

Florida Credentials Review Committee

Meeting Agenda

[MICROSOFT TEAMS](#)

AUGUST 19, 2026 • 10:00 A.M. – 12:00 P.M., ET

Chair's Welcome and Remarks

Katie Crofoot McManus

Consent Item

- Approval of May 2026 Meeting Minutes

Action Item

Victoria Gaitanis

1. Updates to the 2026-2027 Master Credentials List

MCL Trainings, Career Pathways Technical Assistance

Elizabeth Glenn

Wage and Demand Overview

Kristy Farina

*Economic Research and Analysis Administrator
FloridaCommerce*

Open Discussion and Public Comment

Chair's Closing Remarks

Katie Crofoot McManus

Upcoming Meeting

November 12, 2026 | Virtual

Consent Item 1

MAY 13, 2026, MEETING MINUTES

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

FOR CONSIDERATION

- **Approval of May 13, 2026, Meeting Minutes, to include any modifications or changes noted by the Committee.**

**Credentials Review Committee
Meeting Minutes
May 13, 2026**

I. CALL TO ORDER

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

II. ROLL CALL

The following members were present for a quorum:

Katie Crofoot McManus
Shelly Bell
Katherine Benton
Michael Biskie
Bob Boyd
Adam Callaway
Ernie Friend
Wendy Castle
Christopher Constantine
Lloyd Gregg
Kathy Hebda
Kyle Roark
James Taylor

III. CHAIR'S WELCOME AND REMARKS

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

IV. CONSENT ITEM

February 2026 Meeting Minutes

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

Motion: Bob Boyd
Second: Shelly Bell

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

VI. ACTION ITEMS

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

1. Updates to the 2026-2027 Master Credentials List

Motion: Mike Biskie
Second: Ernie Friend

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

2. Updates to the Framework of Quality

Motion: Christopher Constantine
Second: Shelly Bell

The action item passed, with member James Taylor opposed. Taylor recommended adding an opportunity for CRC industry representatives to review and provide input on staff analyses before credentials are recommended for removal based on occupational linkage or industry value. He emphasized that earlier industry involvement could reduce delays, strengthen decision-making, and better support emerging technologies, and CareerSource Florida Vice President of Workforce Program Development Victoria Gaitanis agreed to explore incorporating industry input earlier in the review process.

There were no public comments.

3. Updates to the Credential Review Committee Charter

Motion: Shelly Bell
Second: Lloyd Gregg

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

V. MCL Trainings and Credential Communications

CareerSource Florida Director of Planning and Evaluation Liz Glenn provided an overview of CareerSource Florida's ongoing stakeholder engagement and technical assistance efforts to support the Master Credentials List process. She highlighted individualized and group technical assistance, office hours, trainings, quarterly outreach, and direct collaboration with credentialing agencies to resolve flagged credentials, encouraging early submissions to allow more time for support.

She also emphasized that no credentials had been removed during this review cycle and that the process helps both preserve valid credentials and remove those that are no longer active, ensuring the overall quality of the Master Credentials List.

VII. The Value of Apprenticeship and It's Role in Building Florida's Competitive Workforce

The panel discussion focused on expanding registered apprenticeship and pre-apprenticeship programs as a key workforce development strategy in Florida. Panelists emphasized that strong partnerships among employers, CareerSource Florida, the Florida Department of Education, local workforce development boards, and apprenticeship navigators are essential to creating employer-driven programs that address workforce needs, particularly in high-demand and emerging industries such as healthcare, information technology, manufacturing, and the skilled trades.

The discussion also highlighted the importance of providing employers with hands-on guidance, technical assistance, and flexible program models that can be customized to meet regional and industry-specific workforce needs. Panelists encouraged continued outreach, employer engagement, collaboration among apprenticeship sponsors, and increased awareness of apprenticeship opportunities as a means to strengthen talent pipelines, improve recruitment and retention, and expand access to industry-recognized credentials that align with the Master Credentials List.

X. OPEN DISCUSSION AND PUBLIC COMMENT

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

There was one public comment from Jamie Burns. She encouraged expanding awareness that registered apprenticeships extend beyond traditional manufacturing and construction careers to include fields such as technology, marketing, finance, and other emerging occupations. Chair McManus and CRC member Shelly Bell clarified the distinction between registered apprenticeships and broader work-based learning opportunities, highlighted available federal apprenticeship resources, and invited the participant to submit additional questions by email for follow-up.

XI. CHAIR'S CLOSING REMARKS

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

The meeting was adjourned at 2:40 p.m.

XII. BOARD SECRETARY CERTIFICATION

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

Adrienne Johnston
Board Secretary

Date

Additional meeting dialogue is recorded and available online at this link:
[Credentials Review Committee May 2026 Meeting - CareerSource Florida](#)

Approved _____
Disapproved _____

Action Item 1

APPROVAL OF THE 2026-2027 MASTER CREDENTIALS LIST

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

In May 2026, the [Framework of Quality](#) (FoQ) was updated through the committee’s required biennial review to strengthen clarity, consistency, and statutory alignment while maintaining its core focus on evaluating credentials based on demand, wage, and value. The updated Framework of Quality continues to serve as the primary tool for evaluating credentials for inclusion on the Master Credentials List.

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

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

All evaluations were grounded in publicly accessible and verifiable documentation, ensuring transparency and consistency in the review process

The Interagency Review Team received **19** credential applications by the June 30, 2026, deadline. This includes:

- **6** submissions for new credential evaluation.
- **1** submission for credentials flagged for demand concerns.
- **5** submission for credentials flagged for wage and demand concerns.
- **2** submissions for credentials flagged for wage.
- **1** submission for Agriculture credentials flagged for both demand and wage concerns.
- **3** submissions for Agriculture credentials flagged for wage concerns.
- **1** submission for Agriculture credentials flagged for demand concerns.

In addition, the Interagency Review Team evaluated **15** new programs of study and **38** new registered apprenticeship programs submitted by the Florida Department of Education for potential inclusion on the Master Credentials List (MCL). Concurrently, **39** registered apprenticeship programs and **1** program of study were discontinued after being determined to no longer meet the Framework of Quality.

The newly adopted programs of study - including Associate in Science (A.S.) degrees, Career Certificates, and College Credit Certificates - along with newly registered apprenticeship programs have been approved by the State Board of Education for implementation in the 2026–27 academic year.

Recommended new Programs of Study Approval for MCL Inclusion:

No.	Classification of Instructional Programs	Program Name	Program Type
1.	1604100100	Real Estate Development and Design	Degree
2.	1647061400	Autonomous Vehicle Technician	Degree
3.	0351090909	Surgical Technology	Non-Degree
4.	0412050313	Professional Culinary Arts & Hospitality	Non-Degree
5.	0351390208	Patient Care Technician	Non-Degree
6.	0351390207	Patient Care Assistant	Non-Degree
7.	0351390206	Nursing Assistant	Non-Degree
8.	0351080105	Medical Assisting	Non-Degree
9.	0610010525	Digital Video Technology	Non-Degree
10.	0650010219	Digital Media/Multimedia Design	Non-Degree
11.	0650060227	Digital Cinema Production	Non-Degree

12.	0351060307	Dental Laboratory Technology	Non-Degree
13.	0647060802	Aviation Powerplant Mechanics	Non-Degree
14.	0647060705	Aviation Airframe Mechanics	Non-Degree
15.	0743010216	Crossover Training Program for Florida Correctional Probation Officer to Correctional Officer	Non-Degree

Credentials Not Recommended for Inclusion:

Based on the evaluation of new credential applications, the interagency review team does not recommend **6 credentials** for inclusion in the 2026-2027 Master Credentials List. At this time, these credentials do not fully meet the requirements of section 445.004(4)(h), Florida Statutes, or the criteria established in the Framework of Quality. The applications lacked sufficient evidence related to labor market demand, wage outcomes, industry recognition, or overall workforce value needed to support approval.

Throughout the application cycle, CareerSource Florida and partner agencies work directly with applicants to provide technical assistance, answer questions, review supporting documentation, and identify opportunities to strengthen submissions. Several applications, including those associated with emerging and high-growth industries, may become viable candidates for future consideration as additional evidence and validation are developed. The goal of the process is not to exclude credentials, but to ensure that all approved credentials meet requirements and provide demonstrable value to Florida's workforce, employers, and learners.

These credentials are as follows:

No.	Name of Credential	Credential Type	Submitted by	Reason Not Recommended
1.	CerTEC Basic Composites	Industry Certification	CareerSource Brevard Flagler Volusia	Not recommended: <u>Does not meet Section II.D. or E. of the FoQ.</u> The occupation identified through the review process did not meet the statewide wage and/or demand requirements established in the Framework of Quality for inclusion on the Master Credentials List. CareerSource Florida and partner agencies will continue working with the applicant to strengthen a future submission through technical assistance and proactive outreach. Applicants are encouraged to identify the occupation(s) the credential

				directly prepares individuals to enter and provide documentation demonstrating employer recognition of the credential. Applicants may also work with their Local Workforce Development Board to pursue a local wage and demand resolution when regional labor market conditions support the credential's value. While the credential is not recommended for inclusion at this time, additional evidence and validation may support future consideration.
2.	American Welding Society (AWS) SENSE Level I	Industry Certification	CareerSource Gulf Coast	Not recommended: <u>Does not meet Section I of the FoQ.</u> The occupation identified through the review process did not meet the statewide wage and/or demand requirements established in the Framework of Quality for inclusion on the Master Credentials List. CareerSource Florida and partner agencies will continue working with the applicant to strengthen a future submission through technical assistance and proactive outreach. Applicants are encouraged to identify the occupation(s) the credential directly prepares individuals to enter and provide documentation demonstrating employer recognition of the credential. Applicants may also work with their Local Workforce Development Board to pursue a local wage and demand resolution when regional labor market conditions support the credential's value. While the credential is not recommended for inclusion at this time, additional evidence and validation may support future consideration.

3.	American Welding Society (AWS) SENSE Level 2	Industry Certification	CareerSource Gulf Coast	Not recommended: <u>Does not meet Section I of the FoQ.</u> The application is for an educational framework and program standard rather than a stand-alone industry certification issued by a certifying body. Public documentation characterizes SENSE as a framework of standards and guidelines for training programs. Public documentation does not clearly demonstrate that AWS SENSE Level I functions as an independent industry certification administered and maintained by a certifying body. The framework appears to be embedded within educational program delivery rather than operating as a separate certification system.
4.	C-247 Semiconductor Facilities Maintenance and Operation	Industry Certification	Osceola County School District	Not recommended: <u>Does not meet Section II.D. or E. of the FoQ.</u> The Florida Department of Commerce determined the SOC occupation linkage most appropriately aligned with the credential's skills, competencies, and intended workforce outcomes. Evaluation of the assigned SOC against established wage and demand criteria found that the occupation did not meet the minimum wage or demand thresholds required under the Framework of Quality. As a result, the credential is not currently eligible for inclusion on the Master Credentials List.
5.	C-245 Semiconductor Cleanroom Protocol and Safety	Industry Certification	Osceola County School District	<u>Incomplete Application-</u> Currently, not recommended: <u>Does not meet Section II. B. of the FoQ.</u> The credential did not have enough information submitted to demonstrate a valid linkage to at least one SOC code as required by the Framework of Quality. Without an approved SOC linkage, credential cannot be evaluated against wage and demand criteria and is therefore ineligible for inclusion on the Master Credentials List.
6.	C-246 Semiconductor Equipment Installation and Maintenance	Industry Certification	Osceola County School District	<u>Incomplete Application-</u> Currently, not recommended: <u>Does not meet Section II. B. of the FoQ.</u> The credential did not have enough information submitted to demonstrate a valid linkage to at least one SOC code as required by the Framework of Quality. Without an approved SOC linkage, credential cannot be evaluated against wage and demand

				criteria and is not currently ineligible for inclusion on the Master Credentials List.
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Recommended Approval of Resolution of Flagged Credentials:

The interagency team resolved **12** flagged credentials submitted by stakeholders. This included clearing demand flags for **3** credential applications, clearing wage flags for **5** credentials, **4** credentials flagged for both wage and demand. All credentials meet the requirements as having demonstrated sufficient demand, wage outcomes, industry recognition, and overall value under the Framework of Quality. Based on this review, these credentials can be recommended for flag removal of the identified deficiencies on the Master Credentials List:

No.	Name of Credential	Credential Type	Submitted by	Recommendation
1.	Paramedic	Applied Technology Diploma (Clock Hour)	Interagency Review Team	Recommended flag removal for demand.
2.	Entrepreneurship & Small Business	Industry Certification	CareerSource Palm Beach County	Recommended flag removal for wage and demand.
3.	Master Entrepreneurship Certification (Requires Entrepreneurship & Small Business and Design for Delight)	Industry Certification	Miami-Dade County Public Schools	Recommended flag removal for wage and demand.
4.	Advanced Safety Level 2	Industry Certification	Franklin County School District	Recommended flag removal for wage and demand
5.	Cosmetology	Career Certificates	CareerSource Brevard Flagler Volusia	Recommended flag removal for demand.
6.	National Certified Medical Assistant (NCMA)	Industry Certification	CareerSource Capital Region	Recommended flag removal for wage.
7.	National Certified Phlebotomy Technician (NCPT)	Industry Certification	CareerSource Capital Region	Recommended flag removal for wage.
8.	Equine Management & Evaluation Certification	Industry Certification	Florida Department of Agriculture and Consumer Services	Recommended flag removal for wage.
9.	Agricultural Mechanics Specialist Certification	Industry Certification	Florida Department of Agriculture and Consumer Services	Recommended flag removal for wage.
10.	Aquaculture Technician	Industry Certification	Florida Department of Agriculture and Consumer Services	Recommended flag removal for demand and wage.

11.	Equine Studies	Advanced Technical Certificates	Florida Department of Agriculture and Consumer Services	Recommended flag removal for wage.
12.	Marine Environmental Technology	Associates degrees	Florida Department of Agriculture and Consumer Services	Recommended flag removal for demand.

Not Recommended for Resolution of Flagged Credentials:

The evaluation of existing flagged credentials led to the recommendation to deny flag removal for 1 credential submitted by stakeholders. This credential did not meet the standards established in the Framework of Quality. Submitters may resubmit applications, and staff continue to communicate the documented deficiencies. Credentials flagged for a second year that do not resolve deficiencies must apply to address those deficiencies by December 1, 2026. Credentials flagged for the first year that do not resolve deficiencies must do so by December 1, 2027.

No.	Name of Credential	Credential Type	Submitted by	Reason for Not Recommended
1.	Small UAS (sUAS) Safety Certification: Level 1	Industry Certification	Franklin County School District	Insufficient documentation: The documentation submitted did not adequately address the identified deficiency. The materials provided lacked sufficient objective detail to demonstrate occupational linkage and how the credential meets required quality standards, including clear learning outcomes, measures of competency attainment, and alignment to the stated occupational purpose. The credential did not demonstrate a valid linkage to at least one SOC code as required by the Framework of Quality. Without an approved SOC linkage, the credential cannot be evaluated against wage and demand criteria

The quarterly review and application evaluation was conducted by an interagency team of subject matter experts from the Department of Commerce, Department of Education, and CareerSource Florida. With the approval of the Credential Review Committee the 2026-2027 Master Credentials List will now include **2,370** total credentials consisting of:

- 298 degree credentials
- 836 non-degree credentials
- 580 industry certifications
- 614 registered apprenticeships
- 42 K-8 Cape digital tools

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

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

FOR CONSIDERATION

- **Approve the 2026-2027 Master Credentials List and send these recommendations to the CareerSource Florida Board of Directors for delivery to the State Board of Education.**
- **Approve technical revisions to the list by the Department of Education, as needed without adding or removing any credentials not explicitly described in this Action Item.**

ATTACHMENTS

- [Framework of Quality](#)
- [2026-2027 Master Credentials List](#)

Information Item



Florida Credentials Review Committee

Speaker Bio

Kristy Farina



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

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