

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

EDUCATION AND INDUSTRY CONSORTIUM AGENDA Thursday, November 13, 2025 – 9:00 a.m.

Join Zoom Meeting: https://us02web.zoom.us/j/81970185497
Phone No: 1-646-558-8656 (EST) Meeting ID: 819 7018 5497

Call to Order

Roll Call

C. Schnettler

Approval of Minutes

J. Corley

J. Corley

February 6, 2025, May 8, 2025, and August 14, 2025 Pages 2 - 40

<u>PRESENTATION</u>

Industry and Occupation Report Pages 41 - 50 C. Weaver

DISCUSSION ITEMS

Subcommittees Page 51 R. Skinner Private Sector Member Recruitment R. Skinner

vate Sector Member Recruitment R. Skinner

PUBLIC COMMENT

J. Corley

ACTION ITEMS J. Corley

None

MATTERS FROM THE FLOOR

J. Corley

ADJOURNMENT

	2025 – 2026 MEETING SCHEDULE									
Performance/ Monitoring	Business and Economic Development	Career Center	Marketing / Outreach	Consortium Executive Full Board						
	Unless noted otherwise all committee meetings are held at CareerSource CLM, 2703 NE 14th 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	Wednesd	lay, 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			
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	6/3/2026	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: February 6, 2025
PLACE: CareerSource CLM

2703 NE 14th Street, Ocala, FL 34470

TIME: 9:00 a.m.

MEMBERS PRESENT MEMBERS ABSENT

Dr. Ann Hembrook Chris Formisano

Ashley Shorb Eric Willis
Bob Rutemiller Marci Holder
David Roland Rachel Gibbs
Dr. Jennifer Fryns Tim Gilbert

Joe Corley

Rebecca Johnson Tanya Taylor

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.

<u>APPROVAL OF MINUTES</u>

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 for accurate job postings that are reviewed regularly to ensure companies are not asking for more than is needed for the role
- Hiring instructors is difficult due to in-field wages being higher
- There is a need for local talent to fill medical positions, as opposed to traveling technicians



Industry Snapshot

		Current		5-Year History		5-Year Forecast		cast	
NAICS	Industry	Empl	Avg Ann Wages	ια	Empl Change	Ann %	Total Demand	Empl Growth	Ann % Growth
62	Health Care and Social Assistance	28,506	\$59,986	1.05	1,417	1.0%	17,152	2,696	1.8%
23	Construction	16,472	\$52,745	1.52	1,853	2.4%	8,579	1,301	1.5%
31	Manufacturing	11,171	\$58,459	0.77	655	1.2%	6,645	830	1.4%
61	Educational Services	12,444	\$43,170	0.85	451	0.7%	6,629	667	1.1%
48	Transportation and Warehousing	7,963	\$46,672	0.88	2,738	8.8%	5,187	703	1.7%
71	Arts, Entertainment, and Recreation	4,409	\$32,800	1.18	471	2.3%	3,760	391	1.7%
54	Professional, Scientific, and Technical Services	6,976	\$67,791	0.52	899	2.8%	3,594	671	1.9%
	Total - All Industries	182,161	\$48,549	1.00	17,847	2.1%	115,607	13,529	1.4%

Source: JobsEQ

TALENT SUPPLY

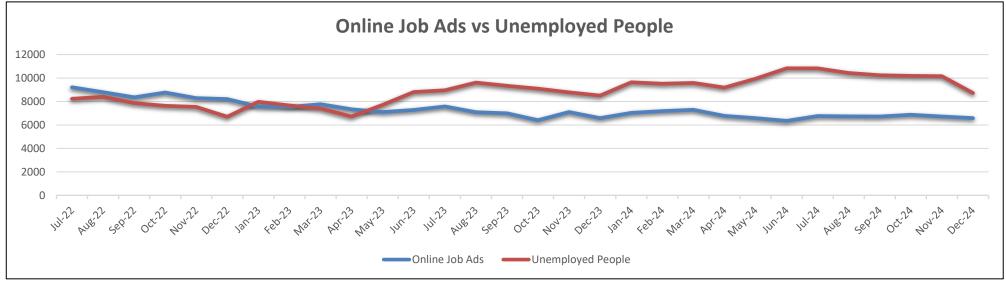
620,931

Regional Population (2023)

217,002

Labor Force (December 2024) 8,726

Regional Unemployed (September 2024)



Source: LAUS/BLS

Job Openings Vs Unemployed by County:

/:

231 Jnemployed People per 100 Jobs

CITRUS

(Declining)

2,355

LEVY

375
(Declining)

664

Unemployed Person (Declining)

178
Unemployed People per 100
Jobs

MARION

5,191

(Declining)

5,707

Unemployed Person (Declining)

110 Inemployed People per 100

10

Source: Florida Scorecard

TOP 20 SKILLS

Skill	Latest 30 Days	Latest 30 Days Unique Postings				
SKILL	Unique Postings	% Change				
Nursing	784		6.8%			
Merchandising	472	-8.7%				
Nursing Care	307		2.6%			
Marketing	300		5.0%			
Medication Administration	297		12.1%			
Restaurant Operation	290		1.0%			
Warehousing	268	-3.0%				
Acute Care	248		9.3%			
Inventory Management	248		1.2%			
Treatment Planning	247		12.6%			
Medical Records	246		3.7%			
Selling Techniques	242	-21.9%				
Auditing	224	-10.3%				
Cash Register	213	-4.7%				
Billing	210		5.7%			
Cash Handling	207	-1.4%				
Workflow Management	205		6.8%			
Patient Education And Counseling	204		2.0%			
Housekeeping	203		6.4%			
Home Health Care	192		2.1%			

TOP BUSINESSES POSTING JOBS

Company	Latest 30 Days	Latest 30 Days Unique Postings %				
Company	Unique Postings	Change				
HCA Healthcare	415		7.7%			
AdventHealth	300		4.3%			
Walmart	107	-3 <mark>9.3</mark> %				
Southeastern Grocers	63		12.7%			
Columbus Hospitality Management	61		0.0%			
State of Florida	61	-11.5%				
Empath Health	45	-8.9%				
Citrus County	42		11.9%			
REV Group	42		2.4%			
Headway	41		7.3%			
CVS Health	34		2.9%			
Sage Dental	34		61.8%			
Walgreens Boots Alliance	34	-2.9%				
AutoZone	29		37.9%			
Cheney Brothers	28		7.1%			
Essex Mortgage	27	-3.7%				
Florida Cancer Specialists	23	-21.7%				
Chewy	22	-22.7%				
Domino's Pizza	22		13.6%			
Encompass Health	22	-45.5%				

MCL APPROVED PROGRAMS

New to Master Credentials List:

- WTC
 - Industrial Maintenance and Controls Technician
- CF
 - Certified Fiber Optic Specialist, Testing (CFOS/T)
 - Certified Fiber Optics Splicing Specialist (CFOS/S)
 - Certified Fiber Optics Technician (CFOT)

Provisional Status Cured:

- Autodesk Certified User
- Certified Food Protection Manager (ServSafe)
- Certified Food Safety Manager
- Python Coding Specialist
- MSSC Certified Logistics Technician (CLT)
- Certified Nursing Assistant (CNA)
- Certified Patient Care Technician (CPCT)



APPRENTICESHIPS

CE Academy, INJ (Ciraco Electric) (Marion)

Electrician

Masonry Association of North Central Florida (Marion)

Mason

Shelby Erectors (Marion)

Reinforcing Metal Worker

Florida Electrical Association Tri-County Apprenticeship (Marion)

Electrician

Orlando Laborers & North Florida Apprenticeship Program JATC FL005135188 (Citrus, Levy)

Construction Craft Laborer

Guardian Angels Service Dogs (Levy)

Animal Trainer

City of Ocala – Utilities (Marion)

- Electric Meter Repairer
- Electrician, Substation
- Line Erector, (Power-Line Distribution Erector
- Maintenance and Repair Worker (Equipment Maintenance)
- Switchboard Operator
- Pipefitter New
- Water and Wastewater Treatment Plant and Systems Operator New

Academy of Construction Technologies, Inc./
Marion County Public Schools (Marion)

Construction Pre-apprenticeship

ACTIVITY – Round Table Discussion

Industry

- What are your current hiring needs?
- How do you currently source talent? (internal tracks, hiring events, online platforms, etc.)
- What training needs do you anticipate in the next year?





Thank you!

Next Meeting Date: May 8th, 2025





CAREERSOURCE CITRUS LEVY MARION Education and Industry Consortium

MINUTES

DATE: May 8, 2025

PLACE: College of Central Florida

3003 SW College Rd., Ocala, FL 34474

TIME: 9:00 a.m.

MEMBERS PRESENT MEMBERS ABSENT

Bob Rutemiller Ashley Shorb
David Roland Chris Formisano

Joe Corley Eric Willis

Tim Gilbert Dr. Jennifer Fryns

Marci Holder Rachel Gibbs Rebecca Johnson Tanya Taylor

Other Attendees

Rusty Skinner, CSCLM Cira Schnettler, CSCLM

Dale French, CSCLM Tony Waterson, One Stop Operator Cory Weaver, CSCLM Kristen Barry, One Stop Operator

Melissa Saco, CSCLM Bonnie Hayes, CF

CALL TO ORDER

The meeting was called to order by Joe Corley, Chair, at 9:02 a.m.

ROLL CALL

Cira Schnettler called roll and a quorum was declared present.

APPROVAL OF MINUTES

A quorum was not present to approve the minutes. Minutes will be brought to the next meeting for approval.

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.

Industry Snapshot and Talent Supply

The committee provided the feedback below on the report:

- Healthcare / Social Assistance was separated as requested
- The report shows year over year wage increases, but a decrease in the demand for manufacturing, transportation and warehousing.
- Joe Corley shared that he is seeing an increase in wages for welders.
- The committee would like to see if MRMA will be conducting a wage survey soon.
- There was discussion on whether the increase in demand for transportation and warehouse workers can be attributed to the move to e-commerce from big box retailers.

MCL Approved Programs

 Cory Weaver reviewed the request list of credentials to be added to the Master Credential list.

Survey Results

Cory Weaver reviewed the survey results. She noted that the committee agreed that there should be industry focused sub-committees made up of educational partners, businesses, and industry association representatives.

DISCUSSION ITEMS

The committee discussed actionable items for next steps:

- Identify committee goals and actionable measures to fulfill those goals.
- Increasing development of industry committee members.
- Inviting industry associations chairs and/ or directors to participate on the committee.
- Invite Chamber representatives to participate on the committee.
- Identifying educational partners certifications and curriculum, then following up with industry businesses to ensure that curriculums are meeting their needs.
- Form industry sub-committees.

PUBLIC COMMENT

None

MATTERS FROM THE FLOOR

None

<u>ADJOURNMENT</u>
There being no further business, the meeting adjourned at 9:57 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

		Current			5-Year History		5-Year Forecast		ast
NAICS	Industry	Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Empl Growth	Ann % Growth
621 -		25.222	464744	4.4	1.050	4.50/	4.4.000	2.500	4.00/
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				2.1%	,	14,321	

Source: JobsEQ

TALENT SUPPLY

620,931

Regional Population (2023)

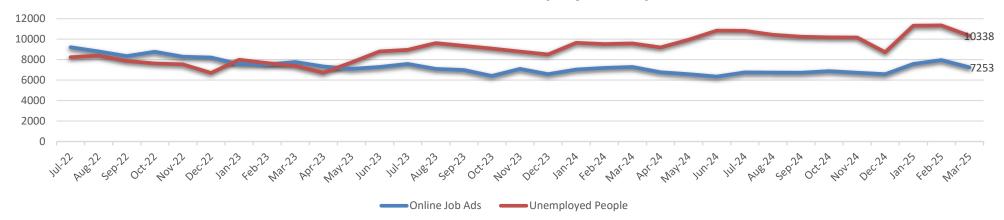
232,821

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

Jnemployed Persons (Declining)

284

nemployed People per 10 Jobs **LEVY**

521

(Declining)

789

Unemployed Persor (Declining)

152

Jnemployed People per 100 Jobs **MARION**

5,766

(Declining)

6,812

Unemployed Persor (Declining)

Jnemployed People per 10

24

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 Education and Industry Consortium

MINUTES

DATE: August 14, 2025
PLACE: CareerSource CLM

2703 NE 14th Street, Ocala, FL 34470

TIME: 9:00 a.m.

MEMBERS PRESENT MEMBERS ABSENT

Bob Rutemiller Ashley Shorb Joe Corley David Roland

Dr. Jennifer Fryns Marci Holder

Rebecca Johnson Tanya Taylor Tim Gilbert

Other Attendees

Dale French, CSCLM Cory Weaver, CSCLM Melissa Saco, CSCLM Cira Schnettler, CSCLM Christine Swartz, Tampa General

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 not present to approve the minutes from the February 6, 2025, and May 8, 2025, meetings.

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. This may be due to businesses anticipating the long-term effects of tariffs. Metals and electronics are already spiking in cost.
- All industries are impacted by entry level hire turnover. Entry level workers tend
 to look for flexibility versus pay because they need to work multiple jobs or gig
 type jobs. Some businesses are creating a flexible shift structure to
 accommodate these types of workers. We can look at turnover rates by industry.
 Retention can be a challenge for a wide range of industries.
- 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.
- Increase development for local healthcare facilities also means there will not only be an increased demand for healthcare professionals, but also for nutrition, IT, and other industries.

Educational Awards, Skills Gap

- Cory Weaver reviewed the list of certificates available through local educational partners.
- The healthcare industry tries to cross train entry level positions into mid-level positions and some hospitals will provide scholarships to help individuals gain the certifications that are needed to upskill to the next level.
- CareerSource has provided funding to support teachers in Marion County to transition from temporary teacher status to permanent status.
- In Levy County, CF partnered with Fleet Force to provide certifications in CDL A and B licenses. Levy County staff participated in the program to gain those licenses. We are hopeful that this will be program will be repeated to help other individuals in Levy County.
- Forklift training and certifications are usually handled in house by businesses because each business has a unique set of needs and will utilize different

- equipment. It is helpful for individuals to have a basic understanding of forklift operation.
- Basic Life Support and CPR continue to be top skills gap in healthcare.
- The basics of understanding AI is a skill that will be needed in the next 3-5 years.
 AI is already starting to interface in many industries from manufacturing to
 healthcare. There will be anticipated workforce displacement due to AI, but there
 will also be a need for individuals to manage the systems. The committee agreed
 that a sub-committee focused wholly on AI advancement and its impact on
 workforce may be valuable.

Master Credential List

 Cory Weaver reviewed the request list of credentials to be added to the Master Credential list. The proposed certifications will be presented to the CareerSource Florida board on August 21 for approval.

Next Steps

The committee discussed actionable items for next steps:

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

PUBLIC COMMENT

None

MATTERS FROM THE FLOOR

None

ADJOURNMENT

There being no further business, the meeting adjourned at 10:14 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

		Current			5-Year History		5-Year Forecast		cast
NAICS	Industry	Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Empl Growth	Ann % Growth
621 -		25.745	465.004	4.46	2 2 4 5	1.50/	15 111	2 = 24	4.00/
623	Health Care	25,745	\$65,231	1.16	2,346	1.6%	15,111	2,531	1.9%
624	Social Assistance	3,569	\$31,704	0.62	-146	-0.8%	2,593	344	1.9%
23	Construction	16,981	\$55,966	1.55	1,858	2.3%	8,907	783	1.2%
31	Manufacturing	10,969	\$60,500	0.76	48	0.1%	6,557	842	1.5%
61	Educational Services	12,561	\$45,607	0.85	453	0.7%	6,827	835	1.5%
48	Transportation and Warehousing	7,947	\$48,901	0.86	2,066	6.2%	5,205	720	1.8%
54	Professional, Scientific, and Technical Services	7,126	\$70,526	0.54	965	3.0%		711	1.9%
34	reciffical Services	7,120	7/0,520	0.54	303	3.0%	3,702	/11	1.5%
	Total - All Industries	183,665	\$50,334	1.00	17,480	2.0%	117,276	14,212	1.5%

Source: JobsEQ

Top 25 Occupations

			Current		5-Year History		5-Year Forecast		
			Mean Ann			,			
SOC	Occupation	Empl	Wages ²	LQ	Empl Change	Ann %	Total Demand		Ann % Growth
35-3023	Fast Food and Counter Workers	4,595	\$28,900	1.11	329	1.5%	· · · · · ·	382	
41-2031	Retail Salespersons	6,544	. ,	1.52		2.0%	,	386	
41-2011	Cashiers	4,602	\$29,800	1.32	272	1.2%		30	0.1%
53-7065	Stockers and Order Fillers	4,223	\$36,200	1.38	1,046	5.9%	4,055	400	1.8%
35-3031	Waiters and Waitresses	3,364	\$38,000	1.32	87	0.5%	3,833	195	1.1%
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,905	\$36,800	0.88	608	4.8%	2,280	243	1.6%
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,733	\$32,700	1.03	149	1.1%	2,236	203	1.4%
35-2014	Cooks, Restaurant	2,163	\$35,300	1.35	354	3.6%	2,125	297	2.6%
43-4051	Customer Service Representatives	2,927	\$40,700	0.97	416	3.1%	2,056	74	0.5%
43-9061	Office Clerks, General	3,150	\$41,300	1.11	156	1.0%	1,989	91	0.6%
11-1021	General and Operations Managers	3,781	\$108,200	0.94	931	5.8%	1,959	325	1.7%
31-1122	Personal Care Aides	2,012	\$32,700	0.57	340	3.8%	1,861	287	2.7%
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,886	\$52,600	1.18	359	2.7%	1,844	251	1.7%
37-3011	Landscaping and Groundskeeping Workers	2,329	\$35,800	1.76	155	1.4%	1,788	186	1.5%
31-1131	Nursing Assistants	2,184	\$36,700	1.37	73	0.7%	1,763	149	1.3%
47-2061	Construction Laborers	2,516	\$41,300	1.58	352	3.1%	1,410	254	1.9%
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	1,573	\$42,500	1.18	222	3.1%	1,351	136	1.7%
29-1141	Registered Nurses	3,612	\$82,300	0.97	533	3.2%	1,289	297	1.6%
35-2021	Food Preparation Workers	1,268	\$34,300	1.28	89	1.5%	1,209	39	0.6%
41-1011	First-Line Supervisors of Retail Sales Workers	2,264	\$54,300	1.45	128	1.2%	1,202	61	0.5%
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,858	\$41,400	0.89	45	0.5%	1,171	104	1.1%
37-2012	Maids and Housekeeping Cleaners	1,433	\$31,300	1.14	106	1.5%	1,168	94	1.3%
53-3033	Light Truck Drivers	1,640	\$50,200	1.39	202	2.7%	1,098	177	2.1%
11-9013	Farmers, Ranchers, and Other Agricultural Managers	1,826	, ,			-1.8%	,		0.9%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,757	\$48,400	1.00	-9	-0.1%	1,079	55	0.6%

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	1,290	0	438	1,728
Liberal Arts and Sciences/Liberal Studies	0	0	609	0	0	609
Business Administration and Management, General	356	10	71	0	66	503
Early Childhood Education and Teaching	218	102	137	0	21	478
Medical Insurance Coding Specialist/Coder	190	0	0	0	0	190
Licensed Practical/Vocational Nurse Training	0	175	0	0	0	175
EMT/Technician (EMT Paramedic)	98	51	12	0	0	161
Criminal Justice/Police Science	101	0	12	0	34	147
Educational Leadership and Administration, General	0	О	0	0	147	147
Corrections	138	0	0	0	0	138
Business Administration, Management and Operations	0	0	0	0	130	130
Executive Assistant/Executive Secretary	125	0	0	0	0	125
Health Information/Medical Records						
Technology/Technician	0	0	125	0	0	125
Health Services/Allied Health/Health Sciences, General	3	0	102	0	0	105
Accounting Technology/Technician and Bookkeeping	77	О	26	0	o	103
Human Resources Management/Personnel Administration,						
General	0	0	34	0	64	98
Health/Health Care Administration/Management	10	0	0	0	81	91
Welding Technology/Welder	6	83	0	0	0	89
Human Services, General	0	0	29	0	55	84
Truck and Bus Driver/Commercial Vehicle Operator and						
Instructor	81	0	0	0	0	81
Information Technology	62	0	13	0	0	75
Graphic Design	0	0	52	0	19	71
Entrepreneurship/Entrepreneurial Studies	68	0	0	0	0	68
Fire Science/Fire-fighting	68	0	0	0	0	68
Pharmacy Technician/Assistant	63	0	5	0	0	68

Source: JobsEQ

Skills Gaps

	CANDIDATES	OPENINGS	GAP	
Skill	#	#		#
Basic Life Support (BLS)	219	429		-210
Serving	242	376		-134
Certification in Cardiopulmonary Resuscitation (CPR)	377	509		-132
Forklifts	360	489		-129
Hospitality	441	570		-129
Point of Sale Systems (POS Systems)	364	488		-124
Home Health Care	123	234		-111
Mathematics	308	402		-95
Bilingual	181	255		-73
Food Service	202	271		-69
Event Planning	48	115		-67
Microsoft Excel	1,422	1,485		-63
Microsoft Outlook	518	580		-62
Hand Tools	161	221		-60
Retail Sales	558	611		-54
Microsoft Office	1,310	1,361		-51
Patient Care Technician (PCT)	12	63		-51
Tractor-Trailer Trucks	56	105		-48

TALENT SUPPLY

620,931

Regional Population (2023)

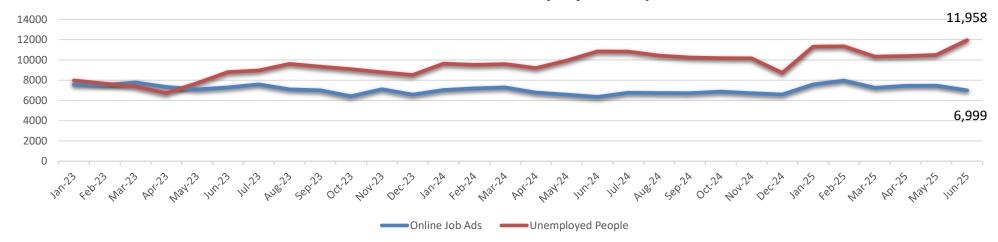
233,442

Labor Force (June 2025)

11,958

Regional Unemployed (June 2025)

Online Job Ads vs Unemployed People



Source: LAUS/BLS

37

Job Openings

Job Openings Vs Unemployed by County:

Source: Florida Scorecard

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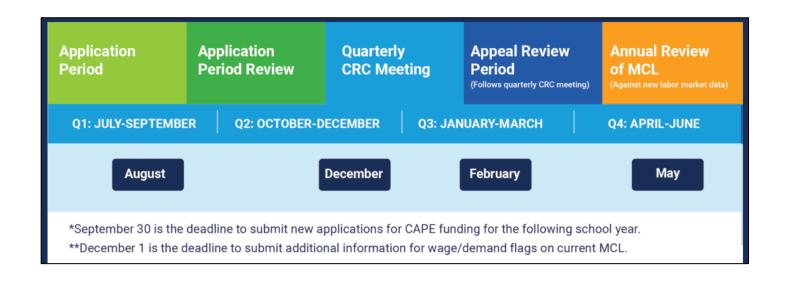
SUBMITTED TO MASTER CREDENTIALS LIST

Currently Provisional Status due to Demand and Wage:

- Certified Food Safety Manager (ServSafe)
- Certified Food Protection Manager
- Corrections Officer
- Law Enforcement to Corrections Officer Crossover

Credential Review Committee meets 8/7 to recommend approval/denial CareerSource Florida Board meets 8/21 to approve/deny

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



NEXT STEPS

- Form Industry Subcommittees
 - Suggestions based on current membership:
 - Healthcare
 - Construction
 - Manufacturing
- 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

Discussion





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

			Current		5-Year H	listory	5-Year Forecast		
NAICS	Industry	Empl	Avg Ann Wages	ιQ	Empl Change	Ann %	Total Demand	Empl Growth	Ann % Growth
621 -		25.444	465.404	4.47	2 222	2 = 2 (4.4.705	2 2 2 2	4 70/
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		1.00	20,369	2.4%			

Source: JobsEQ

Top 25 Occupations

				_					
		Current		5-Year History		5-Year Forecast			
			Mean Ann						
SOC	Occupation	Empl	Wages ²	LQ	Empl Change	Ann %	Total Demand	•	Ann % Growth
35-3023	Fast Food and Counter Workers	4,588	\$29,100		443	2.1%			
41-2031	Retail Salespersons	6,553	\$37,200		687	2.2%			
41-2011	Cashiers	4,606	\$30,400		331	1.5%			
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%
	Janitors and Cleaners, Except Maids and								
37-2011	Housekeeping Cleaners	2,709	\$33,000	1.02	150	1.1%	2,210	180	1.3%
	Laborers and Freight, Stock, and Material								
53-7062	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 <i>,</i> 577	\$41,900	1.59	376	3.2%	1,336	243	1.8%
	First-Line Supervisors of Food Preparation and								
35-1012	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%
	Secretaries and Administrative Assistants,								
43-6014	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: 45 obsEQ

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	О	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: 46 Jobs EQ

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

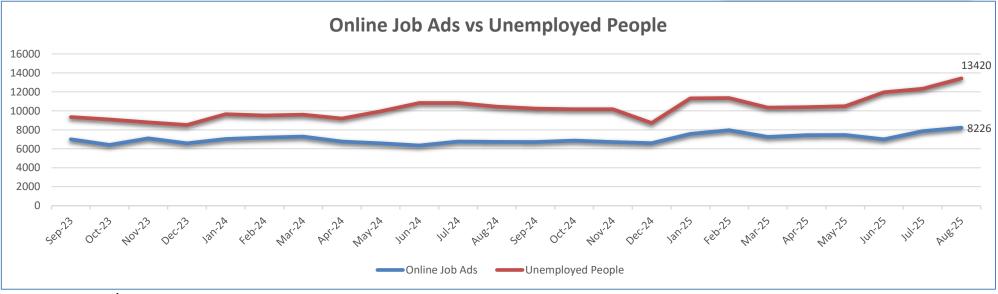
620,931

Regional Population (2023)

234,506

Labor Force (August 2025) 13,420

Regional Unemployed (August 2025)



Source: LAUS/BLS

48

Job Openings

Job Openings Vs Unemployed by County:

Source: Florida Scorecard

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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



Subcommittee Members

Healthcare Members

Tanya Taylor, Levy County School District Dr. Jennifer Fryns, College of Central Florida Ashley Shorb, Heart of Florida Marci Holder, Tampa General Hospital

Manufacturing Members

Dr. Jennifer Fryns, College of Central Florida Joe Corley, Fidelity Manufacturing

Construction Members

Tanya Taylor, Levy County School District

Al Members

Tanya Taylor, Levy County School District
Dr. Jennifer Fryns, College of Central Florida
Kathy Otte, Marion County School District
Joe Corley, Fidelity Manufacturing
Timothy Gilbert, IT Consulting