



Workforce Credential Program for Students with Disabilities



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org

www.FLDOE.org



FLORIDA DEPARTMENT OF
EDUCATION
— fldoe.org

Florida Department of Education (FDOE) Mission, Vision and Goals



FDOE's Mission and Vision

- The mission of Florida's Early Learning-20 education system shall be to increase the proficiency of **all students** within one seamless, efficient system, by allowing them the opportunity to expand their knowledge and skills through learning opportunities and research valued by students, parents and communities.
- Florida will have an efficient, world-class education system that engages and prepares **all students** to be globally competitive for college and careers.

[Section \(s.\) 1008.31, Florida Statutes \(F.S.\), and FDOE's Strategic Plan \(2021\)](#)



FDOE's Goals

1. Highest Student Achievement
2. Seamless Articulation and Maximum Access
3. Skilled Workforce and Economic Development
4. Quality Efficient Services

S. 1008.31, F.S., and FDOE's Strategic Plan (2021)



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org

Workforce Credential Program Purpose



House Bill 1105 (2025)

- During the 2025 Legislative Session, House Bill 1105, section 15, created section [1003.5717](#), Florida Statutes, Workforce credential program for students with disabilities.
- The Department of Education must develop and implement by January 31, 2026, a workforce credential program for students with disabilities.
- FDOE collaborated with the Florida Center for Students with Unique Abilities and Occupational Safety and Health Administration (OSHA) to develop the badges.



Workforce Credential Program

- The purpose of this program is to prepare students with disabilities for success in the workplace through structured activities that build employability, safety, job-seeking and self-advocacy skills.
- The program will be implemented through the Career Experiences: 9-12 course ([#7980120](#)) for students with disabilities starting January 2026.
- A student may earn multiple credits in this course. The particular course requirements that students should master to earn each credit must be specified on an individual basis.



Workforce Credential Program (Continued)

- Lessons are designed to be implemented flexibly throughout the school year or over multiple school years, depending on the students' needs.
- Students may earn badges at a pace aligned to their individual educational plan (IEP).
- Badges may be earned in any order. Teachers may select a badge to teach each nine-week period to support individual student needs.



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org

Workforce Credential Program Badges



Workforce Credential Program Badges

1. Employability Skills and Resiliency in the Workplace
2. Workplace Safety
3. Job Attainment Skills
4. Self-Advocacy and Career Planning



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org

Badge 1 – Employability Skills and Resiliency in the Workplace



Employability Skills and Resiliency in the Workplace

The discrete skills within Badge 1 are as follows:

- Use a variety of sources and methods to determine career interests and abilities.
- Identify knowledge and additional skills necessary for job or career interests.
- Identify courses of study that must be completed to reach their employment goal.
- Research and identify the educational requirements of the occupation in which they wish to work.
- Develop a career and educational plan that includes short- and long-term goals, high school program of study, and postsecondary/career goals.



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org

Badge 2 – Workplace Safety



Workplace Safety

The discrete skills within Badge 2 are as follows:

- Describe how to assess and control risks.
- Describe personal and jobsite safety rules and regulations that maintain safe and healthy work environments.
- Describe the procedure for identifying, dealing with, or reporting a hazard.
- Properly don and remove personal protective equipment.
- Demonstrate how to keep the work area tidy and properly store equipment.



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org

Badge 3 – Job Attainment Skills



Job Attainment Skills

The discrete skills within Badge 3 are as follows:

- Identify resources used in a job search (e.g., newspaper, internet, networking).
- Identify the job tasks that the occupation will require.
- Identify steps of the job application process including arranging for references and proper documentation.
- Prepare a resume (electronic and traditional), letter of application, follow-up letter, acceptance/rejection letter, letter of resignation, and letter of recommendation.
- Demonstrate effective interviewing skills (behavioral) through mock interviews.



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org

Badge 4 – Self-Advocacy and Career Planning



Self-Advocacy and Career Planning

The discrete skills within Badge 4 are as follows:

- Discuss ways that honesty and trustworthiness can lead to school and career success.
- Identify and describe characteristics, interests, experiences, and academic abilities.
- Identify appropriateness of disclosing disability in some situations and not others.
- Demonstrate ability to communicate necessary job accommodations to prospective employers.
- Review the importance of updating occupational skills and knowledge through training, continuing education, and life-long learning.



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org

How Students Earn Badges



Steps

- Students enroll in Career Experiences: 9-12 course (#7980120).
- Teachers instruct students on the discrete skills for one or more badges.
- Teachers can use the Bureau of Exceptional Education and Student Services (BEESS) Workforce Credential Program supplementary resource to find suggested resources aligned with each badge.
- Students master skills for one or more badges.



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org

How to Validate Badges



School-Level Badge Validation Overview

- To be eligible for a workforce credential badge, a student must:
 - Be enrolled in the Career Experiences: 9-12 course (#7980120); and
 - Have a current IEP that includes transition goals.
- The badge must be validated by two instructional staff members who are certified in Exceptional Student Education (ESE) K-12.
- The school-level contact submits badge verification information to the district-level contact.
- Verification and data collection templates are available on the [Secondary Transition](#) web page.



Implementation- Workforce Credential Program

January 2026: LEAs designate a point of contact for the Workforce Credential Program and submit to BEESS.

January 2026-June 2026: LEAs must collect and submit badge completion information to BEESS by July 1, 2026.

January 2027: The Department submits the first annual report to the Legislature



Example of Implementation Process

- Two instructional staff members who are certified in ESE K-12 validate badge mastery and complete the verification sheet.
- Verification sheets are submitted to the school's designated point of contact.
- The school may present the student with a certificate confirming he or she has earned the badge after the validation process is complete.
- The school compiles validation information and submits it to the LEA point of contact based on LEA procedures.
- The LEA aggregates all badges and enters them into the data spreadsheet.
- The LEA point of contact submits the final spreadsheet to BEESS by July 1.



Resources

- Bureau of Exceptional Education and Student Services:
<https://www.fldoe.org/academics/exceptional-student-edu/>
- Exceptional Student Education Eligibility:
<https://www.fldoe.org/academics/exceptional-student-edu/ese-eligibility/>
- Parent Information:
<https://www.fldoe.org/academics/exceptional-student-edu/parent-info/>
- Student Support Services:
<https://www.fldoe.org/schools/k-12-public-schools/sss/>
- Project 10: Transition Education Network:
<http://project10.info/>



Contact Information

Jennifer Coburn
Senior Educational Program Director
Instructional Support Services
Bureau of Exceptional Education and Student Services
Jennifer.Coburn@fldoe.org

Noal Weiland
State Lead for Secondary Transition
Bureau of Exceptional Education and Student Services
Noal.Weiland@fldoe.org



www.FLDOE.org



www.FLDOE.org