



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



November 13th, 2025

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

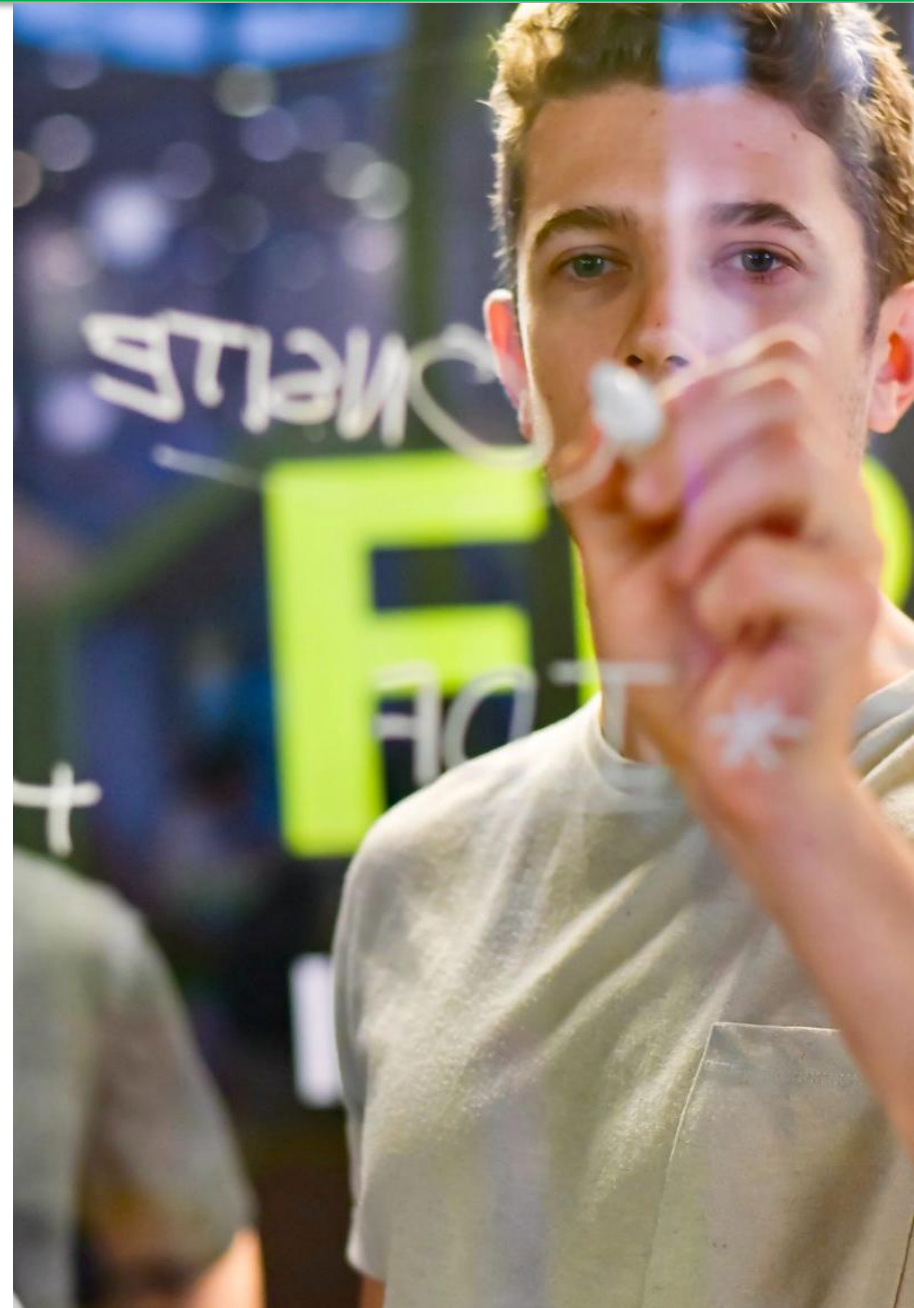


Labor Market Information
Talent Pipeline

Grow, Retain, Attract

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: JobsEQ

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: JobsEQ

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)

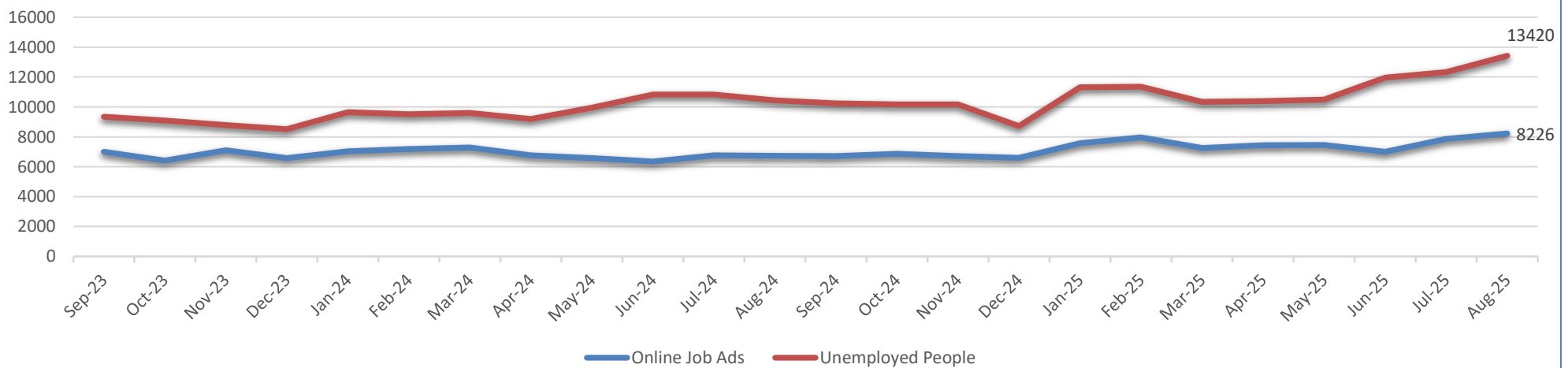
234,506

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:

Source: Florida Scorecard

CITRUS



LEVY



MARION



NEXT STEPS

- 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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