



CareerSource Citrus Levy Marion
2703 NE 14th Street
Ocala, FL 34470

EDUCATION AND INDUSTRY CONSORTIUM AGENDA

Thursday, February 12, 2026 – 9:00 a.m.

Join Zoom Meeting: <https://us02web.zoom.us/j/88288178812>

Phone No: 1-646-558-8656 (EST) Meeting ID: 882 8817 8812

Call to Order	J. Corley
Roll Call	C. Schnettler
Approval of Minutes – November 13, 2025	Pages 2 - 14 J. Corley

PRESENTATION

Industry and Occupation Report	Pages 15 - 24 C. Weaver
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DISCUSSION ITEMS

Workforce Pell Grants	Page 25 - 28 R. Skinner
Subcommittees	Spreadsheet R. Skinner
Private Sector Member Recruitment	R. Skinner

PUBLIC COMMENT

J. Corley

ACTION ITEMS

None	J. Corley
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MATTERS FROM THE FLOOR

J. Corley

ADJOURNMENT

2025 – 2026 MEETING SCHEDULE							
Performance/ Monitoring	Business and Economic Development	Career Center	Marketing / Outreach	Education and Industry Consortium	Executive	Full Board	
Unless noted otherwise all committee meetings are held at CareerSource CLM, 2703 NE 14 th Street, Ocala, FL 34470							
Tuesday 9:00 am	Wednesday 9:00 am	Thursday 9:30 am	Wednesday 9:00 am	Thursday 9:00 am	Wednesday 9:30 am	Wednesday, 11:30 am	
8/5/2025	8/6/2025	8/7/2025	8/13/2025	8/14/2025	8/27/2025	9/3/2025	CF Levy
11/4/2025	11/5/2025	10/30/2025	11/12/2025	11/13/2025	11/19/2025	12/10/2025	CF Ocala
					1/30/2026		
2/3/2026	2/4/2026	2/5/2026	2/11/2026	2/12/2026	2/25/2026	3/4/2026	CF Lecanto
5/5/2026	5/6/2026	5/7/2026	5/13/2026	5/14/2026	5/27/2026	6/10/2026	CF Ocala

OUR VISION STATEMENT

To be known as the number one workforce resource in the state of Florida by providing constructive tools and professional supportive services that are reflected in the quality of our job candidates and meet the needs of the business community.



CAREERSOURCE CITRUS LEVY MARION
Education and Industry Consortium

MINUTES

DATE: November 13, 2025
PLACE: CareerSource CLM
2703 NE 14th Street, Ocala, FL 34470
TIME: 9:00 a.m.

MEMBERS PRESENT

Bob Rutemiller
Joe Corley
Katherine Otte
Marci Holder
Rebecca Johnson

MEMBERS ABSENT

Ashley Shorb
Dr. Jennifer Fryns
Tanya Taylor
Tim Gilbert

Other Attendees

Rusty Skinner, CSCLM
Dale French, CSCLM
Cory Weaver, CSCLM

Cira Schnettler, CSCLM
Tony Waterson, One Stop Operator
Kristen Barry, One Stop Operator

CALL TO ORDER

The meeting was called to order by Joe Corley, Chair, at 9:00 a.m.

ROLL CALL

Cira Schnettler called roll and a quorum was declared present.

APPROVAL OF MINUTES

A quorum was present to approve the minutes from the February 6, 2025, May 8, 2025, and August 14, 2025, meetings. Bob Rutemiller made a motion to approve the minutes. Katherine Otte seconded the motion. Motion carried.

PRESENTATION

Cory Weaver gave an overview of the presentation. She reviewed the committee's purpose and answered questions on how the committee plans to fulfill the purpose.

The committee will meet its objectives through discussion and presentations:

- Talent needs of local industry targeted sectors will be identified.
- Educational partners will present courses and certifications currently available as well as promote upcoming programs and projects in development.
- CareerSource CLM will review training programs offered through business services.

Prior Meeting Insights

Cory Weaver reviewed a summary of previous discussions by the committee, which included action steps discussed at the previous meeting.

- Goals and the strategies to meet the goals.
- Expand the membership.
- Identify curriculums and local training providers to align with business needs.
- Create industry subcommittees.

Industry Snapshot, Top 25 Occupations, and Talent Supply

The committee provided the feedback below on the report:

- Healthcare, construction, and the professional industries are trending with higher demand in the 5-year forecast, in contrast to manufacturing, transportation, and logistics trending stagnant or down.
- Cory Weaver welcomed the committee to make suggestions for high demand occupations, so that the educational partners can ensure they are meeting the needs of local businesses.
- Bob Rutemiller noted that the salaries for highlighted occupations are barely above the poverty levels for families.
- Marci Holder shared that there are not enough applicants for nursing aide vacancies.

Educational Awards, Skills Gap

- Cory Weaver reviewed the list of certificates available through local educational partners.
- There continues to be challenges with recruiting certified therapists, lab scientists, and surgical technicians.
- There is a need for individuals certified in electrical engineering.
- Many high school students are not skilled in Microsoft products like Excel, and Word. It was noted that there is not currently a curriculum in general education for learning Microsoft products.
- Communication and soft skills continue to be an issue.
- The Skill-up Metrix program that CareerSource CLM offers was reviewed.
- Marci Holder, in a recent survey sent to business owners through the Citrus County Chamber of Commerce, found that a qualified workforce was a number one priority. Members of the committee that also serve on county Chambers will work to integrate more of CareerSource marketing materials into their memberships.
- The unemployment rate will have fluctuations between late summer and the holiday season.

NEXT STEPS

The committee discussed actionable items for next steps:

- Formalize industry and AI subcommittees.
- Increase business representation on the committee.

- Identify ways to reach a variety of audiences to market the programs CareerSource offers. Rusty Skinner explained that despite a robust marketing strategy there are still many challenges to engaging businesses to use the programs offered.

PUBLIC COMMENT

None

MATTERS FROM THE FLOOR

None

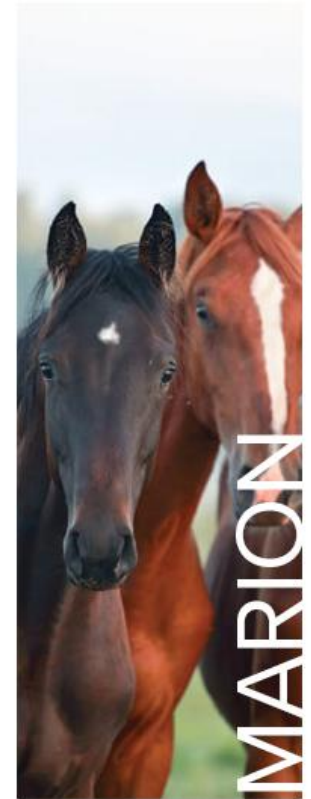
ADJOURNMENT

There being no further business, the meeting adjourned at 10:40 a.m.

APPROVED:



EDUCATION & INDUSTRY CONSORTIUM



CONSORTIUM BACKGROUND

Signed into law May 15th, 2024, F.S. 445.007(15) requires each local workforce development board to create an Education and Industry Consortium composed of representatives of education and businesses in the local service area.

Purpose: The purpose of the consortium is to foster collaboration between education and industry to help align educational programming to address evolving workforce needs in our community. Through strategic partnerships, data-driven insights and innovative solutions, we aim to create strategies to empower learners and support businesses in building a skilled and adaptable workforce.



Talent Needs of Local Industry
Targeted Sectors



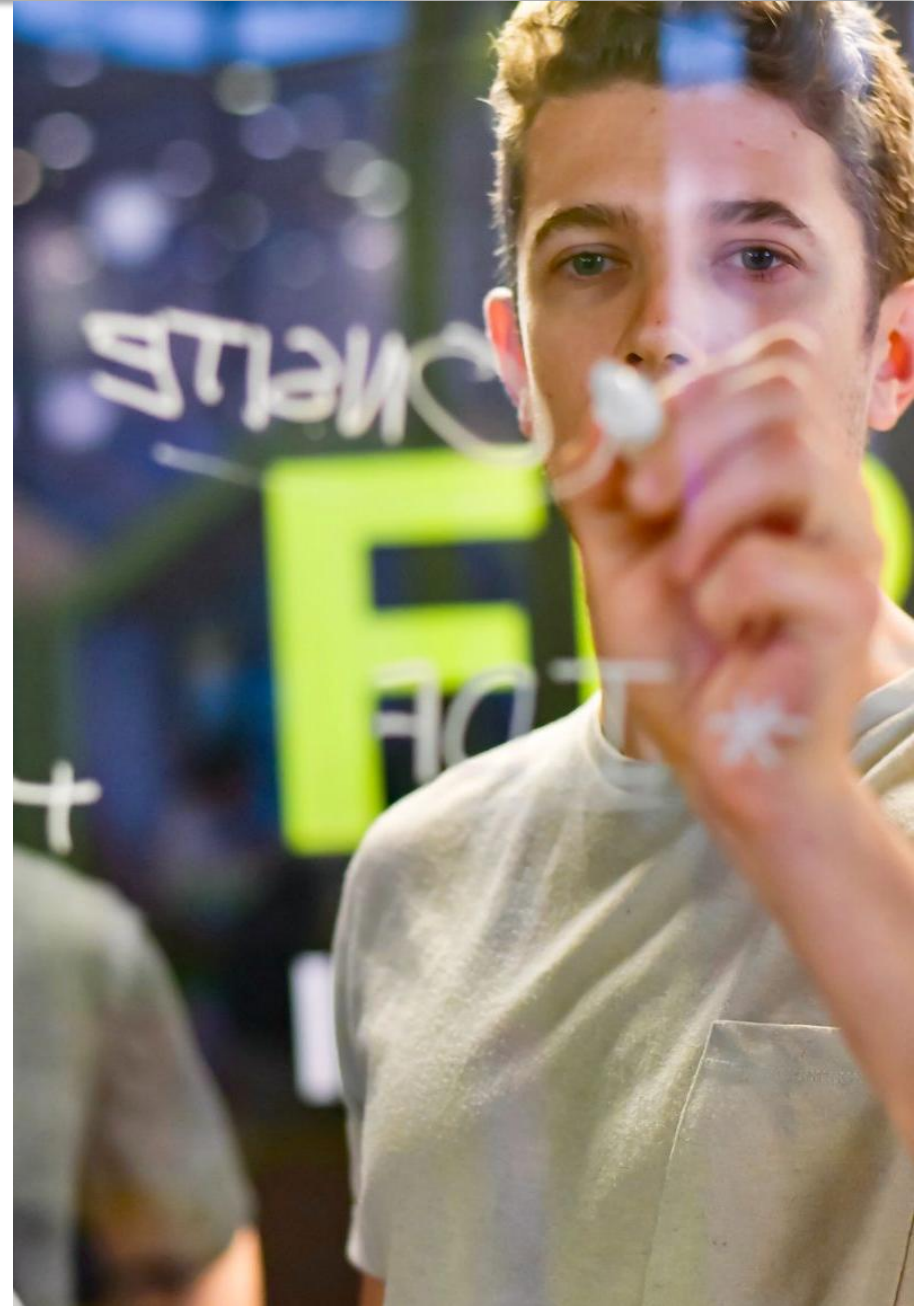
Education Offerings Available



Labor Market Information
Talent Pipeline

Prior Meeting Insights

- The committee discussed the following action steps:
 - Setting committee goals and strategies to meet them
 - Seek additional industry-based committee members (private business, chamber reps, industry associations)
 - Identify training partners' programs/curriculum and ensure they align with industry needs
 - Form industry sub committees



Industry Snapshot

NAICS	Industry	Current			5-Year History		5-Year Forecast		
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Empl Growth	Ann % Growth
621 - 623	Health Care	26,111	\$65,184	1.17	3,080	2.5%	14,785	2,290	1.7%
624	Social Assistance	3,563	\$31,824	0.60	-86	-0.5%	2,524	294	1.6%
23	Construction	17,242	\$55,547	1.56	2,062	2.6%	8,741	1,373	1.5%
31	Manufacturing	11,112	\$60,869	0.77	195	0.4%	6,522	792	1.4%
61	Educational Services	12,571	\$44,348	0.84	646	1.1%	6,715	665	1.0%
48	Transportation and Warehousing	8,014	\$49,575	0.86	1,721	5.0%	5,003	614	1.5%
54	Professional, Scientific, and Technical Services	7,206	\$69,834	0.54	1,039	3.2%	3,556	612	1.6%
	Total - All Industries	184,608	\$50,487	1.00	20,369	2.4%	114,614	13,129	1.4%

Source: JobsEQ

Top 25 Occupations

SOC	Occupation	Current			5-Year History		5-Year Forecast		
		Empl	Mean Ann Wages ²	LQ	Empl Change	Ann %	Total Demand	Empl Growth	Ann % Growth
35-3023	Fast Food and Counter Workers	4,588	\$29,100	1.10	443	2.1%	5,898	360	1.5%
41-2031	Retail Salespersons	6,553	\$37,200	1.51	687	2.2%	5,270	366	1.1%
41-2011	Cashiers	4,606	\$30,400	1.32	331	1.5%	4,488	25	0.1%
53-7065	Stockers and Order Fillers	4,243	\$36,600	1.38	995	5.5%	4,116	466	2.1%
35-3031	Waiters and Waitresses	3,408	\$38,300	1.33	374	2.4%	3,669	160	0.9%
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,709	\$33,000	1.02	150	1.1%	2,210	180	1.3%
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,917	\$37,200	0.88	523	4.0%	2,163	204	1.4%
43-4051	Customer Service Representatives	2,969	\$41,200	0.98	469	3.5%	2,052	72	0.5%
35-2014	Cooks, Restaurant	2,183	\$35,700	1.36	509	5.5%	2,052	274	2.4%
43-9061	Office Clerks, General	3,159	\$41,800	1.11	205	1.4%	1,980	71	0.4%
11-1021	General and Operations Managers	3,820	\$109,800	0.94	991	6.2%	1,877	298	1.5%
31-1122	Personal Care Aides	2,055	\$33,100	0.57	391	4.3%	1,830	251	2.3%
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,927	\$53,300	1.19	391	2.9%	1,824	245	1.6%
31-1131	Nursing Assistants	2,264	\$37,200	1.41	186	1.7%	1,772	127	1.1%
37-3011	Landscaping and Groundskeeping Workers	2,299	\$36,100	1.76	181	1.7%	1,720	163	1.4%
47-2061	Construction Laborers	2,577	\$41,900	1.59	376	3.2%	1,336	243	1.8%
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	1,585	\$43,000	1.18	289	4.1%	1,327	126	1.5%
37-2012	Maids and Housekeeping Cleaners	1,528	\$31,600	1.17	214	3.1%	1,245	95	1.2%
29-1141	Registered Nurses	3,672	\$83,200	0.98	625	3.8%	1,235	273	1.4%
41-1011	First-Line Supervisors of Retail Sales Workers	2,288	\$55,000	1.44	149	1.4%	1,195	73	0.6%
35-2021	Food Preparation Workers	1,272	\$34,600	1.28	137	2.3%	1,151	38	0.6%
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,874	\$42,000	0.89	71	0.8%	1,143	92	1.0%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,770	\$49,000	1.01	15	0.2%	1,086	48	0.5%
49-9071	Maintenance and Repair Workers, General	1,834	\$47,400	1.04	259	3.1%	1,048	143	1.5%
53-3033	Light Truck Drivers	1,617	\$50,900	1.37	135	1.8%	1,045	161	1.9%

Source:⁹JobsEQ

Educational Awards

Program	Certificate < 1 Yr	Certificate 1+ but < 2 Yr	Associate's	Certificate 2+ but < 4 Yr	Bachelor's	Total Awards
Registered Nursing/Registered Nurse	0	0	992	0	292	1,284
Liberal Arts and Sciences/Liberal Studies	0	0	669	0	0	669
Business Administration and Management, General	356	5	71	0	49	481
Early Childhood Education and Teaching	31	121	155	0	12	319
Criminal Justice/Police Science	143	0	4	0	27	174
Licensed Practical/Vocational Nurse Training	0	157	0	0	0	157
Emergency Medical Technology/Technician (EMT Paramedic)	78	40	16	0	0	134
Educational Leadership and Administration, General	0	0	0	0	125	125
Fire Science/Fire-fighting	117	0	0	0	0	117
Business Administration, Management and Operations, Other	0	0	0	0	112	112
Welding Technology/Welder	12	91	0	0	0	103
Accounting Technology/Technician and Bookkeeping	78	0	20	0	0	98
Health/Health Care Administration/Management	16	0	0	0	74	90
Entrepreneurship/Entrepreneurial Studies	86	0	0	0	0	86
Human Resources Management/Personnel Administration, General	0	0	26	0	59	85
Information Technology	65	0	17	0	0	82
Health Information/Medical Records Technology/Technician	0	0	79	0	0	79
Corrections	78	0	0	0	0	78
Human Services, General	0	0	18	0	57	75
Graphic Design	0	0	41	0	26	67
Truck and Bus Driver/Commercial Vehicle Operator and Instructor	66	0	0	0	0	66
Equestrian/Equine Studies	43	0	18	0	0	61
Nursing Assistant/Aide and Patient Care Assistant/Aide	54	0	0	0	0	54
Radiologic Technology/Science - Radiographer	0	0	46	7	0	53
Computer and Information Systems Security/Auditing/Information Assurance	25	0	0	0	27	52

Source:¹⁰JobsEQ

Skills Gaps

Skill	#	#	#
Basic Life Support (BLS)	219	414	-196
Forklifts	350	480	-130
Certification in Cardiopulmonary Resuscitation (CPR)	367	497	-129
Serving	232	361	-129
Hospitality	426	553	-127
Point of Sale Systems (POS Systems)	355	473	-118
Home Health Care	121	231	-110
Mathematics	301	395	-94
Bilingual	179	250	-72
Event Planning	46	111	-65
Food Service	197	261	-65
Microsoft Excel	1,395	1,455	-60
Hand Tools	158	217	-59
Microsoft Outlook	513	570	-57
Retail Sales	547	602	-55
Patient Care Technician (PCT)	11	61	-50

TALENT SUPPLY

620,931

Regional Population
(2023)

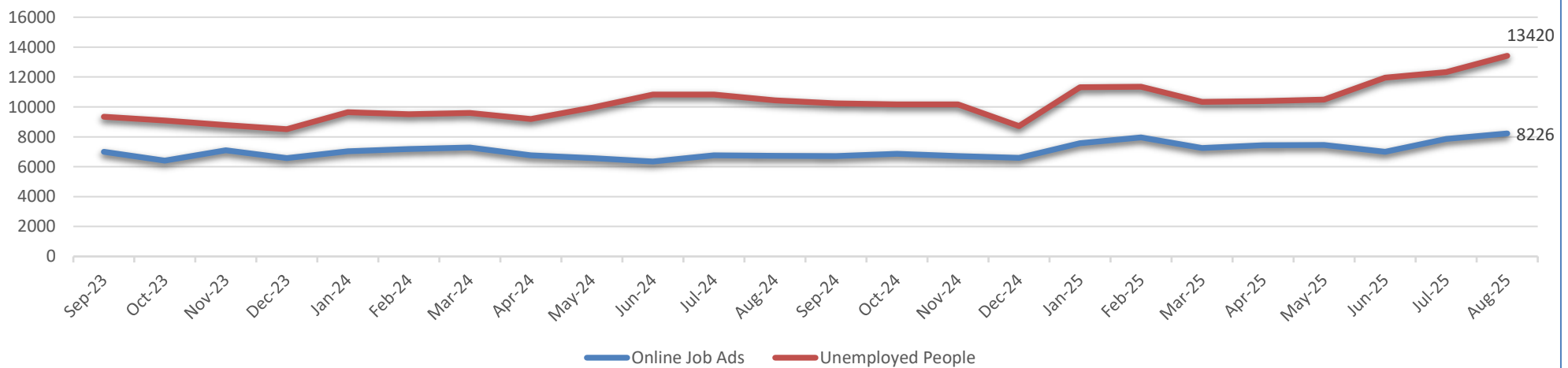
234,506

Labor Force
(August 2025)

13,420

Regional Unemployed
(August 2025)

Online Job Ads vs Unemployed People



Source: LAUS/BLS

Job Openings Vs Unemployed by County:

CITRUS



LEVY



MARION



Source: Florida Scorecard

- Setting committee goals and strategies to meet them
 - Suggestions:
 - Review Master Credentials List Annually
 - Validate that current local training offerings align with your industry's needs
 - Explore new training options not currently offered in our area to meet skills gaps

Next Meeting:

2/12/2026



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EDUCATION & INDUSTRY CONSORTIUM



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Talent Needs of Local Industry
Targeted Sectors



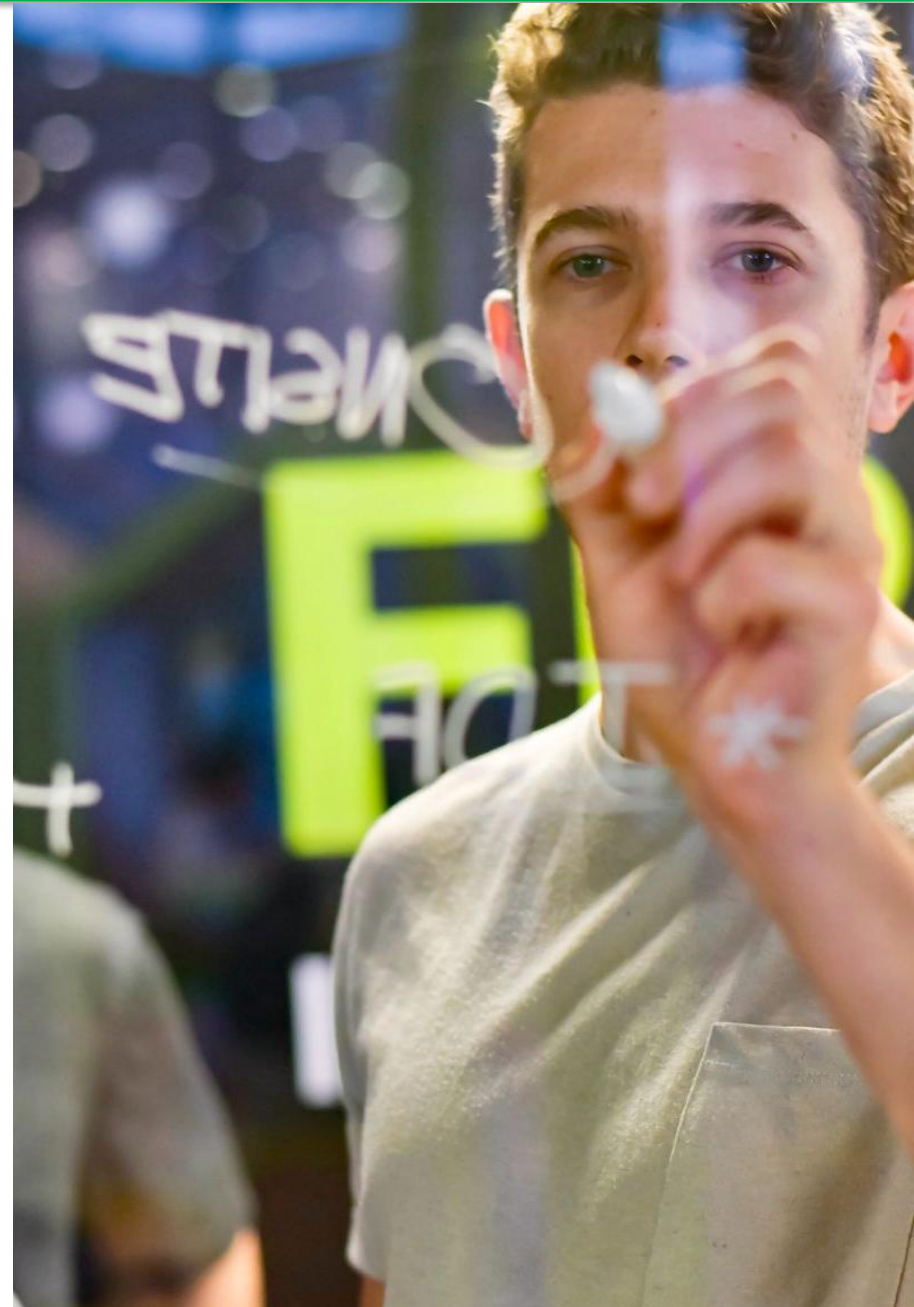
Education Offerings Available



Labor Market Information
Talent Pipeline

Prior Meeting Insights

- There are challenges in recruiting nursing aides, certified therapists, lab scientists and surgical techs
- There is a need for individuals certified in Electrical Engineering
- The committee discussed the following action steps
 - Formalize Industry and AI subcommittees
 - Increase business representation on the committee



Industry Snapshot

NAICS	Industry	Current			5-Year History		5-Year Forecast		
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Empl Growth	Ann % Growth
621 - 623	Health Care	26,021	\$65,687	1.15	3,339	2.8%	14,974	2,304	1.7%
624	Social Assistance	3,569	\$32,063	0.59	-58	-0.3%	2,659	298	1.6%
23	Construction	17,442	\$56,156	1.58	2,142	2.7%	8,845	1,401	1.6%
31	Manufacturing	11,271	\$61,636	0.79	300	0.5%	6,556	808	1.4%
61	Educational Services	12,579	\$46,352	0.84	804	1.3%	6,721	668	1.0%
48	Transportation and Warehousing	8,014	\$49,575	0.86	1,721	5.0%	5,003	614	1.5%
54	Professional, Scientific, and Technical Services	7,241	\$70,022	0.54	1,029	3.1%	3,578	621	1.7%
	Total - All Industries	184,900	\$50,966	1.00	21,152	2.5%	115,184	13,234	1.4%

Source: JobsEQ

Top 25 Occupations

SOC	Occupation	Current			5-Year History		5-Year Forecast		
		Empl	Mean Ann Wages ²	LQ	Empl Change	Ann %	Total Demand	Empl Growth	Ann % Growth
41-2031	Retail Salespersons	6,528	\$37,100	1.51	681	2.2%	5,256	369	1.1%
41-2011	Cashiers	4,596	\$30,300	1.32	323	1.5%	4,483	28	0.1%
35-3023	Fast Food and Counter Workers	4,547	\$29,400	1.09	448	2.1%	5,849	359	1.5%
53-7065	Stockers and Order Fillers	4,261	\$36,800	1.38	926	5.0%	4,136	470	2.1%
11-1021	General and Operations Managers	3,834	\$110,200	0.95	1,015	6.3%	1,886	301	1.5%
29-1141	Registered Nurses	3,694	\$84,100	0.98	680	4.2%	1,245	277	1.5%
35-3031	Waiters and Waitresses	3,394	\$38,700	1.32	470	3.0%	3,656	160	0.9%
43-9061	Office Clerks, General	3,175	\$42,100	1.11	232	1.5%	1,993	73	0.5%
43-4051	Customer Service Representatives	2,983	\$41,400	0.98	484	3.6%	2,064	74	0.5%
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,955	\$37,500	0.90	459	3.4%	2,195	208	1.4%
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,952	\$53,600	1.20	412	3.0%	1,843	249	1.6%
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,683	\$33,300	1.00	133	1.0%	2,191	180	1.3%
47-2061	Construction Laborers	2,597	\$42,200	1.60	366	3.1%	1,349	247	1.8%
37-3011	Landscaping and Groundskeeping Workers	2,308	\$36,400	1.76	193	1.8%	1,729	165	1.4%
41-1011	First-Line Supervisors of Retail Sales Workers	2,281	\$55,400	1.44	137	1.3%	1,193	74	0.6%
31-1131	Nursing Assistants	2,223	\$37,400	1.37	182	1.7%	1,743	127	1.1%
35-2014	Cooks, Restaurant	2,174	\$35,900	1.35	559	6.1%	2,046	274	2.4%
31-1122	Personal Care Aides	2,069	\$33,300	0.56	433	4.8%	1,947	255	2.3%
25-2021	Elementary School Teachers, Except Special Education	1,978	\$57,900	1.30	101	1.0%	799	103	1.0%
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,883	\$42,200	0.89	84	0.9%	1,149	93	1.0%
49-9071	Maintenance and Repair Workers, General	1,829	\$48,000	1.03	258	3.1%	1,046	143	1.5%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,777	\$49,200	1.01	21	0.2%	1,091	49	0.5%
11-9013	Farmers, Ranchers, and Other Agricultural Managers	1,755	\$91,400	2.23	-194	-2.1%	1,035	81	0.9%
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	1,630	\$71,500	1.59	290	4.0%	796	143	1.7%
53-3033	Light Truck Drivers	1,628	\$51,200	1.38	97	1.2%	1,053	163	1.9%

Source:¹⁹JobsEQ

Educational Awards

Program	Certificate < 1 Yr	Certificate 1+ but < 2 Yr	Associate's	Certificate 2+ but < 4 Yr	Bachelor's	Total Awards
Registered Nursing/Registered Nurse	0	0	992	0	292	1,284
Liberal Arts and Sciences/Liberal Studies	0	0	669	0	0	669
Business Administration and Management, General	356	5	71	0	49	481
Early Childhood Education and Teaching	31	121	155	0	12	319
Criminal Justice/Police Science	143	0	4	0	27	174
Licensed Practical/Vocational Nurse Training	0	157	0	0	0	157
Emergency Medical Technology/Technician (EMT Paramedic)	78	40	16	0	0	134
Educational Leadership and Administration, General	0	0	0	0	125	125
Fire Science/Fire-fighting	117	0	0	0	0	117
Business Administration, Management and Operations, Other	0	0	0	0	112	112
Welding Technology/Welder	12	91	0	0	0	103
Accounting Technology/Technician and Bookkeeping	78	0	20	0	0	98
Health/Health Care Administration/Management	16	0	0	0	74	90
Entrepreneurship/Entrepreneurial Studies	86	0	0	0	0	86
Human Resources Management/Personnel Administration, General	0	0	26	0	59	85
Information Technology	65	0	17	0	0	82
Health Information/Medical Records Technology/Technician	0	0	79	0	0	79
Corrections	78	0	0	0	0	78
Human Services, General	0	0	18	0	57	75
Graphic Design	0	0	41	0	26	67
Truck and Bus Driver/Commercial Vehicle Operator and Instructor	66	0	0	0	0	66
Equestrian/Equine Studies	43	0	18	0	0	61
Nursing Assistant/Aide and Patient Care Assistant/Aide	54	0	0	0	0	54
Radiologic Technology/Science - Radiographer	0	0	46	7	0	53
Computer and Information Systems Security/Auditing/Information Assurance	25	0	0	0	27	52

Source: ²⁰JobsEQ

Skills Gaps

	CANDIDATES	OPENINGS	GAP
Skill	#	#	#
Basic Life Support (BLS)	216	416	-200
Certification in Cardiopulmonary Resuscitation (CPR)	370	508	-138
Forklifts	353	484	-131
Serving	231	359	-129
Hospitality	424	552	-128
Point of Sale Systems (POS Systems)	353	471	-118
Home Health Care	132	249	-117
Mathematics	302	396	-94
Bilingual	179	251	-72
Event Planning	46	111	-65
Food Service	196	260	-64
Hand Tools	157	218	-61
Microsoft Excel	1,398	1,458	-60
Microsoft Outlook	514	571	-58
Retail Sales	545	601	-56
Microsoft Office	1,293	1,343	-50
Patient Care Technician (PCT)	11	61	-50

TALENT SUPPLY

644,470

Regional Population
(2024)

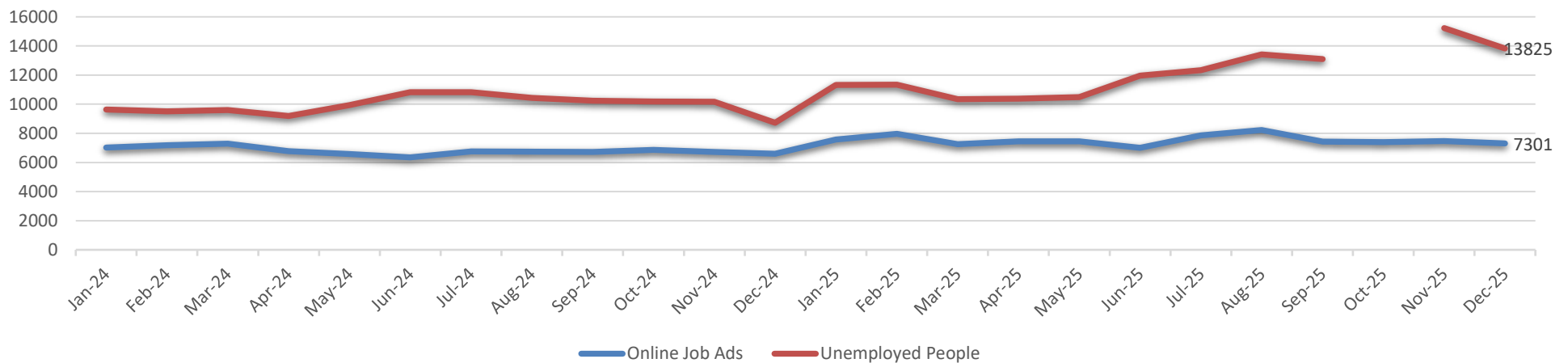
220,261

Labor Force
(December 2025)

13,825

Regional Unemployed
(December 2025)

Online Job Ads vs Unemployed People



Source: LAUS/BLS, Note: Labor Force Statistics are not available for October 2025 due to a lapse in federal data collection.

Job Openings Vs Unemployed by County:

CITRUS



1,633

(Declining)

3,713

Unemployed Persons
(Increasing)

228

Unemployed People per 100
Jobs

LEVY



343

(Declining)

1,028

Unemployed Persons
(Increasing)

300

Unemployed People per 100
Jobs

MARION



5,325

(Increasing)

9,084

Unemployed Persons
(Increasing)

171

Unemployed People per 100
Jobs

- Review Master Credentials List by sector
- Validate that current local training offerings align with your industry's needs
- Explore new training options not currently offered in our area to meet skills gaps
- Increase business/industry representation on the committee

Next Meeting:

5/27/2026



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Bipartisan Workforce Pell Act

Section by Section Summary

Section 1. Short Title. *Bipartisan Workforce Pell Act*

Section 2. Workforce Pell Grants.

This section authorizes the Department of Education (ED) to award Workforce Pell Grants beginning on July 1, 2025, for the 2025-2026 award year. An eligible student for a Workforce Pell Grant must be enrolled in an eligible workforce program, may not have attained a postgraduate degree, and must otherwise meet the eligibility criteria to receive a Pell Grant.

The grant will have the same terms and conditions and will be awarded in the same manner as other Pell Grants. This includes allowing certain students to receive a Workforce Pell Grant less than the minimum Pell Grant since the grant will be prorated by the program's length. No eligible student may receive both a Workforce Pell Grant and a regular Pell Grant in the same enrollment period. Workforce Pell Grants will count towards a student's lifetime eligibility for the regular Pell Grant.

Section 3. Program Eligibility for Workforce Pell Grants.

This section adds eligible workforce programs, of at least 150 clock hours of instruction (or an equivalent number of credit hours), but less than 600 clock hours of instruction, offered during a minimum of eight weeks, but less than 15 weeks, to the list of eligible programs for the purposes of Title IV. A Workforce Pell Grant program may not be a correspondence course.

In order to be an eligible program, a state workforce board authorized under WIOA must first determine if a program provides education aligned with high-skill, high-wage, or in-demand industry sectors or occupations, meets the hiring requirements of potential in-demand industry or sector employers, and satisfies any applicable educational prerequisite requirement for professional licensure or certification in the state or states in which the program is offered, as applicable.

A recognized accreditor must then determine if the program:

- leads to a recognized postsecondary credential that provides academic credit that is stackable towards one or more certificate or degree programs. Programs that prepare students for occupations where there is only one recognized postsecondary credential do not have to be stackable.
- leads to a recognized postsecondary credential that is portable across more than one employer.
- makes public on the institution website information on the recognized postsecondary credential provided by the program, including any third-party endorsements of the credential, the occupations the credential prepares a student for, the competencies achieved to earn the credential.
- provides a written disclosure to and confirmation of receipt of the disclosure from prospective students.

- ensures students will have access to transcripts for the completed coursework without a fee.
- has been offering instruction for not less than one year before an accreditor determines eligibility.

ED will then determine if a program:

- has a verified completion rate of 70 percent, within 150 percent of normal time of completion.
- has a verified job placement rate of at least 70 percent, measured 180 days after completion.
- provides a positive return on investment for students and taxpayers by which the total amount of tuition and fees charged to a Workforce Pell Grant recipient will not exceed the value-added earnings of the recipient one year after he or she completes the program.
 - the value-added earnings metric is calculated as the difference between the median earnings of such students receiving federal financial aid who completed the program and 150 percent of the federal poverty line (FPL) for a single individual, adjusted for the geographic location of the institution offering the program.
 - *Example:* A program is eligible for Workforce Pell Grants if the value-added earnings are greater than or equal to the tuition and fees charged to Pell Grant recipients.

$$\text{Value-Added Earnings} \geq \text{Tuition and Fees}$$

Where:

- Median Earnings measured one year after students complete: \$33,870
- 150 percent FPL = \$21,870
- Tuition and Fees: \$10,000

Value-added earnings (\$33,870 - \$21,870 = \$12,000) > Tuition and Fees (\$10,000) = **PASS**

- for at least two of the three most recent award years, the median earnings of Workforce Pell Grant recipients must not be less than the median earnings of a high school graduate in the state in which the program is located.

ED must establish a process allowing programs to submit alternate data for the purpose of gaining initial provisional eligibility and appealing ED data determinations for eligible programs. Programs must submit other local, state, or federal administrative data sources to comply with the program eligibility requirements. If ED determines that such alternative earnings data is inaccurate, the program must return any Workforce Pell Grant funds received during the provisional eligibility period. In the case of determining program eligibility of small programs, ED must aggregate up to four years of additional data for a program to obtain data for a sufficient number of students to maintain student privacy. If this is insufficient to maintain student privacy, ED must aggregate data for students in similar programs. For purposes of publishing the required outcomes data for small programs, ED must aggregate data by the same methods for program eligibility, but if these methods are still insufficient to maintain student

privacy, or data is not available or cannot be aggregated, data must be aggregated at the institution level.

If a program meets the requirements of this section, ED must grant eligibility no more than 120 days after ED receives the program's application.

Section 4. Data Collection and Dissemination Related to Workforce Pell Grants.

This section requires ED to use current administrative data maintained by ED, matched with the Internal Revenue Service income data, to implement the data collection requirements and all necessary calculations required by the bill. ED is required to annually collect, verify, and make publicly available on the College Scorecard data related to each Workforce Pell Grant program, except when disclosure of any of the data is prohibited under state or federal privacy laws or regulations. In those cases, ED must make publicly available the data in accordance with those laws and regulations.

Section 5. Accreditation Agency Determination of Eligibility Requirements for the Workforce Pell Grants Program.

If a recognized accreditor has or seeks to include within its scope of recognition the evaluation of Workforce Pell Grant programs, then the accreditor must demonstrate to ED that its standards include a process for determining if an institution has the capability to effectively offer a Workforce Pell Grant program and requires that programs satisfy the bill's requirements.

The bill provides an efficient process for prospective accreditors seeking to only evaluate Workforce Pell Grant programs to receive initial recognition by ED. ED is also required to provide technical assistance to any prospective accreditor seeking initial recognition.

During the initial five years following enactment of the bill, a recognized accreditor that seeks to expand its scope of recognition to evaluate Workforce Pell Grant programs must notify ED of its intent to receive interim accreditation authority. The accreditor must also submit documentation to ED that the agency has standards and a process in place for determining if an institution has the capability to meet the requirements to be an eligible Workforce Pell Grant program.

This section requires ED to direct the National Advisory Committee on Institutional Quality and Integrity to hold additional meetings through 2030 to evaluate the recognition of prospective accreditors and the additions to scope for recognized accreditors.

Section 6. Rule of Construction.

Nothing in this bill should be construed to impose or increase an occupational licensing or certification requirement on programs participating in Title IV.

Section 7. Agreements with Applicable Educational Institutions

This section provides an offset for the complete cost of the bill. It prohibits an applicable educational institution, that is subject to an excise tax on investment income of private institutions, from awarding a Federal Direct Stafford Loan, a Federal Direct Unsubsidized Stafford loan, or a Federal Direct Plus Loan to any eligible student. Applicable educational institutions also must not award a Federal Direct Plus Loan to a parent of a Pell Grant recipient. As a condition of receiving funding under the Federal Supplemental Educational Opportunity Grant program, an applicable

educational institution must guarantee emergency financial assistance to Pell Grant recipients at the institution and maintain or increase Pell Grant enrollment each subsequent award year.

Section 8. Authorization of Appropriations.

This section authorizes \$40 million for fiscal year 2025 and \$30 million for four additional fiscal years to implement the bill.