

Florida Credentials Review Committee Meeting

May 13, 2026



Welcome and Remarks



Katie Crofoot McManus

Chair

FOR PUBLIC COMMENT:

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

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

Consent Item

For Consideration:

- Approval of February 18, 2026, meeting minutes to include any modifications or changes noted by the Committee.

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

Action Item 1

2026-2027 MCL Credential Review

Type of Review	Recommended for Inclusion	Recommended for Denial
13 Applications Received		
1 New Credential Application	1 Recommended for addition to Master Credentials List	
6 Existing Credentials seeking to resolve Demand deficiencies	6 Recommended for flag Removal	
3 Existing Credentials seeking to resolve Wage/SOC deficiencies		3 Denied for flag removal
3 Existing Agriculture Credentials seeking to resolve Demand/Wage deficiencies	3 Recommended for flag Removal	

Action Item 1

2026-2027 MCL Credential Review

New Credentials Recommended for Addition to MCL

No.	Name of Credential	Recommended Approval	Submitted by
1.	Hospitality Management - Lodging	<ul style="list-style-type: none"><li data-bbox="755 434 1277 467">• Addition to 2026-2027 MCL	Florida Virtual School

Action Item 1

2026-2027 MCL Credential Review

Interagency Review of Credentials Resolved for Wage/Demand Deficiency

No.	Name of Credential	Credential Type	Credentials Resolved for Wage/Demand
1.	Early Childhood Development Specialization	College Credit Certificates	Recommended flag removal for demand.
2.	Infant/Toddler Specialization	College Credit Certificates	Recommended flag removal for demand.
3.	Preschool Specialization	College Credit Certificates	Recommended flag removal for demand.
4.	Early Childhood Education	Career Certificates	Recommended flag removal for demand.

Action Item 1

2026-2027 MCL Credential Review

Credentials Resolved for Wage/Demand Deficiency

No.	Name of Credential	Credential Type	Credentials Resolved for Wage/Demand
5.	Paramedic Applied Technology Diploma (Credit Hour)	Applied Technology Diplomas	Recommended flag removal for demand.
6.	Emergency Medical Services	Associates degrees	Recommended flag removal for demand.

Action Item 1

2026-2027 MCL Credential Review

FDACS Credentials Resolved for Wage/Demand Deficiency

No.	Name of Credential	Credential Type	Credentials Resolved for Wage/Demand
7.	Ecology Conservation and Management Certification	Industry Certification	Recommended flag removal for wage.
8.	EETC Principles of Small Engine Technology	Industry Certification	Recommended flag removal for demand and wage.
9.	Elanco Veterinary Medical Applications Certification	Industry Certification	Recommended flag removal for wage.

Action Item 1

2026-2027 MCL Credential Review

Credentials Not Resolved for Wage/Demand Deficiency

No.	Name of Credential	Credential Type	Submitted By	Reason for Denial
1.	Advanced Unmanned Safety: Level 2	Industry Certification	Franklin County School District	Insufficient documentation to support occupational linkage.
2.	Small UAS (sUAS) Safety Certification: Level 1	Industry Certification	Franklin County School District	Insufficient documentation to support occupational linkage.
3.	Entrepreneurship & Small Business	Industry Certification	Marion County School District	Insufficient documentation to support occupational linkage.

Master Credentials List

Quarterly Total Update

Type of Credential	2026-2027 MCL
Degree Programs of Study	296
Non-Degree Programs of Study	824
Industry Certifications	580
Registered Apprenticeships	615
K-8 CAPE Digital Tools	42
TOTAL	2,357

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.

Action Item 2

Updates to Framework of Quality



Victoria Gaitanis

Vice President, Workforce Program Development

Updates to the Framework of Quality

1. Shifts the Framework from stand-alone credential review to a career-pathway lens.
2. Preserves demand and wage rigor while adding defined alternative pathways.
3. Elevates credential sequencing as a core strategy.
4. Introduces a new Essential Workforce Credential Pathway.
5. Maintains full accountability and oversight.

Action Item 2

For Consideration:

Approve the updates to the Framework of Quality following the required biennial review under section 445.004, Florida Statutes. The updates strengthen clarity, consistency, and statutory alignment while preserving the original intent of the framework and supporting a transparent, defensible, and workforce driven Master Credentials List aligned with current labor market data tools and state agency practices.

Action Item 3

Updates to the Credentials Review Committee Charter



Brent McNeal

General Counsel, CareerSource Florida

Updates to the Credentials Review Committee Charter

Overview of Revisions

1. Greater Clarity Around Transparency and Ethics Requirements

- Ethics provisions aligned with statutory definitions of relatives and immediate family

2. Master Credentials List

- Statutory inclusion of Career and Professional Education Industry Certification credentials clarified

3. CIP to SOC Linkage

- Established CIP-to-SOC linkage process confirmed for new credentials to ensure wage and demand alignment

4. Appeals and Final Authority

- Appeals process clarified

Action Item 3

For Consideration:

- Approve recommendations for changes to the Credentials Review Committee Charter.

Update on MCL Trainings and Credential Communications



Liz Glenn

Senior Director, Workforce Program Development

MCL Trainings & Credential Communications

- Ongoing trainings and technical assistance support for stakeholders. Technical assistance remains available outside of scheduled sessions.
- Office hours held on April 13, 2026, provided one-on-one assistance for credentials flagged for removal.
- Quarterly email sent April 24, 2026, reminding stakeholders of the deadline to resolve flagged credentials.

Panel Discussion

The Value of Apprenticeship and Its Role in Building Florida's Competitive Workforce

Moderator: Nilda Blanco, Business Services Consultant, Project Leader



Christina Coble

Business Services
Manager, CareerSource
Research Coast



James Disbro

Senior Director,
Regional Alignment &
Programs Development,
CareerSource Suncoast



Doreen Lund

Manager, Apprenticeship
Navigator, CareerSource
Northeast Florida



Dr. Erin Sampson

Senior Director of
Workforce Development,
CareerSource Florida



Lindy Sherrer

Apprenticeship Training
Representative, Region 4,
Florida Department of
Education



Kathryn Wheeler

State Director of the
Florida State
Apprenticeship Agency,
Florida Department of
Education

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Closing Remarks



Katie Crofoot McManus

Chair