

Florida Credentials Review Committee Meeting

August 19, 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 May 13, 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
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.	Provides employment that has or leads to middle- to high-level wages. Annual OEWS thresholds are below. Credentials must meet at least one of these options. <u>2024 Statewide OEWS Wage Thresholds:</u> Starting: \$36,698 Mean: \$54,505 High: \$61,680 <u>2025 Statewide OEWS Wage Thresholds:</u> Starting: \$37,477 Mean: \$55,437 High: \$62,741	Industry-recognized skills that prepare someone for entry to, or advancement in, an occupation. The credential should be portable, stackable and lead to positive employment outcomes.

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	Not Recommended for Inclusion
19 Applications Received		
6 New Credential Application		6 Not Recommended for Inclusion
1 Existing Credentials seeking to resolve Demand deficiencies	1 Recommended for flag Removal	
7 Existing Credentials seeking to resolve Wage/SOC deficiencies	6 Recommended for flag Removal	1 Not Recommended for Flag Removal
5 Existing Agriculture Credentials seeking to resolve Demand/Wage deficiencies	5 Recommended for flag Removal	

Action Item 1

2026-2027 MCL Credential Review

New Credentials Not Yet Recommended for Addition to MCL

No.	Credential Name	Submitted by
1	CerTEC Basic Composites	CareerSource Brevard Flagler Volusia
2	American Welding Society (AWS) SENSE Level I	CareerSource Gulf Coast
3	American Welding Society (AWS) SENSE Level 2	CareerSource Gulf Coast
4	C-247 Semiconductor Facilities Maintenance and Operation	Osceola County School District
5	C-245 Semiconductor Cleanroom Protocol and Safety	Osceola County School District
6	C-246 Semiconductor Equipment Installation and Maintenance	Osceola County School District

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
1.	Paramedic	Applied Technology Diploma (Clock Hour) Certificate	Recommended flag removal for demand.
2.	Entrepreneurship & Small Business	Industry Certification	Recommended flag removal for demand and wage.
3.	Master Entrepreneurship Certification (Requires Entrepreneurship & Small Business and Design for Delight)	Industry Certification	Recommended flag removal for demand and wage.
4.	Advanced Safety Level 2	Industry Certification	Recommended flag removal for demand and wage.

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.	Cosmetology	Industry Certification	Recommended flag removal for demand.
6.	National Certified Medical Assistant (NCMA)	Industry Certification	Recommended flag removal for wage.
7.	National Certified Phlebotomy Technician (NCPT)	Industry Certification	Recommended flag removal for wage.
8.	Equine Management & Evaluation Certification	Industry Certification	Recommended flag removal for wage.
9.	Agricultural Mechanics Specialist Certification	Industry Certification	Recommended flag removal for wage.

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
10.	Aquaculture Technician	Industry Certification	Recommended flag removal for demand and wage.
11.	Equine Studies	Advanced Technical Certificates	Recommended flag removal for wage.
12.	Marine Environmental Technology	Associates degrees	Recommended flag removal for demand.

Action Item 1

2026-2027 MCL Credential Review

Credentials Not Resolved for Wage/Demand Deficiency

No.	Name of Credential	Credential Type	Submitted By
1.	Small UAS (sUAS) Safety Certification: Level 1	Industry Certification	Franklin County School District

Master Credentials List

Quarterly Total Update

Type of Credential	2026-2027 MCL
Degree Programs of Study	298
Non-Degree Programs of Study	836
Industry Certifications	580
Registered Apprenticeships	614
K-8 CAPE Digital Tools	42
TOTAL	2,370

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.

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.
- Quarterly MCL training held on July 27, 2026.
- Office hours held on August 3, 2026, provided one-on-one assistance for MCL applications and credentials flagged for removal.
- Stay connected by [subscribing here](#) to MCL email updates.

MCL Stakeholder Training & Technical Assistance Schedule 2026-2027

Quarter	MCL Training Session: <i>(Application guidance, FoQ requirements, MCL process)</i>	Office Hours <i>(Individual technical assistance, credential & application questions)</i>
Q3 2026	July 27, 2026	August 3, 2026
Q4 2026	October 26, 2026	November 2, 2026
Q1 2027	December 14, 2026	January 21, 2027
Q2 2027	March 29, 2027	April 5, 2027
Q3 2027	July 26, 2027	August 2, 2027
Q4 2027	October 25, 2027	November 1, 2027

Training sessions are held approximately one week prior to office hours to support stakeholder preparation and follow-up technical assistance.

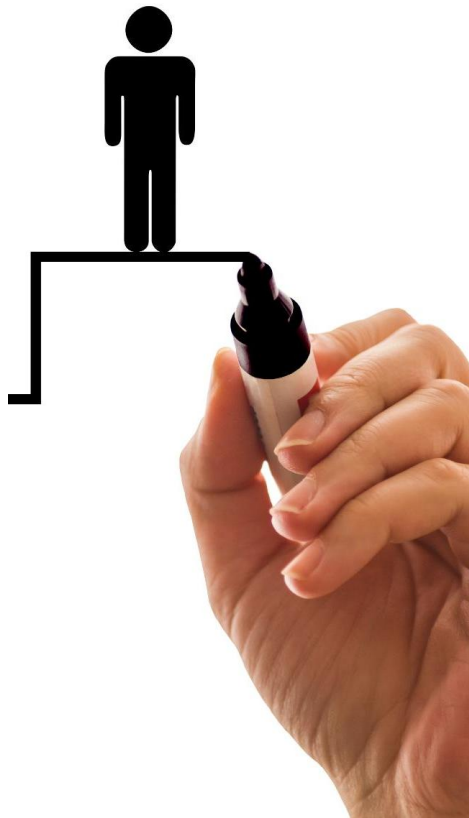


Hometown Heroes Career Pathways Technical Assistance

Aligning Education, Workforce, and Economic Opportunity

Why Do Credential Pathways Matter?

- **Expand Access and Opportunities**
- **Align with Industry Needs**
- **Support Wage Progression**
- **Guide Workforce Planning**



What Are Credential Pathways?

- **Stackable Credential Pathways**
- **Alignment with Labor Market**
- **Transparent Career Growth**
- **Measurable Outcomes and Benefits**

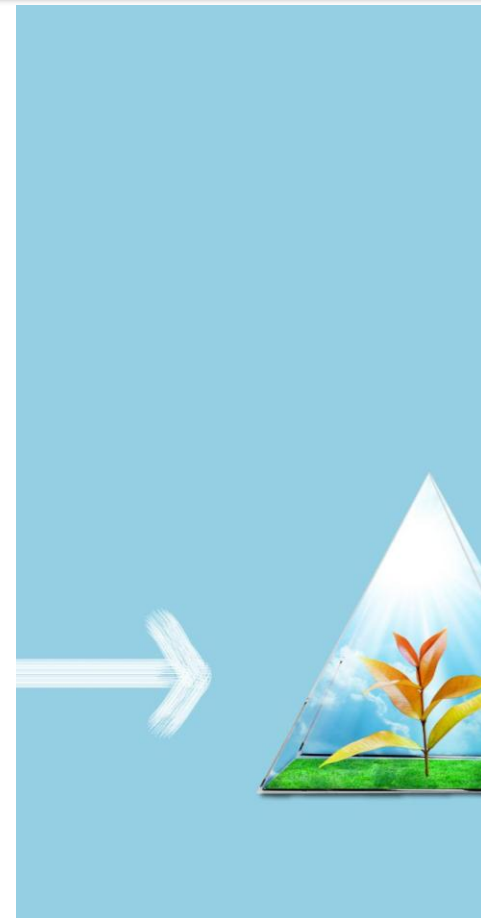


Framework of Quality

- Core Evaluation Criteria
- Holistic Credential Assessment
- Guides Credential Review

How Credential Pathways Work

- Structured Educational Progression
- Stackable Credentials
- Sector-Wide Application
- Transferability and Efficiency



Example

Occupational Progression for Phlebotomist

Micro Credential:
Venipuncture Basics
Provider: Tallahassee State College

Industry Certification:
Phlebotomy Certificate
Provider: Tallahassee State College

Associate Degree:
A.S. in Health Sciences
Provider: Tallahassee State College

Bachelors Degree:
B.S. in Health Sciences
Provider: Florida Agricultural and
Mechanical University



Demand and Wage Update

Workforce Statistics and Economic Research

Kristy Farina, FloridaCommerce

August 2026

The Link Between Occupations and the FoQ

Occupational linkages are used in Framework of Quality evaluations against Demand and Wage criteria.

Demand

- Labor Market Estimating Conference (LMEC) Occupational Areas of Concern
- Regional Demand Occupations List (RDOL)

Wage

- For non-degree credentials that do not have sufficient and recent wage outcome data in FETPIP, the credential must be linked to an SOC code.



Wage Criteria

2024 Wage Thresholds	
10 th Percentile	\$36,698
Average	\$54,505
75 th Percentile	\$61,680

2025 Wage Thresholds	
10 th Percentile	\$37,477
Average	\$55,437
75 th Percentile	\$62,741



Regional Demand Occupations List (RDOL)

Educational Level Requirements

- Some College, No Degree
- Postsecondary Non-Degree Award
- Associate's Degree
- Bachelor's Degree

Growth Requirements

- 500 annual openings and average growth rate of 1.15%
- 1,200 annual openings and any positive growth

Wage Requirements

- Mean Wage of \$19.67/hour
- Entry Wage of \$15.99/hour



Open Discussion

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Closing Remarks



Katie Crofoot McManus

Chair