



Florida's Workforce Education Initiative

**Florida's Workforce Pell
Program Implementation**
September 29, 2026



What We'll Cover

- Program Overview and Eligibility
- Implementation Model for Florida College System (FCS) and District Programs of Study
- Implementation Model for Commission for Independent Education (CIE) Institutional Applications
- Federal Submission and Appeals
- Processes Under Development

Program Overview and Eligibility



Workforce Pell Overview

- Effective July 1, 2026, Workforce Pell expands access to postsecondary funding for eligible short-term workforce training programs.
- Florida's process for implementation builds on existing systems, including the Master Credentials List (MCL), to align programs with employer demand and economic value.
- Programs must be approved by both the Governor of Florida and the U.S. Department of Education (USDOE).

Eligible Institutions

Workforce Pell approval applications are limited to institutions that meet the following criteria:

- Title IV Approved
 - Workforce Pell programs must be offered by an institution that is already approved to participate in Title IV federal student financial aid programs.
- Accreditation
 - To be eligible for Workforce Pell, the institution's accreditor must be recognized by the U.S. Secretary of Education, and the Workforce Pell program must fall within the scope of the institution's accreditation.
- Adverse Action History
 - Institutions must not have been subject to any suspension, emergency action or termination of programs under Title IV by the USDOE in the five years preceding the program's approval.

Workforce Pell: Expanding Funding Opportunities for Workforce Training

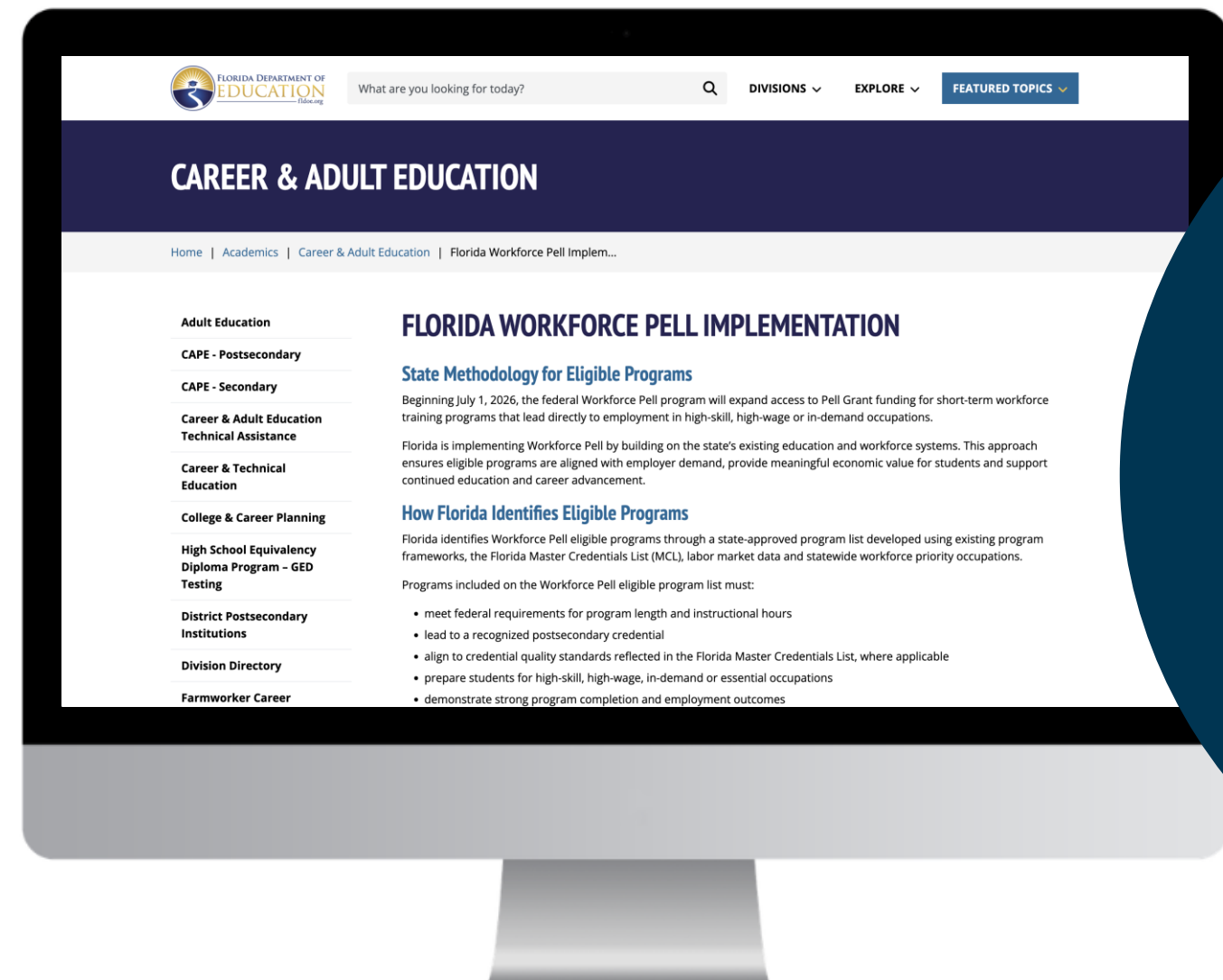
- Provides postsecondary grant funding for short-term workforce training programs that:

✓ Lead directly to **employment**

✓ Align to **high-skill, high-wage, in-demand occupations**

✓ Result in **recognized credentials**

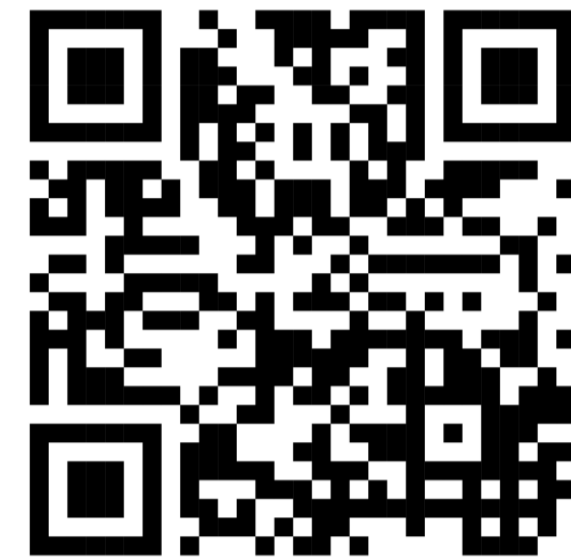
Florida Workforce Pell Implementation Resources



Resources available here:

- ✓ Statewide Methodology
- ✓ Eligible Program Inventory
- ✓ Institutional Certification Form
- ✓ Implementation Guidance
- ✓ Future Updates

Scan the QR Code below to learn more:



For more information, visit <https://fldoe.org/workforcepell>

New Policies and Procedures Guide

- This new policy and procedures manual addresses Florida's implementation for Non-Degree Programs of Study offered by FCS institutions and School District Postsecondary Institutions.
- It provides eligible institutions with details on the process for submission, review and approval for their eligible Workforce Pell programs.
- The Department will be expanding approvals for Registered Apprenticeship Training, eligible programs offered by postsecondary institutions licensed by the CIE, and non-credit programs offered by FCS institutions and school districts.

Implementation Model for FCS and District Programs of Study



Florida Implementation Model: FCS and School Districts

State Program Approval

Governor provides a statewide eligible program list based on:

- ✓ Program structure
- ✓ Credential alignment
- ✓ Workforce demand
- ✓ Outcome data

Institutional Certification + State Validation

Institutions document:

- ✓ Program length in weeks of instruction
- ✓ Articulation pathway(s)

Department:

- ✓ Validates completion and placement rates with state reports
- ✓ Confirms eligibility

Federal Title IV Submission

Institutions include approved programs in their federal inventory for student access to Workforce Pell

Workforce Pell Eligible Program List for FCS and School District Institutions

- List of State Board of Education (SBOE)-approved frameworks with demonstrated labor market value which meet the following hour requirements. It includes the following program types:
 - **Clock hour programs:**
 - 150-599 hours (career certificates & applied technology diplomas).
 - **College credit programs:**
 - 4-15 college credits (applied technology diplomas & college credit certificates).
- Developed in collaboration with the REACH Office, Department, FloridaCommerce and CareerSource Florida.
- Approved list is published at <https://fldoe.org/workforcepell>.

Florida Implementation Model: FCS and School Districts

- Updated list of pre-identified programs with their 10-digit CIP number is now published on the Department's website:
 - 32 Career Certificate programs;
 - 2 Applied Technology Diploma programs; and
 - 75 College Credit Certificate (or Technical Certificate) programs.

FCS and School District Application Materials



Your Submission Must Include:

- ☐ Institutional Certification Form, with sections A.1 and A.2 (only complete a., b., c., d.)
- ☐ Supplemental Information documentation packet



Supporting Documentation Must Include:

- ✓ Weeks of instruction documentation
- ✓ Academic credit and transferability documentation

See policies and procedures document, Section 1a, for a full explanation of this process.

Completing the Certification Form

Section A.1

- ✓ Name of the Title IV eligible institution
- ✓ OPE ID — 8-digit USDOE identification number
- ✓ Main address for the eligible institution

Section A.2

- ✓ Program name and 10-digit CIP number
- ✓ 6-digit CIP
- ✓ Primary SOC code
- ✓ Date program met eligibility — at least 12 months prior to submission

Reminder: Use the Florida Curriculum Framework Program Name and the 10-digit Florida CIP Code as they appear in the approved statewide inventory in the Program Name field (abbreviations may be used if there are space issues with the format of the form).

Supporting Documentation

Weeks of Instruction

- ☐ Application must include clear and convincing evidence that at least one cohort can complete the program in a minimum of 8 weeks and less than 15 weeks of instruction, beginning with the 2026-27 academic year.
- ☐ Include cohort entry/exit schedule showing dates fall within the window; Breaks of at least 1 week do not count toward instructional weeks.

Academic Credit & Transferability

- ☐ Credential must result in academic credit applicable toward further credentials
- ☐ Documented via credit at the applicant institution, an agreement with another institution, or a Statewide Articulation Agreement associated with the credential attainment.
- ☐ Application should identify the specific certificate(s) or degree(s) to which credit applies.

See policies and procedures document, Section 1a, for details.

Completion & Placement Rate Requirements

Both completion and job placement rates must meet a 70% threshold.

Completion Rate Within 150% of Normal Time

- ☐ Department calculates rates for initial applications and renewals through 2028-29
- ☐ Limited to first-time enrollees; excludes dual enrollment students

Job Placement Rate

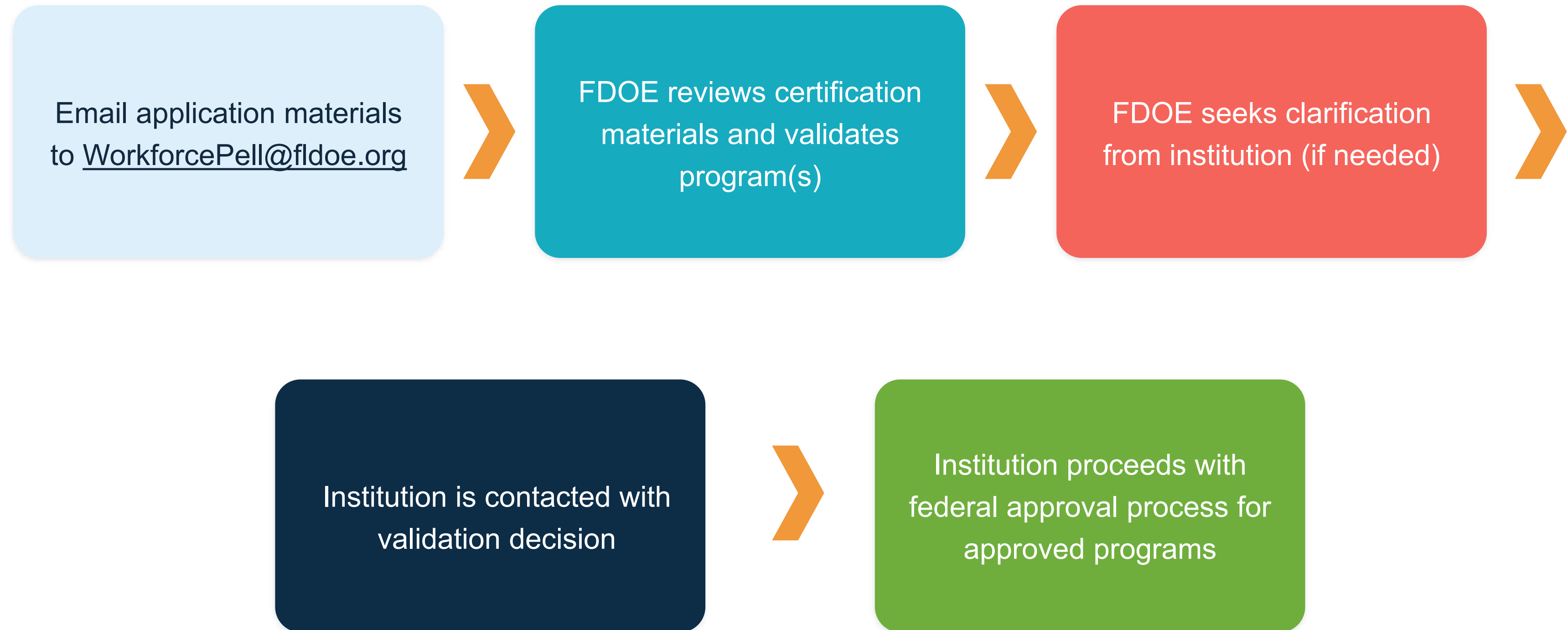
- ☐ Placement Report measures employment outcomes only (not continuing education)
- ☐ Completers tracked for employment in the 2nd quarter after exit
- ☐ Requires valid SSNs for matching; excludes dual enrollment students

Completion and Job Placement Rate Calculations

- ❑ FCS institutions and school districts may request the recent reports on the performance metrics. This is the data source that must be used for the evaluation.
- ❑ Email workforcepell@fldoe.org to request your agency reports.

- ❑ For completion rate within 150% of normal time, the following cohorts are available:
 - Fall 2024
 - Spring 2025
 - Fall 2025
- ❑ For job placement rates, reports for 2023-24 and 2024-25 completers are available.

State Program Certification Submission Process



Implementation Model for Registered Apprenticeship



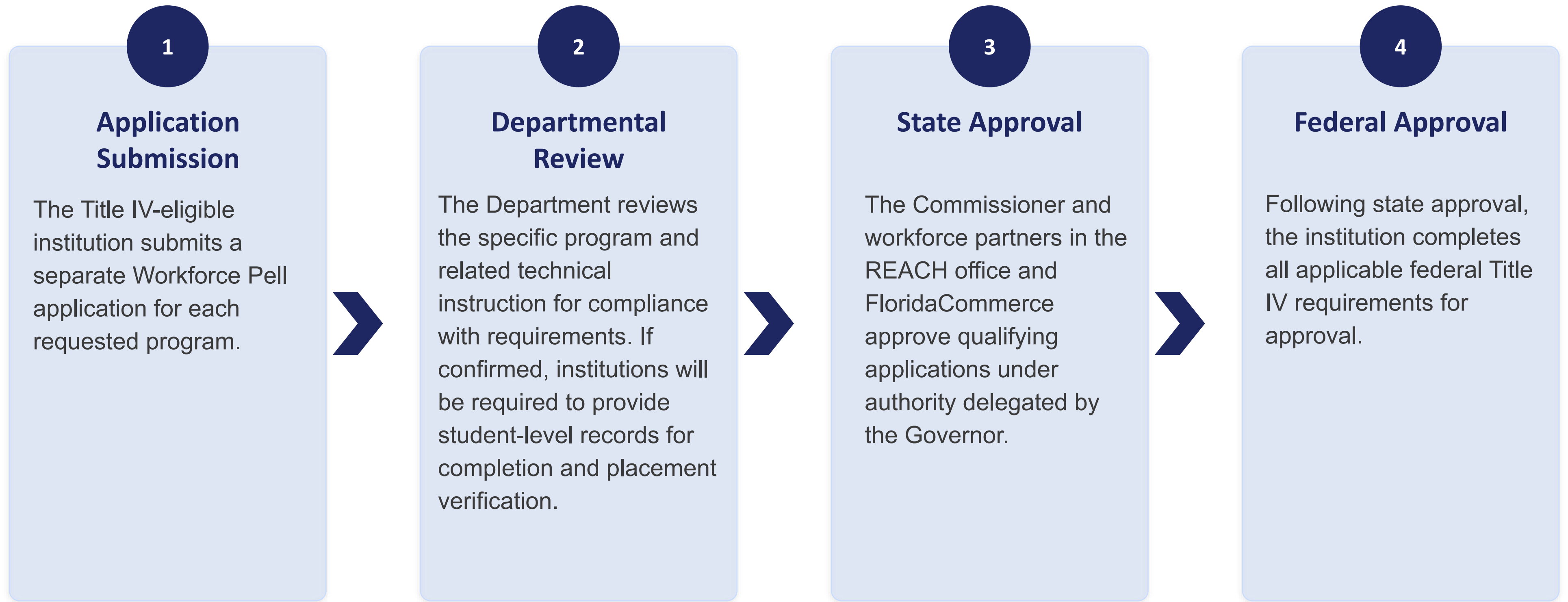
Florida Implementation Model:

Title IV-Eligible Institutions Providing Related Technical Instruction for Registered Apprenticeship

- Title IV-eligible institutions that provide Registered Apprenticeship training will use a separate, application-based approval process. No pre-approved list of programs will be created.
- This approach reflects the unique structure of registered apprenticeship programs, which may involve an apprenticeship sponsor, one or more employers and a Title IV institution providing the related technical instruction.
- Eligibility must be evaluated based on the specific program, partnership and instruction being proposed.
- Institutions whose students are subject to the fee exemption under s. 1009.25, F.S., are not currently eligible for Workforce Pell.

Florida Implementation Model:

Title IV Eligible Institutions Providing Related Technical Instruction for Registered Apprenticeship



Implementation Model for CIE Institutional Applications



Florida Implementation Model: CIE-Licensed Institutions

- The Department is preparing to launch a process for Title IV-eligible institutions licensed by the CIE to submit applications.
- The process has a similar design as FCS and district processes with a pre-approved list of 10-digit CIP numbers. This list is under development and will be released after consultation with the State Workforce Board.

Florida Implementation Model: CIE-Licensed Institutions

- The Workforce Pell Policies and Procedures guide will be updated with a section when the Department is open to receiving applications.

Federal Submission and Appeals



Submission to the U.S. Department of Education

- Upon approval by the Department, institutions will receive two documents:
 1. Signed State Workforce Pell Program Certification Form
 2. Governor's Designation of Authority letter
- Institutions must submit these documents as part of their submission to USDOE.
- Approved programs must be reflected in the institution's Title IV program inventory (E-App).

Appeals Process

1 When it applies

A program is not on the state-approved list, or an institutional certification is not validated by the department.



2 Submit a written request



Email workforcepell@fldoe.org

Identify the program, the Department's basis for its determination, and the eligibility criteria you believe are met.



Attach supporting documentation

Include evidence consistent with the categories described in the program guide.

3 FDOE responds in writing

Within a reasonable period, the department will respond in writing with a revised determination or an explanation of the original decision.



Processes Under Development



Process for FCS and School District Non-Credit/Continuing Education Programs

- The Department is researching the additional workforce preparation offerings that may be Workforce Pell eligible but are not offered through an SBOE-approved curriculum framework, specifically those that are offered through fee-supported, non-credit programs that provide specific workforce training.

Process for FCS and School District Non-Credit/Continuing Education Programs

- For the short term, the anticipated process for review and approval will require:
 - Application process
 - Data collection on students enrolling and completing these training programs for the Department's calculation of performance metrics for requested programs

Standard Submission Cycle

- After the initial application and eligibility period, the Department anticipates that a standard submission cycle will be established with two open submission periods per year.
- The details for the launch of a standard cycle is under development.

Annual Attestation and Ongoing Compliance

- FDOE is required to review eligible programs annually for continued alignment with workforce demand and federal requirements.
- Florida commits to reporting completion and placement data annually through the 2028-29 award year. Institutions must continue to maintain at least a 70% completion rate and support at least a 70% job placement rate.
- Institutions must certify annually that no material changes affect federal eligibility.
- Incomplete or inaccurate annual documentation may trigger program review, suspension or revocation.

Value-Added Earnings

- The Governor's certification includes a commitment to take into consideration the cost of the program and the anticipated wages of the industry or occupation prior to the USD OE's determination of the program's value-added earnings under 34 C.F.R § 690.95.
- Until federal value-added earnings data are available, institutions should be prepared to provide tuition and fee information alongside occupational wage data to support this review. This process is still under development.

Contacts for Technical Assistance

Question Type	Responsible Division	Contact Names
School District Postsecondary Institutions	Division of Career and Adult Education	Mark Baird or Christine Walsh Phone: 850-245-9908/850-245-9056 Email: workforcepell@fldoe.org
FCS Institutions	Division of Florida Colleges	Laurie Osgood Phone: 850-245-9079 Email: workforcepell@fldoe.org
CIE-Licensed institutions	Commission for Independent Education	Jenna Partin Phone: 850-245-9940 Email: workforcepell@fldoe.org

Florida Department of Education

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www.fldoe.org/workforcepell