



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

MINUTES

DATE: February 6, 2025
PLACE: CareerSource CLM
2703 NE 14th Street, Ocala, FL 34470
TIME: 9:00 a.m.

MEMBERS PRESENT

Dr. Ann Hembrook
Ashley Shorb
Bob RuteMiller
David Roland
Dr. Jennifer Frys
Joe Corley
Rebecca Johnson
Tanya Taylor

MEMBERS ABSENT

Chris Formisano
Eric Willis
Marci Holder
Rachel Gibbs
Tim Gilbert

Other Attendees

Rusty Skinner, CSCLM
Dale French, CSCLM
Cory Weaver, CSCLM

Cira Schnettler, CSCLM
Tony Waterson, One Stop Operator
Kristen Barry, One Stop Operator

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

Bob RuteMiller made a motion to approve the minutes from the November 14, 2024, meeting. Dr. Ann Hembrook 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.

Prior Meeting Insights

Cory Weaver reviewed a summary of previous discussions by the committee.

One insight fostered further discussion: “Hiring instructors is difficult due to in-field wages being higher.”

Discussion centered around tapping retired individuals from all industries to transition into teaching roles. The group discussed challenges in recruiting retirees and the variety of reasons there is reluctance by retirees to teach.

- Fear of technology
- Pay ranges
- Learning a new type of job
- Difficulties in adjusting from teaching in a hands-on environment to a classroom environment
- Administrative requirements
- Interpersonal skills of students

Industry Snapshot

The committee provided the feedback below on the report:

- They agreed that the report should be presented quarterly.
- Healthcare / Social Assistance should be sub-categorized to get a clearer picture of healthcare and childcare data.
 - It was noted the need for childcare centers and jobs will increase with the recent trend for remote work to end.

Talent Supply

It was noted that the data shows dips in job postings. The center activities are in line with these trends.

Top 20 Skills

- The committee agreed this report should be presented annually due to seasonal fluctuations by industry.
- The committee discussed the impact of automation on needed skills. There are many types of positions that still need skilled workers, and automation creates new types of jobs and skillsets to create and maintain the automated equipment.

Top Businesses Posting Jobs

Cory Weaver explained this report is a popular request by many agencies. The report is generated from online help wanted data and a variety of job posting boards.

MCL Approved Programs

- Cory Weaver was happy to announce the new credentials that have been added to the Master Credential List.
- Eligible individuals may receive CAPE funding for these new certifications.
- David Roland added that WTC has grant funds to assist individuals that do not qualify for the CAPE funding.
- He also added that the technician certification classes have full enrollment but there have been challenges in making connections with businesses to hire certified students.
- Cory Weaver noted that there is now a Career Center located at WTC and there will be a trades related job fair on April 15.
- There was discussion about the importance of certification programs using the most relevant and up to date technology. Sometimes students get certified on outdated software and are looking for work with skills that are no longer needed.
- The fiber optics credentials have been popular with 100% success rate. It was noted that the “last mile” of fiber optics installation is radio frequency and there is a skills gap in this area.
- The Provisional Status Cured list of certifications are certification programs that may have been discontinued if not for efforts by businesses and workforce agencies to show these certifications are still relevant and needed.
- Cory Weaver stated that she will send out the list of other certifications that may be discontinued. If committee members identify a certification that still has a demand, then actions can be taken to request the certification stays on the MCL.

Apprenticeships

Cory Weaver reviewed the active apprenticeship programs in the region. She noted the City of Ocala offering numerous apprenticeships. Bob Rutemiller would like to have more information regarding the Water and Wastewater Treatment Plant and Systems operator apprenticeship to share in Citrus County.

Round Table Discussion

- Manufacturing needs individuals skilled in conduit bending and code. WTC offers programs to develop these skills.
- Future hiring needs include welding, nurses, and LPN's.
- Environmental engineers and technicians are needed as well.

DISCUSSION ITEMS

Rusty Skinner closed the meeting by explaining that the staff has set the stage by providing the foundational data on the regional workforce. He welcomed input and feedback from the members on how the committee should move forward.

- The new MRMA director be added as a member of the group.
- There should be sector-based meetings to discuss specific industry needs.
- A survey will be sent to members to better define the future direction and interests of the members and the best meeting schedule for the future.

PUBLIC COMMENT

None

MATTERS FROM THE FLOOR

None

ADJOURNMENT

There being no further business, the meeting adjourned at 10:01 a.m.

APPROVED:



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EDUCATION & INDUSTRY CONSORTIUM

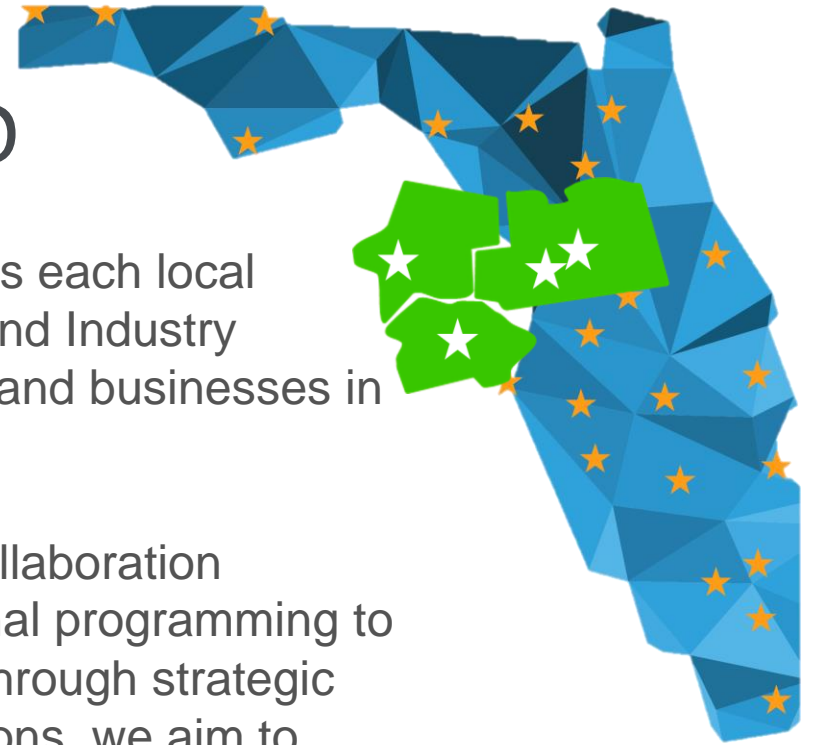


February 6th, 2025

CONSORTIUM BACKGROUND

Signed into law May 15th, 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

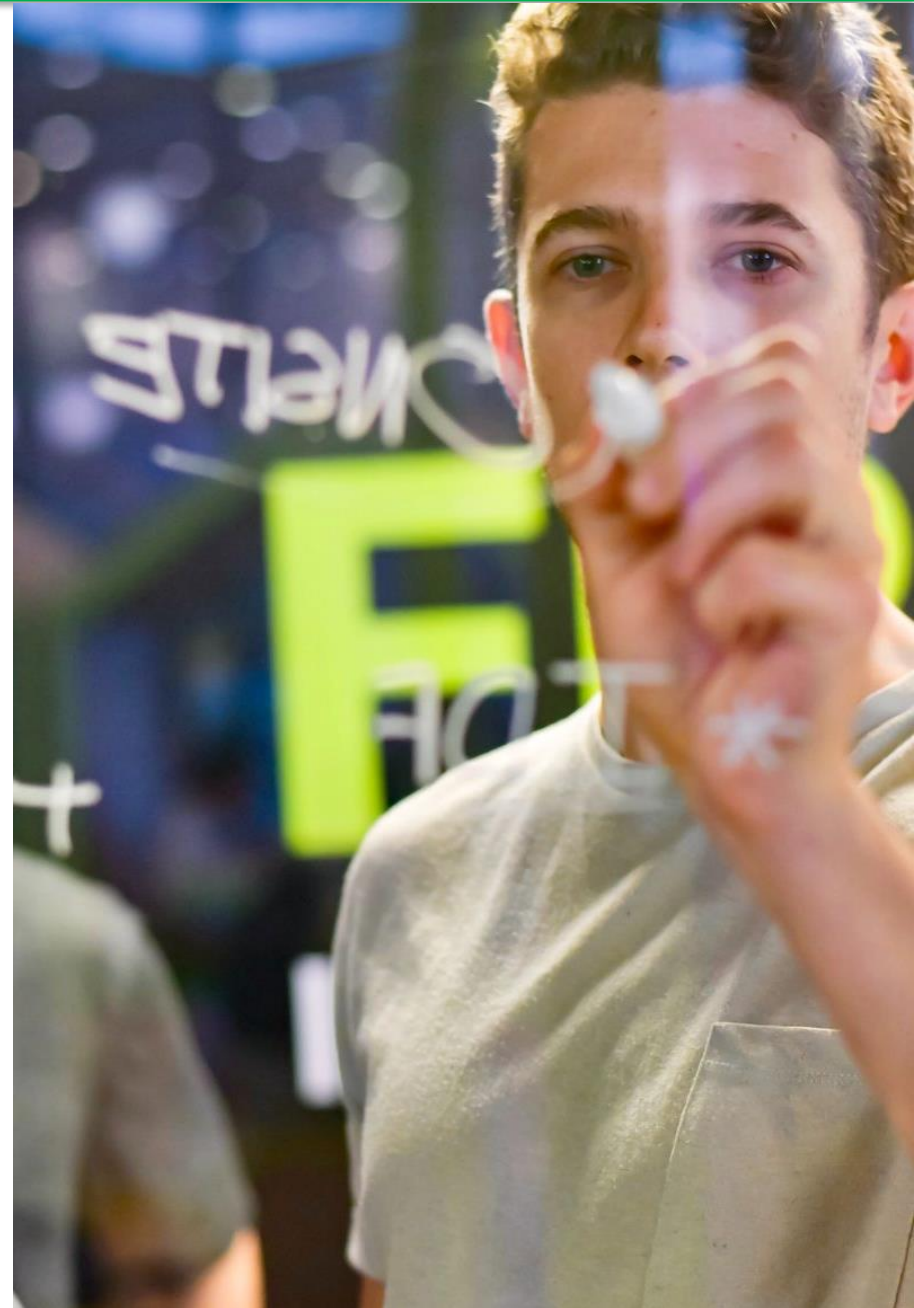


Labor Market Information
Talent Pipeline

Grow, Retain, Attract

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%

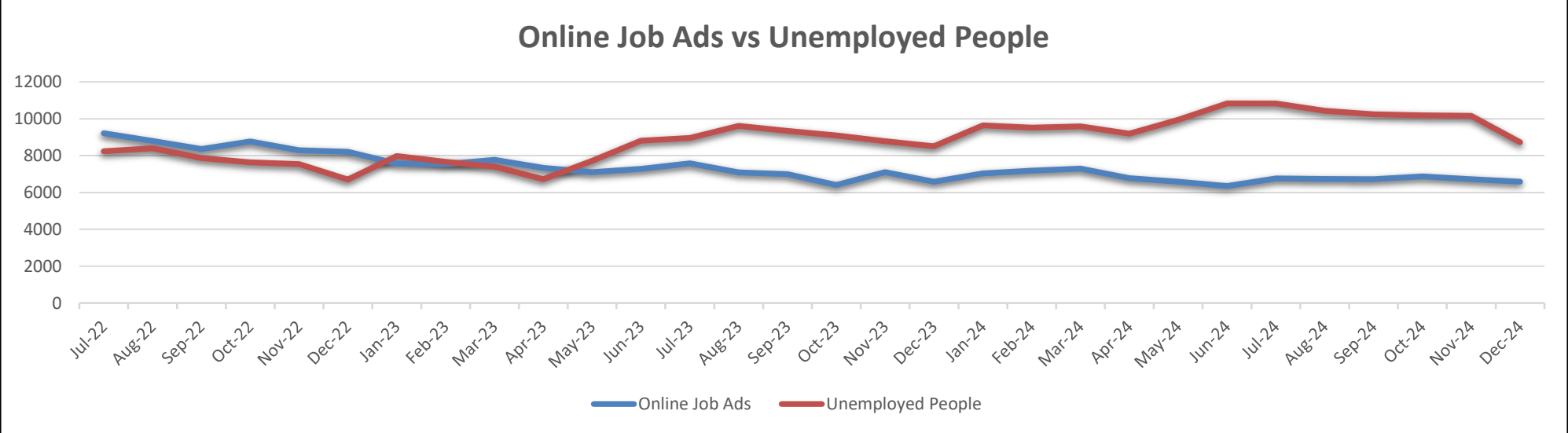
Source: JobsEQ

TALENT SUPPLY

620,931
Regional Population
(2023)

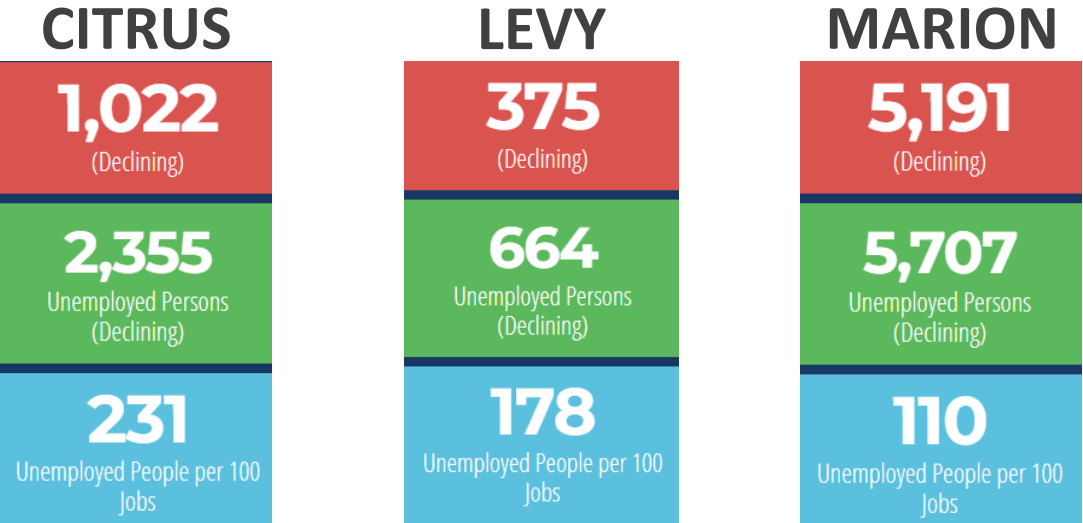
217,002
Labor Force
(December 2024)

8,726
Regional Unemployed
(September 2024)







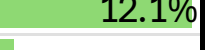











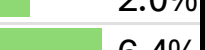



Source: LAUS/BLS

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	-21.9% 
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%

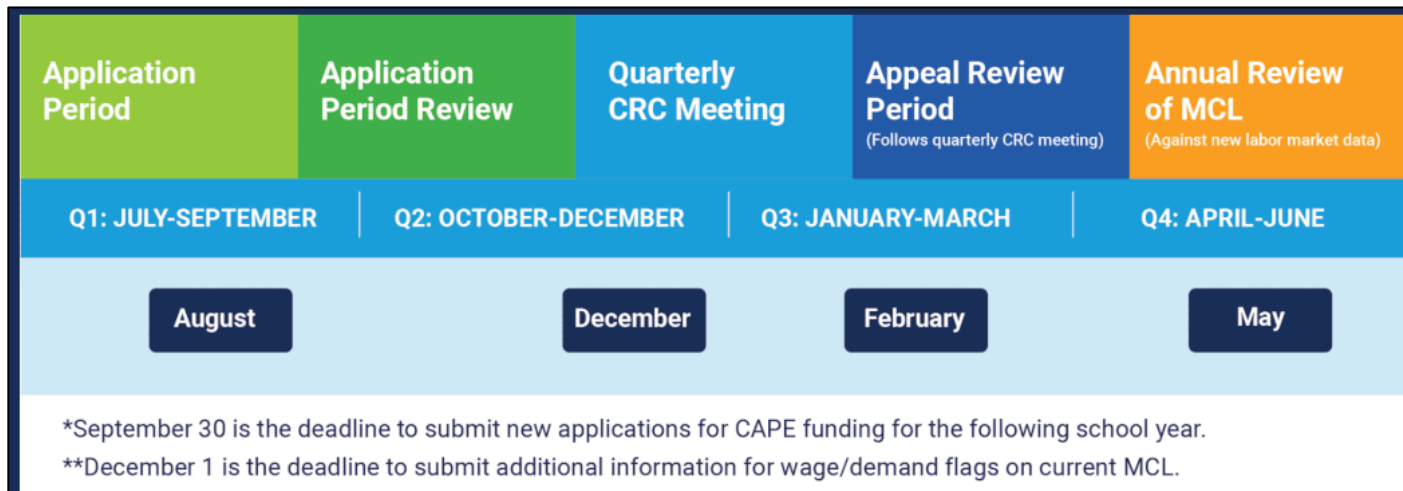
MCL APPROVED PROGRAMS

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 8th, 2025



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