



**CareerSource CLM
College of Central Florida
Enterprise Center
Room 206
3003 SW College Road
Ocala, FL 34474**

EDUCATION AND INDUSTRY CONSORTIUM AGENDA

Thursday, May 8, 2025 – 9:00 a.m.

Join Zoom Meeting: <https://us02web.zoom.us/j/88572213546>

Phone No: 1-646-558-8656 (EST) Meeting ID: 885 7221 3546

Call to Order	J. Corley
Roll Call	C. Schnettler
Approval of Minutes February 6, 2025	Pages 2 - 5 J. Corley

PRESENTATION

Occupation Report	Pages 6 - 12 C. Weaver
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DISCUSSION ITEMS

None

PUBLIC COMMENT

J. Corley

ACTION ITEMS

None

J. Corley

MATTERS FROM THE FLOOR

J. Corley

ADJOURNMENT

2024 – 2025 MEETING SCHEDULE							
Performance/ Monitoring	Business and Economic Development	Marketing / Outreach	Career Center	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	Wednesday 9:00 am	Thursday 9:30 am	Thursday 9:00 am	Wednesday 9:30 am	Wednesday, 11:30 am	
8/13/2024	8/14/2024	8/21/2024	8/15/2024	8/29/2024	8/28/2024	9/4/2024	CF Levy
11/12/2024	11/6/2024	11/13/2024	11/7/2024	11/14/2024	11/20/2024	12/11/2024	CF Ocala
2/4/2025	2/5/2025	2/12/2025	2/20/2025	2/6/2025 CF - Room 206 Enterprise Center	2/26/2025	3/12/2025	CF Lecanto
5/6/2025	5/7/2025	5/14/2025	5/15/2025	5/8/2025 CF - Room 206 Enterprise Center	5/28/2025	6/4/2025	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: February 6, 2025
PLACE: CareerSource CLM
2703 NE 14th Street, Ocala, FL 34470
TIME: 9:00 a.m.

MEMBERS PRESENT

Dr. Ann Hembrook
Ashley Shorb
Bob Rutemiller
David Roland
Dr. Jennifer Frys
Joe Corley
Rebecca Johnson
Tanya Taylor

MEMBERS ABSENT

Chris Formisano
Eric Willis
Marci Holder
Rachel Gibbs
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

Bob Rutemiller made a motion to approve the minutes from the November 14, 2024, meeting. Dr. Ann Hembrook 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.

One insight fostered further discussion: “Hiring instructors is difficult due to in-field wages being higher.”

Discussion centered around tapping retired individuals from all industries to transition into teaching roles. The group discussed challenges in recruiting retirees and the variety of reasons there is reluctance by retirees to teach.

- Fear of technology
- Pay ranges
- Learning a new type of job
- Difficulties in adjusting from teaching in a hands-on environment to a classroom environment
- Administrative requirements
- Interpersonal skills of students

Industry Snapshot

The committee provided the feedback below on the report:

- They agreed that the report should be presented quarterly.
- Healthcare / Social Assistance should be sub-categorized to get a clearer picture of healthcare and childcare data.
 - It was noted the need for childcare centers and jobs will increase with the recent trend for remote work to end.

Talent Supply

It was noted that the data shows dips in job postings. The center activities are in line with these trends.

Top 20 Skills

- The committee agreed this report should be presented annually due to seasonal fluctuations by industry.
- The committee discussed the impact of automation on needed skills. There are many types of positions that still need skilled workers, and automation creates new types of jobs and skillsets to create and maintain the automated equipment.

Top Businesses Posting Jobs

Cory Weaver explained this report is a popular request by many agencies. The report is generated from online help wanted data and a variety of job posting boards.

MCL Approved Programs

- Cory Weaver was happy to announce the new credentials that have been added to the Master Credential List.
- Eligible individuals may receive CAPE funding for these new certifications.
- David Roland added that WTC has grant funds to assist individuals that do not qualify for the CAPE funding.
- He also added that the technician certification classes have full enrollment but there have been challenges in making connections with businesses to hire certified students.
- Cory Weaver noted that there is now a Career Center located at WTC and there will be a trades related job fair on April 15.
- There was discussion about the importance of certification programs using the most relevant and up to date technology. Sometimes students get certified on outdated software and are looking for work with skills that are no longer needed.
- The fiber optics credentials have been popular with 100% success rate. It was noted that the “last mile” of fiber optics installation is radio frequency and there is a skills gap in this area.
- The Provisional Status Cured list of certifications are certification programs that may have been discontinued if not for efforts by businesses and workforce agencies to show these certifications are still relevant and needed.
- Cory Weaver stated that she will send out the list of other certifications that may be discontinued. If committee members identify a certification that still has a demand, then actions can be taken to request the certification stays on the MCL.

Apprenticeships

Cory Weaver reviewed the active apprenticeship programs in the region. She noted the City of Ocala offering numerous apprenticeships. Bob Rutemiller would like to have more information regarding the Water and Wastewater Treatment Plant and Systems operator apprenticeship to share in Citrus County.

Round Table Discussion

- Manufacturing needs individuals skilled in conduit bending and code. WTC offers programs to develop these skills.
- Future hiring needs include welding, nurses, and LPN's.
- Environmental engineers and technicians are needed as well.

DISCUSSION ITEMS

Rusty Skinner closed the meeting by explaining that the staff has set the stage by providing the foundational data on the regional workforce. He welcomed input and feedback from the members on how the committee should move forward.

- The new MRMA director be added as a member of the group.
- There should be sector-based meetings to discuss specific industry needs.
- A survey will be sent to members to better define the future direction and interests of the members and the best meeting schedule for the future.

PUBLIC COMMENT

None

MATTERS FROM THE FLOOR

None

ADJOURNMENT

There being no further business, the meeting adjourned at 10:01 a.m.

APPROVED:



EDUCATION & INDUSTRY CONSORTIUM



CONSORTIUM BACKGROUND

Signed into law May 15th, 2024, Senate Bill 240 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



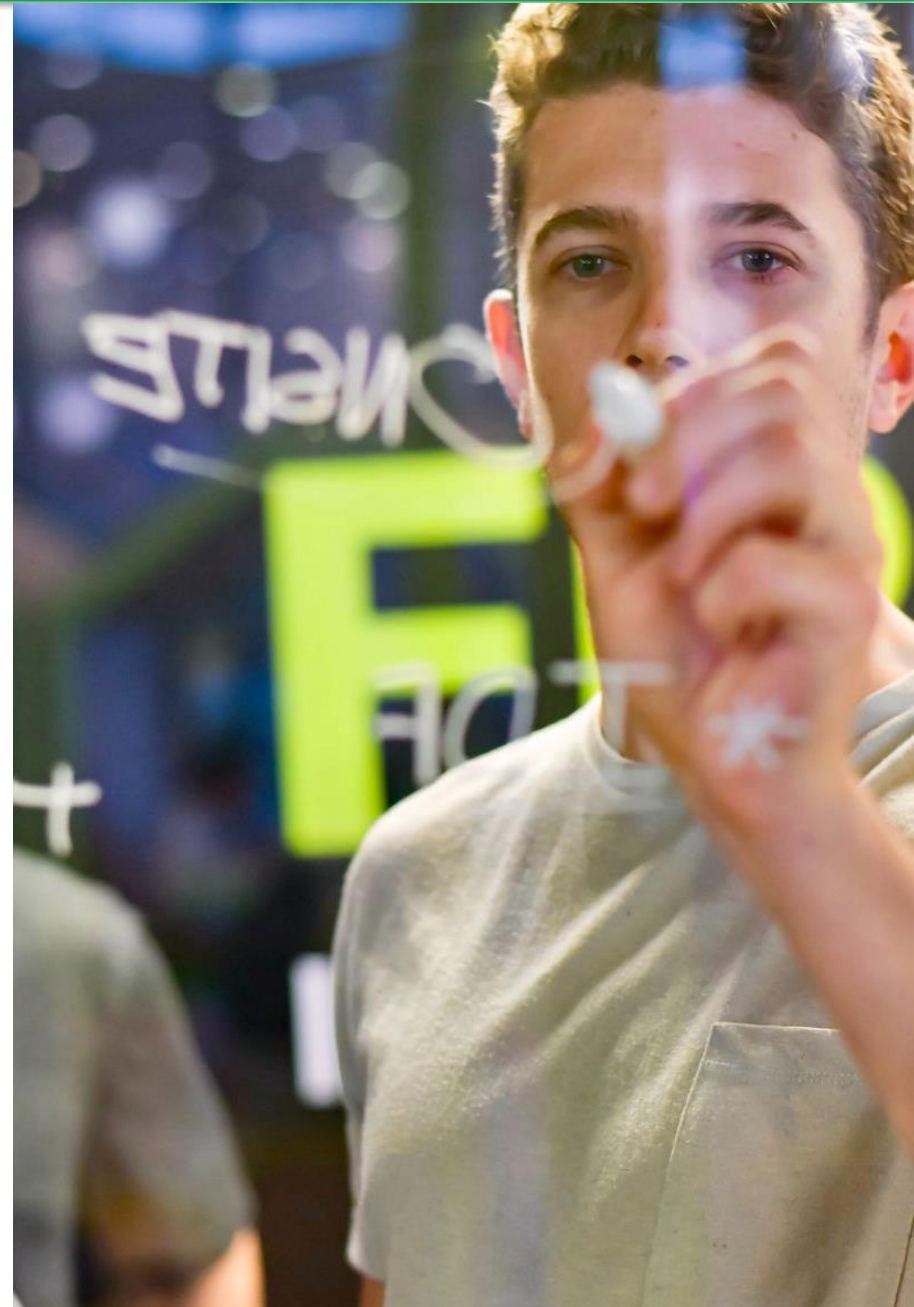
Education Offerings Available



Labor Market Information
Talent Pipeline

Prior Meeting Insights

- There is a need to ensure training programs are using relevant and up-to-date technology that is used in-field
- There is a great need for affordable childcare to allow better participation in the labor force
- Potential barriers to hiring retirees for instructional positions include:
 - Fear of technology
 - Inadequate pay ranges
 - Fear of learning a new type of job
 - Difficulties in adjusting to a classroom environment
 - Administrative requirements
 - Interpersonal skills of students



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	25,382	\$64,741	1.17	1,960	1.6%	14,880	2,506	1.9%
624	Social Assistance	3,518	\$30,496	0.62	-175	-1.0%	2,559	341	1.9%
23	Construction	16,803	\$53,564	1.54	1,966	2.5%	8,823	1,387	1.6%
31	Manufacturing	10,993	\$59,384	0.76	301	0.6%	6,574	842	1.5%
61	Educational Services	12,479	\$45,960	0.85	426	0.7%	6,828	817	1.3%
48	Transportation and Warehousing	7,948	\$47,357	0.87	2,617	8.3%	5,209	726	1.8%
54	Professional, Scientific, and Technical Services	7,059	\$68,788	0.53	960	3.0%	3,667	704	1.9%
	Total - All Industries	182,848	\$49,269	1.00	17,834	2.1%	116,961	14,321	1.5%

Source: JobsEQ

TALENT SUPPLY

620,931

Regional Population
(2023)

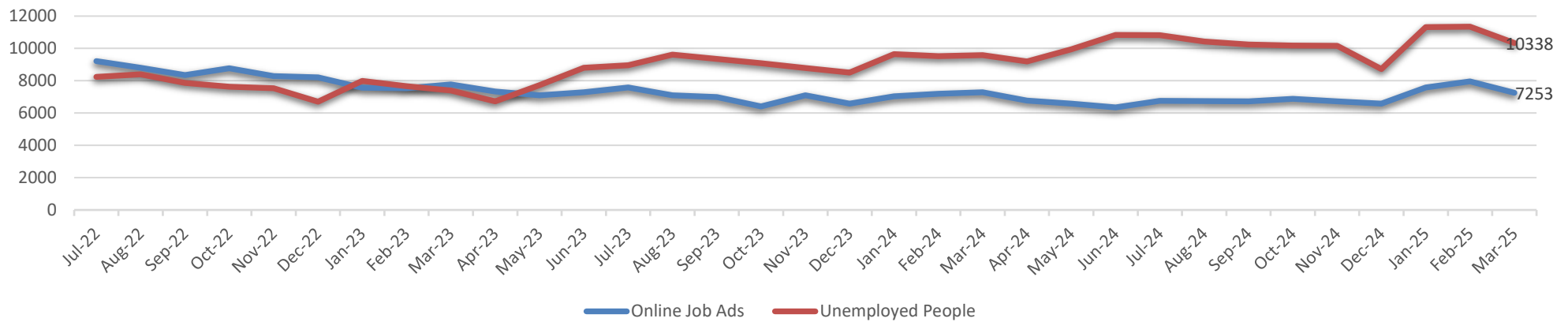
232,821

Labor Force
(March 2025)

10,338

Regional Unemployed
(March 2025)

Online Job Ads vs Unemployed People



Source: LAUS/BLS

Job Openings Vs Unemployed by County:

CITRUS

966

(Declining)

2,737

Unemployed Persons
(Declining)

284

Unemployed People per 100
Jobs

LEVY

521

(Declining)

789

Unemployed Persons
(Declining)

152

Unemployed People per 100
Jobs

MARION

5,766

(Declining)

6,812

Unemployed Persons
(Declining)

119

Unemployed People per 100
Jobs

Source: Florida Scorecard

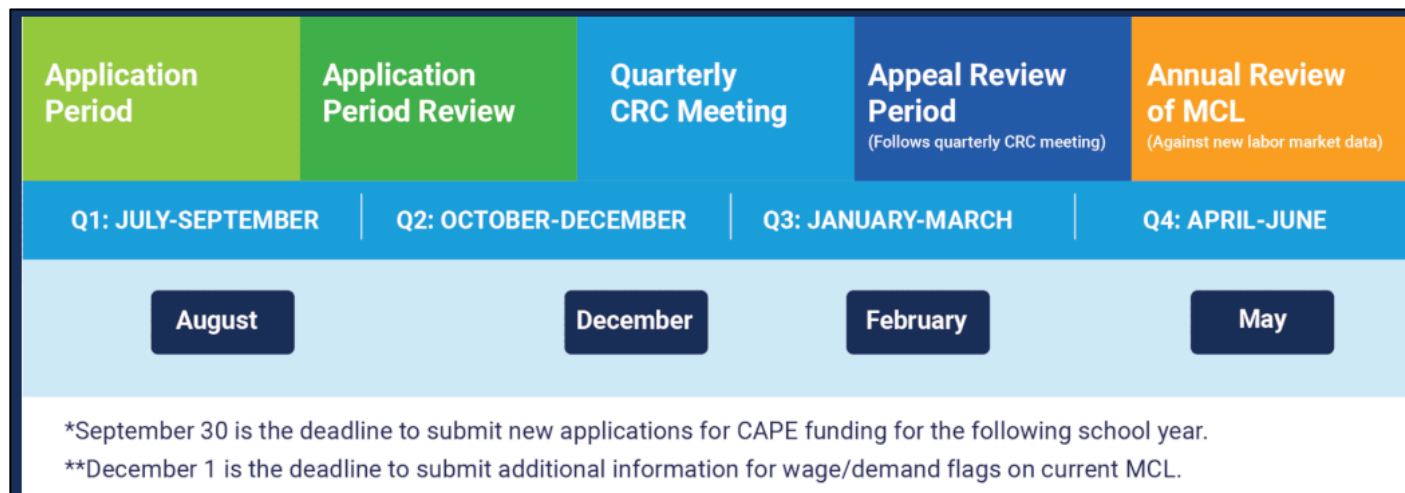
SUBMITTED TO MASTER CREDENTIALS LIST

Currently Provisional Status due to Demand and Wage:

- HBI Pre-Apprenticeship Certification Training, Carpentry
- HBI Pre-Apprenticeship Certification Training, Core
- HBI Pre-Apprenticeship Certification Training, Core Green
- HBI Pre-Apprenticeship Certification Training, Electrical
- Equine Studies

Credential Review Committee meets 5/8 to recommend approval/denial
CareerSource Florida Board meets 5/21 to approve/deny

Link to Master Credentials List: <https://careersourceflorida.com/master-credentials-list/>



Discussion



CareerSource
CITRUS | LEVY | MARION

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