

COMPETITIVE TALENT COUNCIL - Local Workforce Development Board
[CTC - EDUCATION AND INDUSTRY CONSORTIUM] QUARTERLY REPORT

A. GENERAL INFORMATION

Report quarter: 1st Quarter 2026-2027

Date of meeting: September 25, 2026

Report prepared by: Christy Canady, CSNF Administrative Coordinator,
Christy.canady@careersourcenorthflorida.com

Local workforce development board contact: Marsha Durden, Executive Director – Region 6
marsha.durden@careersourcenorthflorida.com

B. ATTENDANCE

Name	Organization	Industry or Education Organization	Contact Information
Audra Rutherford	Bass Assassin Lures/ Mayo Plastic MFG	Manufacturing/ Distribution	Audra@bassassassin.com
Clay Tomlinson	RiverOak Technical College	Education/Workforce	clayton.tomlinson@scsb.us
Deborah Cohn	CareerSource North Florida (CSNF)	North Florida Workforce Development	Deborah.cohn@careersourcenorthflorida.com
Julie Ulmer	RiverOak Technical College	Education/Workforce Training	Julie.ulmer@suwannee.k12.fl.us
Kim Scarboro	North Florida College (NFC)	Education/Workforce Training	scarboroK@nfc.edu
Louis Daniels	Hamilton County School District	Education	Louis.Daniels@hamiltonfl.com
Marsha Durden	CareerSource North Florida (CSNF)	North Florida Workforce Development	Marsha.Durden@careersourcenorthflorida.com
Shelbi McCall	Big Bend Technical College (BBTC)	Education/Workforce Training	Shelbi.mccall@taylor.k12.fl.us

B. SUMMARY REPORT

1. Labor Market Information

Local Area Labor Statistics were presented by Marsha Durden, CSNF. Areas of reference included: Top Industries, Sectors with Highest Wage, One-year employment Outlook Comparisons. *See Presentation attached hereto.*

Summary of Market Review:

- The cost-of-living index is 86.4 which is 15.6% lower than the State average and 13.6% lower than the U.S. average.
- Our average annual wage for Region 6 has increased 2.8% over the last four quarters.
- The unemployment rate is slightly trending downward.
- While challenges remain in Region 6, the current data reflects positive gains and sustained forward momentum.

2. Demand (Industry) Report

Industry partners shared industry updates to include apprenticeship opportunities, training needs, recruitment needs, high-wage opportunities, emerging industries, and another relevant information.

Bass Assassin Lures – the gas & oil struggles continue to impact the industry. They will need assistance in packaging training once the demand increases back up. Other committee members agreed that the cost of gas is taking major toll on participants learning new skills (ex CDL), along with students feeling the pinch with some traveling 1000 miles + a week for education, training, and workforce skills.

Discussion ensued about bringing in representatives to assist in the logging industry, transportation hurdles with gas/oil costs – the Executive Director will reach out for additional representation of the industries currently impacted the most.

3. Supply (Education) Report

The education partners shared new program opportunities and updates to include industry certifications, career fairs, community surveys, program expansions, workforce educational challenges and/or expansions, specific education offerings, and credential opportunities.

- Big Bend Technical College noted they are expanding programs & options and will have 37 graduate RNs in the 2027 school year.
 - BBTC Named Best of Florida Regional Contest.
 - Industrial Engineering program is underway.
 - Robotic technology is on hand, and progress continues even though the models were more advanced than anticipated.
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- River Oak College noted that the Advanced Manufacturing Program was moving forward with 12 students in cohort.
- Small automation certifications are underway.
- The LPN program is up and running – visitors welcome to come see the program & offerings.

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- North Florida College (NFC) held a job fair this past week in partnership with CSNF and it had great success.
 - The college is looking for a CDL instructor.
 - The 1st BAS Graduate Program is underway & 23 electrical study students are underway in training.
 - Development of welding construction, and high school early childhood learning cohorts are moving forward.

4. **Updates**

Master Credential List (MCL) and related updates were provided by Deborah Cohn, CSNF
See Presentation attached hereto

- Deborah Cohn reviewed Florida's MCL List to explain what it is, why it matters, and how to apply.
- The MCL outlines the approved degrees, certificates and licenses that lead to good jobs.
- Other credentials can still be offered in Florida, but it will not qualify for the funding tied to the MCL.
- An overview of the process of earning credentials, the metrics of pay measurements, who and who to apply were provided.
- Common Mistakes and Solution Options were outlined.
- September 30th is the deadline to apply for related funding (CAPE ACT FUNDS).
 Applications are accepted throughout the year, but the review and approval is done once a year by the State.

Considerations & Approvals

Audra requested a motion to accept the approval of minutes from the June 26, 2026, meeting, Kim Scarboro gave approval; Shelbi McCall gave 2nd.

The meeting adjourned at 9:43am



Region 6 – Labor Statistics

-Source: Florida Department of Commerce, Bureau of Workforce Statistics and Economic Research

Location	Unemployment Rate	Regional Implications
Hamilton County	6.8%	2 nd Highest in Region 6
Lafayette County	6.4%	
Madison County	5.5%	Lowest in Region 6
Suwannee County	5.7%	
Taylor County	8.4%	Highest in Region 6
Region 6 Average	6.3%	
Florida Average	4.6%	Higher than the National Average
National Average	4.4%	

An Equal Opportunity Program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers may be reached with TTY/TDD equipment via the Florida Relay Service at 711.

Regional Top Industries

County / Context	Top Industry	% of Employment	Structural Implication
Madison	Healthcare & Social Assistance	19.5%	Service-driven, healthcare dependent
Taylor	Manufacturing	15.9%	Manufacturing-dependent, cyclical risk
Lafayette	Public Administration	23.3%	Highly government-dependent
Hamilton	Manufacturing	20.1%	Manufacturing dependent, cyclical risk
Suwannee	Retail Trade	14.7%	Consumer-driven, diversified base
Region 6 Avg	Manufacturing	13.9%	Manufacturing dependent, cyclical risk.
Florida Avg	Healthcare & social Assistance	14.2%	Service-driven, healthcare dependent

Regional Sectors with Highest Wage

County / Context	Highest-Wage Sector	Avg Annual Wage	Economic Insight
Madison	Management of Companies & Enterprises	\$102,578	
Taylor	Utilities	\$115,088	High skilled wages despite high unemployment
Lafayette	Information	\$100,570	
Hamilton	Management of Companies & Enterprises	\$138,470	Highest wage concentration in Region 6
Suwannee	Utilities	\$102,534	
Region 6 Avg	Utilities	\$103,441	
Florida Avg	Management of Companies & Enterprises	\$150,150	

Region 6 - One-Year Employment Outlook Comparison

County	Net Job Change (1 Yr)	Fastest Growing Sector (YoY)	Top Sectors by Job Gains
Suwannee	+151	Arts, Entertainment & Recreation (+1.6%)	Manufacturing (+26); Health Care (+20); Public Administration (+16)
Madison	+35	Mining, Quarrying & Oil/Gas (+1.3%)	Health Care (+11); Public Admin (+4); Manufacturing (+4)
Hamilton	+27	Arts, Entertainment & Recreation (+1.4%)	Manufacturing (+6); Public Admin (+4); Education (+3)
Lafayette	+17	Health Care & Social Assistance (+1.6%)	Public Admin (+4); Health Care (+3); Agriculture (+1)
Taylor	-8	Arts, Entertainment & Recreation (+0.5%)	Health Care (+2); Accom/Food (+1); Construction (+1)

Summary

- ▶ The cost-of-living index is 86.4 which is 15.6% lower than the State average and 13.6% lower than the U.S. average.
- ▶ Our average annual wages for Region 6 have increased 2.8% over the last four quarters.
- ▶ The unemployment rate is slightly trending downward.

While challenges remain in Region 6, the current data reflects positive gains and sustained forward momentum

CareerSource North Florida

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Florida's Master Credentials List

What it is, why it matters, and how to apply

Competitive Talent Council | September 2026

CareerSource North Florida



What Is the Master Credentials List?

Think of it as Florida's approved list of degrees, certificates, and licenses that lead to good jobs.

Also called the MCL



Required by law

The REACH Act says Florida must keep this list.



Built by a committee

The Credentials Review Committee decides what belongs on it.



Guides the money

It points state and federal money, like WIOA, CAPE, and Incumbent Worker Training grants, to programs that lead to these credentials.



Why It Matters



Job seekers

Pick programs that lead to real jobs and better pay.



Schools and colleges

Programs on the list can get state and federal funding. It also shows the program meets high standards.



Employers

Training lines up with the skills and jobs your industry needs.

Not on the list? The credential can still be offered in Florida. It just won't qualify for the funding tied to the list.



How a Credential Earns a Spot

Every application is measured against the Framework of Quality. It asks three big questions:



1. Demand

Are there jobs?

Employers in Florida need people with this credential.



2. Wages

Do graduates earn enough?

The pay is high enough to support a family.



3. Fit with industry

Do employers want it?

The credential matches real jobs and is recognized by industry.



The Pay Test

For certificates and other non-degree credentials

80%

Graduates must earn at least 80% of what the typical Florida non-degree graduate earns, one year or five years after finishing.

The jobs it leads to must meet pay levels like these

\$35,061

Starting wage

\$52,414

Middle wage

\$59,421

High wage

Yearly pay for a full-time job (2,080 hours)

Doesn't pass the pay test alone? It can still count as a step in a sequence that leads to a higher-paying credential.



Who Can Apply, and With What?

Who can apply



Florida school districts



Florida College System institutions



Local workforce development boards

Employers and private groups can't apply directly. They can partner with one of these to propose a credential.

What can be submitted

- Career and advanced technical certificates
- College credit certificates
- Industry certifications
- Registered apprenticeship certificates
- Licenses
- Applied technology diplomas
- Two- and four-year degrees (AS, AAS, BAS, BS)

Open all year. Quarterly due dates: Sept 30, Dec 31, Mar 31, Jun 30. The committee meets in Aug, Nov, Feb, and May.



The Road to the List



Not approved? You get feedback. You can file an appeal in a short window, or fix it and apply again.



Common Mistakes, and How to Avoid Them

Applications are more likely to need extra review when they have these problems:

Mistake

Missing paperwork, or little public information to back it up

Not enough proof of job demand, pay, or impact

Weak match to a job code (SOC code)

Little proof that industry knows and values the credential

Not checking the MCL before applying

Fix

Send complete documents and sources anyone can check

Show job openings, wage data, and results

Pick the code that truly fits the job

Show who recognizes it and why it is worth earning

Look at the list first, so you don't repeat what's there

Tip: apply early so there is time for technical help.



Mark Your Calendar: CAPE

Deadline

SEPT 30

Yearly deadline for industry
certifications that want CAPE
funding



What is CAPE?

The CAPE Act funds industry certifications that students earn in high school or college, giving them a head start on a career.



How to qualify

The certification must be on the MCL, meet the CAPE rules and the Framework of Quality, be available now, and link to a SOC job code.



The timing

You can submit all year. The state reviews once a year, for next school year. Apply early for technical help.

CAPE questions: mcl@careersourceflorida.com (put CAPE in the subject)
or industrycertification@fldoe.org



Flagged for Removal



What it means

The credential is under review. There are concerns about job demand, pay results, or other rules in the Framework.



Up to 2 years to fix

Send updated data. Any eligible school, college, or workforce board can do it. For local demand, your workforce board leads. The Committee must vote within the two years.



Then what?

Meets the bar: it stays. Doesn't: it is removed and loses the state and federal funding link. It can come back if you apply again with strong proof.

Key date: Dec 1 is the deadline to send more information on wage or demand flags. Check the 2026-2027 flagged list on the MCL webpage before you plan or fund a program.



Remember These 4 Things

1

The MCL is Florida's approved list of credentials that lead to good jobs.

2

Apply any time. Reviews happen every quarter.

3

Read the list and the Framework of Quality first. Send complete proof.

4

The CAPE deadline is September 30.

Where to get help

MCL questions

mcl@careersourceflorida.com

MCL webpage and application

careersourceflorida.com/master-credentials-list

CAPE questions

industry certification@fldoe.org

Questions?