



**CAREERSOURCE CITRUS LEVY MARION**  
**Education and Industry Consortium**

**MINUTES**

DATE: August 14, 2025  
PLACE: CareerSource CLM  
2703 NE 14<sup>th</sup> Street, Ocala, FL 34470  
TIME: 9:00 a.m.

**MEMBERS PRESENT**

Bob Rutemiller  
Joe Corley

**MEMBERS ABSENT**

Ashley Shorb  
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 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:**

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CareerSource  
CITRUS | LEVY | MARION

# EDUCATION & INDUSTRY CONSORTIUM

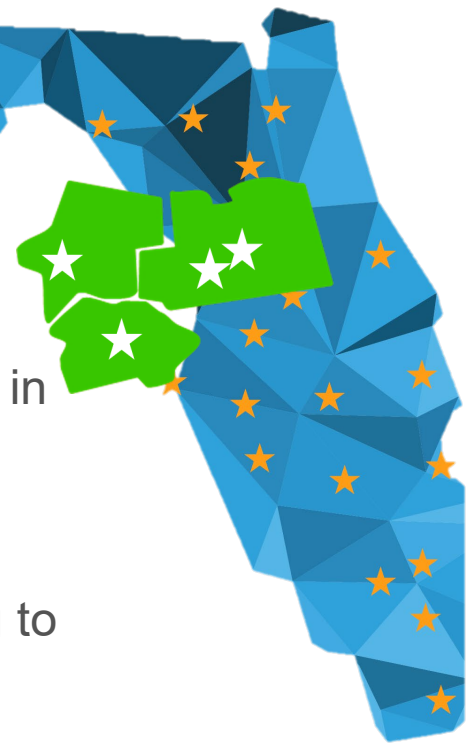


August 14<sup>th</sup>, 2025

# CONSORTIUM BACKGROUND

Signed into law May 15<sup>th</sup>, 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

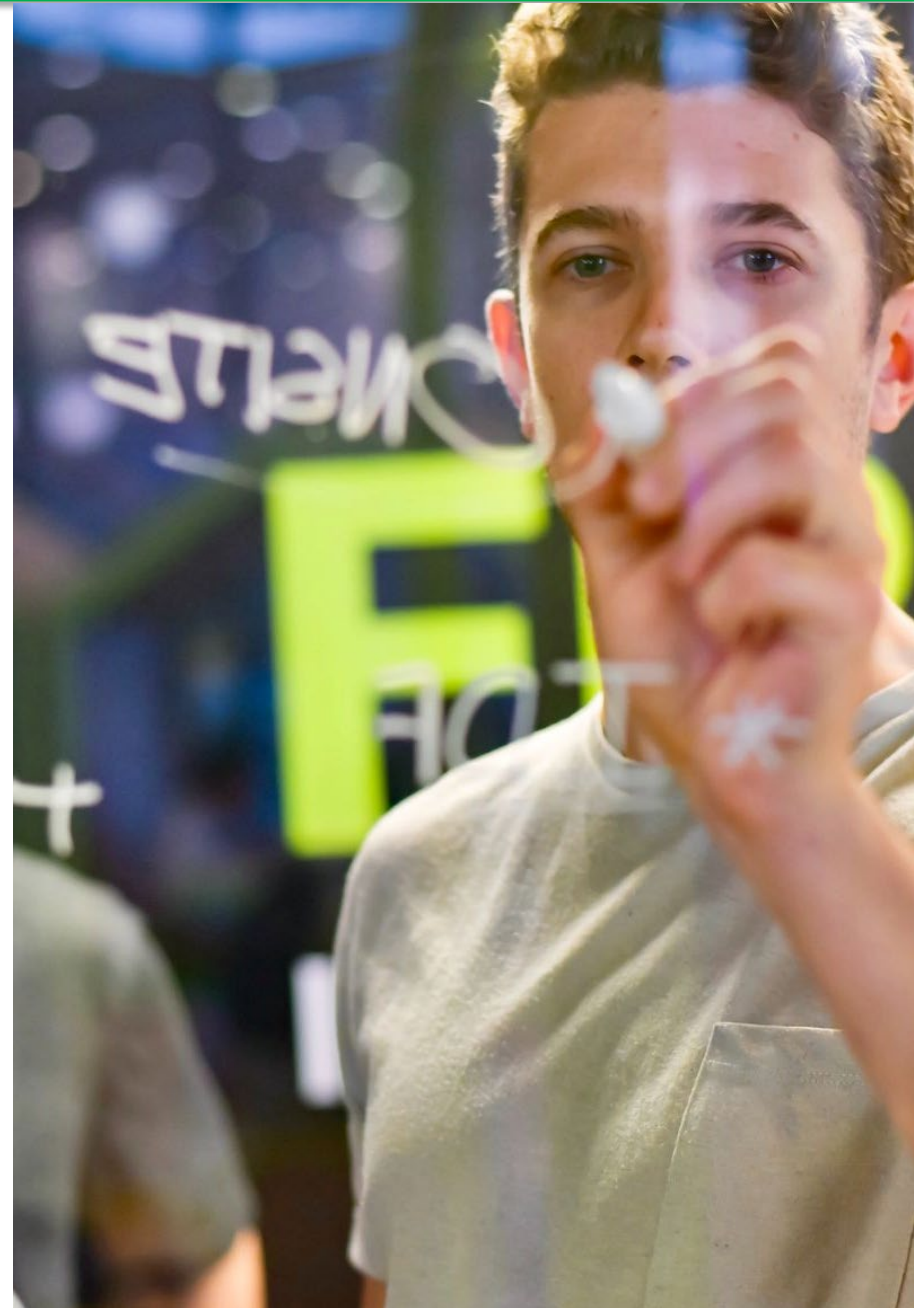


Labor Market Information  
Talent Pipeline

**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	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 <sup>2</sup>	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: JobsEQ

# Skills Gaps

Skill	CANDIDATES	OPENINGS	GAP
	#	#	#
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)

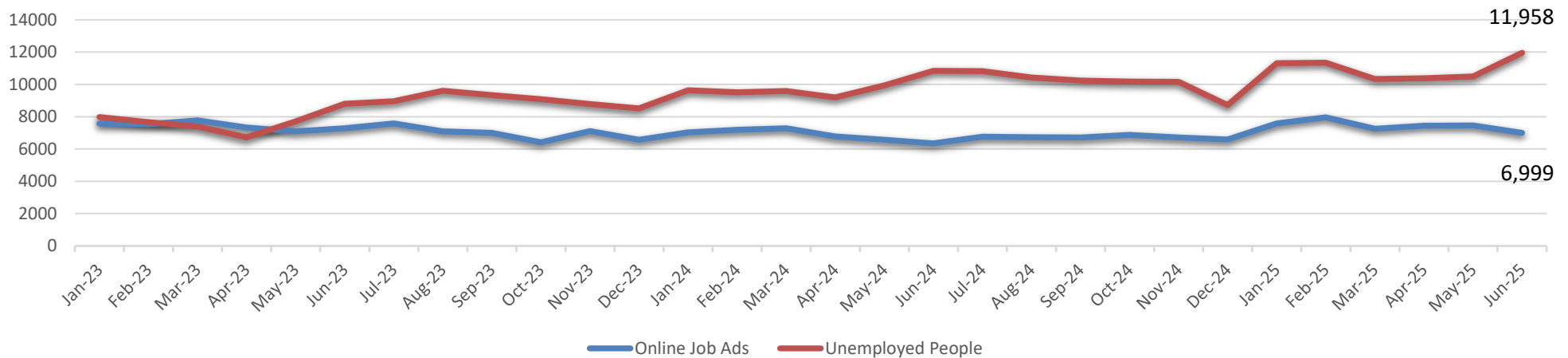
**233,442**

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

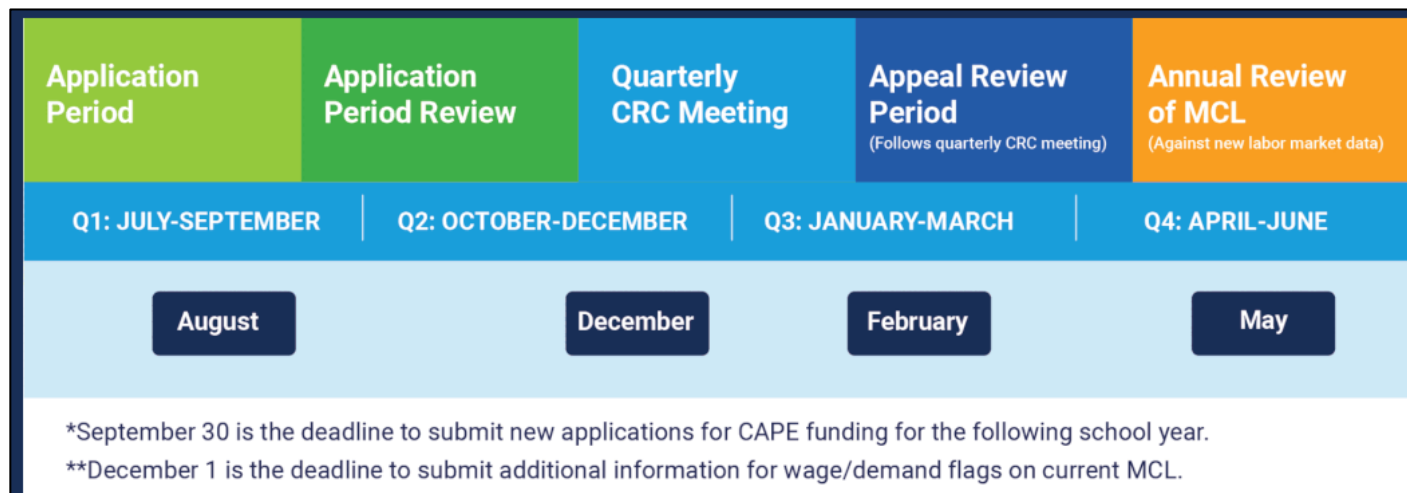
# SUBMITTED TO MASTER CREDENTIALS LIST

## 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/>



# 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



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[careersourceclm.com](http://careersourceclm.com)