

**Board of Directors Executive Committee
Meeting Agenda
AUG. 26, 2021 • 9 – 10 AM ET**

TO JOIN THE MEETING:
WEBINAR: [MICROSOFT TEAMS MEETING LINK](#)
CALL-IN NUMBER: 1 850-629-7293
CONFERENCE ID: 381 463 880#

Chair's Welcome & Remarks	<i>Stephanie Smith</i>
2021 Reimagining Education and Career Help (REACH) Act Overview	<i>Michelle Dennard</i>
Consent Item <ul style="list-style-type: none">• April 30, 2020, Meeting Minutes	<i>Stephanie Smith</i>
Action Item <ul style="list-style-type: none">• Credentials Review Committee Appointments	<i>Andra Cornelius, CEcD</i> <i>Dan McGrew</i>
Open Discussion/Public Comment	
Closing Remarks	<i>Stephanie Smith</i>

UPCOMING MEETINGS

Credentials Review Committee – Sept. 8, Tallahassee
Board of Directors Meeting – Sept. 15, Orlando
Finance Council Meeting – Dec. 8, Webinar
Strategic Policy and Performance Council Meeting – Dec. 8, Webinar
Board of Directors Meeting – Dec. 9, Webinar

Consent Item 1

APRIL 30, 2020, EXECUTIVE COMMITTEE MEETING MINUTES

In accordance with Article VII, Section 7.3, of the approved bylaws, 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 April 30, 2020, Executive Committee Meeting Minutes, to include any modifications or changes noted by the board.

**DRAFT MINUTES
CAREERSOURCE FLORIDA
EXECUTIVE COMMITTEE MEETING
April 30, 2020**

CALL TO ORDER

Chairman Kevin Doyle called the meeting of the CareerSource Florida Executive Committee to order at 9:01 a.m. ET on April 30, 2020.

CHAIRMAN'S WELCOME & REMARKS

Chairman Doyle stated this meeting will assist in preparing a budget proposal for the 2020-2021 fiscal year. He acknowledged Governor Ron DeSantis for his singular focus on leading Florida through an unprecedented global pandemic.

ROLL CALL

A quorum was present with the following Executive Committee members in attendance:

Chairman Kevin Doyle
Brittany Birken
Tim Center
Rose Conry
Duane De Freese
Arnie Gimun

Elli Hurst was not able to participate.

Additional members of the board participating were:

Mike Myhre
Chancellor Henry Mack

MISSION MOMENT

Chairman Doyle introduced CareerSource Florida's Senior Director of Communications and Board Relations Victoria Heller. Ms. Heller highlighted some of the outreach work the CareerSource Florida communications team does to support the efforts of the dedicated people on the front lines of Florida's local workforce development boards to connect job seekers with education, training and employment opportunities. Victoria introduced Managing Director Emily Read with the Moore Agency to provide additional details on CareerSource Florida's Help is Here campaign.

The Help is Here campaign launched on April 6, 2020. Since the launch, the campaign has generated a 4.76 percent social media engagement rate, which is very high by industry standards; 31,259 website hits, also a significant number; and 15 local workforce development boards have chosen to localize the campaign to expand outreach in their areas.

CONSENT AGENDA

Chairman Doyle introduced the consent items.

Consent Item 1: April 2020 Executive Committee Meeting Minutes

Consent Item 2: CareerSource Florida Fiscal Year 2019-2020 Strategic Initiative Expenditures

Motion: Rose Conry

Second: Tim Center

Chairman Doyle opened the floor for discussion and corrections. Hearing none, Chairman Doyle opened the floor for public comment. Hearing none, he called for a vote. The motion passed. None were opposed.

Action Item: Career and Professional Education (CAPE) Act

In February, the board approved 218 recommended industry certifications for the 2020-2021 year. During the meeting, the Board of Directors received important feedback on several certifications currently offered to students that were not initially recommended by the CAPE review team for inclusion on the 2020-2021 list. Additional information prompted a subsequent review by the CAPE review team. Some additional certifications are being recommended as part of a one-year transition process. Chairman Doyle invited CareerSource Florida Vice President of Strategic Policy and Performance Mary Lazor and board member Chancellor for Career and Adult Education Henry Mack to explain the action item.

The CAPE review team recommends approval of an amendment to the previously approved 218 certifications to include 18 additional certifications for a period of one year for a total of 236 certifications.

Chancellor Mack reiterated the 18 industry certifications being sought for approval are only effective for the one-year transition period and will expire next summer.

Motion: Tim Center

Second: Rose Conry

Chairman Doyle opened the floor for discussion and corrections. Then Chairman Doyle opened the floor for public comment. Hearing none, he called for a vote. The motion passed. None were opposed.

Arnie Girnun asked the board to take a vote on additional funding for areas that have been severely affected by economic impacts of the COVID-19 pandemic. After consulting with CareerSource Florida COO and CFO Andrew Collins and several local workforce development board executive directors, Mr. Girnun recommended the board set aside \$1 million to directly fund projects to the areas of the state most dramatically impacted by the COVID-19 pandemic.

Chairman Doyle asked Mr. Girnun and Mr. Collins to discuss more specific details on how the funding would be invested and then have Mr. Collins provide recommendations. Chairman Doyle requested that Mr. Collins address the request for funding during his update to the board.

2020-2021 WORKFORCE SYSTEM FUNDING

Mr. Collins stated the Training and Employment Guidance Letter (TEGL) for program year 2020 was received and due to a lag in the official labor market data there is a decrease in WIOA funds for next year. Program year funding for 2020 WIOA adult funding is decreasing by 8.83 percent, dislocated worker funding is decreasing by 2.43 percent and youth funding is decreasing by 8.79 percent. Overall this represents a 6.51 percent decrease in WIOA funding for the state of Florida.

A Notice of Funding Availability (NFA) was released from the Department of Economic Opportunity to all 24 local workforce development boards in the amount of \$11.9 million. The funds stem directly from the national dislocated worker grants with the intent of providing temporary jobs to assist with humanitarian aid, cleanup, and restoration activities due to the current COVID-19 pandemic.

Chairman Doyle recommended CareerSource Florida and the Department of Economic Opportunity work to make additional funds available for local workforce development boards that apply for immediate assistance for individuals and businesses significantly impacted by COVID-19.

Motion: Arnie Girnun

Second: Rose Conry

Chairman Doyle asked if there was any discussion. Brittany Birken requested that CareerSource Florida to be mindful of individuals with barriers to employment. Chairman Doyle then opened the floor for public comment. Hearing none, he called for a vote. The motion passed. None were opposed.

COVID-19 RESPONSE

Michael Zehr with HBW Resources provided a federal CARES Act Update. Michael Myhre provided an update on the response by the Florida Small Business Development Center Network to COVID-19 economic impacts on small businesses. CareerSource Florida President and CEO Michelle Dennard provided an update on several CareerSource Florida COVID-19 response initiatives. Dr. Jerry Parrish with the Florida Chamber Foundation updated the board on the statewide economic impact of the global pandemic.

COMMITTEE DISCUSSION – COVID-19 RESPONSE AND RECOVERY EFFORTS

Terrie Ard with Moore facilitated a recap of the CareerSource Florida Board of Directors survey of local workforce development board responses to the following questions:

- **Relieve** – *What additional COVID-19 response measures can Florida's workforce system take to provide immediate relief to people and businesses?*
- **Restart** – *What measures can we take to restart critical sectors?*
- **Recover** – *What measures should be taken to ensure continued recovery of Florida businesses?*
- **Reimagine** – *How can we reimagine Florida's economy to make it more diversified, resilient for the long term and attract new opportunities?*

Ms. Ard and her team will prepare a report based on the discussion that will be provided to President Dennard for consideration in the development of the new fiscal year budget recommendations.

PARTNERS' PERSPECTIVE

Chairman Doyle invited the Florida Workforce Development Association President Robin King to provide and update on the local workforce development board activities. Ms. King provided an update detailing best practices within the local workforce development boards, including specific solutions and responses to COVID-19 related issues.

NEXT STEPS

Chairman Doyle asked that President Dennard and the professional team conduct an analysis of state and federal laws and regulations pertaining to the responsibilities of a state board and recommend a policy that outlines the responsibilities of CareerSource Florida as well as the role of the professional team that supports our board.

OPEN DISCUSSION/ PUBLIC COMMENT

Chairman Doyle asked if there were any comments or questions from the public. No comments were made. Hearing none, he adjourned the meeting.

BOARD SECRETARY CERTIFICATION

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

Michelle Dennard
Board Secretary

Date

Approved _____
Disapproved _____

Action Item 1

CAREERSOURCE FLORIDA BOARD APPOINTMENT OF FLORIDA CREDENTIALS REVIEW COMMITTEE MEMBERS

Created by House Bill 1507 and signed into law by Governor Ron DeSantis, the Reimagining Education and Career Help (REACH) Act addresses the evolving needs of Florida's economy by increasing the level of collaboration and cooperation among state businesses and education communities while improving training within and equity and access to a more integrated workforce and education system for all Floridians. The REACH Act, which amends Chapter 445.004, Florida Statutes, took effect July 1, 2021.

Pursuant to Chapter 445.004(4)(h)(1), the state workforce board shall appoint a Florida Credentials Review Committee to identify nondegree credentials and degree credentials of value for approval by the state board and inclusion in a Master Credentials List. Such credentials must include registered apprenticeship programs, industry certifications, licenses, advanced technical certificates, college credit certificates, career certificates, applied technology diplomas, associate degrees, baccalaureate degrees and graduate degrees.

The membership of the Credentials Review Committee is designated by statute. The Credentials Review Committee must include:

- The Chancellor of the Florida Department of Education Division of Public Schools
- The Chancellor of the Florida Department of Education Division of Career and Adult Education
- The Chancellor of the Florida College System
- The Chancellor of the State University System
- The director of the Office of Reimagining Education and Career Help (REACH)

Additionally, members representing the following entities or organizations shall be appointed by the CareerSource Florida Board of Directors or its Executive Committee acting on the board's behalf from a list of qualified, representative and appropriate nominees and volunteers:

- Four members from local workforce development boards, with equal representation from urban and rural regions
- Two members from nonpublic postsecondary institutions

- Two members from industry associations
- Two members from Florida-based businesses
- Two members from the Florida Department of Economic Opportunity
- One member from the Department of Agriculture and Consumer Services

The CareerSource Florida Board Executive Committee solicited nominees and volunteers from the Executive Office of the Governor; the REACH Office; the CareerSource Florida Board of Directors; the Florida Department of Economic Opportunity; local workforce development boards; the Florida Department of Education, including the Divisions of Public Schools and Career and Adult Education; the Florida College System; the State University System; independent education organizations; the Florida Department of Agriculture and Consumer Services; industry associations; and Florida businesses.

Proposed membership from local workforce development boards, non-public postsecondary institutions, industry associations and Florida-based businesses represent diverse geographic areas of the state including urban, rural and suburban areas.

The members of the Credentials Review Committee shall serve for a period determined by the Chair and Executive Committee. The CareerSource Florida professional team recommends consideration of a term of two years. Qualified members of the Credentials Review Committee may be reappointed by the Chair and Executive Committee.

The Credentials Review Committee will act as an advisory committee or similar group created by the state workforce development board.

FOR CONSIDERATION

- **Approve and appoint the membership of the Credentials Review Committee.**
- **Approve and designate a period of two years for which members of the Credentials Review Committee shall serve.**

ATTACHMENTS

- **Credentials Review Committee Membership Roster**

Florida Credentials Review Committee

Statutory Responsibilities

Background – The Reimagining Education and Career Help (REACH) Act

During the 2021 Florida legislative session, several bills to increase accountability and further integrate Florida's workforce and education systems to better serve students, job seekers and workers were introduced. House Bill 1507, the Reimagining Education and Career Help (REACH) Act, unanimously passed both House and Senate, was signed into law by Governor Ron DeSantis on June 24 and took effect July 1.

Specific to the state workforce system, the law:

- Creates a Credentials Review Committee, appointed by the CareerSource Florida Board of Directors, to identify degree and nondegree credentials of value, develop a Master Credentials List for performance funding, and establish policy direction for funding that prioritizes outcomes.
- Creates a new office in the Executive Office of the Governor to better coordinate alignment of workforce and education systems known as the REACH Office. Katie Crofoot has been appointed as Director of the REACH Office.
- Enhances performance and accountability for all workforce programs in the state.
- Provides guidelines for consistency of data collection across the workforce and education systems.
- Requires data integration, a consumer-first workforce system and a new online opportunity hub to improve access to education and training as well as career information and support services.

CareerSource Florida and the Florida Credentials Review Committee

What will the Credentials Review Committee do?

- The committee has five primary tasks:
 - 1) To identify nondegree and degree credentials of value and create a framework of quality for approval by the CareerSource Florida Board. These credentials of value will become the state's Master Credentials List and will include registered apprenticeship programs, industry certifications, licenses, advanced technical certificates, college credit certificates, career certificates, applied technology diplomas, associate degrees, baccalaureate degrees, and graduate degrees.

***Special Note:** For the 2021-2022 school year, the Career and Professional Education (CAPE) Act industry certification list and CAPE postsecondary industry certification list as approved by the CareerSource Florida Board and adopted by the State Board of Education before October 1, 2021, will comprise the Master Credentials List.*

- 2) To develop a process for, at minimum, a quarterly review and approval of credential applications, an annual review of the Master Credentials List, phasing out those credentials that no longer meet the framework of quality, and designate performance funding eligibility based on the highest available certification for postsecondary students.
- 3) To establish a process for linking Classification of Instructional Programs (CIP) codes to the Standard Occupational Classification (SOC) system for all credentials of value on the Master Credentials List. This linkage ensures the instructional program prepares individuals for jobs.
- 4) To identify all data elements necessary to collect information on credentials by the Florida Education and Training Placement Information Program (FETPIP).
- 5) To develop a returned-value funding formula that will direct funding to Florida education institutions based on outcomes achieved in workforce programs.

How will credential value be determined?

- The committee will establish a definition for credentials of value and create a framework of quality that aligns with federally funded workforce accountability requirements. The framework will be reviewed every two years.
- The three criteria by which to determine value include evidence of:
 - Statewide labor market demand (as identified by a newly established Labor Market Estimating Conference) or local demand as determined by the committee.
 - Competencies mastered after earning the credential.
 - Employment and earnings outcomes.
- A process for prioritizing credentials will be developed for critical statewide or regional shortages in response to current and future marketplace needs.

How will degree value be determined?

- The committee will establish criteria to determine value for degree programs that includes evidence the program meets the labor market demand as identified by the Labor Market Estimating Conference or meets local demand as determined by the committee.
- These criteria will be used to designate programs of emphasis for the state and to guide the development of program standards and benchmarks for the education system.

Florida Credentials Review Committee

Statutory Members and Nominees

Timothy Beard, Ph.D.



Timothy L. Beard, Ph.D., serves as president of Pasco-Hernando State College. Dr. Beard previously served as Pasco-Hernando State College's Vice President of Student Development and Enrollment Management.

Before joining Pasco-Hernando State College, Dr. Beard spent numerous years working for educational institutions including the University of South Alabama and Florida A&M University. He is a member of the CareerSource Pasco Hernando Board of Directors.

Dr. Beard earned his doctoral degree in rehabilitation counseling with a special emphasis in higher education administration from Florida State University. He also holds bachelor's and master's degrees from Florida State University. He lives in Spring Hill.

Michael Biskie



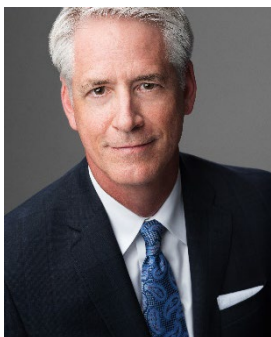
Michael Biskie serves as human resources director for B&I Contractors, a premier mechanical contractor. Mr. Biskie has nearly 30 years of experience working in human resources.

He served for more than 26 years in the U.S. Navy and retired from the Navy Reserve in 2007.

Mr. Biskie serves on the CareerSource Southwest Florida Board of Directors. He previously served as chair of the CareerSource Citrus Levy Marion Board of Directors and vice chair of the National Association of

Workforce Boards. He lives in Cape Coral.

Robert Boyd, Esq.



Robert Boyd, Esq., is president and CEO of the Independent Colleges and Universities of Florida (ICUF) and executive director of the Higher Educational Facilities Financing Authority (HEFFA), the statewide bonding authority for non-profit, independent Florida institutions created in statute in 2001. ICUF is an association of 30 four-year, private, non-profit colleges and universities in Florida.

Before becoming ICUF's president, Mr. Boyd served as general counsel for the organization since 1995. Mr. Boyd is the first ICUF president to have graduated from an ICUF institution, Rollins College. Prior to becoming the president of his long-time client, ICUF, Mr. Boyd was a successful attorney and lobbyist practicing primarily in the areas of governmental affairs, education, aviation, underground storage tanks, and administrative law. He remains AV Rated by Martindale-Hubbell.

Florida Credentials Review Committee

Mr. Boyd holds a bachelor's degree from Rollins College and a doctorate from Florida State University. He lives in Tallahassee.

Kevin Carr



Kevin Carr is CEO of FloridaMakes. Mr. Carr has dedicated most of his career to enhancing the nation's manufacturing sector with a focus on improving the competitiveness and profitability of small and medium-size manufacturers. Prior to joining FloridaMakes, Mr. Carr led the National Institute of Standards and Technology's Hollings Manufacturing Extension Partnership.

Under his leadership with state and federal policymakers, he has worked to increase manufacturers' access to appropriate advanced manufacturing technology and resources through federal labs and centers of excellence, and has challenged the Manufacturing Extension Partnership system to cultivate best practices, best-in-class services, and increased use of existing public and private resources to improve the foundation and future of American manufacturing.

He has been recognized as one of Florida Trend's most influential Floridians and as a finalist for the Service to America for Business and Commerce and Harvard's Innovations in American Government Award. He was awarded the U.S. Department of Commerce Gold Medal for building Manufacturing Extension Partnership's national system and was recently inducted into the National Institute of Standards and Technology's Gallery of Distinguished Scientists, Engineers and Administrators.

Mr. Carr studied electronics engineering at Widener University and technology management at the University of Maryland. He lives in Sanford.

Marshall Criser III



Marshall Criser serves as chancellor of the State University System of Florida.

Chancellor Criser is the former president of AT&T Florida and a longtime education leader in the state. He served on Florida's Higher Education Coordinating Council, including serving as vice-chair and co-chair, a role he began as the Florida House Speaker's inaugural appointee as a representative of the business community and continued to serve in as chancellor.

Chancellor Criser earned a bachelor's degree from the University of Florida and completed an Advanced Management Programme at INSEAD in Fontainebleau, France. He lives in Tallahassee.

Florida Credentials Review Committee

Katie Crofoot



Katie Crofoot is director of the Executive Office of the Governor's Office of Reimagining Education and Career Help (REACH). The REACH Office facilitates alignment and coordination of entities responsible for Florida's workforce development system.

Prior to joining the REACH office, Ms. Crofoot held various positions at the Florida Department of Children and Families, the Florida Department of Economic Opportunity, and the Florida House of Representatives.

She earned her bachelor's degree from the University of Florida and a master's degree from Florida State University. She lives in Tallahassee.

Katherine Goletz



Katherine Goletz serves as the deputy director of the Florida Department of Agriculture and Consumer Services' Commissioner's External Affairs Office. In this role, she oversees the Career and Professional Education (CAPE) Act certification recommendations for the agriculture industry.

Ms. Goletz previously worked for the Florida Department of Environmental Protection as a legislative analyst for more than 15 years. She earned a bachelor's degree from Florida State University. Ms. Goletz lives in Tallahassee.

Lloyd Gregg



Lloyd Gregg is the vice president of spaceflight support services for ASRC Federal. Mr. Gregg is responsible for providing ASRC Federal's resources to manufacture spacecraft components, provide avionics lab design and development, install and fabricate vehicle thermal systems, and support mission operations and ground operations while promoting operability innovations into the design and development process of the Orion Vehicle Program.

He has more than 35 years of experience in systems engineering, human space operations and project management. Prior to joining ASRC Federal in 2012, Mr. Gregg worked with USA/Lockheed Martin in various technical and management roles. He most recently served as USA project manager for Orion.

Mr. Gregg earned a bachelor's degree from the Florida Institute of Technology and a master's degree from the University of Central Florida. He lives in Merritt Island.

Florida Credentials Review Committee

Jennifer Grove



Jennifer Grove is vice president of external relations at Baptist Health Care. Baptist Health Care includes three hospitals, four medical parks, Andrews Institute for Orthopedic and Sports Medicine and a large network of primary care and specialty physicians and is a proud member of the Mayo Clinic Care Network. With more than 4,000 team members, Baptist Health Care is one of the largest non-governmental employers in Northwest Florida.

Ms. Grove provides leadership for external relationships with community, government, media, philanthropic, faith-based and other organizations that are essential to the success of Baptist Health Care's vision to be the trusted partner to improve the quality of life for the communities it serves. She is responsible for the direction of corporate marketing, government relations, Baptist Health Care Foundation, Faith Health Network and Baptist's community impact efforts. Before joining Baptist Health Care in 2019, Ms. Grove worked for The Southern Company and Gulf Power for more than 25 years.

Ms. Grove holds a bachelor's degree from Birmingham-Southern College and a master's degree from Purdue University. She lives in Pensacola.

Kathy Hebda



Kathy Hebda serves as chancellor at the Florida Department of Education, overseeing the Florida College System. Chancellor Hebda began her educational career teaching music in Florida and Georgia's public school systems. She came to the Florida Department of Education in 1992 and served in several roles in the Division of Public Schools, including educator certification, preparation and professional development. She was named Deputy Public Schools Chancellor for Educator Quality in 2008, providing leadership and support for school districts and higher education institutions to increase student success through continuous improvement in teaching and learning.

Before being named Chancellor of the Florida College System by Commissioner Richard Corcoran, Hebda also served as Chief of Staff for the Department of Education for Florida's previous commissioner of education, Pam Stewart.

Chancellor Hebda earned a bachelor's degree from Newberry College and a master's degree from Florida State University. She lives in Tallahassee.

Florida Credentials Review Committee

Diane Head



Diane Head serves as executive director of CareerSource North Florida. Ms. Head develops vision and strategy with partner organizations to create infrastructure and capacity for a resilient economy in rural North Florida.

She is a trained workforce and economic development professional with more than 15 years of immersive commitment to local and regional organizations with shared vision for the future of the area.

Ms. Head holds a bachelor's degree from the University of Florida and a master's degree from Valdosta State University. She is currently working toward her CEcd credential. She lives in Madison.

Adrienne Johnston



Adrienne Johnston serves as deputy secretary of the Department of Economic Opportunity's Division of Workforce Services. Previously, Ms. Johnston served as Chief of the Bureau of Workforce Statistics and Economic Research where her extensive experience in Labor Market Information allowed her to lead the Workforce Statistics and Economic Research team to deliver quality data analysis, informative data visualizations and applied research to better serve the agency and stakeholders across the state. During her tenure in the Bureau, Ms. Johnston expanded the role of Workforce Statistics and Economic Research to provide effective analytics for the entire agency.

Prior to joining DEO, Ms. Johnston served as project manager for Evergreen Solutions where she analyzed local labor markets and developed custom compensation and benefits plans for community colleges and local government organizations. Previously, she served as Labor Market Research Director for Brandt Information Services where she expanded the service portfolio of the unit beyond data collection to include data visualization tools, survey design, and data analysis.

Ms. Johnston holds a master's degree from Florida State University. She lives in Tallahassee.

Henry Mack

Florida Credentials Review Committee



Henry Mack serves as chancellor at the Florida Department of Education, overseeing the Division of Career, Technical and Adult Education. Chancellor Mack is responsible for the department's workforce education programs, including overseeing the offices of apprenticeship, adult education, articulation and career education policy, and K-12 and post-secondary CTE programs and he helps lead the department's economic development initiatives.

He previously served as a visiting lecturer in the Department of Religious Studies at the University of Miami where he instructed courses in philosophical theology and topics related to science and religion. Since 2004, Chancellor Mack has held various positions at Florida International University and Broward College, where he most recently served as the Associate Vice President for Workforce Education.

Chancellor Mack has graduate degrees in philosophy and theology from the Catholic University of America. He lives in Tallahassee.

Jacob Oliva



Jacob Oliva currently serves as chancellor at the Florida Department of Education, overseeing the Division of Public Schools. Chancellor Oliva began his career as a special education teacher and, over the last 20 years, has served in a variety of positions, including principal and superintendent.

Currently, as the Division of Public Schools Chancellor, he supports the teaching and learning of Florida's over 2.9 million students in approximately 3,600 public schools, promoting student achievement and closing achievement gaps. Additionally, Chancellor Oliva provides statewide leadership and communication between the Florida Department of Education and Florida's school districts.

He earned a bachelor's degree from Flagler College and his master's degree from Nova Southeastern University. He lives in Tallahassee.

Casey Penn



Casey Penn is the bureau chief for One Stop and Program Support for the Florida Department of Economic Opportunity. After working in the private sector for more than a decade, Mr. Penn joined DEO as the administrator of policy and quality assurance for workforce programs in 2018.

He returned to DEO after a short tenure at the Florida Department of Children and Families. In his current role, Mr. Penn leads a talented team tasked with providing oversight and support to the state's 24 local workforce development boards in the delivery of workforce programs.

He earned a bachelor's degree from Florida State University. Mr. Penn lives in Tallahassee.

Florida Credentials Review Committee

James Taylor



James Taylor is CEO of the Florida Technology Council and executive director of the Florida Technology Foundation.

In 2019, Government Technology Magazine named Mr. Taylor as a national recipient of the “Top 25 Doer, Dreamer and Drivers” award. The award, designated by this leading source of digital government news, recognizes individuals in the digital government field who have demonstrated how innovative technology can transform government operations, dramatically improve citizen engagement, and enhance service. He is one of the few individuals from the private sector to have received this award.

Mr. Taylor served as a key spokesperson, providing education on ridesharing, autonomous vehicles and 5g Small Cell Technology. James served as the technology industry representative for the Cybersecurity and Electromagnetic Pulse (EMP) Legislative Work Group in the Florida House of Representatives and was appointed in 2020 to Governor Ron DeSantis’ Re-Open Florida Taskforce.

Mr. Taylor holds degrees from Kalamazoo Valley Community College and Michigan State University. He lives in Tallahassee.