



**CareerSource CLM  
College of Central Florida  
Enterprise Center  
Room 206  
3003 SW College Road  
Ocala, FL 34474**

**EDUCATION AND INDUSTRY CONSORTIUM AGENDA**

**Thursday, February 6, 2025 – 9:00 a.m.**

**Join Zoom Meeting: <https://us02web.zoom.us/j/83825223036>**

**Phone No: 1-646-558-8656 (EST) Meeting ID: 838 2522 3036**

Call to Order		J. Corley
Roll Call		C. Schnettler
Approval of Minutes November 14, 2024	Pages 2 - 4	J. Corley

**PRESENTATION**

Occupation Report	Pages 5 - 15	C. Weaver
-------------------	--------------	-----------

**DISCUSSION ITEMS**

Committee Input on Future		R. Skinner
---------------------------	--	------------

**PUBLIC COMMENT**

J. Corley

**ACTION ITEMS**

None		J. Corley
------	--	-----------

**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: November 14, 2024  
PLACE: CareerSource CLM  
2703 NE 14<sup>th</sup> 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**

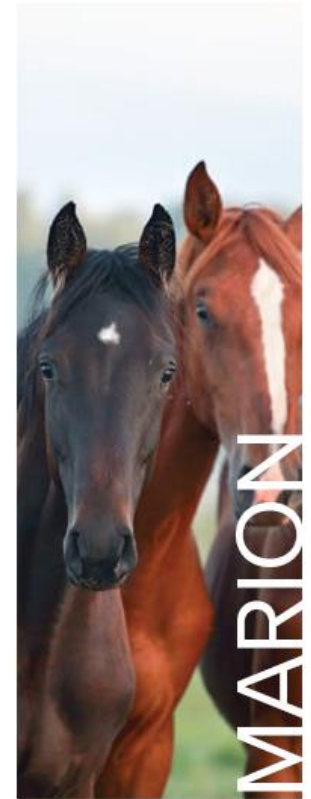
There being no further business, the meeting adjourned at 10:11 a.m.

### **APPROVED:**

---



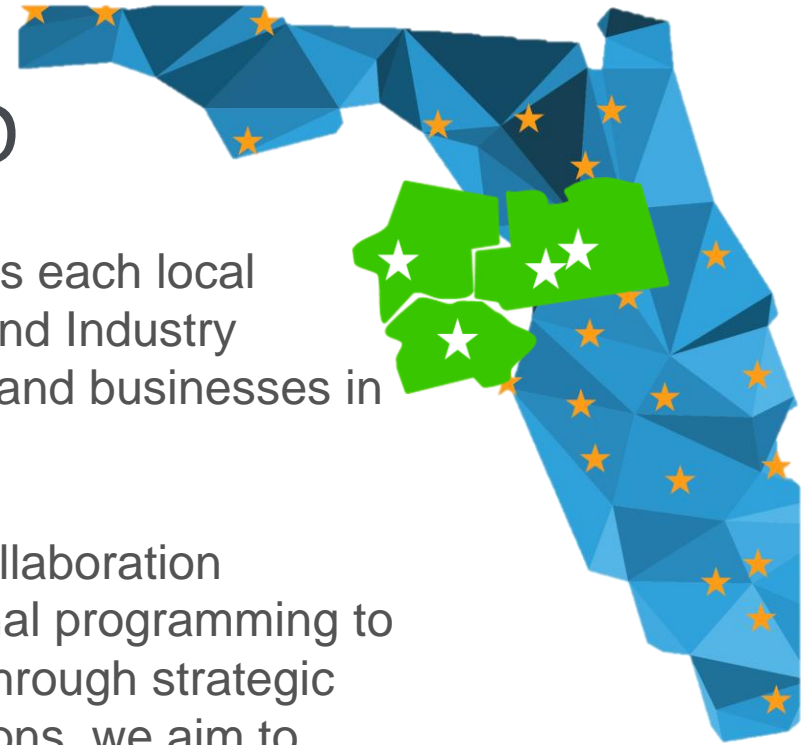
# EDUCATION & INDUSTRY CONSORTIUM



# 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:** 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



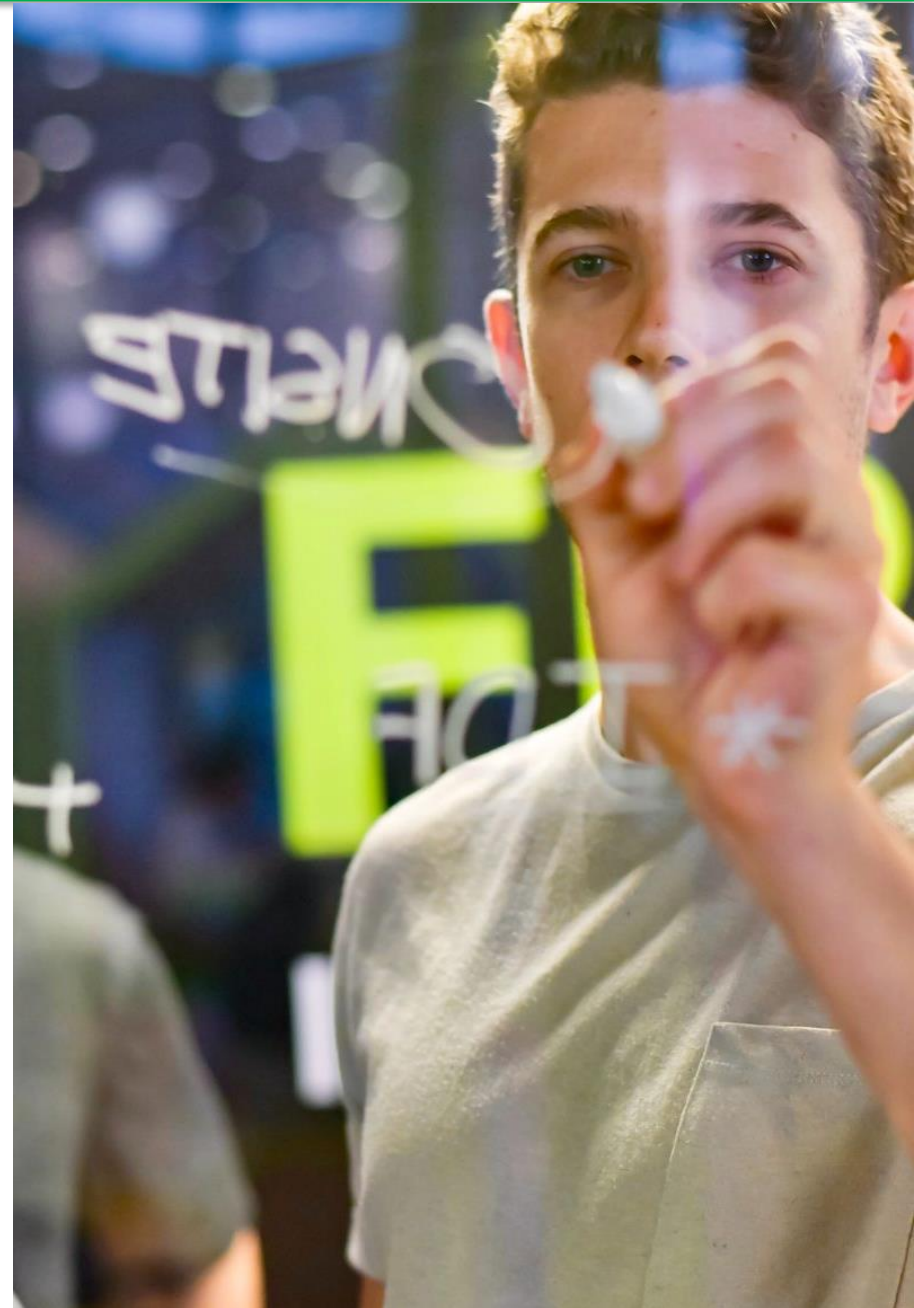
Education Offerings Available



Labor Market Information  
Talent Pipeline

# Prior Meeting Insights

- There is a need for accurate job postings that are reviewed regularly to ensure companies are not asking for more than is needed for the role
- Hiring instructors is difficult due to in-field wages being higher
- There is a need for local talent to fill medical positions, as opposed to traveling technicians



# 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
62	Health Care and Social Assistance	28,506	\$59,986	1.05	1,417	1.0%	17,152	2,696	1.8%
23	Construction	16,472	\$52,745	1.52	1,853	2.4%	8,579	1,301	1.5%
31	Manufacturing	11,171	\$58,459	0.77	655	1.2%	6,645	830	1.4%
61	Educational Services	12,444	\$43,170	0.85	451	0.7%	6,629	667	1.1%
48	Transportation and Warehousing	7,963	\$46,672	0.88	2,738	8.8%	5,187	703	1.7%
71	Arts, Entertainment, and Recreation	4,409	\$32,800	1.18	471	2.3%	3,760	391	1.7%
54	Professional, Scientific, and Technical Services	6,976	\$67,791	0.52	899	2.8%	3,594	671	1.9%
	Total - All Industries	182,161	\$48,549	1.00	17,847	2.1%	115,607	13,529	1.4%

Source: JobsEQ

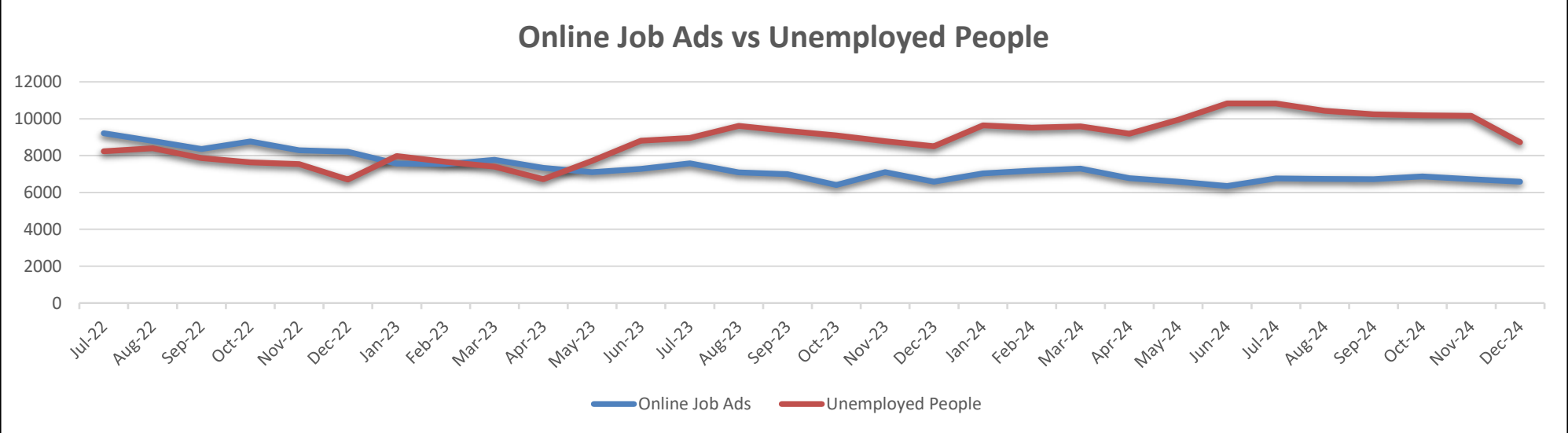


# TALENT SUPPLY

**620,931**  
Regional Population  
(2023)

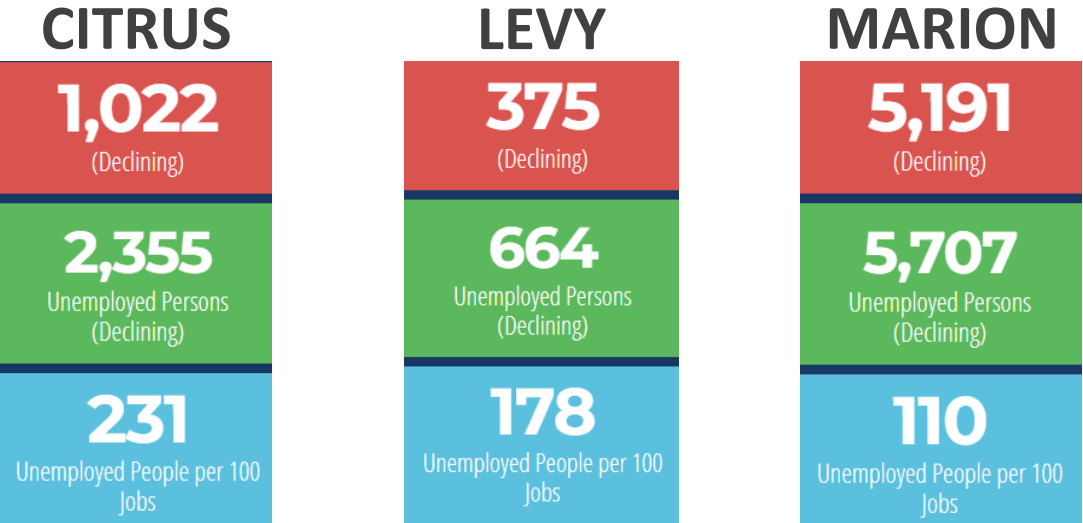
**217,002**  
Labor Force  
(December 2024)

**8,726**  
Regional Unemployed  
(September 2024)























Source: LAUS/BLS

## Job Openings Vs Unemployed by County:



Source: Florida Scorecard

# TOP 20 SKILLS

Skill	Latest 30 Days Unique Postings	Latest 30 Days Unique Postings % Change
Nursing	784	 6.8%
Merchandising	472	-8.7% 
Nursing Care	307	 2.6%
Marketing	300	 5.0%
Medication Administration	297	 12.1%
Restaurant Operation	290	 1.0%
Warehousing	268	-3.0% 
Acute Care	248	 9.3%
Inventory Management	248	 1.2%
Treatment Planning	247	 12.6%
Medical Records	246	 3.7%
Selling Techniques	242	<b>-21.9%</b> 
Auditing	224	-10.3% 
Cash Register	213	-4.7% 
Billing	210	 5.7%
Cash Handling	207	-1.4% 
Workflow Management	205	 6.8%
Patient Education And Counseling	204	 2.0%
Housekeeping	203	 6.4%
Home Health Care	192	 2.1%

# TOP BUSINESSES POSTING JOBS

Company	Latest 30 Days Unique Postings	Latest 30 Days Unique Postings % Change
HCA Healthcare	415	7.7%
AdventHealth	300	4.3%
Walmart	107	-39.3%
Southeastern Grocers	63	12.7%
Columbus Hospitality Management	61	0.0%
State of Florida	61	-11.5%
Empath Health	45	-8.9%
Citrus County	42	11.9%
REV Group	42	2.4%
Headway	41	7.3%
CVS Health	34	2.9%
Sage Dental	34	61.8%
Walgreens Boots Alliance	34	-2.9%
AutoZone	29	37.9%
Cheney Brothers	28	7.1%
Essex Mortgage	27	-3.7%
Florida Cancer Specialists	23	-21.7%
Chewy	22	-22.7%
Domino's Pizza	22	13.6%
Encompass Health	22	-45.5%

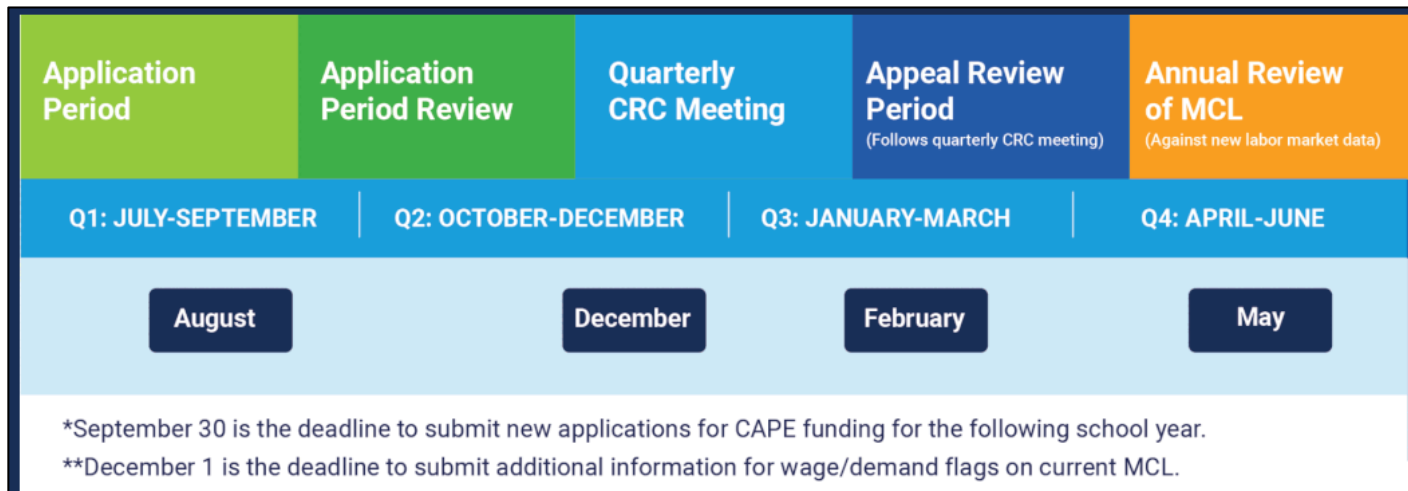
# MCL APPROVED PROGRAMS

## New to Master Credentials List:

- WTC
  - Industrial Maintenance and Controls Technician
- CF
  - Certified Fiber Optic Specialist, Testing (CFOS/T)
  - Certified Fiber Optics Splicing Specialist (CFOS/S)
  - Certified Fiber Optics Technician (CFOT)

## Provisional Status Cured:

- Autodesk Certified User
- Certified Food Protection Manager (ServSafe)
- Certified Food Safety Manager
- Python Coding Specialist
- MSSC Certified Logistics Technician (CLT)
- Certified Nursing Assistant (CNA)
- Certified Patient Care Technician (CPCT)



# APPRENTICESHIPS

## **CE Academy, INJ (Ciraco Electric) ([Marion](#))**

- Electrician

## **Masonry Association of North Central Florida ([Marion](#))**

- Mason

## **Shelby Erectors ([Marion](#))**

- Reinforcing Metal Worker

## **Florida Electrical Association Tri-County Apprenticeship ([Marion](#))**

- Electrician

## **Orlando Laborers & North Florida Apprenticeship Program JATC FL005135188 ([Citrus](#), [Levy](#))**

- Construction Craft Laborer

## **Guardian Angels Service Dogs ([Levy](#))**

- Animal Trainer

## **City of Ocala – Utilities ([Marion](#))**

- Electric Meter Repairer
- Electrician, Substation
- Line Erector, (Power-Line Distribution Erector)
- Maintenance and Repair Worker (Equipment Maintenance)
- Switchboard Operator
- Pipefitter *New*
- Water and Wastewater Treatment Plant and Systems Operator *New*

## **Academy of Construction Technologies, Inc./ Marion County Public Schools ([Marion](#))**

- Construction Pre-apprenticeship

# ACTIVITY – Round Table Discussion

- ❖ Industry
  - ❖ What are your current hiring needs?
  - ❖ How do you currently source talent? (internal tracks, hiring events, online platforms, etc.)
  - ❖ What training needs do you anticipate in the next year?



# Thank you!

Next Meeting Date:  
May 8<sup>th</sup>, 2025



CareerSource  
CITRUS | LEVY | MARION

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