



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

EDUCATION AND INDUSTRY CONSORTIUM AGENDA

Thursday, August 14, 2025 – 9:00 a.m.

Join Zoom Meeting: <https://us02web.zoom.us/j/86574035422>

Phone No: 1-646-558-8656 (EST) Meeting ID: 865 7403 5422 Meeting Passcode: 393040

Call to Order	J. Corley
Roll Call	C. Schnettler
Approval of Minutes February 6, 2025, May 8, 2025	Pages 2 - 5 J. Corley

PRESENTATION

Industry and Occupation Report	Pages 9 – 19 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

2025 – 2026 MEETING SCHEDULE							
Performance/ Monitoring	Business and Economic Development	Career Center	Marketing / Outreach	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	Thursday 9:30 am	Wednesday 9:00 am	Thursday 9:00 am	Wednesday 9:30 am	Wednesday, 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

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:



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

Bob Rutemiller
David Roland
Joe Corley
Tim Gilbert

MEMBERS ABSENT

Ashley Shorb
Chris Formisano
Eric Willis
Dr. Jennifer Fryns
Marci Holder
Rachel Gibbs
Rebecca Johnson
Tanya Taylor

Other Attendees

Rusty Skinner, CSCLM
Dale French, CSCLM
Cory Weaver, CSCLM
Melissa Saco, CSCLM

Cira Schnettler, CSCLM
Tony Waterson, One Stop Operator
Kristen Barry, One Stop Operator
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

ADJOURNMENT

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, 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



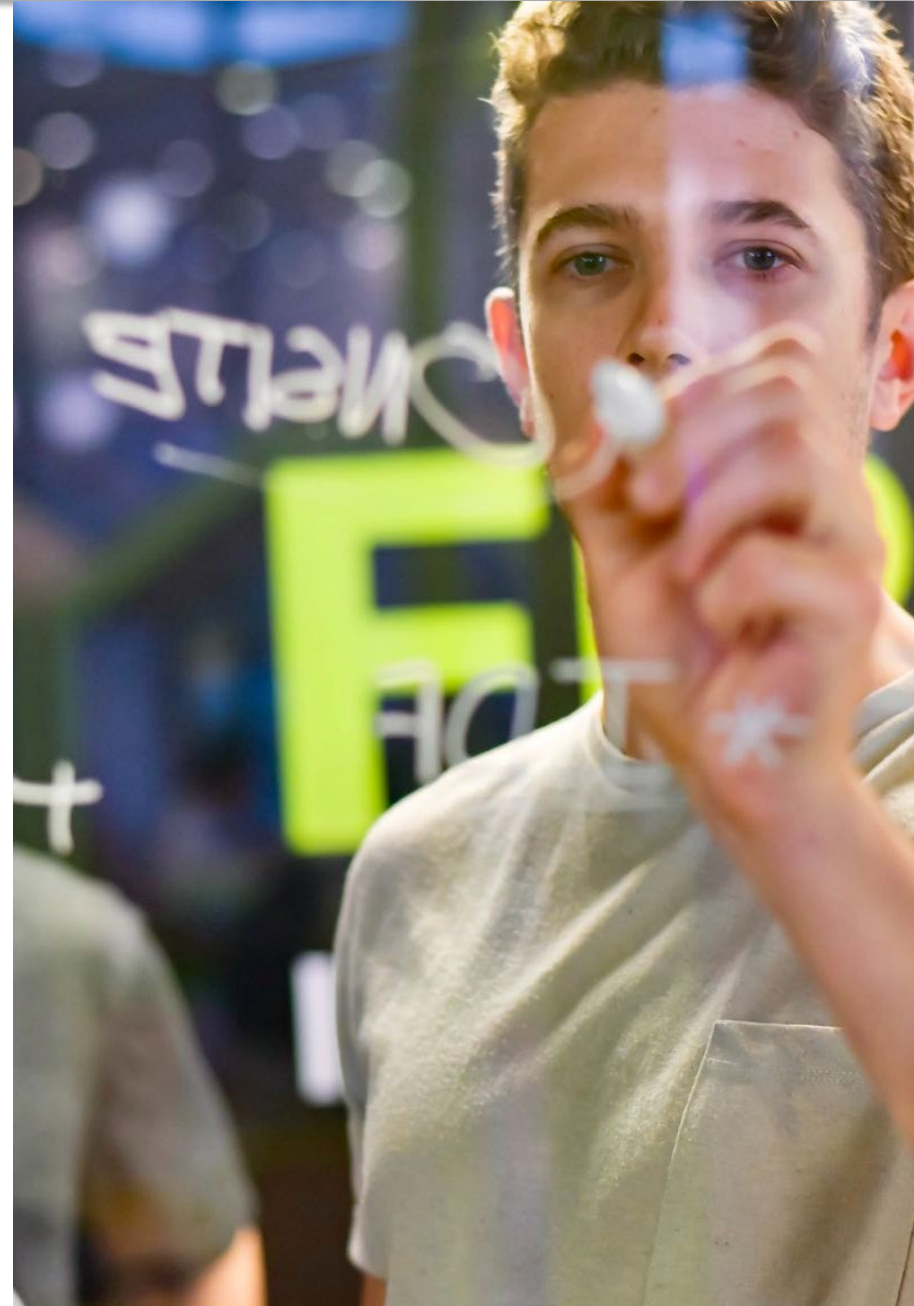
Education Offerings Available



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

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	25,745	\$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%	3,702	711	1.9%
	Total - All Industries	183,665	\$50,334	1.00	17,480	2.0%	117,276	14,212	1.5%

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	4,595	\$28,900	1.11	329	1.5%	6,151	382	1.6%
41-2031	Retail Salespersons	6,544	\$36,400	1.52	613	2.0%	5,398	386	1.2%
41-2011	Cashiers	4,602	\$29,800	1.32	272	1.2%	4,447	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	\$89,700	2.17	-175	-1.8%	1,086	84	0.9%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,757	\$48,400	1.00	-9	-0.1%	1,079	55	0.6%

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	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	0	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	0	26	0	0	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:¹⁴JobsEQ

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)

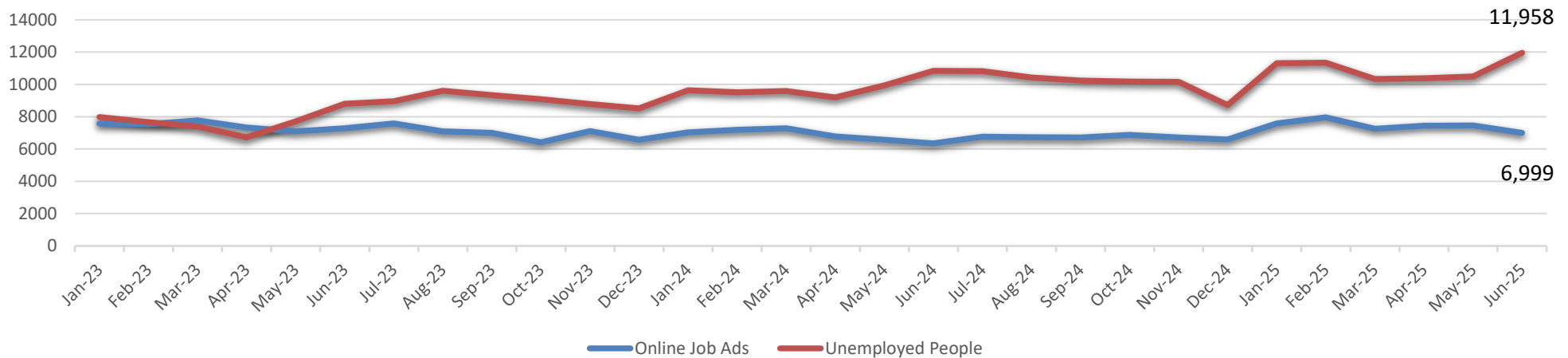
233,442

Labor Force
(June 2025)

11,958

Regional Unemployed
(June 2025)

Online Job Ads vs Unemployed People



Source: LAUS/BLS

Job Openings Vs Unemployed by County:

Job Openings

CITRUS

1,239
(Increasing)

3,168
Unemployed Persons
(Increasing)

256
Unemployed People per 100
Jobs

LEVY

335
(Declining)

877
Unemployed Persons
(Increasing)

262
Unemployed People per 100
Jobs

MARION

5,425
(Declining)

7,913
Unemployed Persons
(Increasing)

146
Unemployed People per 100
Jobs

Source: Florida Scorecard

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/>



- 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



CareerSource
CITRUS | LEVY | MARION

careersourceclm.com