



**CareerSource CLM**  
**2703 NE 14<sup>th</sup> Street**  
**Ocala, FL 34470**

**EDUCATION AND INDUSTRY CONSORTIUM AGENDA**

**Thursday, August 29, 2024 – 11:30 a.m.**

**Join Zoom Meeting:** <https://us02web.zoom.us/j/88249019838>

**Phone No: 1-646-558-8656 (EST) Meeting ID: 882 4901 9838**

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Call to Order	J. Corley
Roll Call	C. Schnettler
Approval of Minutes May 29, 2024	Pages 2 - 8 J. Corley

**PRESENTATION**

Occupation Report	Pages 9 - 21	C. Weaver
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**DISCUSSION ITEMS**

None	J. Corley
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**PUBLIC COMMENT**

J. Corley

**ACTION ITEMS**

None	J. Corley
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**MATTERS FROM THE FLOOR**

J. Corley

**ADJOURNMENT**

2024 – 2025 MEETING SCHEDULE							
Performance/ Monitoring	Business and Economic Development	Marketing / Outreach	Career Center	Education and Industry Consortium	Executive	Full Board	
Tuesday 9:00 am	Wednesday 9:00 am	Wednesday 9:00 am	Thursday 9:30 am	Thursday 9:00 am	Wednesday 9:30 am	Wednesday, 11:30 am	
8/13/2024	8/14/2024	8/21/2024	8/15/2024	8/29/2024	8/28/2024	9/4/2024	CF Levy
11/12/2024	11/6/2024	11/13/2024	11/7/2024	11/14/2024	11/20/2024	12/11/2024	CF Ocala
2/4/2025	2/5/2025	2/12/2025	2/20/2025	2/6/2025	2/26/2025	3/12/2025	CF Lecanto
5/6/2025	5/7/2025	5/14/2025	5/15/2025	5/8/2025	5/28/2025	6/4/2025	CF Ocala

**OUR VISION STATEMENT**

*To be known as the number one workforce resource in the state of Florida by providing constructive tools and professional supportive services that are reflected in the quality of our job candidates and meet the needs of the business community.*



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

**MINUTES**

DATE: May 29, 2024  
PLACE: College of Central Florida, Enterprise Center  
3003 SW College Road, Ocala, FL 34474  
TIME: 11:30 a.m.

**MEMBERS PRESENT**

Dr. Ann Hembrook  
Bob RuteMiller  
Joe Corley  
Marc Olinger  
Mauri Bryant  
Tanya Taylor  
Tim Gilbert

**MEMBERS ABSENT**

Carrie Blair  
Chris Formisano  
David Roland  
Dr. Jennifer Fryns  
Eric Willis  
Matt Clay  
Rachel Gibbs  
Rebecca Johnson

**OTHER ATTENDEES**

Rusty Skinner, CSCLM  
Dale French, CSCLM  
Cory Weaver, CSCLM  
Melissa Saco, CSCLM  
Cira Schnettler, CSCLM  
Bonnie Hays, CF

**CALL TO ORDER**

The meeting was called to order by Joe Corley, Chair, at 11:33 a.m.

**ROLL CALL**

Cira Schnettler called roll and a quorum was declared present.

**APPROVAL OF MINUTES**

It was noted that Marci Olinger was inadvertently not listed as in attendance for the March 21 meeting. The corrected minutes will be attached to these minutes. Marci Olinger made a motion to approve the minutes from the March 21, 2024, meeting with the correction. Ann Hembrook seconded the motion. Motion carried.

**PRESENTATION**

Rachel Ludwig with the Florida Chamber gave a presentation to the committee. She made the below highlights:

- Florida has 1.34 million net new jobs.

- The demographics of Florida are changing.
  - Florida is seeing an increase in populations aged 20-25, 35-50, and 60+.
  - Florida is seeing a decrease in populations youth 9 and under, adults aged 25-35 and 50-60. The decrease in these age ranges will have a significant impact on workforce needs in the State's long term workforce plan.
- The Future of Work Initiative is projecting Florida to be the nation's #1 workforce by 2030.
- The Florida Center for Workforce and Talent Development has numerous resources for community partners and businesses.
- The Florida Scorecard takes a deep dive into the barriers individuals are facing which are limiting their ability to transition into the workforce.
- One barrier identified was the high number of individuals without a high school diploma.
- She invited committee members to subscribe to the Talent and Education Memo and to attend the Workforce Solutions Summit later in June.
- She also encouraged members to share with businesses the benefits of being a second chance employer. She noted the no-cost trainings coming up in June and December.

### **DISCUSSION ITEMS**

Cory Weaver presented in-demand occupations by sector, noting in each industry sector the most in-demand occupations and the occupations that were requested to be added to the reports from the last meeting. Committee members engaged in discussion. The discussion included identifying barriers and challenges facing individuals in the region.

- Cory Weaver explained that her team was reviewing internal reports to identify barriers by zip code in the region. This will allow for targeted outreach campaigns based on those barriers.
- Focus on both individuals that are receiving unemployment as well as those that are considered not employed but are not participating in career paths.
- Students not receiving their high school diploma. The lack of funding and awareness to resolve the issue.
- Teacher shortages, especially in ESE (noted in construction, medical, and professional sectors).
- Student behavior and its relation to teacher burnout.
- How can technology and/or additional support help teachers in the classroom handle a diverse student population and ESOL students.
- Opportunities within certification programs for on-the-job training and gaining hands on experience. Expose students to experiential learning opportunities.
- High demand occupations within a variety of sectors that have historically been low-wage entry level positions (noted in medical and ag sectors).
- Transitioning individuals in low wage high-demand occupations before they exit the industry to a higher level/wage position.
- Increasing career path awareness to students and individuals in low wage occupations.
- Influence of elections and politics on economy and in-demand occupations.

- Partner with other agencies like the Dwyer Foundation that will provide support to individuals with barriers while the individual is either in school or working with a workforce agency.
- Continue to work with businesses in all sectors to build trust, partnerships, and engagement.

**PUBLIC COMMENT**

None

**MATTERS FROM THE FLOOR**

None

**ADJOURNMENT**

There being no further business, the meeting adjourned at 1:12 p.m.

**APPROVED:**

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

**MINUTES**

DATE: March 21, 2024  
PLACE: College of Central Florida, Strategic Planning Room  
3001 SW College Road, Ocala, FL 34474  
TIME: 11:30 a.m.

**MEMBERS PRESENT**

Dr. Ann Hembrook  
Carrie Blair  
David Roland  
Dr. Jennifer Fryns  
Joe Corley  
Marci Olinger  
Mauri Bryant  
Matt Clay  
Rachel Gibbs  
Rebecca Johnson  
Tim Gilbert

**MEMBERS ABSENT**

Chris Formisano  
Eric Willis  
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  
Bob RuteMiller

**CALL TO ORDER**

The meeting was called to order by Joe Corley, Chair, at 11:31 a.m.

**ROLL CALL**

Cira Schnettler called roll and a quorum was declared present.

**APPROVAL OF MINUTES**

Phil Geist made a motion to approve the minutes from the March 21, 2024, meeting.  
Ben Whitehouse seconded the motion. Motion carried.

**DISCUSSION ITEMS**

Rusty Skinner provided a brief overview of the purpose of the newly formed committee and State expectations. He explained that the Florida legislature wants businesses and educational partners to come together to create training programs designed around the

critical skills businesses need.

Cory Weaver presented in-demand occupations by sector. Committee members engaged in discussion with highlights as noted below:

### Construction Sector

- Municipal and industrial positions need representation.
- High demand occupations:
  - Rough carpentry/framers
  - Plumbers
  - Construction Management – degreed with experience or upskilling was preferred versus degreed without hands on experience
- Inter-sector occupations are also in high demand:
  - Welders
  - IT
- Apprenticeships:
  - Lake Weir is partnering with the builder's association to develop a construction pre-apprenticeship program.
  - MTC works with construction companies to create apprenticeship programs.

### Manufacturing Sector

- Leadership programs or shorter bootcamps are needed.
- Warehouses are moving toward increased automation this will decrease general warehouse jobs but increase machinery positions for operation and repair.
- Teaching businesses/students how to repurpose existing skill sets. For example, robotics/gaming development skills are transferrable to systems integration.
- Vital to identify which computer languages are priority for training.
- PLC training programs are needed.
- High Demand Occupations:
  - Systems integration positions
  - CNC Machinists trained in FANUC systems

### Transportation / Warehousing Sector

- Cory Weaver noted that there was an increase in candidates attending the recent CDL job fair
- Identifying transferrable skills is extremely important. For instance, school bus drivers with summers off can transition to firework transporters.
- High demand occupations:
  - Truck Drivers – Over the road and light duty
  - Mechanics for all fleets
  - Diesel Mechanics
  - Database management – Systems Integrators
    - PLC languages and protocols

## Professional Sector

- Vet tech programs are in high demand for our area
- IT:
  - CAD Design and Drafting
  - Cyber Security (especially in Healthcare and PPI)
  - Database Networking
- Artificial Intelligence:
  - There is an unspoken expectation that job candidates aged 16-24 are to bring AI knowledge to the workforce.
  - AI will be touching every industry.
  - Technology is changing so fast, that by the time a student has learned the technology and gets employment the technology may have already changed. Teaching students on multiple platforms and how to be resourceful and flexible to adapting to the changes will have a major impact on upskilling in the workforce.

## Education Sector

- Citrus County is developing a teacher pathway for dual enrollment students that may graduate with their paraprofessional license.
- High Demand Occupations:
  - ESE Teachers

## Healthcare Sector

- High Demand Occupations:
  - Med techs for labs
  - Biomedical Engineering
  - Therapists:
    - Physical
    - Speech
    - Occupational
    - Respiratory – CF has a program beginning in Fall 2024
  - Rad Techs:
    - MRI
    - Ultrasound
    - Nuclear Medicine
  - IT:
    - Medical cart stations – troubleshooting training
    - Cyber Security
  - Dental:
    - Hygienists
    - Dental Assistants
  - Behavioral Health:
    - Counselors
    - Social Workers

## Agriculture Sector

- This is a historic sector for our region.

#### Industry Fliers

Cory Weaver presented a sample of an industry flier that is given to students. These fliers are used to market occupations to students. The fliers are customized by industry for each county and pathway options. They are used to help develop talent pipelines.

Cory Weaver also encouraged the committee members to review the sector lists and share any other occupations that may not be on the list or new occupations. As new skills are required by business, new types of occupations are created. This will help us look ahead into workforce trends, such as advancements in AI.

Rusty Skinner concluded with a call to action for everyone to go out into their networks and continue these discussions. He also offered to host and facilitate any meetings to foster industry discussion. The next Consortium meeting will be held in June or July. A calendar invite will be sent.

#### **PUBLIC COMMENT**

None

#### **MATTERS FROM THE FLOOR**

None

#### **ADJOURNMENT**

There being no further business, the meeting adjourned at 1:03 p.m.

#### **APPROVED:**

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CareerSource  
CITRUS | LEVY | MARION

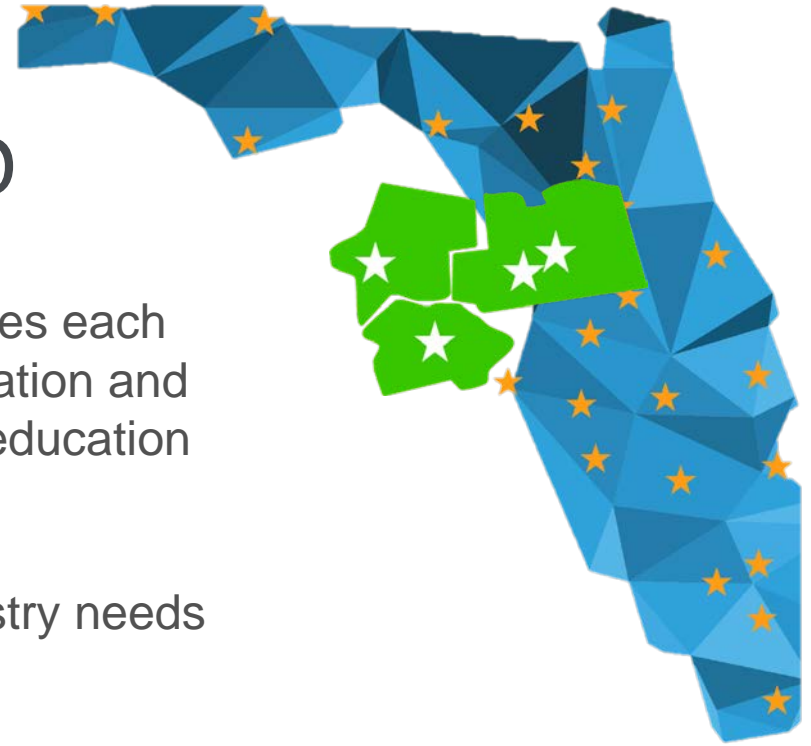
# EDUCATION & INDUSTRY CONSORTIUM



# CONSORTIUM BACKGROUND

Signed into law May 15<sup>th</sup>, 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: To align educational programming with industry needs at the local level



Talent Needs of Local Industry  
Targeted Sectors



Education Offerings Available

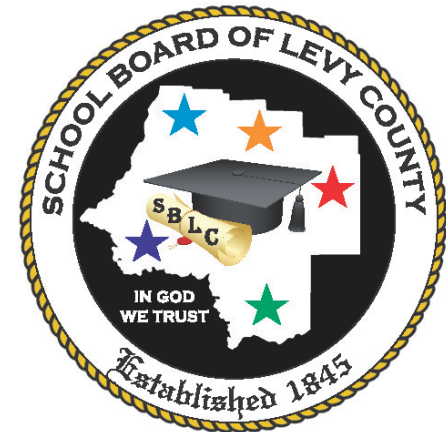


Labor Market Information  
Talent Pipeline

# EDUCATION COMPLETIONS



**MARION**  
TECHNICAL COLLEGE



COLLEGE of  
CENTRAL  
FLORIDA



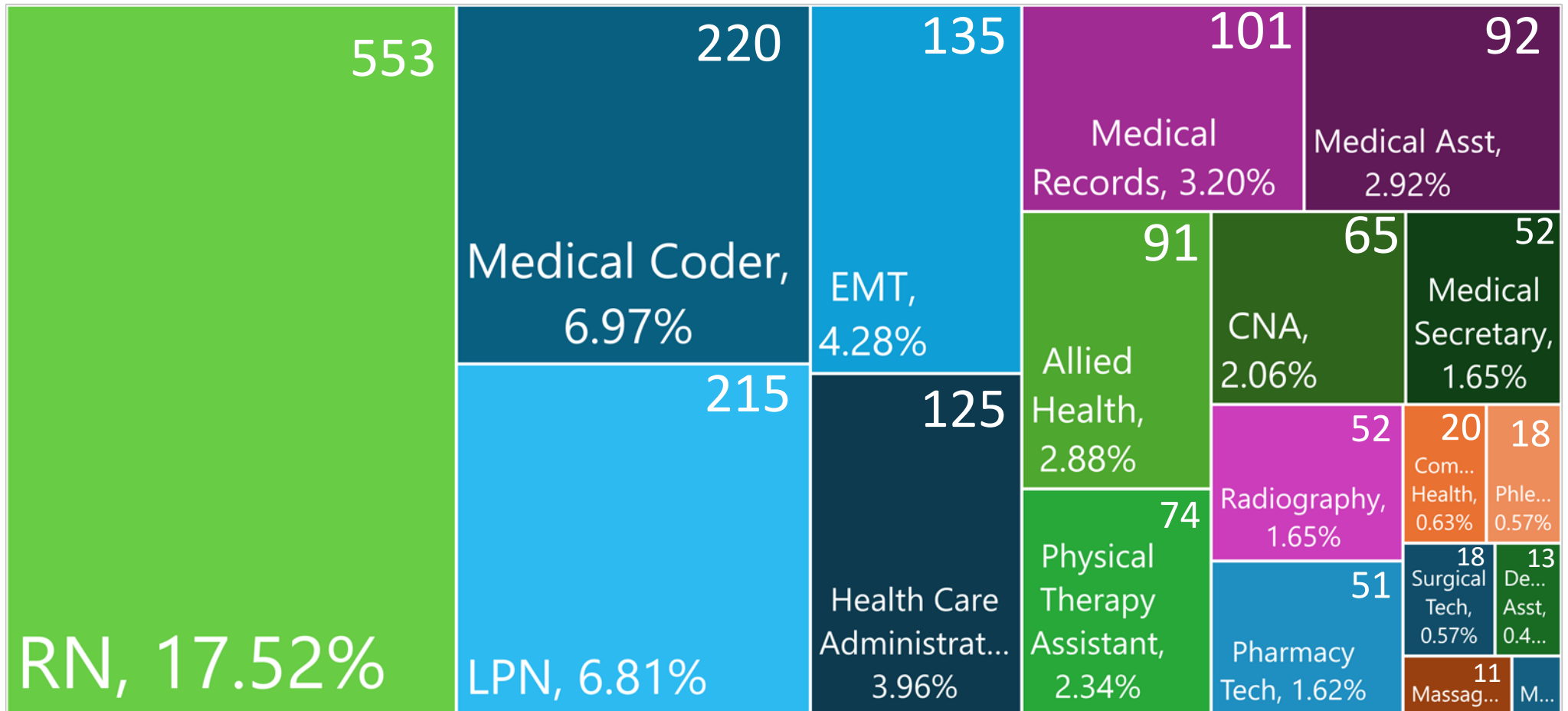
**Marion County  
Public Schools**

*Developing Successful Citizens --  
Every Student, Every Day*

# HEALTHCARE

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
62	<b>HEALTHCARE</b>	27,883	\$58,235	1.05	17,627	6,909	7,439	3,278	2.2%

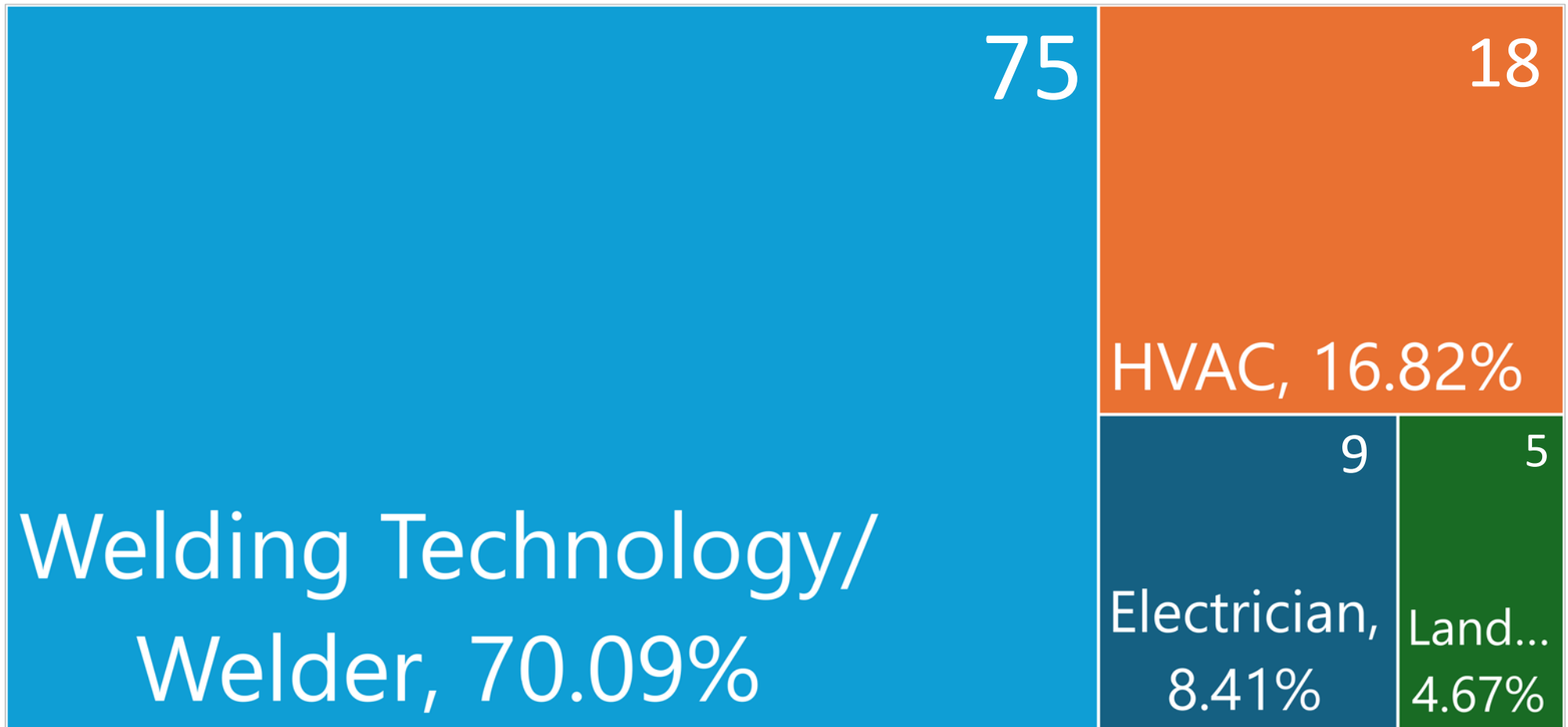
## Health Training Completions



# CONSTRUCTION

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
23	<b>CONSTRUCTION</b>	16,352	\$52,070	1.50	8,793	1,323	1,398	339	1.5%

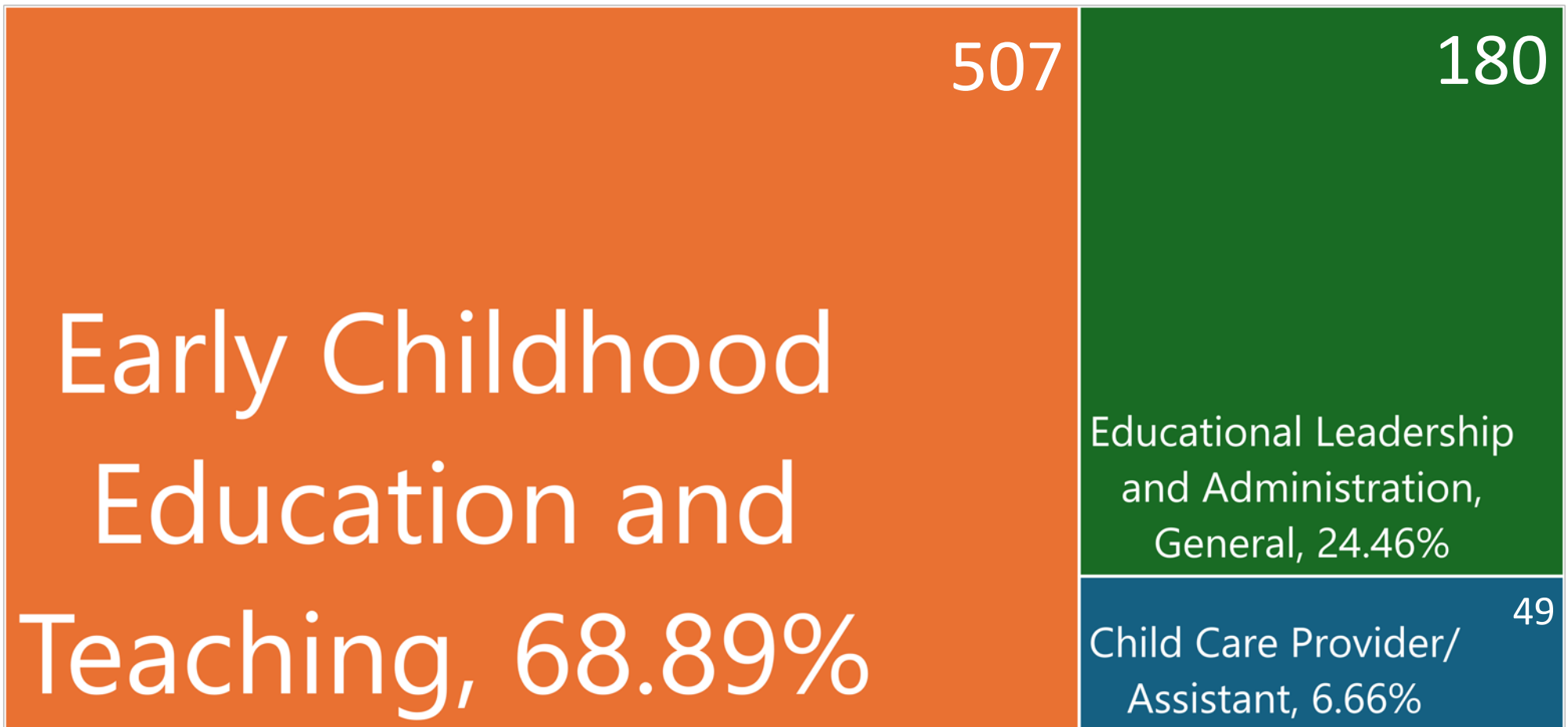
## Construction Training Completions



# EDUCATION

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
61	<b>EDUCATION</b>	12,340	\$42,874	0.86	7,405	2,988	3,099	1,318	2.1%

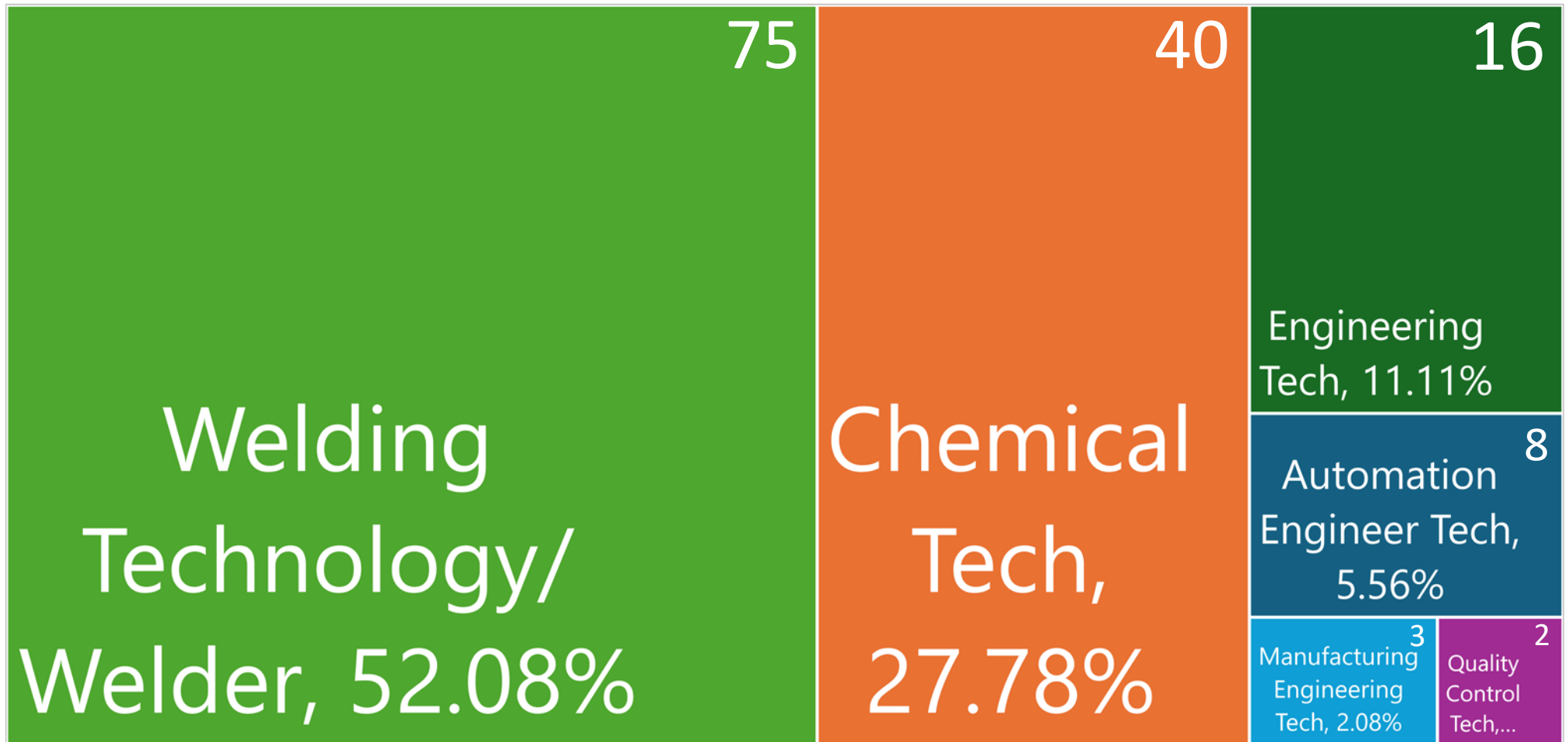
## Education Training Completions



# MANUFACTURING

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
31	<b>MANUFACTURING</b>	11,749	\$56,519	0.81	7,216	2,466	3,695	1,055	1.7%

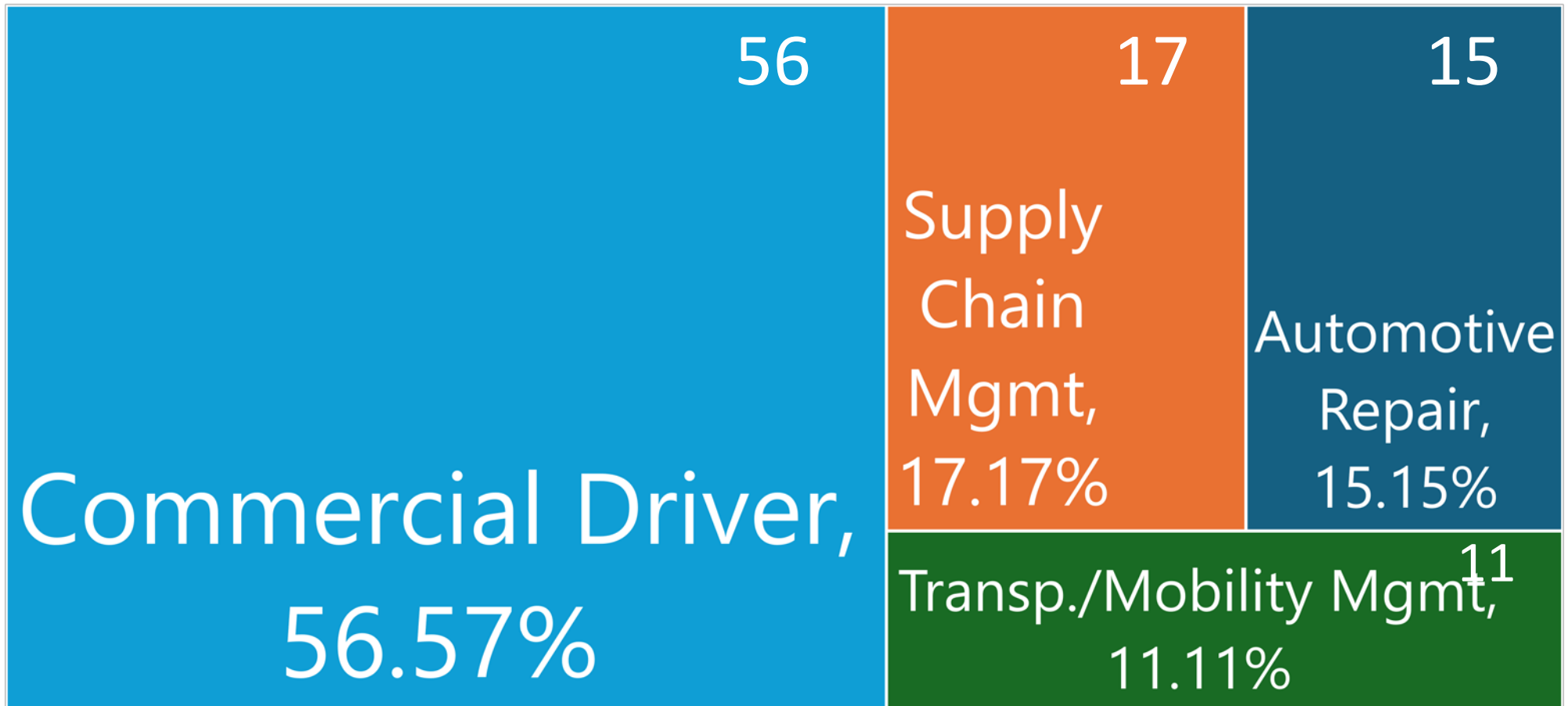
## Manufacturing Training Completions



# LOGISTICS

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
48	<b>TRANSPORTATION/WAREHOUSING</b>	7,996	\$49,325	0.90	5,625	2,016	2,604	1,005	2.4%

## Logistics Training Completions

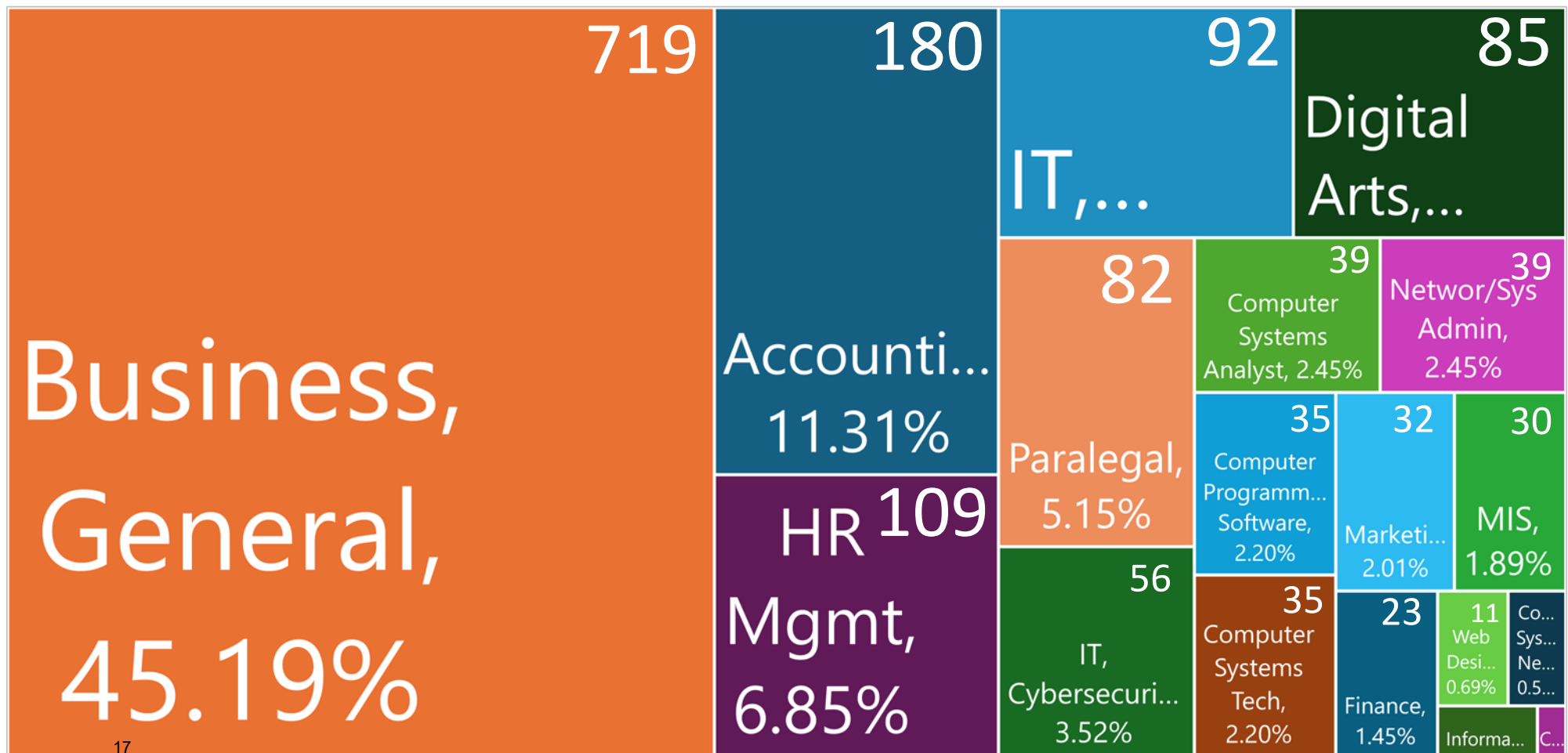




# PROFESSIONAL, SCI, TECH

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
54	<b>PRO, SCI, TECH</b>	6,846	\$65,123	0.52	3,720	1,186	1,743	791	2.2%

Professional/IT Training Completions



# TALENT SUPPLY

**620,574**

Regional Population  
(2023)

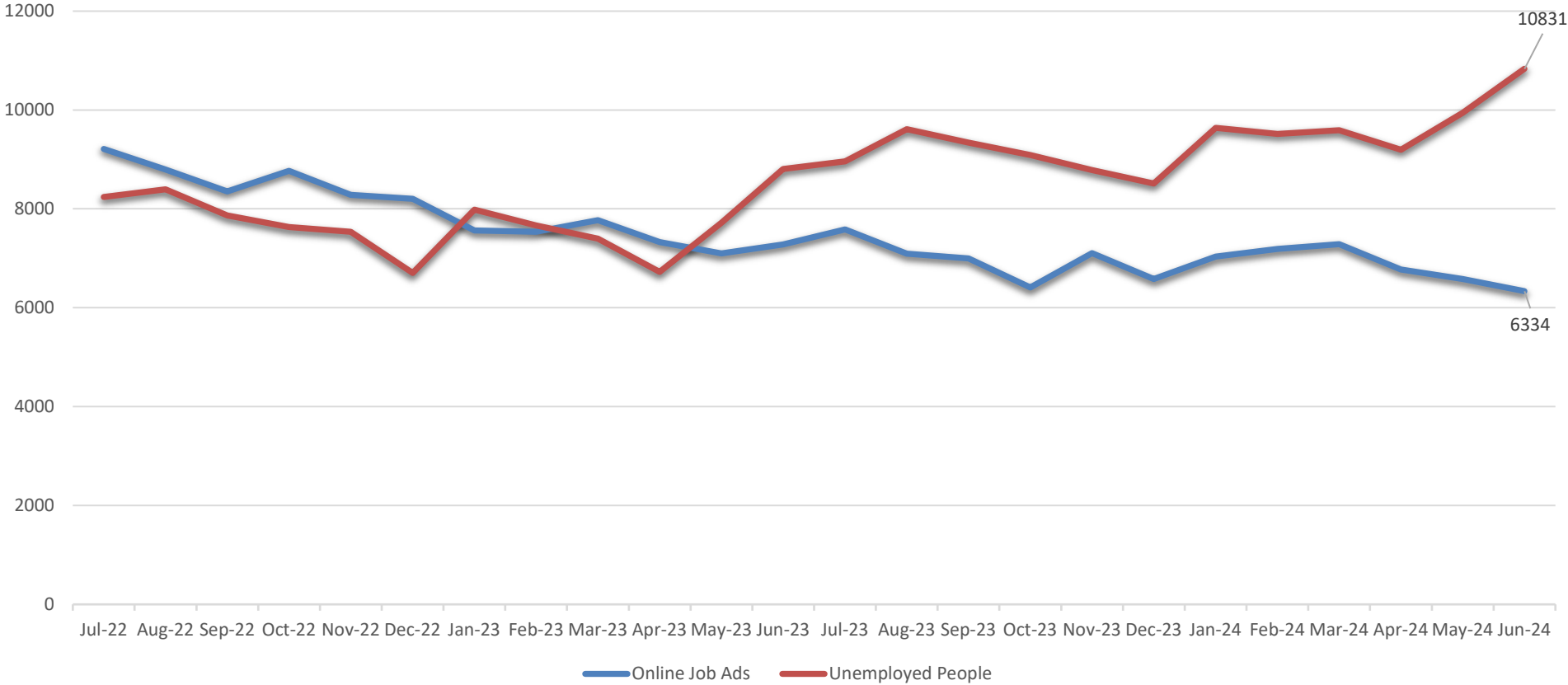
**219,918**

Labor Force  
(July 2024)

**10,831**

Regional Unemployed  
(July 2024)

Online Job Ads vs Unemployed People



Source: <sup>18</sup> LAUS/BLS

# TALENT SUPPLY: INFLOW/OUTFLOW

Citizens Employed out of County:

Citrus: 59.5%

Levy: 72.6%

Marion: 50.2%

*50% of our labor force leaves the region to work each day*

Outflow Counties:

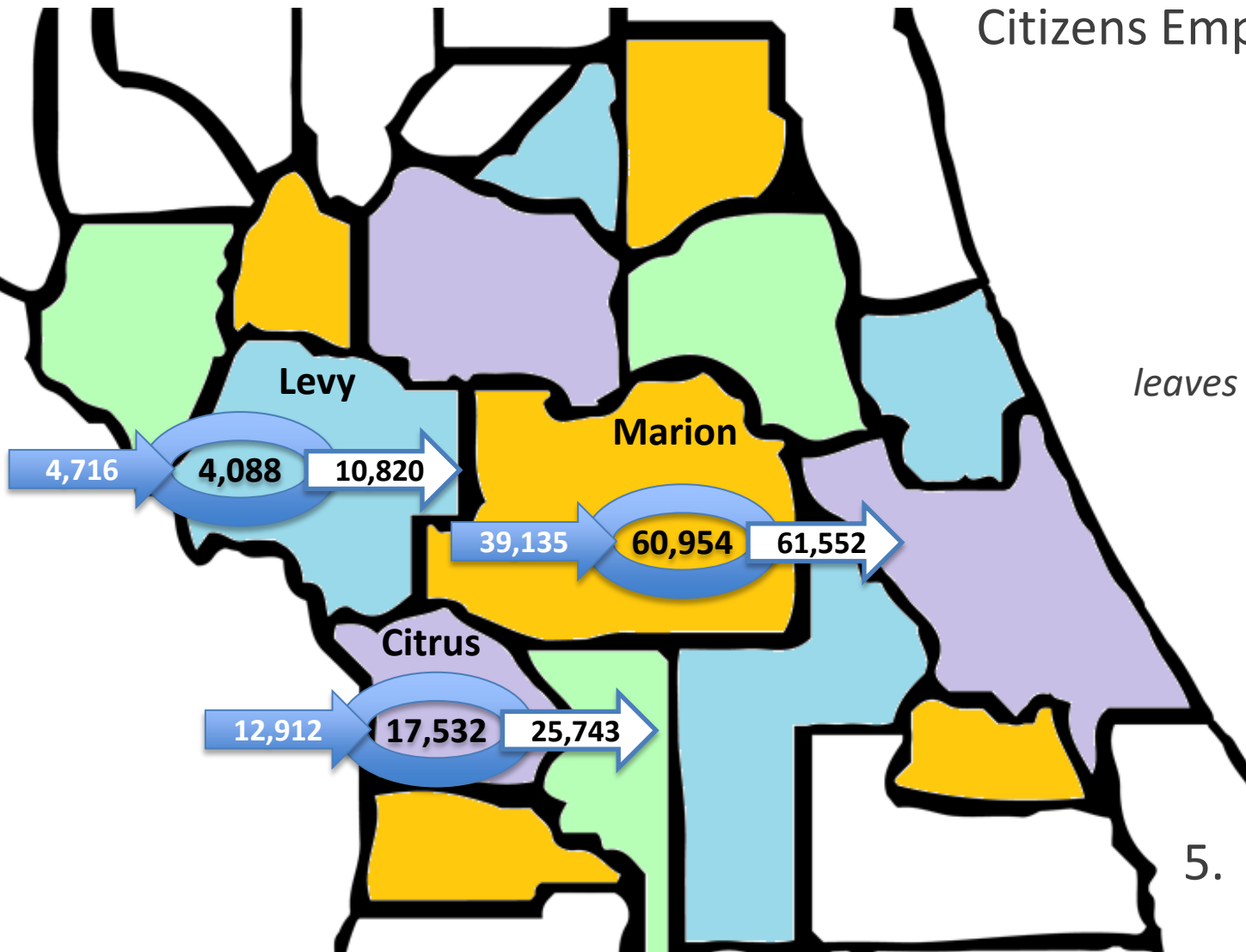
1. Alachua: 9,710

2. Orange: 9,194




3. Sumter: 8,600

4. Lake: 8,303

5. Hillsborough: 7,023



## Key/Source

-  Inflow: Employed in the county but living outside (Census on the map, 2021 – Primary Jobs)
-  Outflow: Living in the county, but employed outside
-  Employed and living in the county

# SECTOR STRATEGIES

**Grant:** Awarded to local Workforce Boards for career training, work-based training and support services in targeted sectors

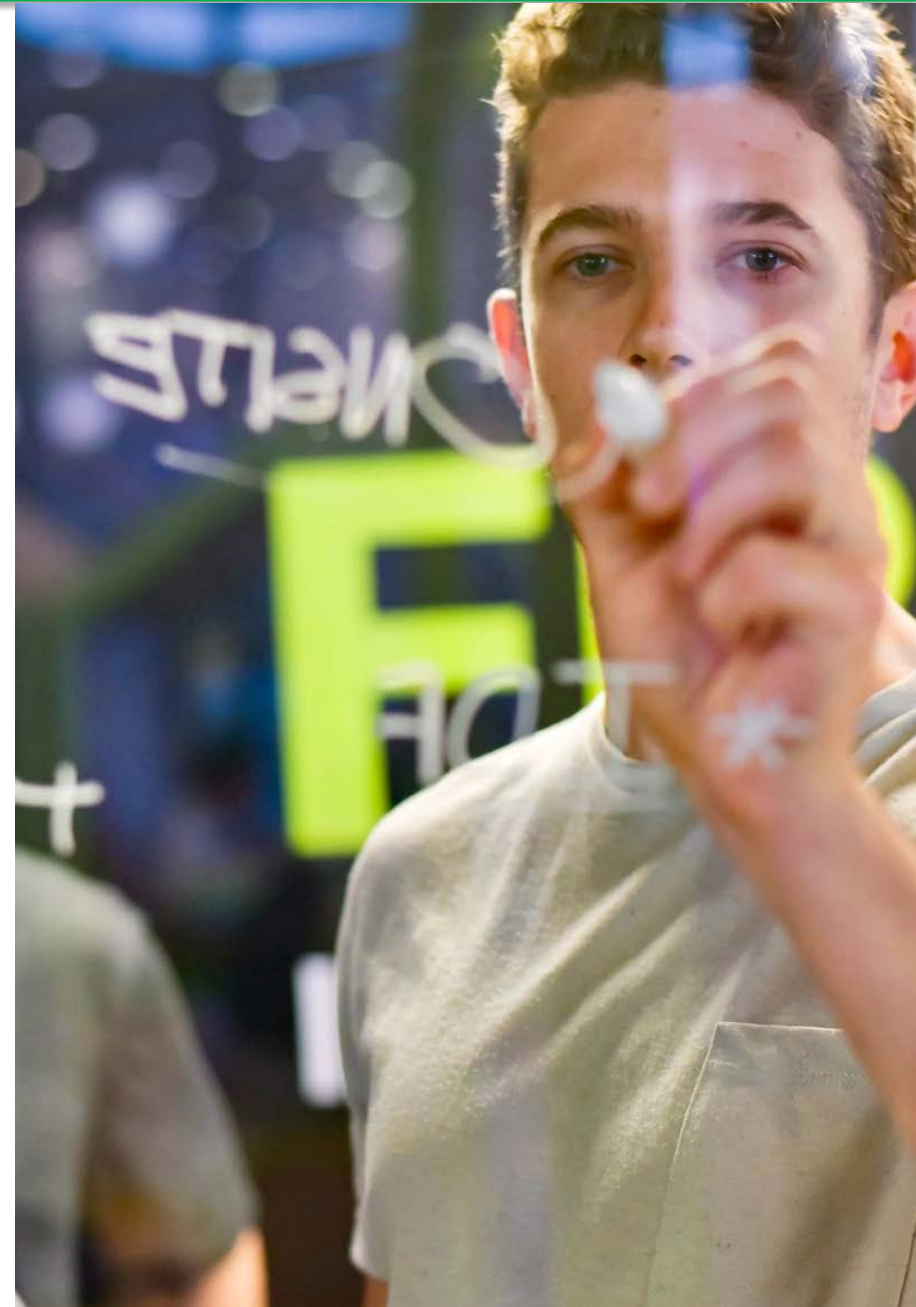
**Goal:** Allow greater leverage of the Governor's investments to allow for creation of talent pipelines for critical workers needed in targeted industry sectors.

**Our Sector of Focus:** Transportation

**Award Amount:** \$100,000

**Florida Council of 100:** new strategy that builds on regional strengths and local targeted sectors

Check out the report [here](#)



## What topics are you most interested in diving deeper on?

- Impact of Automation/AI on jobs and training
- Skills-based hiring
- Middle/High School Career Exploration
- Reskilling/Upskilling
- Affordable Housing
- Childcare

