriculate at SEU and must otherwise meet qualifications for admission as set forth in the Southeastern University Catalog, which may be amended from time to time by SEU in its sole discretion. No student shall be guaranteed admission into specific majors at SEU.

2. **Award of Credits.** Upon matriculation to SEU, credits earned by students of the District shall be transferred as follows:

- A. **Check if Applicable\_\_\_\_\_.** For Students who have earned an Associate of Arts ("AA") degree from the District, SEU will accept sixty (60) hours of credit to be transferred and applied toward SEU's general education requirements and the awarding of a baccalaureate degree from SEU. Courses will transfer as described in the attached Program Articulation/Course Equivalency Chart.
- B. **Check if Applicable\_\_\_\_\_.** For Students who have earned an Associate of Science ("AS") degree from the District, SEU will accept forty five (45) hours of credit to be transferred and applied toward SEU's general education requirements and the awarding of a baccalaureate degree from SEU. Based on the SEU degree program which the student is pursuing, additional credits may be transferred for those District courses that correspond with SEU required courses or electives. Courses will transfer as described in the attached Program Articulation/Course Equivalency Chart.

- C. **Check if Applicable** \_\_\_\_\_. For Students who have earned an Associate of Applied Science ("AAS") degree from the District, SEU will accept forty five (45) hours of credit to be transferred and applied toward SEU's general education requirements and the awarding of a baccalaureate degree from SEU. Based on the SEU degree program that the student is pursuing, additional credits may be transferred for those District courses that correspond with SEU-required courses or electives. Courses will transfer as described in the attached Program Articulation/Course Equivalency Chart.
  
- D. **Check if Applicable** X. Students of the District shall be eligible to receive credits for those courses set forth in the Program Articulation/Course Equivalency Chart Addendum attached hereto, subject to the conditions set forth in such Addendum.
  
- E. **Check if Applicable** \_\_\_\_\_. Students of the District shall earn academic credit for courses set forth in the Dual Enrollment Addendum attached hereto, subject to the conditions set forth in such Addendum.
  
- F. Authority over all academic policies or practices not mentioned in this Agreement shall remain with SEU.

3. **Joint Cooperation.** SEU's and District's academic affairs, registrar, and advising offices will collaborate, meeting at least annually, to discuss the articulation process and to update the District on SEU general education requirements. The parties agree to monitor the performance of this Agreement and periodically review the Agreement to strengthen the articulation between District and SEU. District and SEU shall each appoint a representative to serve as a liaison to the other party with respect to this Agreement.

4. **Promotion/Outreach.** The district agrees to publicize this Agreement to prospective students and inform qualified students matriculating to SEU of the opportunities and benefits under the terms of this Agreement. The district grants SEU permission to inform District students about SEU's programs by mail or email correspondence or on-campus visits (subject to approval by the School of time and location).

6. **Confidentiality.** The parties agree that all individual student records, including names, whether academic, personal, or otherwise, shared between SEU and the District to facilitate enrollment in either institution shall be treated as private and confidential. SEU and District commit to using the records acquired collectively for institutional purposes only and in compliance with FERPA law.

7. **Term and Termination.** This Agreement shall be effective from the Effective Date and shall continue in effect from year to year, unless terminated as provided below. Either party may terminate this Agreement for any reason, with or without cause, upon thirty (30) day advance written notice to the other party. Notwithstanding any such termination, all terms remain in force through the end of any course ongoing on the date of any such termination and for any student who began at either institution prior to the termination date and maintains continuous enrollment.

8. **Notice.** Any notice required or authorized under this Agreement shall be in writing and

shall be deemed given when sent by United States mail, postage prepaid, certified and return receipt requested, or by hand deliver, address as follows:

To SEU: Southeastern University, Inc.  
1000 Longfellow Boulevard  
Lakeland, Florida 33801  
Attention: Provost

To DISTRICT: The School Board of Polk  
County, FL  
1915 S Floral Ave.  
Bartow, FL 33830  
Attention: Senior Director of Career, Technical, and Adult  
Education

Either party may subsequently change its address contained in this notice provision by giving the other party written notice of said change in accordance with the provisions of this paragraph.

9. **Non-Exclusive.** This Agreement is not an exclusive contract, and nothing in this Agreement shall be construed as limiting the right of either party to affiliate or contract with any other entity on a limited or general basis while the Agreement is in effect.

10. **Assignment.** Neither party may assign this Agreement or delegate its duties hereunder to a third person or entity without the prior express written consent of the other party.

11. **Amendment.** This Agreement may only be modified or amended by mutual written agreement of the parties. An authorized representative of each party shall sign any such modification or amendment, which shall be attached to and become part of this Agreement.

12. **Entire Agreement.** This Agreement, including the attached Program Articulation/Course Equivalency Chart and Addendum (if any), contains the entire agreement of the parties hereto and supersedes all prior oral or written negotiations, representations, agreements, understandings, proposals, or undertakings with respect to the subject matter thereof.

IN WITNESS WHEREOF, the parties have hereto executed this Agreement as of the day and year first written above.

University:

District:

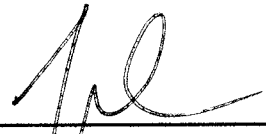
**SOUTHEASTERN UNIVERSITY, INC.**

**THE SCHOOL BOARD OF POLK  
COUNTY, FLORIDA**

By: 

Meghan L. Griffin, Ph.D

Provost

By: 

Print Name: Frederick Heid

Title: Superintendent

**Articulation and Certification Addendum**

THIS ARTICULATION ADDENDUM (the "Addendum") is made and entered into effective August 22, 2024 (the "Effective Date"), by and between **Southeastern University, Inc. ("SEU")** and **The School Board of Polk County, FL (the "District")**.

1. Beginning with the Spring 2025 semester, the following will be offered to PCPS Construction Academy students:
  - a. Provided that the PCPS Construction Academy student has completed the Homebuilders Institute Core Pact and the student has passed the HBI industry certification exam, the student will earn six credit hours applied to the Construction Technology program at SEU.

or;

- b. Provided that the student has completed four years of PCPS Construction Academy and has passed the HBI industry certification exam, the student will earn nine credit hours applied to the Construction Technology program at SEU.

IN WITNESS WHEREOF, the parties have hereto executed this Agreement as of the day and year first written above.

University:

District:

**SOUTHEASTERN UNIVERSITY, INC.**

**THE SCHOOL BOARD OF POLK  
COUNTY, FLORIDA**

By: 

Meghan L. Griffin, Ph.D  
Provost

By: \_\_\_\_\_

Print Name: \_\_\_\_\_

Title: \_\_\_\_\_



January 1, 2025

To Whom it May Concern:

I'm writing this letter in support of the Unreal Engine industry certification for secondary students being developed by Epic Games.

Cesium is an open platform for 3D geospatial that enables users to visualize 3D data, including terrain and buildings. One of Cesium's core offerings is Cesium for Unreal, an integration with Unreal Engine that combines the 3D geospatial capability of Cesium with the rendering power of Unreal Engine. This integration enables users to create digital worlds with real-world 3D content. The applications of Cesium for Unreal are nearly limitless, and include building virtual cities to highlight game locations for the National Football League; visualizing the terrain of the moon; and supporting urban planning with interactive digital twins of neighborhoods, bridges, and streetscapes.

I am excited about the opportunity for students to be able to "jump start" their skill-building in Unreal Engine with a certification prep course from Epic, and to begin positioning themselves to be strong contributors in industry early in life. Combined with other opportunities including the Cesium Certified Developer program, I believe we can help support an ecosystem of capable, well-trained engineers, developers, technical artists, and other contributors who can help realize the full potential of 3D across sectors.

Cesium's commitment to openness includes opening doors to careers in 3D for individuals with diverse backgrounds and experiences. Industry certifications that validate core skills and competencies increasingly enable us to consider hiring candidates with nontraditional education and career paths, which enriches both our work and the field as a whole.

I appreciate Epic's commitment to supporting students in building skills that prepare them for careers in industry. Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Patrick Cozzi", written in a cursive style.

Patrick Cozzi  
Founder, Cesium  
Chief Platform Officer, Bentley Systems



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## AP-000019

Appeal ID	AP-000019	Status	Under Review
Reviewer		Name of Credential Denied:	Isfaf
Additional info. for denied credential?	Yes	Select the Type of Credential Denied:	Industry Certification
Credential Application Denied	MCLA - 000495	Credential Information Site (https://)	https://gameplan.com/certifications/unreal-engine-3d-fundamentals
Application Denial Reason		Approval Step Status	Board Review
		CareerSource Team Recommended	No
		DOE Partner Recommended	
		DOE Recom for CAPE Postsecondary Funding	
		FloridaCommerce Partner Recommended	
		Ag Partner Recommended (if applicable)	

### Applicant

Are you the Original Submitter?	Yes		
Applicant	Ronald Flowers	Applicant Phone	7276237288
Applicant Title		Applicant Email	<a href="mailto:flowersro@pcsb.org">flowersro@pcsb.org</a>

### Denial Matrix/Framework of Quality

On FloridaCommerce Regional Demand List?	Yes	Sequence to Higher-level Credential?	Yes
LMEC Area OF Concern	Yes	Credential Sequenced	
		Credentialing Agency for Higher-Level	
		Recognized in 3+ Geographical Areas?	

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## Dates

Appeal Submitted Date 2/25/2026

14 Day Period 3/5/2026

Appeal Start Date 2/19/2026

Appeal Completion Date

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## Supporting Information

Upload Copy of Denial Letter

**Appeal Narrative**

Since the initial review, the Unreal Engine 3D Fundamentals Certification has been significantly strengthened to directly address the Framework of Quality concerns identified by the review team. First, we have clarified credential governance and formally documented the respective roles of Epic Games as the industry steward of the Unreal Engine competency framework and Gameplan as the independent assessment delivery platform. This delineation confirms that the certification functions as an industry-aligned validation of workforce-relevant skills rather than a curriculum-driven product. Second, we have expanded and documented industry and employer validation. Most notably, Cleverlike Studios, a global interactive media and game development firm, has confirmed that Unreal Engine is a core production tool in its pipeline and that holders of the Unreal Engine 3D Fundamentals Certification receive stronger consideration for resume screening, internships, junior contract opportunities, and entry-level project staffing. This directly demonstrates employer use of the credential as a hiring signal in early-career pipelines. Third, we have published a comprehensive Exam Policies and Technical Administration Guide that documents the certification's controlled delivery model, including required proctoring, identity verification, authorized proctor training, security analytics, and formal misconduct enforcement procedures. The exam is a standardized, proctored 40-question assessment with a defined passing standard, ensuring consistency, rigor, and integrity. Fourth, we have formally documented the structural separation between instructional services and credential validation. No proprietary curriculum is required to sit for the exam, and certification outcomes are based solely on performance on the standardized assessment. Finally, while the credential is relatively new, it has already demonstrated meaningful national traction, with state approvals in Washington, New York, California, Nevada, North Carolina, and Illinois, and inclusion in the U.S. Department of Labor CareerOneStop registry. Taken together, these updates demonstrate that the



December 1, 2025

Pinellas County Schools  
301 4<sup>th</sup> Street SW  
Largo, FL 33770

RE: Letter of Support – Pinellas County Schools, Epic Games 3D Fundamentals Certification

Dear Mr. Flowers,

On behalf of CareerSource Tampa Bay (CSTB), I am pleased to provide this Letter of Endorsement for the Epic Games 3D Fundamentals Certification on the CAPE Credential List. Please accept this letter as formal confirmation of our support for the program at Richard O. Jacobson Technical HS at Seminole.

Pinellas County and the broader Tampa Bay region are home to one of Florida’s fastest-growing innovation economies, with significant employer activity in digital media, entertainment technology, defense and simulation, cybersecurity, software development, advanced manufacturing, and architectural visualization. Many companies in these sectors rely on real-time engines—especially Unreal Engine—to support virtual production, simulation environments, 3D visualization, marketing, training systems, and interactive experiences.

The Epic Games 3D Fundamentals Certification will add value to local employers by providing a verifiable indicator that job candidates possess essential knowledge in 3D creation and real-time digital workflows—skills in high demand across Tampa Bay’s priority industries. This certification provides an objective, industry-backed measure of a candidate’s foundational proficiency with Unreal Engine and core 3D skills. It helps employers quickly assess whether an individual has the baseline competencies needed for entry-level roles, apprenticeships, or advanced training programs in digital content, simulation, or interactive technology fields.

Companies throughout the Tampa Bay region increasingly identify Unreal Engine experience as a preferred or required skill. This includes employers in defense contracting, game development, virtual production, simulation and training, animation, digital marketing, architecture, and engineering. A certification backed directly by Epic Games carries significant weight with hiring managers seeking qualified talent.

Earning the Epic Games 3D Fundamentals Certification enhances a job seeker’s employability by strengthening their resume and demonstrating readiness for technical roles in high-growth, high-wage career pathways. This credential supports young adults, career changers, veterans, and adult learners alike—groups CareerSource Tampa Bay serves every day—and opens doors to employment opportunities where real-time 3D skills are increasingly essential.

For these reasons, CSTB fully endorses the Epic Games 3D Fundamentals Certification as a valuable, industry-relevant credential that supports both regional workforce needs and the upward mobility of job seekers across the region.

Thank you for the opportunity to provide this endorsement. Please feel free to contact me with any questions or requests for further information.

Sincerely,

*Keidrian Kunkel*

**Keidrian Kunkel**  
President & CEO  
[kunkelk@careersourcetb.com](mailto:kunkelk@careersourcetb.com)

4350 W. Cypress St., Ste. 875  
Tampa, FL 33607  
P: 813-397-2021 | F: 855-484-6949



# Formal Appeal and Supplemental Evidence Submission

**Credential:** Unreal Engine 3D Fundamentals Certification

Dear Members of the Credentials Review Committee,

On behalf of the Unreal Engine 3D Fundamentals Certification issuer, we respectfully submit this formal appeal and expanded documentation package in response to the Committee's determination that additional information was required to evaluate the credential under Florida's Framework of Quality and section 445.004, Florida Statutes.

Since the initial submission, we have taken substantial corrective action and developed additional formal documentation to directly address each concern raised by the review team.

This appeal summarizes those actions and highlights new evidence provided for the Committee's reconsideration and can be found [on our website here](#).

## Executive Summary of Improvements

Since the initial review, we have:

- Clarified credential ownership and governance structure
- Clarified industry and employer representation
- Secured employer letters explicitly tied to hiring and recruitment use
- Published a comprehensive [Exam Policies, Details, and Technical Administration Guide](#)
- Clearly separated instructional services from credential validation
- Strengthened workforce alignment and occupational mapping
- Documented national adoption and labor market relevance

Collectively, these actions directly respond to the Framework of Quality criteria cited in the Committee's notice.

## What Changed Since Initial Submission

Changes can be found [here on the website](#) and in our [Exam Policies, Details, and Technical Administration Guide](#)

Framework of Quality Area	Original Reviewer Concern	Actions Taken Since Initial Review	New Evidence Provided
Organizational Role & Governance	Needed clarity whether the organization functions as an industry credential issuer or curriculum provider	Published formal governance clarification establishing Epic Games as the industry steward of the competency framework and Gameplan as the independent assessment delivery and certification platform. Roles and authority are now explicitly delineated.	<ul style="list-style-type: none"><li>• Updated Epic Games credential authority letter</li><li>• Credential governance overview</li><li>• Role delineation statement</li></ul>

Industry Governance & Employer Representation	Needed evidence of formal industry oversight with meaningful employer involvement	Expanded and documented Industry Advisory and Validation structure including employers, Unreal Engine SMEs, and workforce pathway leaders. Employer voice is shown in competency review processes.	<ul style="list-style-type: none"> <li>• Advisory board roster with affiliations</li> <li>• Governance workflow documentation</li> </ul>
Formal Industry Endorsement	Needed endorsements explicitly validating workforce relevance	Secured updated employer support letters that directly reference hiring value and production relevance. Language now clearly emphasizes workforce application rather than instructional benefit.	<ul style="list-style-type: none"> <li>• Cleverlike Studios employer letter</li> </ul>
Employer Use in Hiring or Recruitment	Needed proof the credential is required, preferred, or used in hiring decisions	Added employer documentation confirming the certification provides meaningful screening signal and that credential holders receive stronger consideration for internships, junior roles, and entry-level project staffing.	<ul style="list-style-type: none"> <li>• Cleverlike Studios letter with preferential consideration language</li> <li>• Hiring relevance narrative in Section 3 of this document</li> </ul>
<b>Exam Security, Proctoring &amp; Technical Rigor</b>	Needed clearer evidence of controlled, standardized certification administration	<b>NEW:</b> Published comprehensive <a href="#">Exam Policies Details and Technical Administration Guide</a> to the website detailing proctored delivery, identity verification, authorized proctor requirements, security analytics, and misconduct enforcement. Exam structure and passing standards are now fully public and documented.	<ul style="list-style-type: none"> <li>• Exam Policies &amp; Technical Guide</li> <li>• Proctor policy</li> <li>• Candidate policy</li> <li>• Misconduct and security documentation</li> </ul>
Florida CAPE / FCAPE Alignment	Needed confidence the credential can operate within Florida testing compliance structures	<b>NEW:</b> Guide explicitly incorporates Florida CAPE/FCAPE administration expectations, including annual proctor training requirements, five-year record retention, and required incident reporting timelines.	<ul style="list-style-type: none"> <li>• CAPE alignment language in technical guide</li> <li>• Proctor compliance documentation</li> </ul>
Separation of Instruction from Credential Validation	Needed clear delineation between curriculum products and credential validation	<b>NEW:</b> Published formal separation policy in <a href="#">Exam Policies Details and Technical Administration Guide</a> , demonstrating independent credential validation. Confirmed no proprietary curriculum is required to sit for the	<ul style="list-style-type: none"> <li>• Separated Credential vs. curriculum on the website</li> <li>• Assessment overview</li> <li>• Exam administration documentation</li> </ul>

		exam and multiple preparation pathways are supported.	
Alignment with Workforce Demand	Needed stronger demonstration of direct link to employment	Expanded SOC crosswalk and workforce narrative tying the credential to high-demand real-time 3D roles across game development, simulation, virtual production, and interactive media sectors.	<ul style="list-style-type: none"> <li>• SOC alignment table</li> <li>• Florida wage section</li> <li>• Workforce demand narrative</li> </ul>
Stand-Alone Credential Value	Needed clarity whether sequencing to additional credentials is required	Clarified the certification's role as a foundational workforce signal validating baseline Unreal Engine proficiency for entry-level pathways. Mapped our credential to stackable credentials in Unity credentials UNITY005, UNITY006, UNITY003, UNITY002, UNITY004, and the ICUF 500411 — Video Game Design Postsecondary Program of Study.	<ul style="list-style-type: none"> <li>• Credential positioning statement</li> <li>• Entry-level role mapping</li> <li>• Employer validation</li> </ul>

## 1. Clarification of Organizational Role and Credential Governance

The Unreal Engine 3D Fundamentals Certification is an industry-aligned credential framework established and stewarded by Epic Games, the creator and industry owner of Unreal Engine. The competency framework reflects baseline technical capabilities expected in entry-level real-time 3D environments.

Gameplan provides the secure assessment delivery infrastructure and certification management system but does not determine the underlying industry skill standards.

Updated governance documentation is included to clearly delineate:

- Industry competency authority
- Assessment delivery responsibilities
- Certification issuance controls

This clarification ensures alignment with the legislative intent of section 445.004 and can be [found on this page](#).

## 2. Expanded Industry Governance and Employer Representation

In response to the Committee's recommendation, we have formalized and documented the credential's industry advisory and validation structure.

The advisory body includes:

- Employers in game development, simulation, and interactive media
- Unreal Engine technical subject matter experts
- Workforce and CTE pathway leaders

This group provides a structured review of:

- Competency relevance
- Workforce alignment
- Emerging skill needs
- Entry-level role applicability

Supporting governance materials are included [on this page](#).

### **3. Formal Employer Endorsement and Hiring Relevance**

We have submitted updated employer documentation explicitly addressing workforce use.

Cleverlike Studios — a global interactive media and game development firm — confirms that Unreal Engine is a core production tool in its pipeline and that verified foundational competency is directly relevant to hiring and workforce development needs. The company further indicates that the certification provides meaningful signal value and that credential holders receive stronger consideration during resume screening, internship selection, junior contract opportunities, and entry-level project staffing.

#### **Re: Maturity and Employer Adoption**

We would like to address the credential's current maturity and adoption as it relates to formal employer endorsement and hiring relevance. As with many newly introduced industry certifications, employer preference signals are in the early stages of formal documentation; however, early validation is already emerging and continues to expand.

While the Unreal Engine 3D Fundamentals Certification is a relatively new credential, it has demonstrated meaningful national traction in a short period of time. Within its first year of availability, the credential has already achieved state approval in:

- Washington
- New York
- California
- Nevada
- North Carolina
- Illinois

[The certification is also listed in the U.S. Department of Labor CareerOneStop credential registry.](#)

This early multi-state adoption reflects growing employer demand for real-time 3D skills and is consistent with the historical adoption patterns of widely recognized digital media credentials offered by organizations such as Adobe, Autodesk, and Unity. As the official certification aligned to Unreal Engine, the credential is positioned to continue expanding in both industry recognition and educational implementation.

We respectfully ask the Committee to consider the demonstrated trajectory of this credential and the opportunity it provides for Florida students to build verified skills in one of the fastest-growing segments of the digital economy, despite the credential's relatively recent entry into the market. The available evidence shows clear workforce alignment, emerging employer validation, and accelerating national adoption.

### **4. NEW: Comprehensive Exam Security, Proctoring, and Technical Administration Framework**

To further strengthen transparency and rigor, we have published a comprehensive [Exam Policies, Details, and Technical Administration Guide](#), now found on the [website here](#).

This documentation demonstrates that the certification operates under a controlled, standardized, and secure assessment model consistent with industry certification practices.

Key controls include:

- Standardized Proctored Delivery
- Exam Structure and Rigor
  - 40 scored items
  - Multiple choice and multiple select format
  - 60-minute timed administration
  - Passing standard set at 80%
  - Immediate Pass/Fail reporting
  - Retake Policy: twenty (20) calendar days
- Security and Integrity Protections

### **Florida CAPE Alignment**

The guide explicitly incorporates Florida CAPE/FCAPE administration requirements, including:

- annual proctor training and security agreements
- five-year record retention expectations
- required incident reporting timelines

This ensures the certification can operate within Florida's established testing compliance framework.

## **5. Separation of Instruction from Credential Validation**

Consistent with section 445.004, we have formally documented the structural separation between instructional offerings and credential validation.

### **Instructional Layer (optional preparation)**

- Curriculum resources
- professional learning supports
- classroom implementation tools

### **Credential Validation Layer (independent)**

- industry-aligned competency framework
- standardized proctored assessment
- objective scoring and reporting
- independent certificate issuance

Importantly, no proprietary curriculum is required to sit for the exam. Multiple preparation pathways are supported as [documented here](#) and linked on our website [here](#).

## **6. Alignment with Workforce Demand**

The certification page explains how the credential maps directly to high-demand occupational families, including:

- Software Developers (15-1252)
- Computer Programmers (15-1251)
- Web and Digital Interface Developers (15-1255)
- Special Effects Artists and Animators (27-1014)

We include both national workforce data and a regional snapshot of the Tampa Bay labor market on [this page](#) to illustrate the strong and growing demand for real-time 3D and interactive media skills at both the national and local levels.

## Closing

We submit that the Unreal Engine 3D Fundamentals Certification now fully addresses the Framework of Quality considerations identified in the initial review.

The addition of formal employer hiring validation, expanded industry governance documentation, and the newly published Exam Policies and Technical Administration Guide collectively demonstrate that this certification operates as a secure, workforce-aligned, industry-relevant credential.

We welcome continued technical dialogue and stand ready to provide any additional information the Committee may require.

Thank you for your time, review, and continued commitment to ensuring Florida students have access to high-value, workforce-relevant credentials.

Sincerely,

Chris Aviles

Director of Workforce Development and Credentialing, Gameplan

[Chris@gameplan.com](mailto:Chris@gameplan.com)



**CLEVERLIKE**

Cleverlike Studios, Inc.  
10233 S. Parker Rd Ste 300-711  
Parker, CO 80134

February 24, 2026

RE: Employer Letter of Support — Unreal Engine 3D Fundamentals Certification

To Whom It May Concern,

As Chief Executive Officer of Cleverlike Studios, a game development and interactive media company serving clients globally, I am writing to formally support the Unreal Engine 3D Fundamentals Certification delivered through Gameplan.

At Cleverlike Studios, Unreal Engine is a core production tool used across our interactive 3D development pipeline. We regularly evaluate candidates for roles and project work that require familiarity with real-time engines, 3D asset workflows, and interactive development environments. Verified foundational competency in Unreal Engine is directly relevant to our hiring and workforce development needs.

From an employer perspective, the Unreal Engine 3D Fundamentals Certification provides meaningful signal value in the talent pipeline. Specifically:

#### Positions for Which the Credential Is Relevant

Holders of this certification demonstrate baseline readiness for entry-level and junior roles such as:

- Junior Unreal Engine Developer
- Game Design Assistant
- 3D Artist (entry level)
- Interactive Media Developer
- Virtual Production Assistant

These roles require working knowledge of real-time 3D environments, scene construction, asset integration, and basic interactive logic within Unreal Engine.

#### How the Credential Is Used in Hiring Decisions

When reviewing applicants, it's essential to find candidates who can demonstrate practical experience with industry-standard tools. A recognized Unreal Engine certification enables us to identify candidates more quickly who possess verified foundational skills, thereby reducing onboarding time and technical screening risk.

Candidates who hold the Unreal Engine 3D Fundamentals Certification are viewed as better prepared for production environments than candidates without validated experience in real-time engines.



## Preferential Consideration

At Cleverlike Studios, applicants who hold the Unreal Engine 3D Fundamentals Certification receive stronger consideration for:

- Initial resume screening
- Internship selection
- Junior contract opportunities
- Entry-level project staffing

While hiring decisions always consider the full candidate profile, verified Unreal Engine skills materially strengthen an applicant's competitiveness in our evaluation process.

The demand for talent with real-time 3D skills continues to grow across the game development, simulation, and interactive media sectors. The Unreal Engine 3D Fundamentals Certification represents a workforce-relevant credential that helps employers like ours identify emerging talent with applicable technical foundations.

For these reasons, Cleverlike Studios supports the recognition and broader adoption of the Unreal Engine 3D Fundamentals Certification as part of the career-connected talent pipeline.

Please feel free to contact me if additional information would be helpful.

Sincerely,

Brian Dickman  
Chief Executive Officer  
Cleverlike Studios, Inc.  
brian@cleverlike.com

Thank you for submitting your credentials for consideration by the Florida Credentials Review Committee. After careful review, we regret to inform you that the following credentials are not recommended for inclusion in the 2026-2027 Master Credentials List:

- **Unreal Engine 3D Fundamentals**

A review team consisting of staff from CareerSource Florida, the Florida Department of Education, Division of Career and Adult Education, and the Florida Department of Commerce reviewed all credentials and determined that this certification does not meet the necessary criteria for inclusion.

The credential does not meet criteria under Florida's Framework of Quality for addition to the Master Credentials List. Specific concerns include:

Additional information is needed to conduct a full evaluation and determine if this credential results in a direct link to employment and meets the Framework of Quality. 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.

**Recommendations:** To align with the requirements of section 445.004, Florida Statutes, and Florida's Framework of Quality, the provider must demonstrate the following:

- **Clarify organizational role and governance** The credentialing agency should clearly document whether it operates as an industry led credential issuer or as an education and curriculum provider. This should include disclosure of governance structure, leadership composition, and the extent of employer or industry association involvement.
- **Demonstrate industry governance or employer representation** To meet the definition of an industry recognized credential under section 445.004, Florida Statutes, the agency should provide evidence of formal industry governance, such as advisory boards, boards of directors, or credential oversight committees composed primarily of employers or industry representatives from the relevant sector.
- **Document formal industry endorsement** The agency should obtain and provide formal endorsements from nationally or regionally recognized industry associations or employer consortia that represent a meaningful portion of the industry. Endorsements should explicitly state that the credential validates workforce relevant competencies.
- **Provide evidence of employer use in hiring or recruitment** Documentation should demonstrate that the credential is required, preferred, or otherwise used by employers for

hiring, promotion, or workforce advancement decisions. Letters of support should clearly reference workforce applications rather than instructional value.

- **Separate instructional services from credential validation** If the organization offers curriculum or instructional products, it should clearly delineate those functions from the credentialing and validation process. Credential validation must be employer or industry driven and independent from curriculum development to align with legislative intent.

- **Align credential purpose with statutory intent** The agency should ensure that credential validation is based on demonstrated workforce demand and industry recognition, rather than curriculum quality or instructional appeal, consistent with the purpose of section 445.004, Florida Statutes. The point of contact for CareerSource Tampa Bay is Anna Munro, [Munroa@CareerSourceTB.com](mailto:Munroa@CareerSourceTB.com), also copied in this email.

If you would like to further discuss the credential deficiencies, please reach out to the Master Credentials List inbox at [mcl@careersourceflorida.com](mailto:mcl@careersourceflorida.com). Our team is available if you need technical assistance.

Information about the [Framework of Quality](#) and credential application process can be obtained online at <https://careersourceflorida.com/boardroom/>. Information about upcoming meetings of the Credentials Review Committee and the CareerSource Florida Board of Directors can also be found at the same link.

**Kashish Pathak**

Program Coordinator

**CareerSource Florida**

phone: 850-759-4342

[careersourceflorida.com](https://careersourceflorida.com)

**Subject:** Demonstration of Framework of Quality Alignment

**Credential:** Unreal Engine 3D Fundamentals Workforce Credential

To the Master Credentials List Review Committee,

On behalf of Gameplan and Epic Games, we respectfully submit this documentation demonstrating that the **Unreal Engine 3D Fundamentals Workforce Credential** meets Florida's **Framework of Quality** requirements for demand, wage alignment, and credential sequencing.

## Demand Criteria Alignment

The Unreal Engine 3D Fundamentals Credential is directly linked to multiple Standard Occupational Classification (SOC) codes that appear on Florida's Regional Demand Occupation Lists (RDOL) and are recognized as high-skill, high-wage occupations within the Computer and Mathematical (15-0000) and Arts, Design, Entertainment, Sports, and Media (27-0000) families.

### Primary SOC alignments include:

- SOC 27-1014 — Special Effects Artists and Animators
- SOC 15-1252 — Software Developers
- SOC 15-1251 — Computer Programmers
- SOC 15-1255 — Web and Digital Interface Developers

Recent RDOL data for the Tampa Bay region confirms strong employer demand across these occupations, including:

- Software Developers — 1,401 annual openings
- Special Effects Artists and Animators — 37 annual openings
- Computer Programmers — 68 annual openings
- Web and Digital Interface Developers — 64 annual openings

These occupations are designated **High Skill High Wage (HSHW)** by Florida workforce authorities.

**Conclusion:** The credential clearly meets the Demand Criteria through direct alignment to RDOL-identified occupations experiencing sustained workforce need.

## Wage Criteria Alignment

Because the Unreal Engine 3D Fundamentals Credential is a non-degree certification without sufficient FETPIP earnings history at this time, wage validation is appropriately demonstrated through SOC wage data from the U.S. Bureau of Labor Statistics and Florida workforce sources.

### Median National Wages

Special Effects Artists and Animators (SOC 27-1014)

Median U.S. wage: approximately \$99,800 annually

Employment outlook: steady demand driven by gaming, film, simulation, and immersive media

Source: U.S. Bureau of Labor Statistics

 <https://www.bls.gov/ooh/arts-and-design/multimedia-artists-and-animators.htm>

Software Developers (SOC 15-1252)

Median U.S. wage: approximately \$131,450 annually

Employment outlook: much faster than average growth due to the expansion of real-time and interactive

applications

Source: U.S. Bureau of Labor Statistics

<https://www.bls.gov/ooh/computer-and-information-technology/software-developers.htm>

Computer Programmers (SOC 15-1251)

Median U.S. wage: approximately \$98,670 annually

Employment outlook: Continued demand in specialized development environments, including game engines and simulation platforms

Source: U.S. Bureau of Labor Statistics

<https://www.bls.gov/ooh/computer-and-information-technology/computer-programmers.htm>

Web and Digital Interface Developers (SOC 15-1255)

Median U.S. wage: approximately \$95,380

Employment outlook: Overall employment of web developers and digital designers is projected to grow 7 percent from 2024 to 2034, much faster than the average for all occupations.

Source: U.S. Bureau of Labor Statistics

<https://www.bls.gov/ooh/computer-and-information-technology/web-developers.htm>

All aligned occupations exceed typical wages for occupations requiring a postsecondary nondegree award and clearly fall within Florida's **middle- to high-wage** expectations.

Florida regional data further confirms strong entry wages:

**High-Skill, High-Wage Roles: [2025-26 Regional Demand Occupations List Tampa Bay](#)**

SOC Code	HSHW	Occupation	Annual % Growth	Annual Openings	2024 Hourly Wages (Mean)	2024 Hourly Wages (Entry)	LMEC Training	Qualifying Level
271014	HSHW	Special Effects Artists and Animators	1.36	37	46.49	29.77	6	N
151252	HSHW	Software Developers	2.89	1401	59.28	37.84	6	R
151251	HSHW	Computer Programmers	-0.63	68	46.88	30.34	6	S
151255	HSHW	Web and Digital Interface Designers	1.92	64	40.87	22.73	5	N

[Source](#)

**Conclusion:** The credential satisfies the Framework of Quality wage requirement through linkage to SOC codes whose representative wages exceed statewide benchmarks.

## Credential Sequencing Criteria

The Unreal Engine 3D Fundamentals Credential is intentionally designed as a **foundational workforce entry point** within an established, stackable credential pathway.

## Sequencing Criterion 1: SOC Wage Linkage

The credential is linked to SOC families whose average wages exceed the median wage of high school graduates with no additional credentials, including:

- 15-1252 Software Developers
- 27-1014 Special Effects Artists and Animators

## Sequencing Criterion 2: Industry Validation

The credential is:

- Developed and governed by Epic Games, the creator of Unreal Engine
- Assessed through a third-party certification process (Gameplan)
- Aligned to real-world real-time 3D workforce competencies
- Used by education and workforce programs preparing talent pipelines in simulation, game development, virtual production, and interactive media

## Sequencing Criterion 3: Established Career Pathway

The credential sits at the beginning of a documented progression that includes:

### Next-Level Industry Certifications

- UNITY005 — Unity Certified Associate: Artist
- UNITY006 — Unity Certified Associate: Game Developer
- UNITY002 — Unity Certified User: Programmer
- UNITY004 — Unity Certified User: VR Developer

### Aligned Postsecondary Program

- ICUF 500411 — Video Game Design (AS)
- SOC alignment: 15-1256, 15-1257
- Florida mean wage indicator: \$128,294

This pathway demonstrates clear vertical mobility from foundational real-time 3D skills to advanced programming, development, and production roles.

**Conclusion:** The Unreal Engine credential fully satisfies sequencing requirements as an entry credential within a recognized high-wage career ladder.

## Industry Relevance and Workforce Context

Real-time 3D skills validated by this credential are widely used across:

- Game development
- Film and virtual production
- Architecture visualization
- Automotive and manufacturing simulation
- Defense and medical training
- Digital twin and immersive technology sectors

Florida — and particularly the Tampa Bay region — continues to see expansion in simulation, media, and interactive technology industries, reinforcing the credential's workforce relevance.

## Final Determination

Based on the evidence provided, the Unreal Engine 3D Fundamentals Workforce Credential:

- Aligns to RDOL-identified high-demand SOC codes
- Connects to occupations meeting middle- to high-wage thresholds
- Functions within a documented, stackable credential pathway
- Is validated by industry and governed by the platform owner (Epic Games)

Accordingly, the credential meets the intent and requirements of Florida's **Framework of Quality** for inclusion on the Master Credentials List.

We appreciate the Committee's review and welcome any additional questions.

Sincerely,

Chris Aviles

Director of Workforce Development and Credentialing, Gameplan

[Chris@gameplan.com](mailto:Chris@gameplan.com)



Steven Isaacs

214 Hunt St. Unit 412 Durham, NC 27701  
steven.isaacs@epicgames.com

## **To Whom It May Concern,**

I am the Director of Secondary Education at Epic Games. My focus is supporting the secondary education community in preparing students for opportunities in careers in Interactive 3D.

Epic Games is the creator and industry owner of the Unreal Engine 3D Fundamentals Credential. The credential framework and competencies were established through an industry-informed development process that included Unreal Engine subject-matter experts and has been reviewed against real-world workforce expectations in the real-time 3D ecosystem.

The purpose of the Unreal Engine 3D Fundamentals Credential is to validate workforce-relevant competencies associated with foundational use of Unreal Engine in professional environments. The credential was designed to reflect the baseline technical capabilities employers expect from individuals entering pipelines that utilize real-time 3D tools.

## **Industry-Driven Credential Framework**

Epic Games maintains ownership of the credential standards and confirms that the skills measured by the assessment were selected based on their relevance to production workflows used across sectors including:

- Game development
- Interactive media
- Simulation and training
- Virtual production
- Visualization and immersive technologies

The competency framework reflects input from industry practitioners and aligns to the practical skills required in entry-level real-time 3D roles.

## **Role of Gameplan as Authorized Credential Delivery Agency**

Epic Games has authorized Gameplan to serve as the independent credential delivery and administration partner for the Unreal Engine 3D Fundamentals Credential.

Gameplan's responsibilities are limited to:

- Secure exam administration
- Credential issuance
- Assessment operations and reporting
- Implementation support for approved education and workforce programs

Gameplan does **not** determine the underlying Unreal Engine skill standards. Epic Games retains authority over the credential framework and validates that the competencies assessed represent authentic, workforce-relevant skills.

Gameplan may offer instructional or curriculum support separately; however, those services are distinct from and not required for credential attainment. The credential itself is designed to function as an independent validation of Unreal Engine foundational skills.

## **Validation of Workforce-Relevant Competencies**

The Unreal Engine 3D Fundamentals Credential verifies practical capabilities including:

Operating within the Unreal Engine environment

Constructing and organizing real-time 3D scenes

Importing and managing assets

Working with the Niagara VFX system

Animation with Unreal Engine's sequencer

Applying materials and lighting

Implementing basic interactive logic and project structure

These competencies reflect tasks commonly performed in professional workflows and represent appropriate baseline preparation for entry-level roles that utilize Unreal Engine.

## **Workforce Signaling Value**

From an industry standpoint, individuals who earn the Unreal Engine 3D Fundamentals Credential have demonstrated verified foundational proficiency with Unreal Engine tools. In hiring contexts, validated experience with real-time engines is a meaningful differentiator when employers evaluate emerging talent for internships, junior roles, and project-based work.

Credentials that reliably confirm baseline Unreal Engine skills help employers more efficiently identify candidates who are prepared to continue developing within real-time 3D production environments.

## **Alignment to Industry Need**

Demand for talent with real-time 3D skills continues to expand across multiple sectors of the digital economy. The Unreal Engine 3D Fundamentals Credential was developed to support clearer signaling of entry-level readiness and to strengthen the pipeline between education, training programs, and workforce opportunities that rely on Unreal Engine technologies.

Epic Games supports the use of the Unreal Engine 3D Fundamentals Credential as an industry-aligned mechanism for validating foundational real-time 3D competencies.

Sincerely,

A handwritten signature in black ink, appearing to read 'Steve Isaacs', with a long horizontal stroke extending to the right.

**Steve Isaacs**

Director of Secondary Education

Epic Games

As illustrated on our website [here](#), please find a refreshed information on Labor Market Value.

## Section: National Wage & Demand Outlook

### Unreal Engine 3D Fundamentals — Workforce Alignment

The Unreal Engine 3D Fundamentals Credential prepares learners for entry-level roles in real-time 3D production, simulation, and interactive media fields that demonstrate strong wage potential and sustained national demand.

#### 1. Occupations and Wage Outlook (National)

Special Effects Artists and Animators (SOC 27-1014)

Median U.S. wage: approximately \$99,800 annually

Employment outlook: steady demand driven by gaming, film, simulation, and immersive media

Source: U.S. Bureau of Labor Statistics

<https://www.bls.gov/ooh/arts-and-design/multimedia-artists-and-animators.htm>

Software Developers (SOC 15-1252)

Median U.S. wage: approximately \$131,450 annually

Employment outlook: much faster than average growth due to the expansion of real-time and interactive applications

Source: U.S. Bureau of Labor Statistics

<https://www.bls.gov/ooh/computer-and-information-technology/software-developers.htm>

Computer Programmers (SOC 15-1251)

Median U.S. wage: approximately \$98,670 annually

Employment outlook: Continued demand in specialized development environments, including game engines and simulation platforms

Source: U.S. Bureau of Labor Statistics

<https://www.bls.gov/ooh/computer-and-information-technology/computer-programmers.htm>

Web and Digital Interface Developers (SOC 15-1255)

Median U.S. wage: approximately \$95,380

Employment outlook: Overall employment of web developers and digital designers is projected to grow 7 percent from 2024 to 2034, much faster than the average for all occupations.

Source: U.S. Bureau of Labor Statistics

<https://www.bls.gov/ooh/computer-and-information-technology/web-developers.htm>

Workforce Connection:

Real-time 3D tools such as Unreal Engine are widely used across game development, film and virtual production, architecture visualization, automotive simulation, defense training, and digital twin industries. The credential validates foundational competencies aligned to these high-skill, high-wage career pathways.

#### 2. Occupations and Wage Outlook (Regional)

Florida shows strong demand for talent in real-time 3D, software development, and digital media. The Unreal Engine 3D Fundamentals Credential aligns directly to high-skill, high-wage careers identified by Florida workforce authorities.

### Aligned Career Clusters

- Computer and Mathematical Occupations (15-0000)
- Arts, Design, Entertainment, Sports, and Media Occupations (27-0000)

### High-Skill, High-Wage Roles: [2025-26 Regional Demand Occupations List Tampa Bay](#)

SOC Code	HSHW	Occupation	Annual % Growth	Annual Openings	2024 Hourly Wages (Mean)	2024 Hourly Wages (Entry)	LMEC Training	Qualifying Level
271014	HSHW	Special Effects Artists and Animators	1.36	37	46.49	29.77	6	N
151252	HSHW	Software Developers	2.89	1401	59.28	37.84	6	R
151251	HSHW	Computer Programmers	-0.63	68	46.88	30.34	6	S
151255	HSHW	Web and Digital Interface Designers	1.92	64	40.87	22.73	5	N

[Source](#)

### Example Next Credentials and Program of Study

Learners who earn the Unreal Engine 3D Fundamentals Credential are prepared to progress into advanced, industry-recognized certifications and postsecondary programs aligned to high-skill, high-wage occupations identified on Florida's Master Credentials List and Regional Demand Occupations Lists (RDOL).

The following stackable pathways strengthen workforce readiness within the Computer and Mathematical (15-0000) and Arts, Design, Entertainment, Sports, and Media (27-0000) occupational families.

UNITY005 — Unity Certified Associate: Artist

UNITY006 — Unity Certified Associate: Game Developer

UNITY003 — Unity Certified User: Artist

UNITY002 — Unity Certified User: Programmer

UNITY004 — Unity Certified User: VR Developer

## **Postsecondary Program of Study**

### **ICUF 500411 — Video Game Design**

SOC Alignment: 15-1256; 15-1257

- Major Occupational Family: Computer and Mathematical Occupations (15-0000)
- Florida Mean Wage Indicator: \$128,294
- Demand Validation: 2025–2026 RDOL
- Award Type: Associate in Science Degree

This approved program of study provides continued specialization in game programming, real-time development, and interactive systems design, building directly on the foundational competencies validated by the Unreal Engine 3D Fundamentals Credential.

#### [Source](#)

#### Regional Relevance:

Tampa Bay's growing presence in defense simulation, healthcare visualization, media production, and interactive entertainment continues to drive demand for professionals skilled in real-time 3D tools such as Unreal Engine.