



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

MINUTES

DATE: November 14, 2024
PLACE: CareerSource CLM
2703 NE 14th Street, Ocala, FL 34470
TIME: 9:00 a.m.

MEMBERS PRESENT

Dr. Ann Hembrook
Bob RuteMiller
David Roland
Dr. Jennifer Fryns
Joe Corley
Marci Holder
Rebecca Johnson
Tanya Taylor
Tim Gilbert

MEMBERS ABSENT

Ashley Shorb
Chris Formisano
Eric Willis
Rachel Gibbs

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
Dawna Boley, Citrus County Schools

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

Dr. Jennifer Fryns made a motion to approve the minutes from the August 29, 2024, meeting. Tim Gilbert 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.

Occupation Reports and Expected Demand

Below are highlights from the discussion throughout the presentation:

- **Healthcare**
 - Surge techs and medical lab technicians consistently are in high demand.
 - Medical facilities are relying on traveling technicians and would like to grow local talent to fill these positions.
 - CF will be offering a medical lab tech apprenticeship program.
 - There was discussion about how often curriculums were updated to meet business needs. The educational partners all serve on advisory committees, such as this committee, which discuss the needs of the business community. Curriculum building is an ongoing process.
- **Construction**
 - The pre-apprenticeship program at Lake Weir High School has been popular with nineteen students enrolled. It is anticipated that the program will continue to grow. This program will allow students to transition to formal apprenticeship programs or function as a bridge directly to a career path.
 - Marion County Schools is partnering with the Florida Connect Academy, which offers construction transportation certifications.
- **Education**
 - The lack of instructors across various fields is a major challenge in offering programs after curriculums are developed. Instructor wages are not competitive with wages in the field, leading to numerous vacancies. These vacancies have negative impacts such as limited class sizes, safety concerns, and inconsistencies on availability of programs.
 - Educational partners utilize bonus and incentive programs to attract instructors.
 - CareerSource CLM is working with Lifeline Institute for additional certification support.
 - Bus Drivers continue to be in high demand.
- **Manufacturing**
 - Quality Control and inspector career paths are in demand.
- **Logistics**
 - The latest reporting shows a slight dip in wages.
 - CDL Drivers and other types of drivers are always in high demand.

- Professional
 - Noted high demand occupations:
 - Veterinary career paths. Wages are increasing in these paths.
 - Data Analysts

Talent Supply - Top Skills Gaps – Poll Results

- Cory Weaver reviewed the talent supply market.
- There is a significant difference between what skills employers are listing in job postings versus what skills applicants were listing on their resumes.
- The poll results from the last meeting were reviewed.

Skills Based Hiring

- Tony Waterson and Kristin Barry from Southern Indiana Works provided insight into skills-based hiring.
- The presentation prompted discussion on the positive impacts current and accurate job postings can be for hiring agencies and potential applicants. Reviewing job descriptions regularly to ensure that they contain current duties, skills, and responsibilities is vital to increased retention. Job postings that are accurate set the employee up for success in expectations and productivity.

Career Exploration

- Committee members were invited to attend upcoming expos and job fairs.
- CareerSource CLM received a grant for a two-year subscription to Transfr VR. Transfr VR utilizes a virtual reality experience to introduce individuals to career paths through job simulations. Committee members were extremely enthusiastic about using the technology to engage with students.

DISCUSSION ITEMS

None

PUBLIC COMMENT

None

MATTERS FROM THE FLOOR

None

ADJOURNMENT

There being no further business, the meeting adjourned at 10:11 a.m.

APPROVED:
