



**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.

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:



Targeted Sectors

Citrus, Levy & Marion County Workforce Region

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	Location Quotient (LQ)	Total Demand	Exits	Transfers	Growth	Ann % Growth
23	Construction	16,166	\$51,763	1.50	7,878	2,890	4,237	751	0.9%
31	Manufacturing	11,998	\$56,496	0.83	6,742	2,470	3,702	570	0.9%
48	Transportation and Warehousing	7,928	\$50,055	0.89	5,181	1,963	2,539	678	1.7%
54	Professional, Scientific, and Technical Services	6,836	\$66,146	0.52	3,387	1,163	1,709	514	1.5%
61	Educational Services	12,236	\$44,537	0.86	6,401	2,879	2,986	536	0.9%
62	Health Care and Social Assistance	27,606	\$57,823	1.06	16,117	6,720	7,237	2,160	1.5%
	Total - All Industries	179,637	\$47,611	1.00	109,637	44,173	56,058	9,406	1.0%

Data as of 2023Q3

Note: Figures may not sum due to rounding.

1. All data based upon a four-quarter moving average

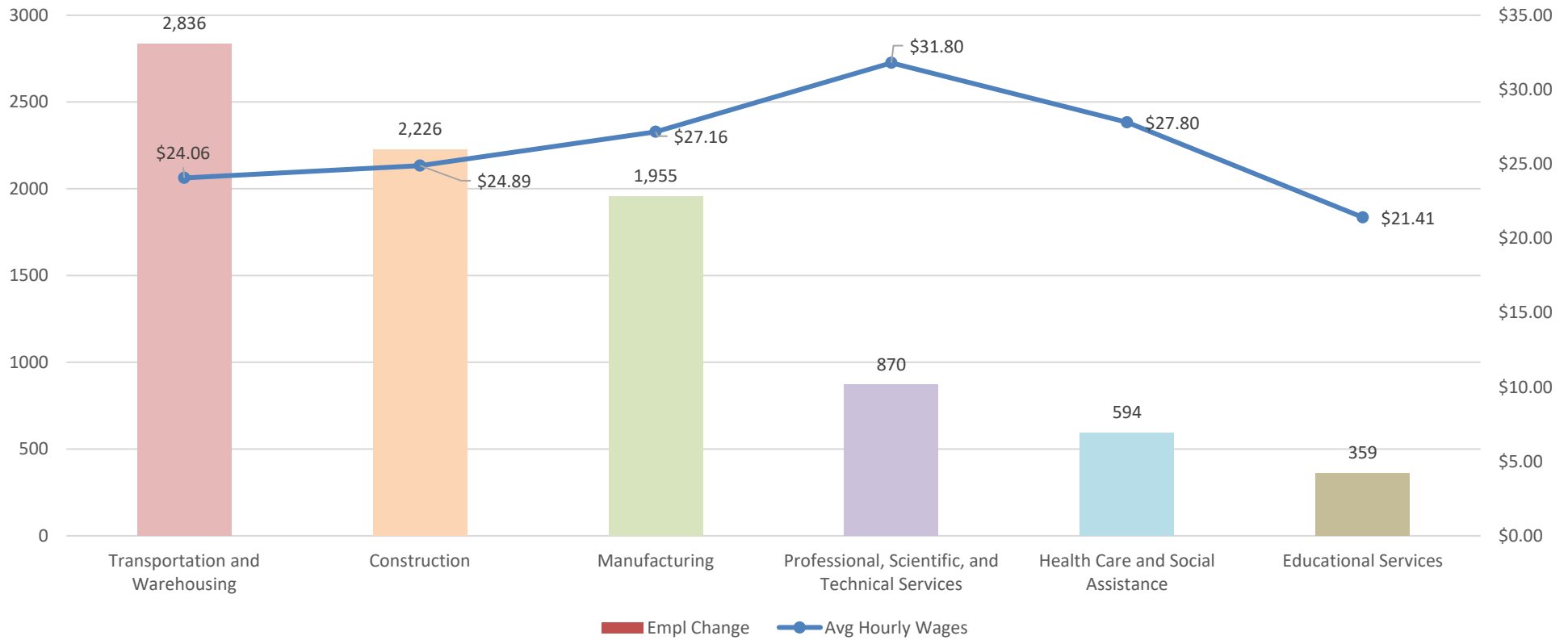
Exits and transfers are approximate estimates based upon occupation separation rates.

Wages and occupation data are as of 2023 provided by the Bureau of Labor Statistics and imputed by *Chmura* where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics, forecasts for 2022-2032, adapted for regional growth patterns by *Chmura*.



Employment Change by Sector Last 5 years – CLM Region

Employment Change by Sector Over Time



Data as of 2023Q3

Note: Figures may not sum due to rounding.

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Exits and transfers are approximate estimates based upon occupation separation rates.

Wages and occupation data are as of 2023 provided by the Bureau of labor Statistics and imputed by *Chmura* where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics, forecasts for 2022-2032, adapted for regional growth patterns by *Chmura*.



Industry/Occupation Mix

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
23	Construction	16,166	\$51,763	1.50	7,878	2,890	4,237	751	0.9%

Top Construction Occupations by Current Employment							
SOC	Occupation	Current		5-Year Demand			
		Empl	Avg Ann Wages	Exits	Transfers	Empl Growth	Total Demand
47-2061	Construction Laborers	2,187	\$37,000	405	579	138	1,123
47-2031	Carpenters	1,350	\$45,600	246	331	61	638
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	1,109	\$65,600	192	262	60	514
47-2111	Electricians	738	\$48,700	131	215	60	406
11-9021	Construction Managers	712	\$109,100	94	169	44	307
47-2181	Roofers	626	\$42,100	89	161	32	282
47-2141	Painters, Construction and Maintenance	614	\$38,000	109	138	29	276
47-2152	Plumbers, Pipefitters, and Steamfitters	579	\$46,200	97	164	30	291
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	539	\$46,700	89	150	40	279
43-9061	Office Clerks, General	503	\$43,300	151	148	-3	296
47-2073	Operating Engineers and Other Construction Equipment Operators	500	\$42,200	87	132	29	248
11-1021	General and Operations Managers	374	\$108,400	49	105	18	172
47-2051	Cement Masons and Concrete Finishers	318	\$43,700	41	79	6	125
13-1082	Project Management Specialists	295	\$80,500	35	71	14	120
43-3031	Bookkeeping, Accounting, and Auditing Clerks	286	\$46,400	93	73	0	166



Industry/Occupation Mix

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
31	Manufacturing	11,998	\$56,496	0.83	6,742	2,470	3,702	570	0.9%

Top Manufacturing Occupations by Current Employment

SOC	Occupation	Current		5-Year Demand			
		Empl	Avg Ann Wages	Exits	Transfers	Empl Growth	Total Demand
51-2092	Team Assemblers	1,316	\$37,500	277	513	29	819
51-1011	First-Line Supervisors of Production and Operating Workers	433	\$61,700	82	127	21	230
51-4121	Welders, Cutters, Solderers, and Brazers	425	\$43,500	67	148	25	240
53-3032	Heavy and Tractor-Trailer Truck Drivers	310	\$48,600	73	96	15	183
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	274	\$34,800	70	117	17	204
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	270	\$69,300	47	79	16	142
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	246	\$43,100	54	92	9	155
11-1021	General and Operations Managers	230	\$119,400	30	66	13	109
51-2051	Fiberglass Laminators and Fabricators	205	\$38,900	43	65	2	110
17-2112	Industrial Engineers	191	\$95,200	25	31	20	77
43-5071	Shipping, Receiving, and Inventory Clerks	188	\$39,100	39	57	1	98
51-4041	Machinists	188	\$46,200	40	56	10	106
43-9061	Office Clerks, General	175	\$41,200	53	52	1	106
49-9071	Maintenance and Repair Workers, General	171	\$45,100	40	42	11	92
51-2099	Assemblers and Fabricators, All Other	170	\$39,300	36	66	4	106



Industry/Occupation Mix

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
48	Transportation and Warehousing	7,928	\$50,055	0.89	5,181	1,963	2,539	678	1.7%

Top Transportation and Warehousing Occupations by Current Employment							
SOC	Occupation	Current		5-Year Demand			
		Empl	Avg Ann Wages	Exits	Transfers	Empl Growth	Total Demand
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,732	\$49,600	416	545	124	1,084
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,032	\$35,600	274	463	117	854
53-3033	Light Truck Drivers	948	\$52,500	244	320	145	709
53-7065	Stockers and Order Fillers	601	\$37,400	200	316	48	565
43-5052	Postal Service Mail Carriers	408	\$57,900	85	70	4	159
53-7051	Industrial Truck and Tractor Operators	312	\$40,600	54	107	25	186
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	221	\$59,400	41	79	24	144
43-5071	Shipping, Receiving, and Inventory Clerks	159	\$40,900	34	50	8	93
43-5021	Couriers and Messengers	154	\$35,300	39	47	7	92
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	146	\$50,800	38	25	-2	61
53-3054	Taxi Drivers	115	\$32,500	33	31	17	81
53-7064	Packers and Packagers, Hand	105	\$29,000	33	46	6	86
43-9061	Office Clerks, General	104	\$41,200	32	32	3	67
43-4051	Customer Service Representatives	103	\$41,400	30	42	6	79
11-1021	General and Operations Managers	97	\$100,900	13	28	9	50



Industry/Occupation Mix

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
54	Professional, Scientific, and Technical Services	6,836	\$66,146	0.52	3,387	1,163	1,709	514	1.5%

Top Professional Occupations by Current Employment							
SOC	Occupation	Current		5-Year Demand			
		Empl	Avg Ann Wages	Exits	Transfers	Empl Growth	Total Demand
23-1011	Lawyers	410	\$108,300	51	33	34	117
13-2011	Accountants and Auditors	403	\$81,400	66	95	22	182
11-9199	Managers, All Other	348	\$87,600	57	77	18	151
13-1111	Management Analysts	304	\$92,800	55	75	23	153
29-2056	Veterinary Technologists and Technicians	286	\$37,000	55	91	41	187
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	238	\$32,600	84	177	35	295
23-2011	Paralegals and Legal Assistants	225	\$48,100	45	75	14	134
43-4171	Receptionists and Information Clerks	188	\$32,000	63	70	13	146
29-1131	Veterinarians	188	\$102,200	24	11	26	61
15-1252	Software Developers	169	\$113,100	16	35	27	78
43-3031	Bookkeeping, Accounting, and Auditing Clerks	157	\$45,600	52	41	3	96
11-1021	General and Operations Managers	150	\$140,600	20	44	13	78
43-9061	Office Clerks, General	143	\$40,700	44	44	4	92
13-1161	Market Research Analysts and Marketing Specialists	140	\$64,300	24	44	13	81
43-4051	Customer Service Representatives	121	\$39,400	36	50	6	91



Industry/Occupation Mix

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
61	Educational Services	12,236	\$44,537	0.86	6,401	2,879	2,986	536	0.9%

Top Educational Occupations by Current Employment							
SOC	Occupation	Current		5-Year Demand			
		Empl	Avg Ann Wages	Exits	Transfers	Empl Growth	Total Demand
25-2021	Elementary School Teachers, Except Special Education	1,763	\$64,100	313	304	85	702
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	1,266	\$67,000	192	212	62	466
25-9045	Teaching Assistants, Except Postsecondary	1,077	\$30,100	321	332	50	703
25-2022	Middle School Teachers, Except Special and Career/Technical Education	875	\$64,200	156	151	42	349
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	407	\$30,000	148	148	17	313
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	345	\$37,200	98	89	-11	176
11-9032	Education Administrators, Kindergarten through Secondary	339	\$91,800	48	67	17	132
25-3031	Substitute Teachers, Short-Term	327	\$35,300	108	99	23	230
21-1012	Educational, Guidance, and Career Counselors and Advisors	316	\$58,300	50	66	17	133
53-3051	Bus Drivers, School	281	\$35,000	155	67	13	235
43-9061	Office Clerks, General	227	\$39,900	68	67	-1	134
25-2058	Special Education Teachers, Secondary School	219	\$70,100	38	38	10	86
25-2012	Kindergarten Teachers, Except Special Education	219	\$64,600	53	68	10	130
25-2052	Special Education Teachers, Kindergarten and Elementary School	207	\$62,500	36	36	9	81
25-3021	Self-Enrichment Teachers	168	\$38,400	55	50	9	114



Industry/Occupation Mix

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
62	Health Care and Social Assistance	27,606	\$57,823	1.06	16,117	6,720	7,237	2,160	1.5%

Top Healthcare Occupations by Current Employment							
SOC	Occupation	Current		5-Year Demand			
		Empl	Avg Ann Wages	Exits	Transfers	Empl Growth	Total Demand
29-1141	Registered Nurses	3,101	\$76,800	543	345	202	1,089
31-1131	Nursing Assistants	2,048	\$32,200	675	836	103	1,614
31-1122	Personal Care Aides	1,793	\$28,100	739	649	234	1,621
31-9092	Medical Assistants	1,202	\$36,500	310	528	130	969
43-6013	Medical Secretaries and Administrative Assistants	1,171	\$35,500	330	318	81	728
29-2061	Licensed Practical and Licensed Vocational Nurses	814	\$52,400	175	149	43	367
43-4171	Receptionists and Information Clerks	744	\$33,000	250	277	51	578
39-9011	Childcare Workers	660	\$28,400	243	314	16	574
31-1121	Home Health Aides	636	\$28,100	191	205	83	479
11-9111	Medical and Health Services Managers	548	\$115,200	89	130	96	315
43-9061	Office Clerks, General	448	\$38,900	137	135	9	281
29-1229	Physicians, All Other	434	\$311,700	46	14	25	84
25-2011	Preschool Teachers, Except Special Education	414	\$33,000	101	130	27	258
31-9091	Dental Assistants	398	\$44,100	120	173	31	323
29-1171	Nurse Practitioners	368	\$107,200	52	52	110	213



Industry/Occupation Mix Historic Sector - Agriculture

NAICS	Industry	Current			5-yr History	5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Empl Change	Total Demand	Exits	Transfers	Growth	Ann % Growth
11	Agriculture	4,619	\$33,433	2.03	-338	2,943	1,359	1,436	148	0.6%

Top Agriculture Occupations by Current Employment							
SOC	Occupation	Current		5-Year Demand			
		Empl	Avg Ann Wages	Exits	Transfers	Empl Growth	Total Demand
11-9013	Farmers, Ranchers, and Other Agricultural Managers	1,874	\$81,200	662	312	15	990
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	541	\$34,700	159	251	15	425
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	349	\$28,900	102	161	9	272
37-3011	Landscaping and Groundskeeping Workers	191	\$30,900	50	79	11	140
11-9199	Managers, All Other	189	\$95,400	31	41	8	80
39-2011	Animal Trainers	174	\$51,200	44	92	23	159
39-2021	Animal Caretakers	124	\$32,800	43	76	9	128
11-1011	Chief Executives	101	\$211,400	16	18	3	37
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	93	\$55,900	25	38	4	68
45-4022	Logging Equipment Operators	72	\$49,900	18	34	1	54
53-3032	Heavy and Tractor-Trailer Truck Drivers	60	\$47,300	14	18	2	35
11-9171	Funeral Home Managers	51	\$76,800	8	11	3	23
45-3031	Fishing and Hunting Workers	50	n/a	13	20	1	34
45-2091	Agricultural Equipment Operators	47	\$36,100	14	23	4	41
43-9061	Office Clerks, General	42	\$39,100	13	12	0	25

MANUFACTURING

INDUSTRY OVERVIEW

Total Employed	26,434
Average Wage	\$55,560
Expected Demand (5 years)	15,684



CAREER PATHWAY TO MANUFACTURING/DISTRIBUTION

NOW		NEXT		LATER	
Requires On the Job Training, HS Diploma, *PSAV or Experience		Requires 2-4 years of education beyond high school		Requires 4+ years of education beyond high school plus experience	
Computer Numerical Controlled Tool Operators	\$18.56/hr	Supervisors of Production Workers	\$27.64/hr	Operations Managers	\$48.6/hr
Inspectors and Testers	\$20.00/hr	Electrical/Electronic Engineering Technicians	\$26.20/hr	Aerospace Engineers	\$46.54/hr
Welders, Cutters, Solderers and Brazers	\$18.85/hr	Dental Laboratory Technicians	\$19.90/hr	Electronics Engineers	\$46.11/hr

*Post Secondary Adult Vocational

CERTIFICATIONS

Quality Control Technology/Technician
 Welding Technology/Welder
 Drafting and Design Technology/Technician
 Lean Six Sigma
 Six Sigma Black Belt
 Six Sigma Green Belt

Engineering Technology
 Association of Operations Management Certification
 Manufacturing Skills Standards Council Certification
 Certified Production Technician
 Computer Numerical Controlled Certification



MANUFACTURING

MIDDLE SCHOOL PROGRAMS

<i>Intro to Technology</i>	Fort King Middle
<i>Exploring Robotics Technology</i>	Fort King Middle Howard Middle
<i>Exploring Technology</i>	Fort King Middle
<i>Intro to Technology</i>	Fort King Middle
<i>Intro to Transportation</i>	Lake Weir Middle



CERTIFICATIONS available to be earned by high school program completers

HIGH SCHOOL PROGRAMS

<i>Technical Design</i>	Forest High
<i>Engineering Pathways</i>	West Port High
<i>Power & Energy Technology</i>	Dunnellon High
<i>Advanced Manufacturing Technology</i>	Belleview High
<i>Applied Robotics</i>	Forest High
<i>Industrial Biotechnology</i>	North Marion High
<i>Welding Technology Fundamentals</i>	Dunnellon High Marion Technical Institute
<i>Global Logistics & Supply Chain Technology</i>	Lake Weir High West Port High

Autodesk Certified Associate - AutoCAD
MSSC Certified Production Technician
NCCER Electrical
Certified SolidWorks Associate Academic
Biotechnician Assistant
AWS Welder Certification
MSSC Certified Logistics Technician