

2024

**FLORIDA CAREER AND  
TECHNICAL EDUCATION  
PROGRAM QUALITY  
AUDIT REPORT**

STATE LEVEL REVIEW OF PROGRAMS: 2020-2021, 2021-22 AND  
2022-2023 DATA AND PERFORMANCE OVERVIEW



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# Introduction

In 2019, Governor Ron DeSantis directed the Florida Department of Education (Department) to prioritize economic development and workforce education efforts, positioning them as central focuses within the state’s educational landscape. Under Governor DeSantis’s leadership, Florida is working to be number one in the nation for workforce education by 2030. To attain this objective, the state has invested over \$8.5 billion to expanding workforce education and training programs. These investments in Florida’s economic growth are crucial steps toward realizing the goal of becoming the national leader in workforce education.

To bolster the endeavors toward making Florida’s workforce education the best in the nation by 2030, the Commissioner of Education directed the Department’s Division of Career and Adult Education (DCAE) to formulate a methodology for auditing Career and Technical Education (CTE) offerings in the state on an annual basis.

In accordance with [Rule 6A-10.0342, F.A.C.](#), the CTE Audit Rule, in alignment with [s. 1003.491\(5\), F.S.](#), the CTE Audit Rule satisfies the requirement of [s. 1003.492, F.S.](#), to collect student achievement and performance data on career education programs and does the following.

- **Defines quality metrics and targets** for secondary and postsecondary CTE programs with a primary target or alternate target established for each metric.

## Secondary programs metrics

Metric Number	Metric Name	Primary Target	Alternate Target
1	12th Grader Concentrator Graduation Rate	At least <b>80%</b> in most recent Reporting Year (RY)	At least <b>80%</b> in most recent three-RY average
2	12th Grader Concentrator Industry Certification Rate	At least <b>33%</b> for Industry Certification Rate in most recent RY	At least <b>33%</b> for Industry Certification rate in most recent three-RY average
	<b>OR</b>	<b>OR</b>	<b>OR</b>
	Secondary Continuing Education or Employed Rate	At least <b>80%</b> on Continuing Education or Employed Rate in most recent RY	At least <b>80%</b> on Continuing Education or Employed Rate in most recent three-RY average

## Postsecondary programs metrics

Metric Number	Metric Name	Primary Target	Alternate Target
1	Retention Rate or Success Rate	At least <b>50%</b> on either rate in most recent RY	At least <b>50%</b> on either rate in most recent three-RY average
2	Postsecondary Continuing Education or Employed Rate	At least <b>70%</b> in most recent RY	At least <b>70%</b> in most recent three-RY average
3	In-Demand Occupation	Program meets demand criteria as defined in the most recent Master Credential List (MCL) or Comprehensive Local Needs Assessment (CLNA)	Evidence of labor market alignment on CLNA

- **Establishes required actions** for programs failing to meet these targets. Programs that do not meet the targets are required to either phase out or provide evidence justifying their continuation within 45 days.
- **Initiates a new annual program review cycle.** The program quality consequences associated with the new CTE Audit Rule cycle are effective beginning with the 2026 report which will evaluate CTE programs in operation during reporting years (RY) 2022-23, 2023-24 and 2024-25, ensuring that CTE programs align with Florida's workforce needs while maintaining high standards of quality and effectiveness.

To ensure the effective evaluation of programs, programs are exempt from phase out if any of the below scenarios are true for the CTE program.

1. The program is new. A new program is a CTE program that is offered for the first time in a district or at an FCS institution within three years of approval. New programs are exempt from phase out because they do not have enough data to calculate a three-reporting-year average for each metric.
2. The program is in teach out. A program in teach out is a program that is slated for deletion from state frameworks.
3. The program has less than ten (10) students in the denominator. A program shall not be evaluated for phase out if there are fewer than ten (10) students in the denominator for the metric for the most recent reporting year.

While new CTE Audit accountability rules are effective beginning 2026, this report highlights how secondary and postsecondary CTE programs, at the agency level, would have fared against future accountability standards to aid agencies with proactive program improvement efforts.

# SECONDARY



## Secondary Definitions

**12th Grader Concentrator Graduation Rate** – the percentage of 12th grader CTE Concentrators who graduated from high school with a standard high school diploma. CTE Concentrator status may have been achieved in any year during high school. 12th Grader Concentrators are only included in this rate if found enrolled in the same school district for all years in a Florida public high school.

**12th Grader Concentrator Industry Certification Rate** – the percentage of 12th Grader CTE Concentrators earning at least one (1) industry certification at any point during high school. The industry certification does not need to be directly related to their program. CTE Concentrator status may have been achieved in any year during high school. Concentrators are included in the denominator of this measure even if they did not test for at least one industry certification. Students are only included in this rate if they were enrolled in the same school district for all years in a Florida public high school.

**CTE Concentrator or Concentrator** – a secondary student who earned three (3) or more credits in a single career preparatory (CAR) or technology education (Tech-Ed) CTE program, or two (2) credits if the maximum number of credits in the program is less than three (3). The CTE Audit uses the Perkins IV definition.

**Continuing Education or Employed Rate** – the percentage of Concentrator Graduates found continuing their education in Florida or employed in Florida in the year following high school graduation. Continuing education is based upon enrollment into any Florida postsecondary institution in the fall or winter/spring terms of the following year. Employment is based upon employment in Florida in the four (4) fiscal quarters following the reporting year of graduation. CTE Concentrator Graduates are only included in this rate if found enrolled in the same school district for all years in a Florida public high school.

**Enrollments** – headcount of students registered in a secondary CAR or Tech-Ed CTE program within a reporting year. This count includes all students enrolled in the program at any time during the year, regardless of whether they completed the course.

**Industry Certification** – a certification on the [CAPE Industry Certification Funding List](#) adopted in Rule 6A-6.0576, F.A.C., and/or industry certifications on the [Perkins V Industry Recognized Credentials List](#).

**Participants** – headcount of CAR or Tech-Ed secondary program students who have earned at least one high school credit in a course associated with a secondary CTE program within a reporting year.

**Secondary Program Types** – for the purposes of the CTE Audit, eligible secondary credential types include CAR or Tech-Ed secondary CTE programs only.

## Secondary CTE Audit Metrics

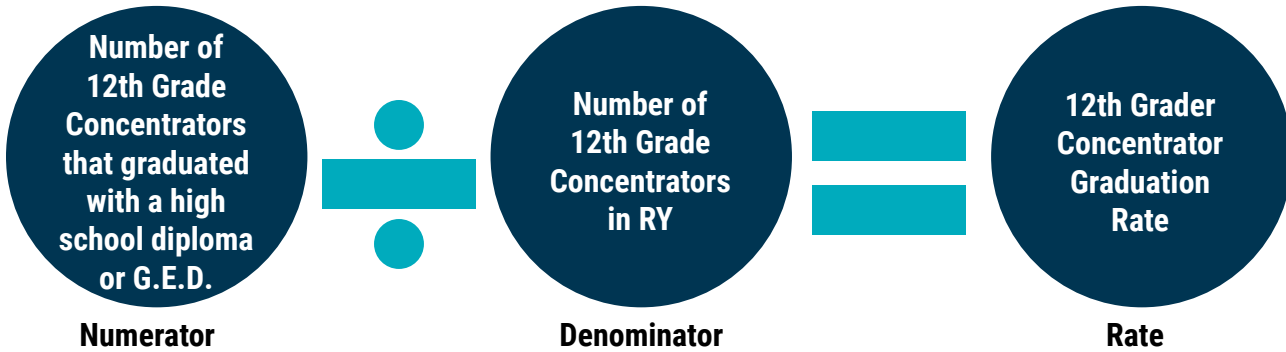
The CTE Audit Rule reviews **secondary** CTE programs based on two CTE Audit metrics.

<p style="text-align: center;"><b><u>Metric One:</u></b></p> <p style="text-align: center;"><b><u>12th Grader Concentrator Graduation Rate</u></b></p> <p>The 12th Grader Concentrator Graduation Rate identifies the percentage of 12th grade concentrators who graduated from high school with a standard diploma.</p>	<p style="text-align: center;"><b><u>Metric Two:</u></b></p> <p style="text-align: center;"><b><u>12th Grader Concentrators Industry Certification Rate</u></b></p> <p>The 12th Grader Concentrator Industry Certification Rate identifies the percentage of 12th grade concentrators who earned at least one industry certification.</p> <p style="text-align: center;"><b>OR</b></p> <p style="text-align: center;"><b><u>Secondary Continuing Education or Employed Rate<sup>1</sup></u></b></p> <p>The Continued Education or Employed Rate identifies concentrator graduates found continuing their education in Florida or employed in Florida in the year following high school graduation.</p>
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<sup>1</sup> The Department uses lagged cohort data to fully assess Continuing Education and Employment rates. The Continuing Education or Employment cohort years for this report are 2019-20, 2020-21, and 2021-22. A valid SSN is necessary to track post-completion employment activity.

### Metric 1: 12th Grader Concentrator Graduation Rate

The concentrator graduation rate identifies the percentage of 12th grade concentrators who graduated from high school with a standard high school diploma.

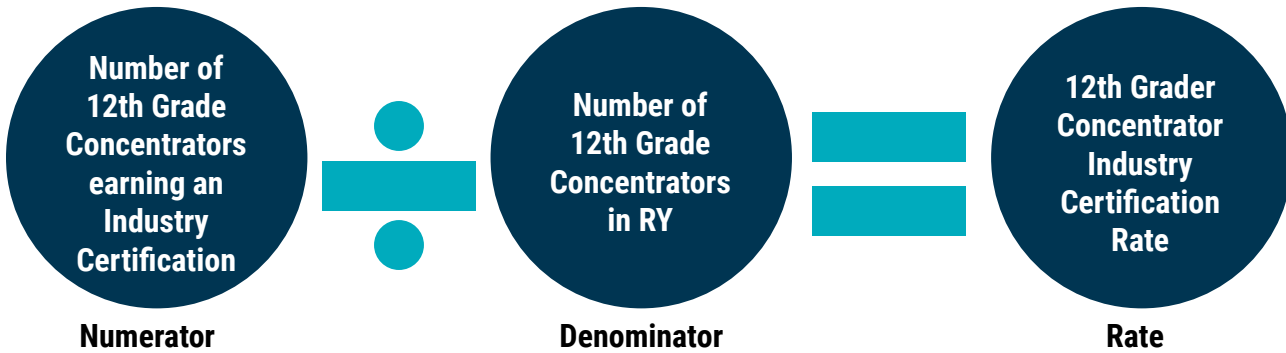


### Metric 2: 12th Grader Concentrator Industry Certification Rate OR Secondary Continuing Education or Employed Rate

Performance metric two can be met by satisfying either the 12th grader concentrator industry certification rate or the CTE concentrator graduates continuing education or employed rate.

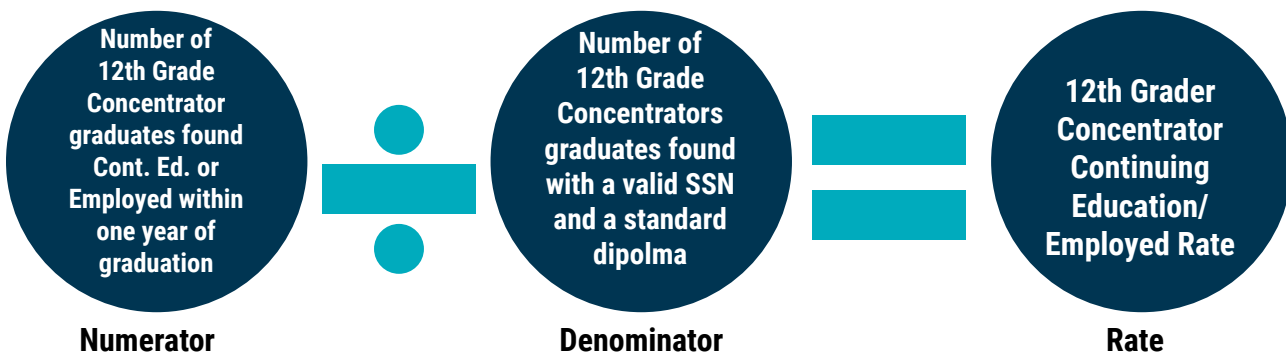
#### 12th Grader Concentrator Industry Certification Rate

The 12th grade concentrator industry certification rate identifies the percentage of 12th grade concentrators who earned an industry certification on the CAPE Industry Certification Funding List and/or industry certification on the Perkins V Industry Recognized Credentials List.



#### Secondary Continuing Education or Employed Rate

The 12th grade concentrator continuing education or employed rate is the percentage of 12th grade concentrator graduates who are found enrolled in Florida postsecondary education or employed in Florida in the year following credential completion.



## Secondary CTE Audit Targets

Each metric has a primary target and an alternate target for which at least one must be met to affirm program quality. The primary target is based on the most recent reporting year and the alternate target is based on the most recent three-reporting year average.

Metric Number	Metric Name	Primary Target	Alternate Target
1	12th Grader Concentrator Graduation Rate	At least <b>80%</b> using the most recent reporting year data	At least <b>80%</b> using the most recent three-reporting-year average
2	12th Grader Concentrator Industry Certification Rate	At least <b>33%</b> using the most recent reporting year data	At least <b>33%</b> using the most recent three-reporting-year average
	<b>OR</b>	<b>OR</b>	<b>OR</b>
	Secondary Continuing Education or Employed Rate	At least <b>80%</b> using the most recent reporting year data	At least <b>80%</b> using the most recent three-reporting-year average

## 2024 Secondary Statewide CTE Audit Findings

The 2024 CTE Audit assessed all CAR and Tech-Ed secondary CTE programs at the agency level that were in operation during reporting years 2020-21, 2021-22 and 2022-23. Data shows that only four programs would be identified for phase out if accountability standards for reporting year 2026 were in effect.

Secondary Metric Number	Secondary Metric Name	Statutory Metric Target	Number of Secondary CTE Agency Programs Assessed	Number of Exempt Secondary CTE Agency Programs	Number of Secondary CTE Agency Programs Meeting Metric Target	Number of Secondary CTE Agency Programs Not Meeting Metric Target	Number of Secondary CTE Agency Programs Not Meeting Overall Metric
1	12th Grader Concentrator Graduation Rate	80%	2,859	2,052	805	2	2
2	12th Grader Concentrator Industry Certification Rate	33%	2,859	2,052	735	72	2
	<b>OR</b>						
	Secondary Continuing Education or Employed Rate	80%	2,859	2,166	676	17	

Metric two, 12th Grader Concentrator Industry Certification Rate or Secondary Continuing Education or Employed Rate, provides two targets by which the overall metric can be met. While 72 agency-level secondary CTE programs did not meet the industry certification rate and 17 agency level secondary CTE programs did not meet the continuing education or employed rate, only two agency programs did not meet either target, which means that they did not meet the overall metric.

# POSTSECONDARY



## Postsecondary Definitions

**Completion** – the number of students enrolled in a district technical college or Florida College System (FCS) CTE program who fulfill all course requirements and earn a certificate of completion, degree or certificate.

**Enrollments** – headcount of postsecondary enrollees who attend a district technical college or a FCS institution and were found enrolled in an eligible postsecondary CTE audit program.

**In-Demand** – an occupation or program which shows labor market demand based on the criteria outlined in the framework for the Master Credential List (MCL) and/or the criteria outlined in the Labor Market Alignment in the Perkins Comprehensive Local Needs Assessment (CLNA). The criteria outlined in the framework for the MCL, and the criteria outlined in the Perkins CLNA, can be accessed at: <https://www.fldoe.org/academics/career-adult-edu/perkins/clna.stml>.

**Postsecondary Continuing Education or Employed Rate** – the percentage of postsecondary CTE program completers who are found continuing their education in Florida or employed in Florida in the year following program completion. The continuing education rate is based upon enrollment in any Florida postsecondary institution in the fall and winter/spring terms of the following year. The Employed Rate is based upon the four (4) fiscal quarters following the reporting year of completion.

**Postsecondary Program Types** – for the purposes of the CTE Audit, eligible postsecondary program types include associate of applied science (A.A.S.), associate of science (A.S.), advanced technical certificates (ATC), applied technology diploma (ATD), career certificate (CC) and college credit certificate (CCC) programs only.

**Retention Rate** – the percentage of students enrolled in a given reporting year who returned the next reporting year or who completed their program in the original reporting year. Students who transfer to another FCS institution or district postsecondary program or to another program, are still included in the numerator as Retained.

**Success Rate** – the percentage of students leaving postsecondary education (FCS institution or district postsecondary) with any one of the following: degree, certificate, industry certification or terminal occupational completion point (OCP). A student left postsecondary education if they were enrolled in a given reporting year and were not found enrolled in an FCS institution or district postsecondary program in the following reporting year.

# Postsecondary CTE Audit Metrics

The CTE Audit Rule reviews **postsecondary** programs based on three key CTE Audit metrics.

<p style="text-align: center;"><b><u>Metric one:</u></b></p> <p style="text-align: center;"><b><u>Retention Rate</u></b></p> <p>The year-to-year retention rate measures what percentage of students enrolled in one year return the next year.</p> <p style="text-align: center;"><b>OR</b></p> <p style="text-align: center;"><b><u>Success Rate</u></b></p> <p>The success rate measures the percentage of students leaving postsecondary education with any one of the following: a completed degree or certificate, an Industry Certification or a Terminal OCP.</p>	<p style="text-align: center;"><b><u>Metric Two:</u></b></p> <p style="text-align: center;"><b><u>Postsecondary Continuing Education or Employed Rate<sup>2</sup></u></b></p> <p>The continuing education or employed rate identifies the percentage of program completers found continuing their education or employed in the year following their program completion.</p>
<p style="text-align: center;"><b><u>Metric Three:</u></b></p> <p style="text-align: center;"><b><u>In-Demand Occupation</u></b></p> <p>The in-demand occupation metric evaluates if a program meets the demand criteria and/or local demand criteria as defined in the most recent MCL or CLNA.</p>	

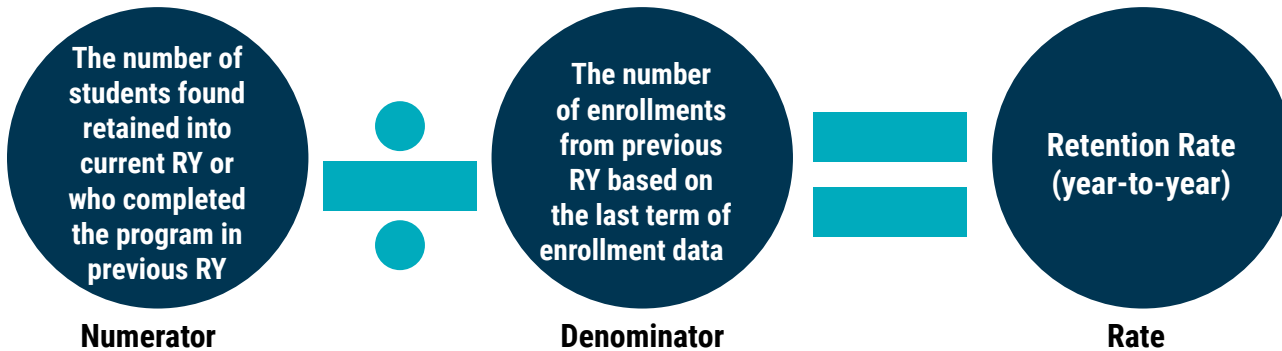
<sup>2</sup> The Department uses lagged cohort data to fully assess Continuing Education and Employment rates. The Continuing Education or Employment cohort years for this report are 2019-20, 2020-21, and 2021-22. A valid SSN is necessary to track post-completion activity.

## Metric 1: Retention Rate or Success Rate

Performance metric one can be met by satisfying either the retention rate or the success rate.

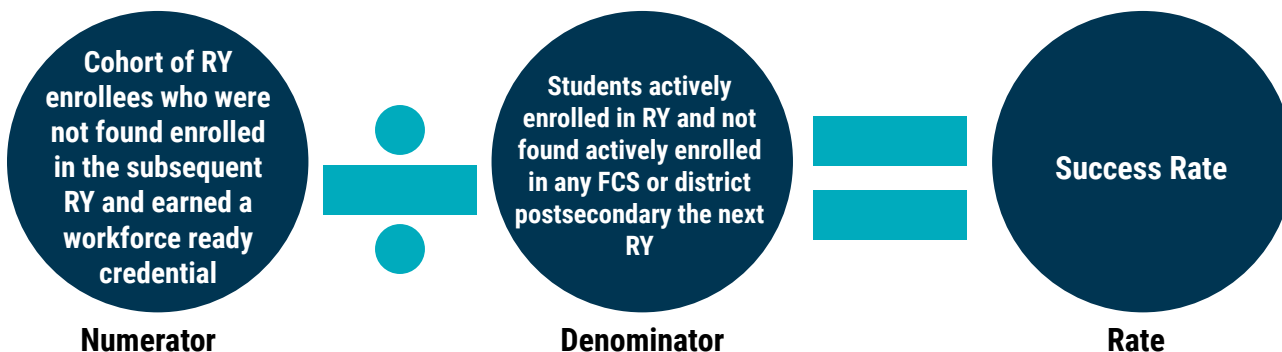
### Retention Rate

The year-to-year retention rate identifies the percentage of students who were enrolled in one year and returned the next year. A student is counted as retained even if they completed their program of study, transferred institutions or transferred programs within the Florida College System (FCS) or district postsecondary system.



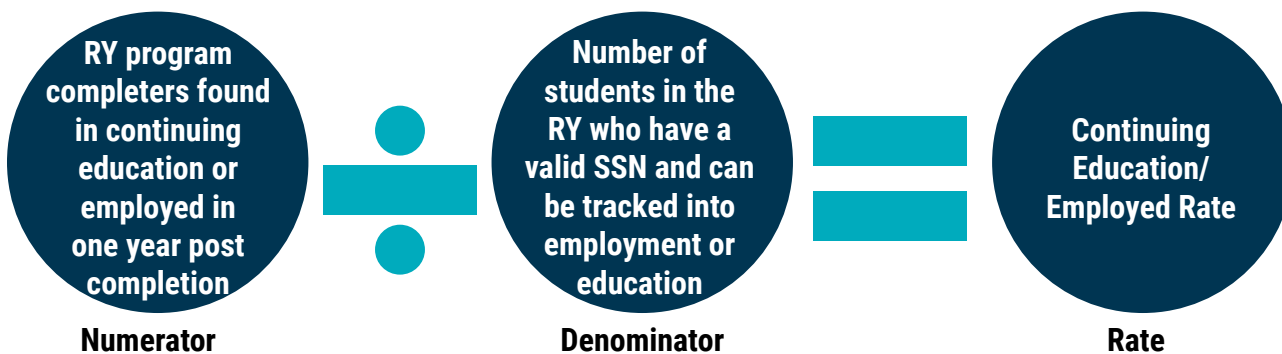
### Success Rate

The success rate identifies the percentage of students leaving postsecondary education within the FCS or district postsecondary system with any one of the following: a completed degree or certificate, an industry certification or a terminal occupational completion point (OCP).



## Metric 2: Postsecondary Continuing Education or Employed Rate

The postsecondary continuing education or employed rate identifies the percentage of program completers found continuing their education in either the FCS, district postsecondary, SUS, ICUF or CIE systems or employed within one year following degree/certificate completion.



### **Metric 3: Program Alignment to an In-demand Occupation**

The in-demand occupation metric reviews a program to determine if the program meets state, regional or local demand criteria. Postsecondary program alignment to an in-demand occupation requires that either the primary or alternate target are met.

#### **Primary Demand Target**

The primary demand target requires the program's presence on the most recent MCL. The 2024 CTE Audit Report uses the 2022-23 MCL.

#### **Alternate Demand Target**

The alternate demand target requires the program to demonstrate local demand as evidenced by the agencies most recent Perkins Comprehensive Local Needs Assessment (CLNA). The most recent CLNA for the 2024 CTE Audit Report was the 2021-22 CLNA.



## Postsecondary CTE Targets

Each metric has a primary target and an alternate target for which at least one must be met to affirm program quality. The primary target is based on the most recent reporting year and the alternate target is based on the most recent three-reporting year average.

Postsecondary Metric Number	Postsecondary Metric	Primary Target	Alternate Target
1	Retention Rate or Success Rate	At least <b>50%</b> using the most recent reporting year data	At least <b>50%</b> using the most recent three-reporting-year average
2	Completers Continuing Education or Employed Rate	At least <b>70%</b> using the most recent reporting year data	At least <b>70%</b> using the most recent three-reporting-year average
3	In-Demand Occupation	Program meets demand criteria and/or local demand criteria as defined in the most recent MCL	Evidence of Labor Market Alignment on the most recent CLNA

## 2024 Postsecondary Statewide CTE Audit Findings

The 2024 CTE Audit assessed all postsecondary CTE programs by schools that were in operation during reporting years 2020-21, 2021-22 and 2022-23. Data shows that 47 programs would be identified for phase out if accountability standards for report year 2026 were in effect.

Postsecondary Metric Number	Postsecondary Metric Name	Statutory Metric Target	Number of Postsecondary CTE Agency Programs	Number of Exempt Postsecondary CTE Agency Programs	Number of Postsecondary CTE Agency Programs Meeting Metric Target	Number of Postsecondary CTE Agency Programs Not Meeting Metric Target	Number of Postsecondary CTE Agency Programs Not Meeting Overall Metric
1	Retention Rate	50%	3,686	1,497	2,145	44	17
	OR						
	Success Rate	50%	3,686	1,920	1,218	548	
2	Postsecondary Continuing Education or Employed Rate	70%	3,686	2,341	1,315	30	30
3	In-Demand Occupation	N/A	3,686	80	Not Available	Not Available	Not Available <sup>3</sup>

Metric one, Retention Rate or Success Rate, provides two targets by which the overall metric can be met. While 44 agency level postsecondary CTE programs did not meet the retention rate and 548 agency level postsecondary CTE programs did not meet the success rate, only 17 agency programs did not meet either target which means that they did not meet the overall metric.

<sup>3</sup> The 2022-23 MCL was the first iteration of the list and only includes industry certifications. Beginning with the 2023-24 MCL, all credentials, including degrees, certificates, diplomas, and industry certifications are included which will allow the Department to crosswalk all postsecondary programs to the primary demand criteria. <https://careersourceflorida.com/master-credentials-list/>

## Conclusion

The 2024 CTE Audit shows that the majority of local secondary and postsecondary CTE programs eligible for audit evaluation meet all metric and target criteria. Annual evaluation of CTE programs allows the state to assess and prioritize the alignment of high-quality workforce education program efforts that increase workforce readiness with the goal of making Florida’s workforce education the best in the nation by 2030. As previously outlined, this report highlights how secondary and postsecondary CTE programs, at the agency level, would have fared against future accountability standards. Per Rule 6A-10.0342, F.A.C., program quality consequences associated with the new CTE Audit Rule cycle are effective beginning 2026. In advance of this timeline, the Department is committed to providing technical assistance to local agencies regarding accountability implementation.

The following tables show the overall success rates of local CTE programs that were assessed and not exempt from accountability due to a qualifying exemption by each program quality metric.

### Secondary

Secondary Metric Number	Secondary Metric Name	Statutory Metric Target	Number of Secondary CTE Agency Programs Assessed	Number of Secondary CTE Agency Programs Meeting Metric Target	Percent of Secondary CTE Agency Programs Meeting Metric Target	Percent of Secondary CTE Agency Programs Meeting Overall Metric
1	12th Grader Concentrator Graduation Rate	80%	807	805	99.75%	99.84%
2	12th Grader Concentrator Industry Certification Rate	33%	807	735	91.07%	95.73%
	<b>OR</b>					
	Secondary Continuing Education or Employed Rate	80%	693	676	97.54%	

## Postsecondary

Postsecondary Metric Number	Postsecondary Metric Name	Statutory Metric Target	Number of Postsecondary CTE Agency Programs Assessed	Number of Postsecondary CTE Agency Programs Meeting Metric Target	Percent of Postsecondary CTE Agency Programs Meeting Metric Target	Percent of Postsecondary CTE Agency Programs Meeting Overall Metric
1	Retention Rate	50%	2,189	2,154	98.40%	99.53%
	<b>OR</b>					
	Success Rate	50%	1,766	1,218	68.96%	
2	Postsecondary Continuing Education or Employed Rate	70%	1,345	1,315	97.76%	97.76%
3	In-Demand Occupation	N/A	3,606	Not Available	Not Available	Not Available <sup>4</sup>

<sup>4</sup> The 2022-23 MCL was the first iteration of the list and only includes industry certifications. Beginning with the 2023-24 MCL, all credentials, including degrees, certificates, diplomas, and industry certifications are included which will allow the Department to crosswalk all postsecondary programs to the primary demand criteria. <https://careersourceflorida.com/master-credentials-list/>