



College of Central Florida
Enterprise Center, Building 42
3003 SW College Rd, Suite 206
Ocala, FL 34474

Business and Economic Development Committee AGENDA
Thursday, August 12, 2021 – 9:00 a.m.

Join Zoom Meeting: <https://us02web.zoom.us/j/86329690050>
Phone No: 1-646-558-8656 (EST) Meeting ID: 863 2969 0050

Call to Order		P. Beasley
Roll Call		C. Schnettler
Approval of Minutes, May 13, 2021	Pages 2 - 6	P. Beasley

DISCUSSION ITEMS

State Update	R. Skinner
Workforce Issues that are Important to Our Community	R. Skinner

PUBLIC COMMENT

ACTION ITEMS

None

PROJECT UPDATES

Economic Development Partner Reports		
Citrus		D. Pieklik
Levy		TBD
Marion		K. Sheilley
MRMA	Pages 7 - 8	K. Betz
MRMA Wage Survey	Pages 9 - 21	K. Betz/C. Weaver
Talent Center	Page 22	A. Abrams
Event Report	Page 23	C. Weaver
Experiential Learning	Page 24	C. Weaver
YouthBuild	Page 25	C. Weaver
Citrus Sign-On Bonus	Page 26	C. Weaver
Metrix Users Report	Page 27	C. Weaver

MATTERS FROM THE FLOOR

ADJOURNMENT

2021 – 2022 MEETING SCHEDULE

Performance/ Monitoring	Business and Economic Development	Career Center	Marketing/ Outreach	Executive	Full Board	
All in-person committee meetings are held at the CF Ocala Campus, Enterprise Center, Room 206. All teleconference meetings will be held through Zoom.						
Tuesday, 9:00 am	Thursday, 9:00 am	Thursday, 9:30 am	Wednesday, 9:00 am	Wednesday, 9:30 am	Wednesday, 11:30 am	
8/10/2021	8/12/2021	8/19/2021	8/25/2021	9/1/2021	9/8/2021	CF Levy
11/9/2021	11/18/2021 - 11 am	11/18/2021	11/17/2021	12/1/2021	12/8/2021	CF Ocala
2/8/2022	2/10/2022	2/17/2022	2/23/2022	3/2/2022	3/9/2022	CF Lecanto
5/10/2022	5/12/2022	5/19/2022	5/25/2022	6/1/2022	6/8/2022	CF Ocala

OUR VISION STATEMENT

To be recognized as the number one workforce resource in the state of Florida by providing meaningful and professional customer service that is reflected in the quality of our job candidates and employer services.



**CAREERSOURCE CITRUS LEVY MARION
Business and Economic Development Committee**

MINUTES

DATE: May 13, 2021
PLACE: College of Central Florida, Enterprise Center
3003 SW College Road, Ocala, FL 34474
TIME: 9:00 a.m.

MEMBERS PRESENT

Angie White (John Cook)
David Pieklik
Jeff Chang
Kathleen Betz
Bart Rowland (Kevin Sheilley)
Mark Paugh
Phillip Geist
Pete Beasley, Chair

MEMBERS ABSENT

John Hemken
Kevin Cunningham
Mike Kelly (Mark Vianello)

OTHER ATTENDEES

Rusty Skinner, CSCLM
Dale French, CSCLM
Cory Weaver, CSCLM
Andrea Abrams
Cira Schnettler, CSCLM

CALL TO ORDER

The meeting was called to order by Pete Beasley, at 9:00 a.m.

ROLL CALL

Cira Schnettler called roll and a quorum was declared present.

APPROVAL OF MINUTES

Jeff Chang made a motion to approve the minutes from the February 11, 2021 meeting. Dr. Geist seconded the motion. Motion carried.

DISCUSSION ITEMS

State Update

Rusty Skinner updated the committee on the following items:

- The State is confident that at the end of May the work search restrictions will be expiring. Individuals will need to utilize our services for assisting with job searching to continue to receive benefits.

- Bills 1507 and 98 were approved. Details will be provided in future meetings on how this will impact the local board.
- The administrative changes that have taken place at DEO and the partnership with CareerSource is moving in a positive direction.
- CF recently held a ribbon cutting for the new apprenticeship program lab supported by Lockheed Martin. Jeff Chang applauded the efforts to create the program and thanked CLM and CF for their partnerships. Rusty Skinner acknowledged Dale French and Cory Weaver as being instrumental in moving the process along.
- The Citrus County BOCC approved \$100,000 in funding for Citrus County businesses to hire Citrus County residents through the CARES Act. Attached to these minutes will be an outline of services that CLM will provide to Citrus County businesses. Of the \$100,000, \$30,000 is earmarked for child-care services. CLM will be partnering with the YMCA for child-care services.

Workforce Issues that are Important to Our Community

None

PUBLIC COMMENT

None

ACTION ITEMS

None

PROJECT UPDATES

Economic Development Partner Reports

Citrus:

- David Pieklik shared that he has been in his new position only a few months. He is encouraged by the potential activity in the county.

Levy:

- The Nature Coast economic development director position is open and CLM is assisting in hiring for the position. The Chair of the Nature Coast Business Development Council provided a partner report, which is attached to these minutes.

Marion

- Bart Rowland presented on behalf of Kevin Sheilley. Bart Rowland invited the members to attend the Career Signing Day event. Combined sixty high school and college graduates will be participating. He also invited everyone to the June 2nd groundbreaking for the new Red Rock distribution Center. He highlighted Amazon's Pathway to Leadership program for veterans and noted that Dollar Tree will have a second public hearing on its expansion project.

MRMA

Kathleen Betz highlighted the below items from her report:

- MRMA is continuing efforts on the development of a new Industrial Machinery and controls Technician program at WTC in Citrus County.
- Scholarship applications will be received until June 1st.

- Program funding has been approved for a variety of programs in Citrus, Levy, and Marion Counties. These funds are generated by the success of the annual MRMA Golf Tournament.

Event Report

Cory Weaver highlighted items from the Event Report, noting the top three hiring events so far have been with AutoZone, Amazon, and the World Equestrian Center. Hiring event activity in general is increasing and could potentially increase significantly as the work search restrictions are lifted. We hope to see increased activity in Levy County once the economic development director position is filled.

Talent Center

Andrea Abrams reviewed the quarterly Talent Center report. Traffic has remained steady with student activity. There were significant decreases in the areas of resume assistance, referrals, and placements. She also noted that a new business development coordinator will be joining the Talent Center team in June.

Youth Expos

All three of the expos were very successful. Survey results were consistent for all three expos and positive feedback was received. Through the virtual platform more students were reached. This is a great avenue to reach middle schoolers to help them identify program pathways through their high school education. Potentially, next year's expo will be a hybrid of in-person and virtual.

YouthBuild

Cory Weaver was happy to report that the second cohort is underway and is going successfully. Further details for graduation will be provided soon and invitations will be sent out.

Experiential Learning Contracts

Cory Weaver summarized each section of the report and noted successful hires in all categories.

Metrix Users

Cory Weaver shared details from the report, noting the most popular pathways and courses.

MATTERS FROM THE FLOOR

None

ADJOURNMENT

There being no further business, the meeting was adjourned at 9:34 a.m.

APPROVED:

CITRUS COUNTY CARES ACT Outline of Process and Services

The Citrus County BOCC recently approved providing \$100,000 to use as sign-on bonuses to Citrus County businesses for hiring Citrus County residents. Of which, \$30,000 will go to the Citrus YMCA for child-care.

- Citrus County employers must list their jobs with us.
- Qualifying jobs pay less than \$15.00 per hour.
 - We will take the job listing and note that it is a “Bonus eligible” job and post it in Employ Florida.
 - Our business team will also contact the business and discuss other incentives that we can offer the business, such as an OJT contract where we reimburse the business for a percentage of the wages they pay while training a qualified person.
- Hires must be referred through us (we will send a referral “invoice” that the employer can complete upon completion of the retention period).
- Only Citrus residents qualify for the bonus
- Qualifying hires must be unemployed and cannot have been eligible and received a bonus previously.
- Hires must complete 90 days of employment to qualify for the bonus.
- Employer will pay the bonus (\$1,000) and use the “invoice” to request reimbursement from us.
- 10% of the funds are available to CLM and the YMCA for administration

At our Lecanto Career Center, we will display “Bonus Qualified Jobs” in our resource room and note that on the job listing in Employ Florida.

We will develop a marketing piece that will highlight the “rules” for both employers and job seekers as well as some media promotions.

We will also tie into our marketing the child-care piece.

Nature Coast Business Development Council

I. Open Items

1) Updates - Replacement for Executive Director

- a) Cathy Galica and Team – Awesome resources! They have been aiding us with our recruitment efforts.
- b) CareerSource has been a great asset for the NCBDC and our community. We hope to funnel more community related requests to CareerSource as the economy in our area grows and we move back to some form of normality.

2) Welcome Aboard New NCBDC Members

- a) Heidi Schwiebert – Two Hawk Hammock
- b) Daniel Vaudreuil – ANCorp

1) Community Spotlight

a) New Projects in the Chiefland Area

- i) Distributorship – FritoLay.
- ii) KFC – Same location as current Pizza Hut.
- iii) Old CFEC office – Popeyes Chicken.
- iv) Duke Energy Solar – Projected January 2022.
- v) Continued Construction at Chiefland Middle High.



Executive Director Report

Period covering May 1, 2021 – July 31, 2021

Some of the more pertinent Mid-FL Regional Manufacturers Association (MRMA) activities since May 1st in addition to servicing member needs include:

- 2021 Wage & Benefit Survey was completed in July and released on July 27th. MRMA partnered with CareerSource CLM and OHRMA for the 2021 survey; the 2021 survey included an additional element to answer the needs of area employers, it included a 100 question Benefit Survey. The addition of this information will help to guide area employers as they look at their internal wage and benefit packages in this competitive market. Early comments provide very positive feedback and gratitude to the partners for providing the study.
- MRMA has dedicated time to expand Board member involvement in the organization and it's outreach. The 2021 Strategic Planning session was held over several sessions and concluded with a roadmap for the next several years and the formation of five Board committees: Education, Partnerships, Marketing, Funding and Internal Operations. The overarching goal is to provide expanded services to our members, to increase our efforts in addressing training needs across the counties we serve and increase our marketing efforts.
- MRMA continues to work with and provide support to Withlacoochee Technical College (WTC) on the execution of their new Industrial Machinery and Controls Technician program.
- MRMA continues to work with Lake-Sumter State College as a Strategic Partner; MRMA continues to provide support for the new Mechatronics program starting in the Fall semester.
- The Mid-FL Regional Manufacturers Association's Rob Adamiak Memorial Scholarship received a record number of applications this year. After careful review of the applications received the scholarship committee recommended five students to the Board and provided \$3,500 in scholarships for 2021 bringing our total scholarships to 61 since 2000. The 17th Annual Golf Tournament will take place on October 7th. **Since 2000, MRMA has provided 56 scholarships through the College of Central Florida Foundation** to area students.
- MRMA continues to look for qualifying programs in Levy, Citrus and Sumter counties to support. Applications for program funding are made possible through the annual MRMA Golf Tournament. Applications are reviewed by the Board of Directors and approved based on qualifications set forth in the application.
- Continue referral process to partners CareerSource CLM, the Talent Center, College of Central Florida, the CEP, CareerSource Central Florida; MTI, Belleview RAD program and WTC to answer requests for assistance in filling open positions, starting apprenticeship programs and filling internship requests.
- Attend monthly RMA network meetings through FloridaMakes including Advocacy monthly meetings and the FLATE Future of Work Caucus.
- MRMA, Sumter County Economic Development, FloridaMakes, GrowFL, CareerSource Central Florida, Sumter County Schools – CTE, WTC, and Lake Technical College continue to meet monthly to strategize and develop ways to improve business services to Sumter county businesses. This is accomplished by maximizing our network partnerships, programs, and through introducing Best

Practices to the group. This meeting format has proven to be very beneficial and MRMA is seeking this opportunity in Levy and Citrus counties.

- MRMA continues to be an active Advisory Committee member for CF, MTI, CTE, MTC, WTC, LSSC in all related meetings to Manufacturing, Logistics and Supply Chain Management including topics such as Accounting Specialization, and Office Administration.



2021

Manufacturers Wage & Benefit Survey

In partnership with



Ocala Human Resource Management Association

July 2021

3003 SW College Road, Suite 205

Ocala, FL 34474

1.800.434.5627

www.mrma.net

www.careersourcedcm.com

www.memberplanet.com/ohrma

Foreword

As we look forward to an increase in those returning to the workforce, the Mid-FL Regional Manufacturers Association (MRMA), the Ocala Human Resource Management Association (OHRMA) and CareerSource Citrus Levy Marion, have partnered together to produce an updated Manufacturing Wage and Benefit Survey for 2021. The past 18 months has seen record economic fluctuations in a short period of time. This has created a challenging labor market in which employers have struggled to recruit talented labor.

The Manufacturing sector plays a vital role in our local economy. Manufacturing in Central Florida has continued to grow despite the effects of the COVID-19 pandemic. Our area's manufacturing base is particularly diverse. As survey results show, the wage scales and compensation packages of area manufacturers are as varied as the products they produce. Additionally, many manufacturers have implemented creative benefits and incentives to attract skilled candidates during the labor shortage. While job titles and products may differ, core skill sets and competencies are often similar. As the economy rebounds it is important for business leadership to have a firm understanding of the economic landscape not only in their own community, but in surrounding communities that are also vying for a skilled workforce as well.

Labor market information (LMI) is a resource that can help businesses to better understand the local economy through demand, wage and growth rate statistics. Most LMI data is compiled using the Quarterly Census of Employment and Wages and the Current Employment Statistics data provided by the Bureau of Labor Statistics and is generally between one quarter to four quarters old. The following wage survey and comparison report blends statistical LMI and 'real world' information drawn from an in-depth wage and benefit survey conducted in partnership with MRMA and ORMA. The report includes LMI for each of the workforce areas that surround our area comprised of Citrus, Levy and Marion counties. We felt that including surrounding area information would help illustrate how commuting patterns affect the local labor market and how this migration may be driven by compensation. A map is included to show the workforce areas that are represented in this report and the counties that make up each area.

The following pages include extensive wage and benefit data representing entry level to experienced workers in common non-exempt and exempt classifications. New to the survey this year is a more comprehensive benefits survey section provided by OHRMA. We have also added a section on turnover rates by subsector. We hope this information will allow you to better understand the local and statewide competition for talent, and based on your specific needs and job classifications, will help you to keep your business competitive and attractive to the workforce that operates it.

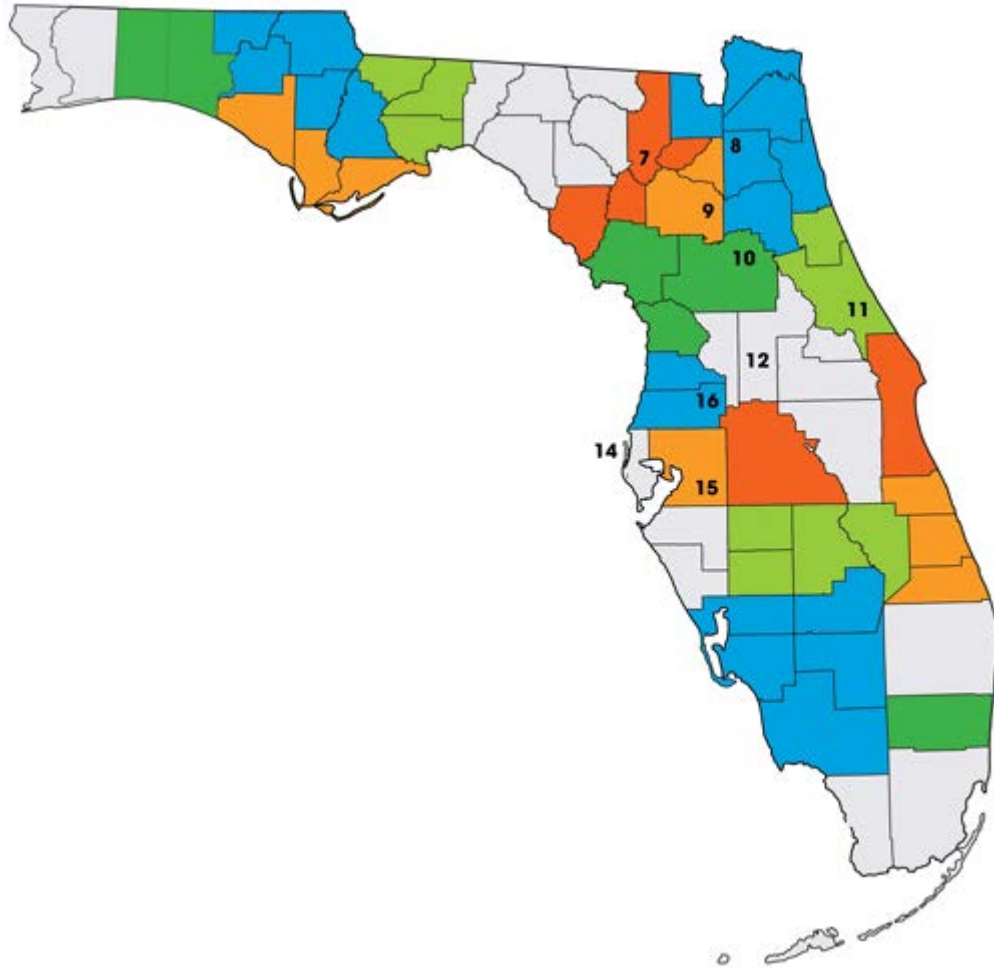
Heather Gamble – Program Development & Reporting Manager
CareerSource Citrus Levy Marion

Kathleen Betz – Executive Director
Mid-FL Regional Manufacturers Association

Cory Weaver – Director of Operations
CareerSource Citrus Levy Marion

Donna Healy-Strickland – President
Ocala Human Resource Management Association

Local Workforce Development Area Map



LWDA7 CareerSource Florida Crown
Columbia, Dixie, Gilchrist, Union

LWDA8 CareerSource Northeast Florida
Baker, Clay, Duval, Nassau, Putnam,
St. Johns

LWDA9 CareerSource North Central Florida
Alachua, Bradford4

LWDA10 CareerSource Citrus Levy Marion
Citrus, Levy, Marion

LWDA11 CareerSource Flagler Volusia
Flagler, Volusia

LWDA12 CareerSource Central Florida
Lake, Orange, Osceola, Seminole,
Sumter

LWDA14 CareerSource Pinellas
Pinellas

LWDA15 CareerSource Tampa Bay
Hillsborough

LWDA16 CareerSource Pasco Hernando
Pasco, Hernando

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	Systems Programmer	4
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	Inventory Control Clerk	7
	Logistics Coordinator	8
	Accounts Payable Clerk	9
	Credit & Collections Representative	10
	Payroll Clerk	11
	Production Coordinator	12
	Production Planner/Scheduler	13
	Drafting/Designer/Specialist	14
	CNC/3D Programmer	15
	PRODUCTION	
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	Machine Operator I	19
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	Production Painter/Finisher	21
	Installers/Service Technicians	22
	CNC Machine Operator	23
	Electrical Specialist	24
	Mechanical Assembly Specialist	25
	Chemical/Ingredient Mixer	26
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	Quality Technician	30
	Maintenance Technician	31
	Maintenance Mechanic	32

WAREHOUSE

Warehouse Worker	33
Material Handler/Forklift Operator	34
Shipping & Receiving Clerk	35
Truck Driver – Day Trips	36
Truck Driver – Overnight	37
Light Truck or Delivery Services Driver	38

EXEMPT POSITIONS

II

ADMINISTRATION

Human Resources Manager	39
Recruiter/Human Resources Coordinator	40
IT Manager/Director	41
IT Analyst	42
Safety & Training Manager	43
Executive Assistant/Office Manager	44

FINANCE

Staff Accountant	45
Controller	46
VP/CFO/Owner	47

OPERATIONS

Director of Operations/Plant General Manager	48
Manufacturing Director/Manager	49
Logistics Director/Manager	50
Maintenance Manager	51
Warehouse Manager	52
Manufacturing Department Manager	53
Production Supervisor	54
Warehouse Supervisor	55
Senior Project Engineer	56
Quality Director/Manager	57
Mechanical Engineer	58
Industrial/Process Engineer	59
Production Scheduler/Planner Analyst	60

	SALES/MARKETING	
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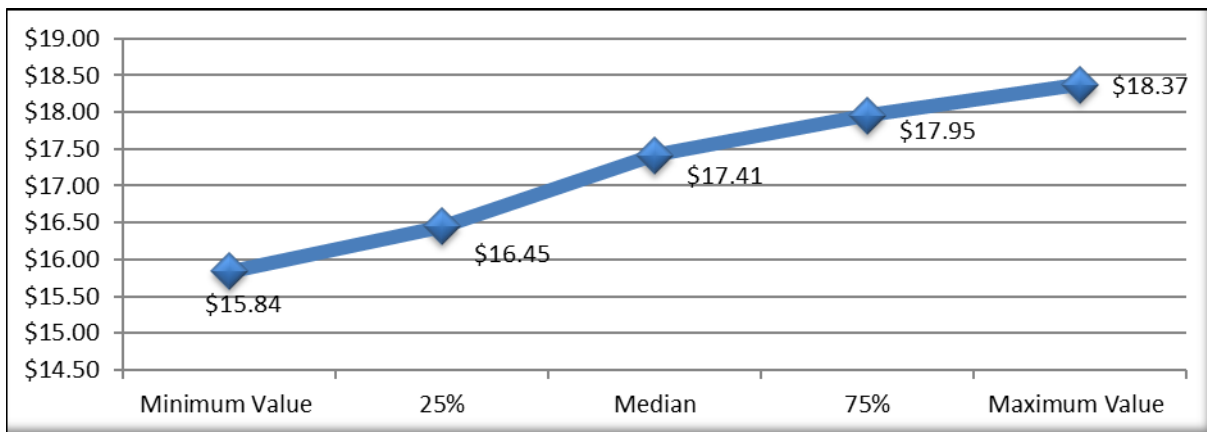
ADMINISTRATOR TO THE PRESIDENT:

Involves handling confidential responsibilities and production of reports

SURVEY RESULTS		
Average Starting Wage	Average Current Wage	Top Wage Average
Not enough data supplied to be statistically significant		
Estimated Hires Over Next Two Years	Difficulty to Fill 1-5 (Low-High)	
1	2.0	

COMPARISON DATA		
Local Workforce Area #	Average Wage	Experienced Wage
7 - Lake City Area	16.53	19.10
8 - Jacksonville Area	18.26	21.12
9 - Gainesville Area	17.64	20.86
10 - Ocala Area	15.84	18.13
11 - Daytona Area	16.56	18.65
12 - Orlando Area	17.41	20.06
14 - St. Petersburg Area	17.55	20.46
15 - Tampa Area	18.37	21.40
16 - New Port Richey Area	16.37	19.08

AVERAGE WAGES BY QUARTILE



SECTION III - TURNOVER RATES

MANUFACTURING				
Local Workforce Area #	Empl	New Hires	Separations	Turnover
7 - Lake City	2,892	438	470	8.5%
8 - Jacksonville	34,080	3,545	3,644	6.9%
9 - Gainesville	4,589	484	552	7.3%
10 - Ocala	10,506	1,349	1,433	8.0%
11 - Daytona	11,117	1,040	1,218	7.2%
12 - Orlando	49,899	4,849	5,226	6.9%
14 - St. Petersburg	33,265	3,043	3,257	6.2%
15 - Tampa	28,919	3,261	3,495	7.4%
16 - New Port Richey	5,926	613	617	6.9%

FOOD MANUFACTURING				
Local Workforce Area #	Empl	New Hires	Separations	Turnover
7 - Lake City	n/a	n/a	n/a	n/a
8 - Jacksonville	n/a	n/a	n/a	n/a
9 - Gainesville	n/a	n/a	n/a	n/a
10 - Ocala	n/a	n/a	n/a	n/a
11 - Daytona	n/a	n/a	n/a	n/a
12 - Orlando	n/a	n/a	n/a	n/a
14 - St. Petersburg	1,442	329	341	10.9%
15 - Tampa	3,082	560	577	9.6%
16 - New Port Richey	186	28	37	9.8%

BEVERAGE AND TOBACCO PRODUCT MANUFACTURING				
Local Workforce Area #	Empl	New Hires	Separations	Turnover
7 - Lake City	n/a	n/a	n/a	n/a
8 - Jacksonville	n/a	n/a	n/a	n/a
9 - Gainesville	237	31	31	10.0%
10 - Ocala	n/a	n/a	n/a	n/a
11 - Daytona	n/a	n/a	n/a	n/a
12 - Orlando	n/a	n/a	n/a	n/a
14 - St. Petersburg	341	59	78	14.4%
15 - Tampa	2,060	176	208	6.7%
16 - New Port Richey	n/a	n/a	n/a	n/a

SECTION IV - BENEFITS SUMMARY

The following pages show average benefit packages provided to employees as reported by survey respondents. Benefit summaries are compiled based on the size of the reporting business per the chart below.

Company Size (by employee count)	Number of Respondents
Small: 1-49	13
Medium: 50-99	15
Large: 100+	7

BENEFITS SUMMARY

Question	Small	Medium	Large	All
How long does it take to fill open positions for administrative and production positions?	2-6 Weeks	2 weeks – 3 months	3 days – 3 weeks	3 days – 3 months
Does your company utilize different sources to recruit skilled labor versus "general labor"?	Yes: 7 No: 3 N/A: 3	Yes: 9 No: 3 N/A: 3	Yes: 3 No: 0 N/A: 4	Yes: 19 No: 6 N/A: 10
How do you find new employees and where are jobs being posted?	Emp. Agcy:12 Indeed:8 Walk-in:3 College/Tech:3 Company Website:4 Temp Agcy:4 Employee Referrals:10 Word of Mouth:8 Other:6	Emp. Agcy:16 Indeed:14 Walk-in:8 College/Tech:3 Company Website:7 Temp Agcy:6 Employee Referrals:11 Word of Mouth:7 Other:3	Emp. Agcy:6 Indeed:4 Walk-in:2 College/Tech:3 Company Website:4 Temp Agcy:3 Employee Referrals:4 Word of Mouth:2 Other:2	Emp. Agcy:34 Indeed:26 Walk-in:13 College/Tech:9 Company Website:15 Temp Agcy:13 Employee Referrals:25 Word of Mouth:17 Other:11
Do you offer recruitment bonuses or referral incentives to current employees?	Yes: 8 No: 5 N/A: 0	Yes: 11 No: 4 N/A: 0	Yes: 5 No: 1 N/A: 1	Yes: 24 No: 10 N/A: 1
What policies do you currently have regarding conditions on hiring friends and family?	No policy: 8 Restricted:0 Cannot report to relative: 3 Cannot work in same dept:0 Case by case:0 N/A: 2	No policy: 5 Restricted:1 Cannot report to relative: 5 Cannot work in same dept:2 Case by case:2 N/A: 0	No policy:0 Restricted: 0 Cannot report to relative: 2 Cannot work in same dept:1 Case by case:0 N/A:4	No policy: 13 Restricted:1 Cannot report to relative: 10 Cannot work in same dept:3 Case by case:2 N/A:6
What is your ratio of regular to temporary employees over a 12-month period?	No Temp: 6 <50% Temp: 5 >50% Temp: 0 N/A: 2	No Temp: 6 <50% Temp: 6 >50% Temp: 0 N/A: 3	No Temp: 1 <50% Temp: 3 >50% Temp: 0 N/A: 3	No Temp: 13 <50% Temp: 14 >50% Temp: 0 N/A: 8
What is your company's current turnover rate?	15.22% avg	16.19% avg	36.11% avg	19.27% avg

SECTION V - RESPONDENTS

Position	No. of Respondents	No. of Employees
Accounts Payable Clerk	13	30
Administrator To the President	1	1
Chemical/Ingredient Mixer	3	2
CNC Machine Operator	5	20
CNC/3D Programmer	3	5
Controller	8	14
Credit & Collections Representative	8	15
Customer Service Representative	18	74
Director of Operations/Plant General Manager	19	35
Drafting/Designer/Specialist	6	16
Electrical Specialist	3	11
Engineering Aide/Technician	5	17
Executive Assistant	5	13
Executive Assistant/Office Manager	8	11
Installers/Service Technicians	3	8
Human Resources Manager	17	18
Industrial/Process Engineer	5	14
Installers/Service Technicians	3	8
Inventory Control Clerk	8	47
IT Analyst	7	12
IT Manager/Director	11	11
IT Technician	7	18
Light Truck or Delivery Services Driver	4	4
Logistics Coordinator	5	5
Logistics Director/Manager	7	7
Machine Operator I	8	119
Machine Operator II	9	54
Maintenance Manager	9	14
Maintenance Mechanic	7	20
Maintenance Technician	20	238
Manufacturing Department Manager	3	5
Manufacturing Director/Manager	9	13
Marketing Manager	9	9
Material Handler/Forklift Operator	17	144
Materials/Supply Chain Director/Manager	4	4
Mechanical Assembly Specialist	3	27
Mechanical Engineer	5	19
Payroll Clerk	9	11

Position	No. of Respondents	No. of Employees
Procurement/Purchasing Manager	13	14
Product Designer	2	3
Product Manager	5	12
Production Coordinator	5	15
Production Line Leader	14	190
Production Painter/Finisher	9	32
Production Planner/Scheduler	7	13
Production Scheduler/Planner Analyst	4	8
Production Supervisor	11	44
Production/Assembly Worker I	18	884
Production/Assembly Worker II	8	146
Purchasing Agent	8	11
Quality Director/Manager	9	11
Quality Technician	12	49
Recruiter/Human Resources Coordinator	9	10
Safety & Training Manager	13	14
Sales Analyst	3	3
Sales Manager	9	20
Sales Representative	12	41
Senior Project Engineer	3	3
Shipping & Receiving Clerk	18	61
Staff Accountant	10	15
Supply Chain Analyst/Logistics Analyst	2	10
Systems Programmer	4	7
Truck Driver- Day Trips	4	36
Truck Driver- Overnight	1	21
VP/CFO/Owner	10	11
Warehouse Manager	7	11
Warehouse Supervisor	9	42
Warehouse Worker	12	434
Welder I	7	36
Welder II	5	36

SECTION VI - GLOSSARY

TERM	DEFINITION
LMI	Labor Market Information - the body of information that deals with the functioning of labor markets. Contains both quantitative and qualitative data.
LWDA	Local Workforce Development Area – The State of Florida is currently divided into 24 LWDA's.
SOC	Standard Occupational Classification - used by Federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data.

Sources:

JobsEQ®

Quarterly Census of Employment and Wages (QCEW) – Department of Labor, Bureau of Labor Statistics

Current Employment Statistics (CES) – Department of Labor, Bureau of Labor Statistics

Local Area Unemployment Statistics (LAUS) - Department of Labor, Bureau of Labor Statistics

Data as of 2021

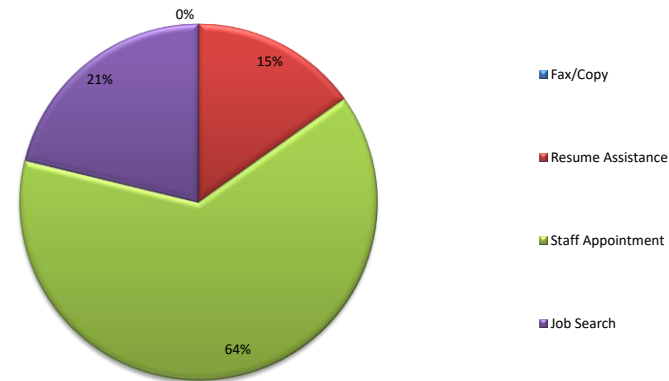
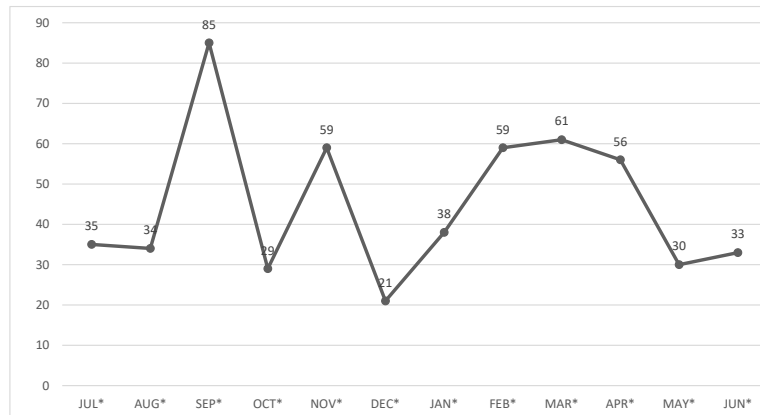


TRAFFIC COUNT

	2020 / 2021												YTD
	JUL*	AUG*	SEP*	OCT*	NOV*	DEC*	JAN*	FEB*	MAR*	APR*	MAY*	JUN*	
REFERRALS	14	23	19	16	16	13	11	19	15	9	8	7	170
PLACEMENTS	1	9	10	5	4	2	6	2	10	3	1	3	56
INTERNSHIPS	0	0	1	1	0	0	0	0	1	0	0	0	3
OJT/WEX/CBT	0	0	1	0	0	0	0	0	0	0	0	0	1
TRAFFIC	35	34	85	29	59	21	38	59	61	56	30	33	540

SERVICES BREAKDOWN

CENTER TRAFFIC BY MONTH



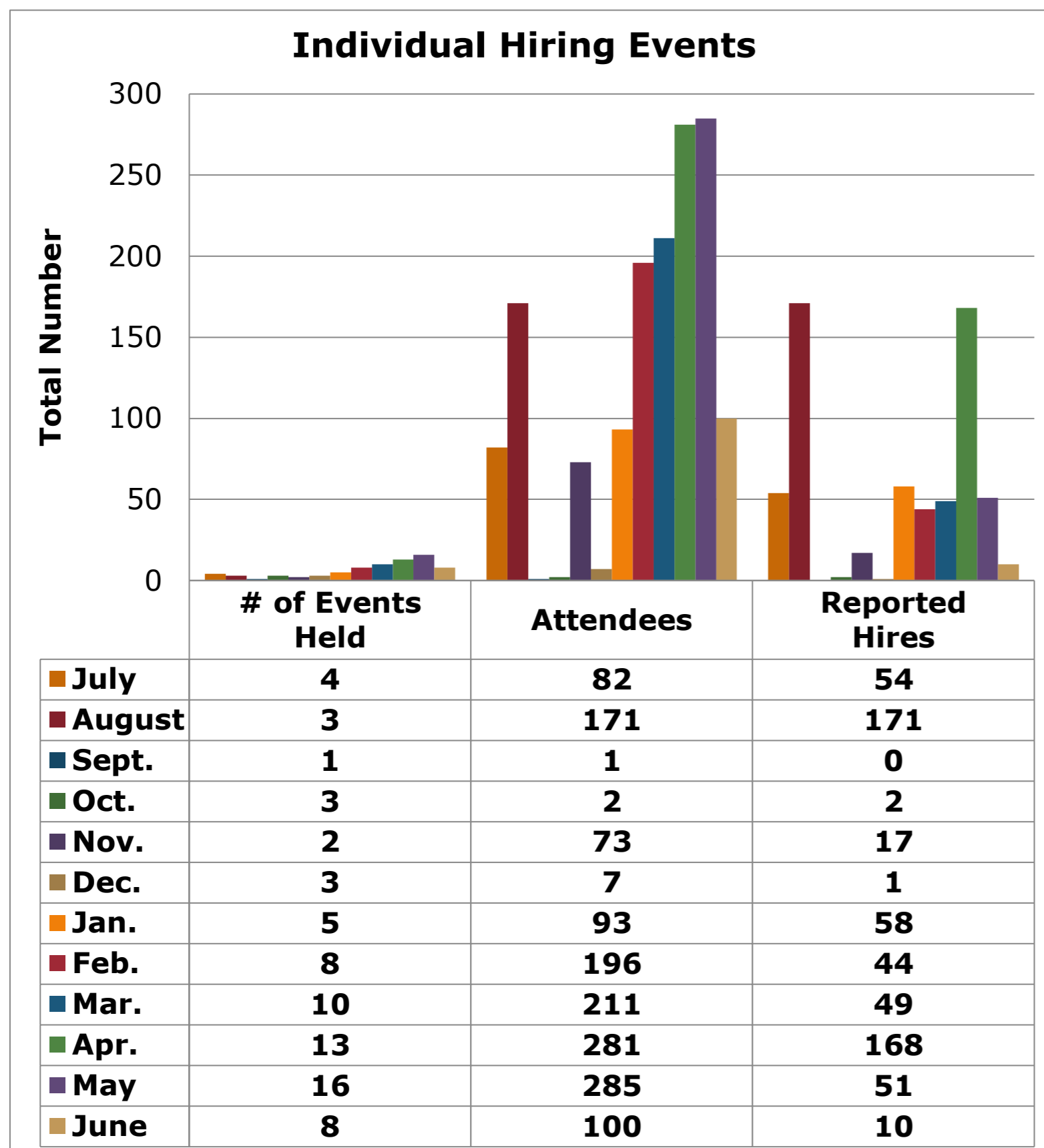
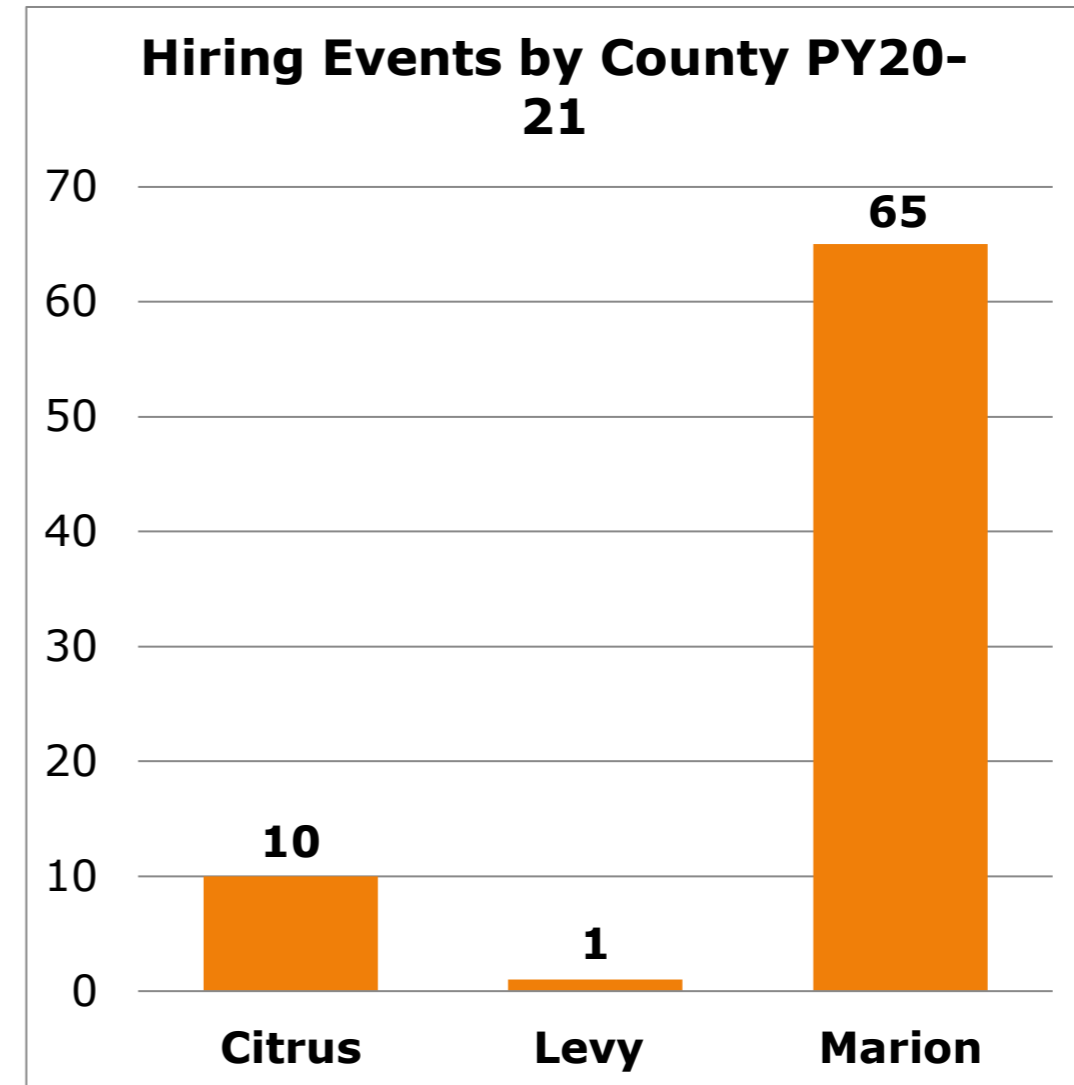
* Center traffic counted by in office and virtual services provided

PY 20 - 21 Individual Events

**Total Events: 76
Attendees: 1502
Reported Hires: 625**

PY 20 - 21 Job Fairs & Expos

**Attendees: 1971
Businesses: 157**



Other Recruitment Events 01/2021 - 4/2021

Event Date	Event Name	Event Location	County
4/29/2021	CoreCivic/Citrus Detention Center	14th Street	Citrus
5/3/2021	ABCO Transportation	ABCO Site	Marion
5/4/2021	E-One	E-One Site	Marion
5/7/2021	Amazon - 7 Individual Events	1th Street	Marion
5/10/2021	Conn's Home Plus - 3 Individual Events	14th Street	Marion
5/12/2021	The Centers	14th Street	Marion
5/18/2021	Boys & Girls Club Marion County - 2 Events	14th Street	Marion
5/19/2021	Celebrity Soul Food	14th Street	Marion
5/19/2021	Brookdale Pinecastle	Brookdale Pinecastle Site	Marion
5/20/2021	Truecore	Lecanto Office	Citrus
5/25/2021	World Equestrian Center	WEC Site	Marion
6/1/2021	Home Instead Senior Care	14th Street	Marion
6/3/2021	Park Place Behavioral	14th Street	Marion
6/8/2021	Plantation Inn	Plantation Inn Site	Citrus
6/9/2021	Staff America	14th Street	Marion



Customized Training

Business	Industry	Total Trained	Employer Contribution	CareerSource Reimbursement	Begin	End Date	Status
Winco Mfg., LLC	Manufacturing	2	\$684.00	\$0.00	3/4/2020	3/4/2021	Unsuccessful Completion
Ancorp	Manufacturing	59	\$18,433.00	\$14,795.46	4/1/2020	10/1/2020	Completed - Retained (54)
Bullitt	Other	1	\$2,410.00	\$2,410.00	6/1/2020	8/3/2020	Completed - Retained
OneRestore	Construction	3	\$1,237.50	\$1,237.50	4/24/2020	2/24/2021	Completed - Retained
Sibex, Inc	Manufacturing	1	\$1,158.00	\$1,158.00	10/12/2020	10/15/2020	Completed - Retained
Sibex, Inc	Manufacturing	1	\$759.50	\$759.50	10/19/2020	10/20/2020	Completed - Retained
Winco Mfg., LLC	Manufacturing	2	\$1,262.98	\$1,262.97	10/19/2020	10/22/2020	Completed - Retained
Winco Mfg., LLC	Manufacturing	1	\$1,447.99	\$519.12	1/11/2021	1/13/2021	Completed - Retained

On the Job Training

Business	Industry	Total Trained	Employer Contribution	CareerSource Reimbursement	Begin	End Date	Status
Vanguard Manufacturing	Manufacturing	1	\$2,002.00	\$3,751.13	6/16/2020	10/7/2020	Unsuccessful Completion
Vanguard Manufacturing	Manufacturing	1	\$3,718.00	\$3,717.00	6/29/2020	10/18/2020	Completed - Retained
Caliber Engineering and Design LLC	Professional	1	\$6,250.40	\$6,250.40	9/21/2020	1/10/2021	Completed - Retained

Paid Work Experience

Business	Industry	Total Trained	Wage	Begin	Status
Right Rudder Aviation	Professional	1	\$9.90	3/9/2020	Completed - Hired
Early Learning Coalition of Marion	Social Services	1	\$15.00	6/24/2020	Completed - Hired
Interfaith Emergency Services	Social Services	1	\$15.00	7/6/2020	Completed - Hired
Interfaith Emergency Services	Social Services	1	\$15.00	7/22/2020	Completed - Not Hired
Marion County Veterans Helping Veterans	Other	1	\$15.00	7/6/2020	Completed - Not Hired
Quad Nurse	Healthcare	1	\$9.00	8/3/2020	Completed - Hired
Marion County Veterans Helping Veterans	Other	1	\$15.00	8/10/2020	Completed - Hired
Interfaith Emergency Services	Social Services	1	\$15.00	8/17/2020	Completed - Not Hired
Interfaith Emergency Services	Social Services	1	\$15.00	8/21/2020	Completed - Hired
NuCore Products	Manufacturing	1	\$10.80	11/9/2020	Completed - Not Hired
Marion County Board of Cnty Commission	Other	1	\$15.00	12/16/2020	Completed - Hired

Internships

Business	Industry	Total Trained	Wage	Begin	Status
Winco Mfg., LLC	Manufacturing	1	\$12.15	5/4/2020	Completed - Hired
Hospice of Marion County	IT	1	\$14.40	6/8/2020	Completed - Not Hired
Hospice of Marion County	IT	1	\$14.40	9/8/2020	Completed - Not Hired
Phoenix Wood Products	Manufacturing	1	\$14.85	10/15/2020	Completed - Hired
Himanshu S Kairab	Healthcare	1	\$12.60	1/18/2021	Completed - Hired
IFS Telecommunications Corp	Professional	1	\$10.80	1/20/2021	Unsuccessful Completion
KP Direct LLC	Manufacturing	1	\$12.60	3/15/2021	Completed - Hired

Apprenticeship

Business	Industry	Occupation	Total Trained	Begin	Status
Marion Technical College	Manufacturing	Masonry	9	9/1/2019	6 Unsuccessful / 3 In Process
Lockheed Martin	Manufacturing	Electronic Assembler	2	Spring 2020	2 Hired
Marion Technical College	Construction	Carpentry	n/a	TBD	Delayed due to Covid
College of Cental Florida / AHLEI	Other	Hospitality	n/a	TBD	Delayed due to Covid

YouthBuild Performance Update

2020-2022

YB Cohort 1: (July 1, 2020 – December 31, 2020)

Enrolled: 11

Completed: 8

Receiving HS Diploma: 8

Receiving Additional Certs: Certifications Total= 74 NRF- 8, AHLEI Front Desk-7, AHLEI Restaurant Server-8, AHLEI Guestroom Attendant-8, AHLEI Maintenance Employee-8, Forklift-9, Safe Staff-9, OSHA-9, Warehouse- 8

Exited with Employment: 6

Exited with Education: N/A

Exited as Outcome: None

YB Cohort 2: 2/8/2021

Enrolled: 11

Completed: N/A

Receiving HS Diploma: 1

Receiving Additional Certs: Certifications Total= 72 NRF- N/A, AHLEI Front Desk-N/A, AHLEI Restaurant Server-N/A, AHLEI Guestroom Attendant-N/A, AHLEI Maintenance Employee-N/A, Forklift-11, Safe Staff-11, OSHA-11, Warehouse- 9

Exited with Employment:

Exited with Education:

YB Cohort 3: TBD

Enrolled:

Completed:

Receiving HS Diploma:

Receiving Additional Certs:

Exited with Employment:

Exited with Education:

YB Cohort 4: TBD

Enrolled:

Completed:

Receiving HS Diploma:

Receiving Additional Certs:

Exited with Employment:

Exited with Education:



CareerSource
CITRUS | LEVY | MARION

CITRUS HIRING INCENTIVE UPDATE

BUSINESS INQUIRIES	JOBS POSTED
24	13
CANDIDATE INQUIRIES	CANDIDATE REFERRALS
20	2
HIRES	AVERAGE WAGE
1	\$11.12/hr

CITRUS HIRING INCENTIVE ELIGIBLE



Located in: Crystal River, FL
Serving electrical and signage needs in Citrus and surrounding counties.

Job Postings

Vinyl Installer- Job Order # 11438636

- Full-time, \$10/hr.
- Must be 18 years or older (hazardous occupation)
- 5 years experience, 3 years driving experience
- Electrical knowledge a plus

Electrician- Job Order # 11438777 (2 positions available!)

- Full-time, \$14.50/hr.
- Must be 18 years or older (hazardous occupation)
- 5 years experience, 3 years driving experience
- Blueprint reading, knowledgeable in all phases of house construction

Electrician Helper- Job Order # 11438620 (2 positions available!)

- Full-time, \$10/hr.
- Must be 18 years or older (hazardous occupation)
- Must have driver's license
- Will train

Office Assistant- Job Order # 11438627

- Full-time, \$10/hr.
- Quickbook knowledge and skills
- Computer and customer service skills

- ✓ Employer conducts motor vehicle record check.
- ✓ Find the full job descriptions on EmployFlorida.com.
- ✓ Speak with a staff member to find out how you can become eligible to receive \$1000 bonus after ninety days!

Questions? Contact us: 800-434-JOBS (5627)
Visit us: www.careersourceclm.com
Follow us: [@careersourceclm](https://www.facebook.com/careersourceclm)




CareerSource CLM is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Phone numbers may be reached using TTY/TDD equipment via Florida Relay at 711. For accommodations, call 800-434-5627, ext. 7878. A proud partner of the American Job Center, member of CareerSource Florida.

CITRUS HIRING INCENTIVE ELIGIBLE



Located in: Crystal River, FL
For 25 years, we owned and operated Quail Roost RV Campground located directly across the street from Nature Coast RV, Inc. We saw first-hand a need in the RV business for a better and more cost-effective way for seniors to enjoy retirement, more so now than ever before.

Job Postings

Sales Admin- Job Order # 11440595

- Full-time, \$13/hr. to \$14.75/hr.
- The successful candidate will have prior experience in a related field. Must have prior experience in an office setting. Must have a neat appearance and pleasant phone voice as you will often be first point of contact with our customers.
- Answer phones & direct callers as needed.
- Assist Sales Department in maintaining camper inventory.
- Assist Sales Department with paperwork for deals and quotes.
- Complete Tag/Title Applications for sold units.

- ✓ Employer conducts background check.
- ✓ Find the full job descriptions on EmployFlorida.com.
- ✓ Speak with a staff member to find out how you can become eligible to receive \$1000 bonus after ninety days!

Questions? Contact us: 800-434-JOBS (5627)
Visit us: www.careersourceclm.com
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Your Employment Solution Starts Here

CareerSource Citrus Levy Marion brings together business and community partners, economic development leaders and educational providers to connect employers with qualified, skilled talent and candidates with employment and career development opportunities. **Contact us at 1.800.434.5627.**

CareerSource Citrus Levy Marion is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers listed above may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711. If you need accommodations, please call 1 800 434-5627, ext. 7878 or e-mail accommodations@careersourceclm.com. Please make request at least three business days in advance. CareerSource Florida Member.



SKILL UP USERS

LOCATION	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Total
Citrus	15	4	1	6	2	24	3	9	13	5	4	5	91
Citrus - CF	3	3	2	3	2	8	5	2	0	1	1	0	30
Levy	4	1	1	2	2	6	2	2	1	0	1	1	23
Levy - CF	4		1	1	0	5	1	0	1	1	2	0	16
Marion	39	11	9	7	7	36	13	3	7	3	5	1	141
Marion - CF	9	3	2	11	5	44	14	3	5	2	2	1	101
TOTAL	74	22	16	30	18	123	38	19	27	12	15	8	402

Popular Pathways

1. Business (Administrative/Management)
2. Healthcare
3. Information Technology
4. Entry Level
5. Personal Care

Popular Courses

1. Writing Effective Emails and Instant Messages
2. Being a Better Listener
3. Becoming More Professional through Business Etiquette
4. Being an Effective Team Member
5. Abbreviating, Capitalizing, and Using Numbers
6. Time Management: Quit Making Excuses and Make Time Instead
7. Getting the Details Right: Spelling Basics
8. Using Punctuation Marks
9. The Art and Science of Communication
10. Basic Business Math: Averages and Equations
11. Microsoft Word
12. Using the Parts of Speech
13. Creating Well-constructed Sentences
14. Establishing Self-confidence for Life
15. Microsoft Excel