

**Statewide Email**

**DATE SENT:** August 13, 2021

**FROM:** Henry Mack, Chancellor, Division of Career and Adult Education

**TO:** Florida College System Workforce Administrators  
District Career and Technical Education Directors  
District Technical College Directors

**Via:** [Chancellor2@fldoe.org](mailto:Chancellor2@fldoe.org)

**SUBJECT:** Credentials of Value Updates

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Colleagues:

I would like to provide an update on work the state is undertaking to identify credentials of value. As you know, ensuring that our education and workforce programs are tightly aligned to economic demand, and can themselves anticipate or account for future demand, is a strategic priority for Florida. The credentials made available through the state's education and training programs should not just prepare students for any job, even if in high demand; rather, our credentialing programs should be aligned to jobs with a strong likelihood of leading the individual to economic self-sufficiency. To that end, House Bill (HB) [1507](#) was recently signed by Governor DeSantis, directing the state to identify credentials that meet certain criteria for labor market value.

The Florida Department of Education has kick-started this work, convening a [working group](#) of education and workforce leaders from across the state to discuss what "value" *means* in this context, and to establish specific criteria that could be used to identify the state's high value credentials. Thankfully, the criteria outlined in HB 1507 provides foundational guidance for our thinking. Building on the work of the [Career and Technical Education Audit](#) and [Perkins V](#) performance measures, the group will then use the criteria defined by the working group to identify specific credentialing programs that meet indicators of value. These will then be validated with Florida employers and inform the decisions made by the newly established Credentials Review Committee. The credentials of focus for the current work include:

- Registered Apprenticeships
- Industry Certifications
- Licenses
- College Credit Certificates
- Career Certificates
- Applied Technology Diplomas
- Associate in Applied Science Degrees
- Associate in Science Degrees

It is worth noting that the credentials subject to review by the Credential Review Committee, created through HB 1507, include additional types of credentials, such as Baccalaureate and Masters degrees. The framework for credentials of value developed through the existing

working group may be leveraged to evaluate these additional types of credentials in the near future.

To date, the workgroup has considered several approaches to thinking about labor market value and, in particular, wage thresholds that evidence labor market value associated with a credential. HB 1507 specifies that credentials of value should be linked to middle-high wage labor market outcomes, and the workgroup has discussed approaches to determining what middle-high wages are, or should be, in the state of Florida and in local Florida regions. The workgroup has reviewed three existing approaches to date, including the methodology that the [Department of Economic Opportunity](#) employs for its demand occupation lists, the [United Way's ALICE report](#) and the [MIT Living Wage Calculator](#). A comparison document that summarizes the wage thresholds associated with these approaches is available at the following link: [Florida COV Wage Threshold Comparison Guide](#)

In addition to considering economic indicators of credential value, the workgroup has taken up non-economic indicators of value (e.g., credential stackability and social utility). These indicators may inform the final framework and impact the decisions the Credential Review Committee may make. Please visit the [workgroup's collaboration space](#) for additional information. If you have feedback on the work, or would like to make your/your institution's interests known, please email us at [chancellor2@fldoe.org](mailto:chancellor2@fldoe.org).

As this work progresses, we will provide regular updates to the field, but feel free to reach out with questions at any time. Thank you for your engagement as we continue to push toward to becoming the number one state in the country for workforce education.

Best,

Henry

**Henry Mack**

Chancellor

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