



Lloyd Reshard
Board Chair

Marcus L. McBride, PhD
Chief Executive Officer

Meeting Minutes

Education & Industry Consortium

Meeting Date: December 12, 2024

PURPOSE

Per the requirements outlined in the Florida statutes, the CareerSource Escarosa Education & Industry Consortium was established to obtain independent information on workforce needs from businesses and educational institutions in our two-county region.

Meeting commenced at 1:35pm

ATTENDEES

Present: Dr. Marcus McBride, Nicole Gislason, Carolyn Fries, Dr. Karen Barber, Kelvin Enfinger, Rusty Branch, Connor McCasland (for Jim Rhodes)

Absent: Jim Rhodes, Jordan Conti, Kristie Kelley, Keith Leonard, Dr. Edward Meadows, Scott Berube

INDUSTRY PARTNER REPORTS

Healthcare & Social Services – Mr. Scott Berube

Absent, no report this meeting

Accommodation & Food Services – Mr. Rusty Branch

Concerns were expressed regarding mass deportation and its impact on the industry. Discussion included room inventory and rates; the increase in conference events on the beach; and the challenge in filling manager and other needed positions. Incentives were noted, to include daily pay, tele-docking, a transportation partnership with Enterprise, and the earnings for a Dishwasher.

Finance & Insurance – Ms. Jordan Conti

Absent, no report this meeting

Manufacturing – Ms. Kirstie Kelley

Absent, but report provided via email.

Business, technical or skilled trades are equally in demand for the region workforce. Partnerships (CGIA and secondary and post secondary training providers) continues in building industrial programs that align to the needs of our partners. Excitement was expressed regarding continued awareness and growth of our alliance in 2025. As a reminder, the core mission is establishing best practices for safety, quality, productivity, and workforce development for industrial and manufacturing owners or contractors.

Construction – Mr. Kelvin Enfinger

Industry data was shared by the presenter, and handouts were available for details.

IT/Cybersecurity – Mr. Jim Rhodes

A presentation was made, and handouts were available for details.

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EDUCATION PARTNER REPORTS

Santa Rosa County School District – Dr. Karen Barber

An update was given on the status of the new Santa Rosa County Center for Innovation (target open date of fall 2026), the new Vet Tech program, a new high school opening in fall 2026, and Navarre High School's highly successful participation in the FPL Electrathon.

Escambia County School District – Mr. Keith Leonard

Absent, no report available

Pensacola State College – Dr. Ed Meadows

Absent, no report available

University of West Florida – Ms. Nicole Gislason

UWF is partnering with FSU on Level 2 NSF Engines proposal.

GENERAL DISCUSSION

A general discussion was held regarding industry certifications flagged for deletion from the Florida CAPE list. Follow up to be done with the list of flagged credentials.

The meeting adjourned at 3:00pm

ABC: Construction Job Openings Down Nearly 40% From a Year Ago

WASHINGTON, Dec. 3—The construction industry had 249,000 job openings on the last day of October, according to an Associated Builders and Contractors analysis of data from the U.S. Bureau of Labor Statistics' Job Openings and Labor Turnover Survey. JOLTS defines a job opening as any unfilled position for which an employer is actively recruiting. Industry job openings decreased by 9,000 for the month and are down by 164,000 from the same time last year.

"Construction industry job openings fell again in October and are down nearly 40% over the past year," said ABC Chief Economist Anirban Basu. "While JOLTS data can be volatile from month to month, especially at the industry level, the decline in unfilled construction positions is undeniable over the past few quarters. On average, just 3.4% of industrywide positions were open over the past six months, the lowest rate since 2020.

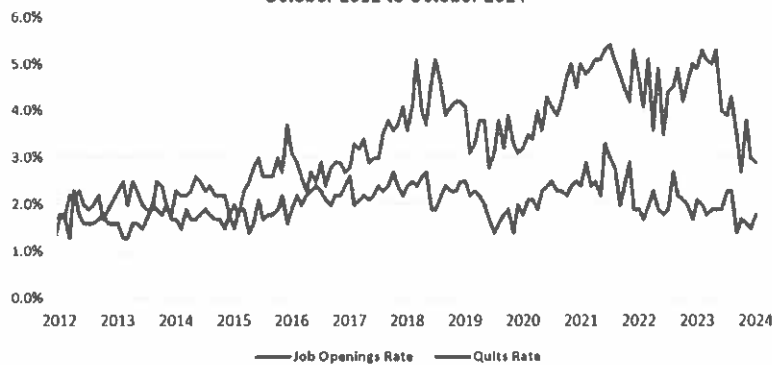
"There's reason to suspect that election uncertainty, combined with the expectation that borrowing costs will decline over the next several quarters, delayed staffing decisions over the past few months," said Basu. "Industry hiring fell to the lowest level since 2020 in October, while contractors laid off fewer workers than in any month on record. With industrywide employment growth outpacing the broader economy over the past few quarters and contractors on net expecting to increase their staffing levels over next six months, according to ABC's Construction Confidence Index, it appears that construction job openings will rise through the early months of 2025.

Construction Industry Job Openings and Labor Turnover Data: October 2024

	October 2024	September 2024	October 2023	1-Month Net Change	12-Month Net Change	12-Month % Change
Total						
Job openings	249,000	258,000	413,000	-9,000	-164,000	-39.7%
Hires	293,000	335,000	381,000	-42,000	-88,000	-23.1%
Total separations	258,000	310,000	349,000	-52,000	-91,000	-26.1%
Layoffs & discharges	97,000	170,000	167,000	-73,000	-70,000	-41.9%
Quits	149,000	125,000	171,000	24,000	-22,000	-12.9%
Other separations	13,000	14,000	10,000	-1,000	3,000	30.0%
Rate						
Job openings	2.9%	3.0%	4.9%			
Hires	3.5%	4.0%	4.7%			
Total separations	3.1%	3.7%	4.3%			
Layoffs & discharges	1.2%	2.0%	2.1%			
Quits	1.8%	1.5%	2.1%			
Other separations	0.2%	0.2%	0.1%			

Source: U.S. Bureau of Labor Statistics

Construction Job Openings Rate and Quits Rate:
October 2012 to October 2024



Source: U.S. Bureau of Labor Statistics

ABC: Construction Job Openings Down Nearly 40% From a Year Ago

ABC: Construction Employment Grows in October Despite Hurricane-Skewed Data

WASHINGTON, Nov. 1—The construction industry added 8,000 jobs on net in October, according to an Associated Builders and Contractors analysis of data released today by the U.S. Bureau of Labor Statistics. On a year-over-year basis, industry employment has grown by 223,000 jobs, an increase of 2.8%.

Nonresidential construction employment increased by 13,500 positions on net, with growth in 2 of the 3 subcategories. Nonresidential specialty trade added the most jobs, increasing by 14,300 positions. Nonresidential building added just 300 jobs, while heavy and civil engineering lost 1,100 jobs last month.

The construction unemployment rate rose to 4.2% in October. Unemployment across all industries remained unchanged at 4.1% in October.

"October's employment report was severely distorted by Hurricanes Helene and Milton," said ABC Chief Economist Anirban Basu. "As a result, employers across all industries were estimated to have added just 12,000 jobs, the fewest in any month since the economy lost jobs in December 2020. Importantly, the separate survey that produces the unemployment rate was not affected by the storms and indicates that the jobless rate remained stable at 4.1% in October.

"Despite the underwhelming and heavily distorted economywide data, this jobs report indicates that the construction industry added jobs for the fifth straight month," said Basu. "Over the past year, the construction sector has added jobs at exactly twice the rate of the broader economy, and growth has been even faster in the nonresidential segment. With contractors on net expecting their staffing levels to increase over the next two quarters, according to ABC's Construction Confidence Index, it appears likely that industry payrolls will continue to expand through at least the early months of 2025."

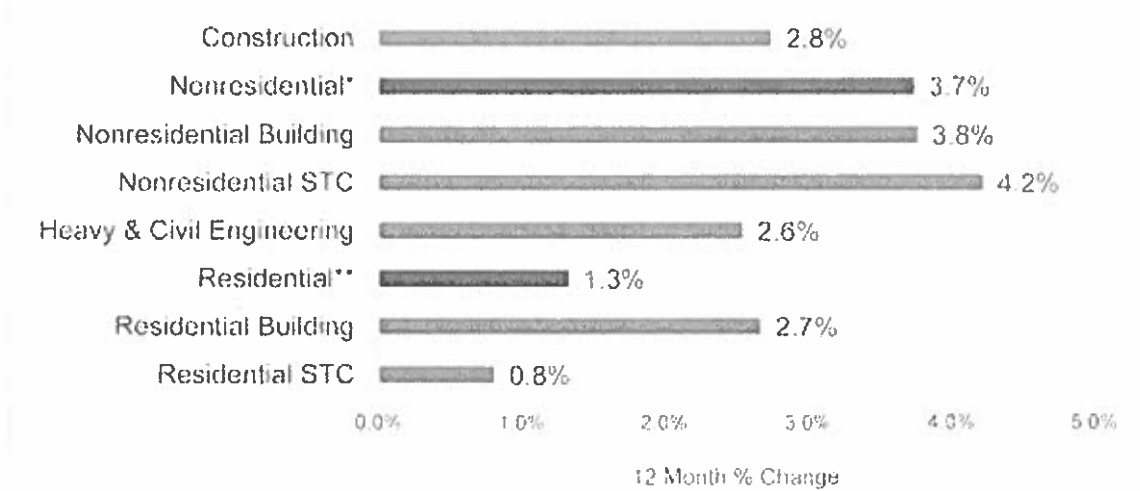
Construction Employment Statistics: October 2024

	October 2024	September 2024	October 2023	1-Month Net Change	12-Month Net Change	12-Month % Change
Employment						
Construction	8,310,000	8,302,000	8,087,000	8,000	223,000	2.8%
Nonresidential	4,939,400	4,925,900	4,761,000	13,500	178,400	3.7%
Nonresidential building	929,800	929,500	896,000	300	33,800	3.8%
Nonresidential specialty trade contractors	2,851,000	2,836,700	2,735,300	14,300	115,700	4.2%
Heavy & civil engineering	1,158,600	1,159,700	1,129,700	-1,100	28,900	2.6%
Residential	3,370,600	3,375,900	3,326,100	-5,300	44,500	1.3%
Residential building	957,000	955,700	932,000	1,300	25,000	2.7%
Residential specialty trade contractors	2,413,600	2,420,200	2,394,100	-6,600	19,500	0.8%
Average Hourly Earnings						
All private industries	\$35.46	\$35.33	\$34.10	\$0.13	\$1.36	4.0%
Construction	\$38.72	\$38.60	\$37.01	\$0.12	\$1.71	4.6%
Average Weekly Hours						
All private industries	34.3	34.3	34.3	0.0	0.0	0.0%
Construction	39.0	39.2	39.2	-0.2	-0.2	-0.5%
Unemployment Rate						
All private industries (SA)	4.1%	4.1%	3.8%	0.0pp	0.3pp	
Construction (NSA)	4.2%	3.7%	4.0%	0.5pp	0.2pp	

Source: U.S. Bureau of Labor Statistics. Note: SA: Seasonally adjusted; NSA: Not seasonally adjusted

ABC: Construction Employment Grows in October Despite Hurricane-Skewed Data

Construction Employment Growth: October 2023 v. October 2024



Source: U.S. Bureau of Labor Statistics *Includes Nonresidential Building, Nonresidential STC, and Heavy and Civil Engineering
**Includes Residential Building and Residential STC

ABC's Construction Backlog Indicator Rebounds in September, Contractor Confidence Improves

WASHINGTON, Oct. 15—Associated Builders and Contractors reported today that its Construction Backlog Indicator increased to 8.6 months in September, according to an ABC member survey conducted Sept. 20 to Oct. 4. The reading is down 0.4 months from September 2023.

View the full Construction Backlog Indicator and Construction Confidence Index data series.

Backlog increased in every region except for the Northeast in September. On a year-over-year basis, however, only the Middle States have longer backlog than one year ago.

Construction Backlog Indicator

	September 2024	August 2024	September 2023	1-Month Net Change	12-Month Net Change
Total	8.6	8.2	9.0	0.4	-0.4
<i>Industry</i>					
Commercial and institutional	8.9	8.3	9.3	0.6	-0.4
Heavy industrial	8.9	7.6	7.4	1.3	1.5
Infrastructure	7.9	9.1	8.6	-1.2	-0.7
<i>Region</i>					
Middle States	8.7	7.7	6.3	1.0	2.4
Northeast	7.5	8.1	9.4	-0.6	-1.9
South	9.8	9.1	10.4	0.7	-0.6
West	7.6	7.4	9.1	0.2	-1.5
<i>Company Size</i>					
<\$30 Million	7.5	7.1	8.4	0.4	-0.9
\$30-\$50 Million	8.7	8.7	11.0	0.0	-2.3
\$50-\$100 Million	12.5	11.1	10.7	1.4	1.8
>\$100 Million	11.9	11.6	10.6	0.3	1.3

© Associated Builders and Contractors. Construction Backlog Indicator

ABC's Construction Confidence Index readings for sales, profit margins and staffing levels improved in September. The readings for all three components are above the threshold of 50, indicating expectations for growth over the next six months.

ABC's Construction Backlog Indicator Rebounds in September, Contractor Confidence Improves
Construction Confidence Index

Response	September 2024	August 2024	September 2023
<i>CCI Reading</i>			
Sales	58.1	53.8	58.3
Profit margins	50.9	49.1	54.0
Staffing	58.2	56.4	62.0
<i>Sales Expectations</i>			
Up big	7.6%	4.9%	2.9%
Up small	44.4%	38.3%	50.7%
No change	24.3%	26.9%	26.1%
Down small	20.1%	26.9%	17.4%
Down big	3.6%	3.0%	2.9%
<i>Profit Margin Expectations</i>			
Up big	2.3%	1.9%	1.4%
Up small	27.0%	25.8%	38.4%
No change	46.1%	43.2%	37.0%
Down small	21.4%	25.0%	21.0%
Down big	3.3%	4.2%	2.2%
<i>Staffing Level Expectations</i>			
Up big	1.6%	4.2%	2.9%
Up small	43.8%	33.7%	49.3%
No change	41.1%	48.1%	41.3%
Down small	12.8%	11.7%	5.8%
Down big	0.7%	2.3%	0.7%

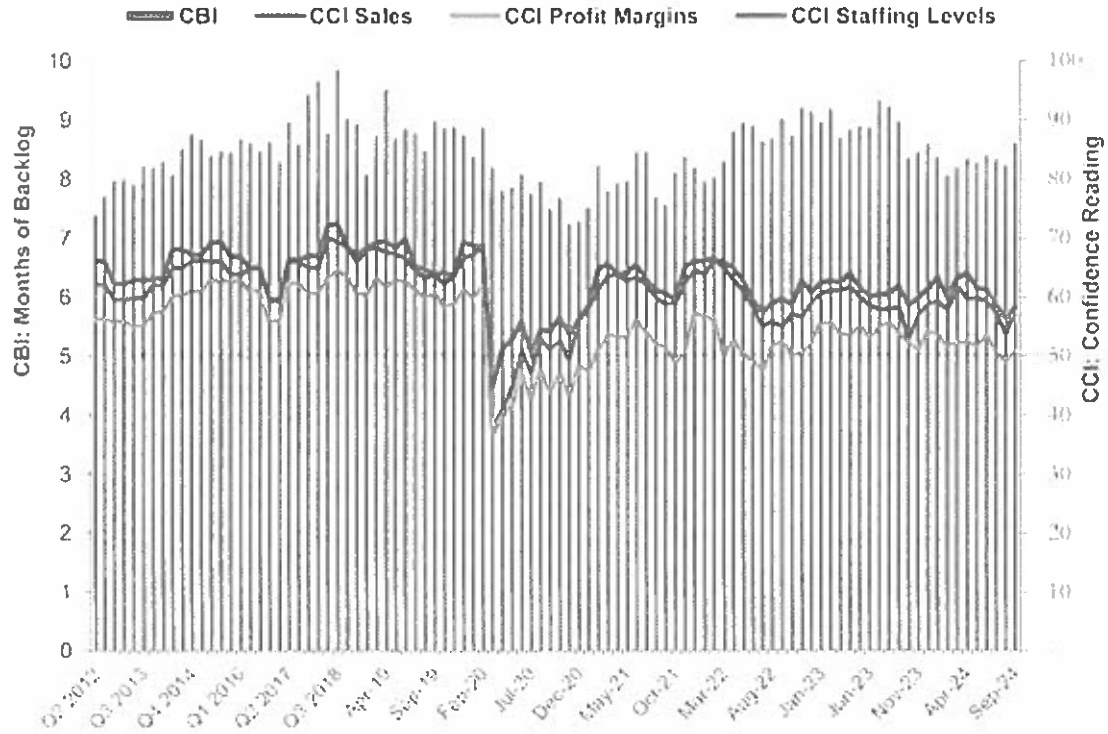
© Associated Builders and Contractors, Construction Confidence Index

"Contractor confidence rebounded in September," said ABC Chief Economist Anirban Basu. "While the reading for profit margins briefly dipped below the threshold of 50 in August, indicating net expectations of contraction, contractors are back to expecting modest expansion in their margins as of September. This optimism likely reflects falling interest rates, which will eventually serve as a tailwind for the industry, and the fact that materials prices have actually declined over the past year. Despite the improved outlook in September, contractor confidence is worse and backlog shorter than one year ago, suggesting that the effects of high interest rates continue to weigh on the industry."

ABC's Construction Backlog Indicator Rebounds in September, Contractor Confidence Improves



ABC Construction Backlog Indicator & Construction Confidence Index, 2012-Sept. 2024



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Note: The reference months for [the Construction Backlog Indicator and Construction Confidence Index data series](#) were revised on May 12, 2020, to better reflect the survey period. CBI quantifies the previous month's work under contract based on the latest financials available, while CCI measures contractors' outlook for the next six months. View the [methodology](#) for both indicators.

From: Kristie Kelley <kkelley@cjalliance.com>
Sent: Wednesday, December 11, 2024 3:13 PM
To: Fries, Carolyn <cfries@Careersourceescarosa.com>
Subject: Re: Advisory meeting tomorrow


Sure! If you don't mind reporting out on the following, I would appreciate it.

1. Demand for workforce is still great for the region. Either business, technical, or skilled trades are equally in demand. CGIA continues to partner with secondary and post secondary training providers to build industrial programs that align to the needs of our partners.

2. We are excited for 2025 and continued awareness and growth of our alliance. As a reminder, the core mission is establishing best practices for safety, quality, productivity, and workforce development for industrial and manufacturing owners or contractors.

Kristie Kelley

Executive Director
Central Gulf Industrial Alliance
850-549-1298 (cell)

 **CENTER FOR CYBERSECURITY**
AT THE UNIVERSITY OF WEST FLORIDA

Local IT and Cybersecurity Needs

Present to the CareerSource ESCAROSA Education & Industry Consortium Meeting

December 12, 2024

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Local Area Statistics

For Escambia, Santa Rosa, Okaloosa, Walton, and Bay Counties from
Sept. 2023 - Aug. 2024

- ❖ Supply/Demand Ratio: ~88%
- ❖ Total Cyber Job Openings: 2,060
- ❖ Total Employed: 8865
- ❖ Openings Requesting Certifications:
 - CompTIA Security+ - 624
 - Certified Information Systems Security Professional (CISSP) - 261
 - Certified Information Systems Auditor (CISA) - 116
 - Certified Information Security Manager (CISM) - 84



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What are Employers Looking For?

- ❖ IT/Cybersecurity Certifications (Security+, CISSP)
- ❖ Bachelor's Degree
- ❖ Experience (3-5 years for most entry-level positions)
 - "Equivalent Five years of related experience may be considered in lieu of degree Required"
 - "Bachelor's degree in IT or related field of study and three (3) years of IT related experience or HS Diploma/GED and seven (7) years' IT related experience."
- ❖ Clearance



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Tips for Employers

- ❖ Do consider whether any given job really requires a college degree
 - Tech roles including software development and cybersecurity have evolved so quickly over the years that today's tech graduates turn to credible tech certifications like CompTIA certifications to validate they have the relevant tech skills needed today.
 - ❖ Don't look for someone perfect, look for someone right – No candidate will cover all the bases for the role you're looking to fill.
 - ❖ Do recognize that every new hire is on a learning curve.
 - ❖ Invest in the rookie year! Provide opportunities for professional development and growth, and you can have a better retention rate.
- <https://www.complia.org/blog/talent-acquisition-how-to-hire-in-information-technology>

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CENTER FOR CYBERSECURITY
AT THE UNIVERSITY OF WEST FLORIDA

Thank You!

Local IT and Cybersecurity Needs

Present to the CareerSource ESCAROSA Education & Industry Consortium Meeting

Connar McCasland, M.S. cmccasland@uwf.edu
Center for Cybersecurity
University of West Florida

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Credentials Flagged for Deletion

Item Number	Educational Org / Program Number	6-digit CIP Code (NCEES 2020)	10-digit CIP Code (NCEES 2020)	Program Title	Type	Degree / Non Degree / Apprenticeship / Industry Designation	SOC Code Linkage(s)	Major SOC Title	Notes
1	CIE	310507	0331050701	Exercise Physiology/Fitness Training	Associate in Science	Degree	39-9031	Personal Care and Service Occupations	Linked occupation does not meet demand criteria.
2	CIE	500407	0450040701	Fashion Design	Associate in Applied Science	Degree	27-1026	Arts, Design, Entertainment, Sports, and Media Occupations	Linked occupation does not meet demand criteria.
3	FCS	131299	1713129902	Instructional Services Technology	Associate in Science	Degree	25-3021; 25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet demand criteria.
4	ICUF	310504	N/A	Sport Business Mgr- A.S.	Associate in Science	Degree	39-9031	Personal Care and Service Occupations	Linked occupation does not meet demand criteria.
5	CIE	500501	0650050100	Theatrical Arts	Associate in Applied Science	Degree	27-2011	Arts, Design, Entertainment, Sports, and Media Occupations	Linked occupation does not meet demand criteria.
6	CIE	500506	0650050601	Acting	Diploma	Non Degree	27-2011	Arts, Design, Entertainment, Sports, and Media Occupations	Linked occupation does not meet demand criteria.
7	FCS/Districts	430102	0743010200	Correctional Officer (Traditional Correctional BRTP)	Career Certificate	Non Degree	33-1011; 33-3012	Protective Service Occupations	Linked occupation does not meet demand criteria.
8	FCS/Districts	430102	0743010207	Correctional Probation Officer	Career Certificate	Non Degree	33-1011; 33-3012	Protective Service Occupations	Linked occupation does not meet demand criteria.
9	FCS/Districts	430102	0743010211	Correctional Probation Officer	Career Certificate	Non Degree	21-1092; 33-1011; 33-3012	Community and Social Service Occupations; Protective Service Occupations	Linked occupation does not meet demand criteria.
10	CIE	430102	N/A	Corrections	College Credit Certificate	Non Degree	33-1011; 33-3012	Protective Service Occupations	Linked occupation does not meet demand criteria.
11	FCS/Districts	430102	0743010203	Crossover From Correctional Officer To Correctional Probation Officer	Career Certificate	Non Degree	21-1092; 33-1011; 33-3012	Community and Social Service Occupations; Protective Service Occupations	Linked occupation does not meet demand criteria.
12	FCS/Districts	430102	0743010204	Crossover From Correctional Probation Officer To CMS Correctional BRTP	Career Certificate	Non Degree	33-1011; 33-3012	Protective Service Occupations	Linked occupation does not meet demand criteria.
13	FCS/Districts	430102	0743010205	Crossover From Law Enforcement Officer To Correctional Officer	Career Certificate	Non Degree	33-1011; 33-3012	Protective Service Occupations	Linked occupation does not meet demand criteria.
14	FCS	030104	0703010407	Environmental Science Technician	College Credit Certificate	Non Degree	19-4042	Life, Physical, and Social Science Occupations	Linked occupation does not meet demand criteria.
15	CIE	030104	0703010401	Environmental Science Technology	College Credit Certificate	Non Degree	47-4041	Construction and Extraction Occupations	Linked occupation does not meet demand criteria.
16	FCS/Districts	430102	0743010208	Fbrtp: Correctional Probation Basic Recruit Training For Special Operations	Career Certificate	Non Degree	33-1011; 33-3012	Protective Service Occupations	Linked occupation does not meet demand criteria.
17	FCS/Districts	430102	0743010212	FBRT: Correctional Probation Basic Recruit Training For Special Operations	Career Certificate	Non Degree	21-1092; 33-1011; 33-3012	Community and Social Service Occupations; Protective Service Occupations	Linked occupation does not meet demand criteria.
18	FCS/Districts	430102	0743010210	FBRT: Corrections Basic Recruit Training For Special Operations	Career Certificate	Non Degree	33-1011; 33-3012	Protective Service Occupations	Linked occupation does not meet demand criteria.
19	FCS	030104	0703010403	Hazardous Materials Specialist	College Credit Certificate	Non Degree	19-4042; 47-4041	Life, Physical, and Social Science Occupations; Construction and Extraction Occupations	Linked occupation does not meet demand criteria.
20	ICUF	521601	N/A	Tax Preparation	Career Certificate	Non Degree	13-2082	Business and Financial Operations Occupations	Linked occupation does not meet demand criteria.
21	ICUF	521601	N/A	Taxation	College Credit Certificate	Non Degree	13-2082	Business and Financial Operations Occupations	Linked occupation does not meet demand criteria.

Credentials Flagged for Deletion

22	CIE	50501	0650050100	Theatrical Arts ACF Sarasota Bay Chef Association, GNJ	Diploma	Non Degree	27-2011	Arts, Design, Entertainment, Sports, and Media Occupations	Linked occupation does not meet demand criteria.
23	FL007900025	N/A	N/A	AnSkills Apprenticeship Program, GNJ	Cook (Hotel & Restaurant)	Apprenticeship	35-2014	Food Preparation and Serving Related Occupations	Linked occupation does not meet wage criteria.
24	2019-FL-72596	N/A	N/A	CareerSource Research Coast Apprenticeship Program, GNJ	Mechanics Technician	Apprenticeship	49-2094	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet demand criteria.
25	2019-FL-73838	N/A	N/A	Associate Certified Electronics Technician (CETB)	Distribution and Logistics Technician	Apprenticeship	53-7085	Transportation and Material Moving Occupations	Linked occupation does not meet demand criteria.
26	ETAIN008	N/A	N/A	Marine Composites Certification	Electronics Technician Association International	Industry / Non Degree	49-2094	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet demand criteria.
27	ABAYC001	N/A	N/A	Fire Officer II	American Boat & Yacht Council	Industry / Non Degree	51-2051	Production Occupations	Linked occupation does not meet demand criteria.
28	FLSM014	N/A	N/A	NCCER Industrial Maintenance, Electrical & Instrumentation Technician - Level 1	Florida Department of Financial Services, State Fire Marshal, Bureau of Fire Standards & Training	Industry / Non Degree	33-1021	Protective Service Occupations	Linked occupation does not meet demand criteria.
29	NCCER020	N/A	N/A	NCCER Industrial Maintenance, Electrical & Instrumentation Technician - Level 2	National Center for Construction Education & Research (NCCER)	Industry / Non Degree	49-2094	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet demand criteria.
30	NCCER079	N/A	N/A	NCCER Industrial Maintenance, Electrical & Instrumentation Technician - Level 3	National Center for Construction Education & Research (NCCER)	Industry / Non Degree	49-2094	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet demand criteria.
31	NCCER080	N/A	N/A	Adult And Continuing Education And Teaching	National Center for Construction Education & Research (NCCER)	Industry / Non Degree	49-2094	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet demand criteria.
32	CIE	131201	N/A	Adaptive Physical Education	College Credit Certificate	Non Degree	25-3021	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
33	ICUF	131009	N/A	Advanced Composites	College Credit Certificate	Non Degree	25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
34	FCS/Districts	150617	0615061701	Advanced Esthetics	Career Certificate	Non Degree	49-9071	Installation, Maintenance, and Repair Occupations, Production Occupations	Linked occupation does not meet wage criteria.
35	FCS/Districts	120409	0612040902	Aesthetics/Esthetician	Career Certificate	Non Degree	39-5092; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
36	CIE	120409	0612040901	Automotive Dealership Fundamentals (Fixed Operations, Variable Operations, And General Management Tracks)	Diploma	Non Degree	39-5092; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
37	ICUF	521907	N/A	Barber Cross-Training	College Credit Certificate	Non Degree	41-2022	Sales and Related Occupations	Linked occupation does not meet both the demand and wage criteria.
38	CIE	120402	0612040210	Barbering	Diploma	Non Degree	39-5011; 39-5012; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
39	FCS/Districts	120402	0612040202	Barbering	Career Certificate	Non Degree	39-5011; 39-5012; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
40	CIE	120402	0612040200	Biomedical Equipment Technician	Diploma	Non Degree	39-5011; 39-5012; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
41	CIE	150401	0615040102	Child Care Aide	Diploma	Non Degree	51-9082	Production Occupations	Linked occupation does not meet both the demand and wage criteria.
42	CIE	190709	0419070915		Diploma	Non Degree	25-9045; 39-9011	Educational Instruction and Library Occupations, Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.

Credentials Flagged for Deletion

43	ICUF	440702	N/A	Child Welfare	College Credit Certificate	Non Degree	21-1093	Community and Social Service Occupations	Linked occupation does not meet wage criteria.
44	CIE	511503	N/A	Clinical/Medical Social Work	College Credit Certificate	Non Degree	21-1093	Community and Social Service Occupations	Linked occupation does not meet wage criteria.
45	CIE	120401	0612040103	Cosmetology	Diploma	Non Degree	39-5012; 39-5092	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
46	CIE	120401	0612040110	Cosmetology Cross-Training	Diploma	Non Degree	39-5012; 39-5092	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
47	CIE	120413	0612041307	Cosmetology Instructor Training	Diploma	Non Degree	39-5011; 39-5012; 39-5092	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
48	CIE	120414	0312041401	Dermatology Aide	Diploma	Non Degree	39-5094	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
49	FCS/Districts	513104	0351310405	Dietetic Management And Supervision	Career Certificate	Non Degree	29-2051	Healthcare Practitioners and Technical Occupations	Linked occupation does not meet wage criteria.
50	FCS	190709	0419070904	Early Childhood Development Specialization	College Credit Certificate	Non Degree	25-2011; 25-9045; 39-9011	Educational Instruction and Library Occupations; Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
51	CIE	131210	0413121003	Early Childhood Education	Diploma	Non Degree	25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
52	CIE	131210	N/A	Early Childhood Education And Teaching	College Credit Certificate	Non Degree	25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
53	FCS	131210	0413121000	Early Childhood Inclusion Specialization	College Credit Certificate	Non Degree	25-2011; 25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet wage criteria.
54	ICUF	131202	N/A	Education Workshop	Education Workshop	Non Degree	25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
55	CIE	139999	N/A	Education, Other	College Credit Certificate	Non Degree	25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
56	CIE	131011	N/A	Education/Teaching Of Individuals With Specific Learning Disabilities	College Credit Certificate	Non Degree	25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
57	FCS	131501	0713150100	Educational Assisting	College Credit Certificate	Non Degree	25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
58	CIE	131202	N/A	Elementary Education And Teaching	College Credit Certificate	Non Degree	25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
59	CIE	310507	0331050710	Exercise Physiology/Fitness Cross-Training	Diploma	Non Degree	39-8031	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
60	CIE	310507	0331050701	Exercise Physiology/Fitness Training	Diploma	Non Degree	39-9031	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
61	CIE	120409	0612040906	Facials & Nails Speciality	Diploma	Non Degree	39-5092; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
62	FCS/Districts	120408	0612040906	Facials Speciality	Career Certificate	Non Degree	39-5012; 39-5092; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
63	CIE	120408	0612040805	Facials Speciality	Diploma	Non Degree	39-5012; 39-5092; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
64	FCS/Districts	190709	0419070905	Family Child Care Training	Career Certificate	Non Degree	25-2011; 39-9011	Educational Instruction and Library Occupations; Personal Care and Service Occupations	Linked occupation does not meet wage criteria.

Credentials Flagged for Deletion

65	FCS/Districts	512602	0351260200	Home Health Aide	Career Certificate	Non Degree	31-1120; 31-1131	Healthcare Support Occupations	Linked occupation does not meet wage criteria.
66	CIE	512602	0351260200	Home Health Aide (Postsecondary)	Diploma	Non Degree	31-1120; 31-1131	Healthcare Support Occupations	Linked occupation does not meet wage criteria.
67	CIE	511504	0351150400	Human Services	Diploma	Non Degree	21-1093	Community and Social Service Occupations	Linked occupation does not meet wage criteria.
68	CIE	440000	N/A	Human Services, General	College Credit Certificate	Non Degree	21-1093	Community and Social Service Occupations	Linked occupation does not meet wage criteria.
69	FCS	190709	0419070907	Infant/Toddler Specialization	College Credit Certificate	Non Degree	25-2011; 25-9045; 39-9011	Educational Instruction and Library Occupations; Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
70	CIE	120406	0612040600	Make Up Artistry	Diploma	Non Degree	39-5012; 39-5091; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
71	CIE	120406	0612040610	Make Up Artistry Cross-Training	Diploma	Non Degree	39-5012; 39-5091; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
72	CIE	120414	0612041401	Master Aesthetician/Esthetician	Diploma	Non Degree	39-5094	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
73	CIE	511508	N/A	Mental Health Counseling/Counselor	College Credit Certificate	Non Degree	21-1093	Community and Social Service Occupations	Linked occupation does not meet wage criteria.
74	CIE	511508	0351150801	Mental Health Technology	Diploma	Non Degree	21-1093	Community and Social Service Occupations	Linked occupation does not meet wage criteria.
75	CIE	511508	0351150810	Mental Health Technology Cross-Training	Diploma	Non Degree	21-1093	Community and Social Service Occupations	Linked occupation does not meet wage criteria.
76	FCS/Districts	120410	0612041005	Nails Specialty	Career Certificate	Non Degree	39-5092; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
77	CIE	120410	0612041004	Nails Specialty	Diploma	Non Degree	39-5092; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
78	FCS/Districts	513103	0351310302	Nutrition And Dietetic Clerk	Career Certificate	Non Degree	29-2051	Healthcare Practitioners and Technical Occupations	Linked occupation does not meet wage criteria.
79	CIE	120411	0612041111	Permanent Makeup/Tattoo	Diploma	Non Degree	39-5012; 39-5091; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
80	CIE	010504	0101050401	Pet Grooming	Diploma	Non Degree	31-9096; 39-2021	Healthcare Support Occupations; Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
81	CIE	010504	0101050410	Pet Grooming Cross-Training	Diploma	Non Degree	31-9096; 39-2021	Healthcare Support Occupations; Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
82	CIE	500406	0650040601	Photography Specialist	Diploma	Non Degree	27-4021	Arts, Design, Entertainment, Sports, and Media Occupations	Linked occupation does not meet wage criteria.
83	ICUF	500605	0351080600	Photography	College Credit Certificate	Non Degree	27-4021	Arts, Design, Entertainment, Sports, and Media Occupations	Linked occupation does not meet wage criteria.
84	CIE	510806	0351080600	Physical Therapy Aide	Diploma	Non Degree	31-2022	Healthcare Support Occupations	Linked occupation does not meet wage criteria.
85	FCS/Districts	131299	0713129902	Principles Of Teaching	Career Certificate	Non Degree	25-3021; 25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
86	CIE	513810	N/A	Psychiatric/Mental Health Nurse/Nursing	College Credit Certificate	Non Degree	28-2053	Healthcare Practitioners and Technical Occupations	Linked occupation does not meet both the demand and wage criteria.
87	ICUF	449999	N/A	Public Administration	College Credit Certificate	Non Degree	21-1093	Community and Social Service Occupations	Linked occupation does not meet wage criteria.
88	CIE	120402	0612040201	Restricted Barber	Diploma	Non Degree	39-5011; 39-5012; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.

Credentials Flagged for Deletion

89	CIE	190709	0419070914	School Age Certification (Child Care Aide)	Diploma	Non Degree	25-9045; 39-9011	Educational Instruction and Library Occupations; Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
90	FCS/Districts	190709	0419070914	School Age Professional Certificate	Career Certificate	Non Degree	25-2011; 39-9011	Educational Instruction and Library Occupations; Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
91	ICUF	131001	N/A	Serving Individuals With Disabilities	College Credit Certificate	Non Degree	25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
92	ICUF	511501	N/A	Substance Abuse Awareness And Treatment	Career Certificate	Non Degree	21-1093	Community and Social Service Occupations	Linked occupation does not meet wage criteria.
93	CIE	131206	0013120610	Teacher Education Cross-Training	Diploma	Non Degree	25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
94	CIE	131401	N/A	Teaching English As A Second Or Foreign Language/EsL Language Instructor	College Credit Certificate	Non Degree	25-3021	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
95	ICUF	131401	N/A	Tesol Certificate	College Credit Certificate	Non Degree	25-3021	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
96	CIE	310508	0631050800	Umpiring	Diploma	Non Degree	27-2023	Arts, Design, Entertainment, Sports, and Media Occupations	Linked occupation does not meet wage criteria.
97	FCS	018301	0301830100	Veterinary Assisting	College Credit Certificate	Non Degree	29-2056; 31-9096	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	Linked occupation does not meet wage criteria.
98	2019-FL-73636	N/A	N/A	CareerSource Research Coast Apprenticeship Program, GUNJ	Marine Services Technician	Apprenticeship	49-9071	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet wage criteria.
99	FL007900014	N/A	N/A	Childcare Apprenticeship Program of Manatee County	Child Care Development Specialist	Apprenticeship	39-9011	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
100	FL007860011	N/A	N/A	City of St. Petersburg IJW	Maintenance Repairer, Build	Apprenticeship	49-9071	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet wage criteria.
101	ACFED006	N/A	N/A	Certified Fundamentals Cook	American Culinary Federation	Industry / Non Degree	35-2014	Food Preparation and Serving Related Occupations	Linked occupation does not meet both the demand and wage criteria.
102	AFHD001	N/A	N/A	Certified Healthcare Documentation Specialist (CHDS)	Association for Healthcare Documentation Integrity (AHD)	Industry / Non Degree	31-9094	Healthcare Support Occupations	Linked occupation does not meet wage criteria.
103	BNENT001	N/A	N/A	Certified Hemodialysis Technologist/Technician	Board of Nephrology Examiners Inc. Nursing and Technology	Industry / Non Degree	31-1131	Healthcare Support Occupations	Linked occupation does not meet wage criteria.
104	JCAHO001	N/A	N/A	Certified Ophthalmic Medical Technologist (COMT)	Joint Commission on Allied Health Personnel in Ophthalmology (JCAHPO)	Industry / Non Degree	29-2057	Healthcare Practitioners and Technical Occupations	Linked occupation does not meet both the demand and wage criteria.
105	JCAHO002	N/A	N/A	Certified Ophthalmic Technician (COT)	Joint Commission on Allied Health Personnel in Ophthalmology (JCAHPO)	Industry / Non Degree	29-2057	Healthcare Practitioners and Technical Occupations	Linked occupation does not meet both the demand and wage criteria.
106	AMOPT001	N/A	N/A	Certified Paraoptometric Assistant (CPOA)	American Optometric Association	Industry / Non Degree	29-2057	Healthcare Practitioners and Technical Occupations	Linked occupation does not meet both the demand and wage criteria.
107	ACSMD002	N/A	N/A	Certified Personal Trainer	American College of Sports Medicine	Industry / Non Degree	39-9031	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
108	NCSAF002	N/A	N/A	Certified Personal Trainer	National Council on Strength and Fitness (NCSF)	Industry / Non Degree	39-9031	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.

Credentials Flagged for Deletion

109	AHCSM001	N/A	N/A	N/A	Certified Registered Central Service Technician	International Association of Healthcare Central Service Material Management	Industry / Non Degree	31-9063	Healthcare Support Occupations	Linked occupation does not meet both the demand and wage criteria.
110	FLVMA002	N/A	N/A	N/A	Certified Veterinary Assistant (CVA)	Florida Veterinary Medical Association	Industry / Non Degree	31-9096	Healthcare Support Occupations	Linked occupation does not meet both the demand and wage criteria.
111	CDREG001	N/A	N/A	N/A	Dietetic Technician, Registered (DTR)	Commission on Dietetic Registration	Industry / Non Degree	28-2051	Healthcare Practitioners and Technical Occupations	Linked occupation does not meet wage criteria.
112	IECON001	N/A	N/A	N/A	Field Service Engineer - Low Voltage Systems	Independent Electrical Contractors	Industry / Non Degree	49-9071	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet wage criteria.
113	IECON002	N/A	N/A	N/A	Field Service Engineer - Voice/Data Video	Independent Electrical Contractors	Industry / Non Degree	49-9071	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet wage criteria.
114	AMMSA001	N/A	N/A	N/A	Food Safety and Science Certification	American Meat Science Association	Industry / Non Degree	51-3021	Production Occupations	Linked occupation does not meet wage criteria.
115	HBINS003	N/A	N/A	N/A	HBI Pre-Apprenticeship Certificate Training (PACT), Carpentry	Home Builders Institute	Industry / Non Degree	47-3012	Construction and Extraction Occupations	Linked occupation does not meet wage criteria.
116	HBINS004	N/A	N/A	N/A	HBI Pre-Apprenticeship Certificate Training (PACT), Core	Home Builders Institute	Industry / Non Degree	47-2061	Construction and Extraction Occupations	Linked occupation does not meet both the demand and wage criteria.
117	HBINS005	N/A	N/A	N/A	HBI Pre-Apprenticeship Certificate Training (PACT), Core Green	Home Builders Institute	Industry / Non Degree	47-2061	Construction and Extraction Occupations	Linked occupation does not meet both the demand and wage criteria.
118	HBINS006	N/A	N/A	N/A	HBI Pre-Apprenticeship Certificate Training (PACT), Electrical	Home Builders Institute	Industry / Non Degree	47-3013	Construction and Extraction Occupations	Linked occupation does not meet both the demand and wage criteria.
119	SMFEN001	N/A	N/A	N/A	Lean Bronze Certification (LBC)	Society of Manufacturing Engineers	Industry / Non Degree	51-9199	Production Occupations	Linked occupation does not meet both the demand and wage criteria.
120	NASME001	N/A	N/A	N/A	NASM Certified Personal Trainer (CPT)	National Academy of Sports Medicine	Industry / Non Degree	39-9031	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
121	NCCER008	N/A	N/A	N/A	NCCER Construction Technology (Secondary)	National Center for Construction Education & Research (NCCER)	Industry / Non Degree	47-2061	Construction and Extraction Occupations	Linked occupation does not meet both the demand and wage criteria.
122	NIFMS016	N/A	N/A	N/A	NIMS Machining Level I - Grinding Skills I	National Institute for Metalworking Skills (NIMS)	Industry / Non Degree	51-4033	Production Occupations	Linked occupation does not meet both the demand and wage criteria.
123	NIFMS018	N/A	N/A	N/A	NIMS Machining Level II - Drill Press Skills II	National Institute for Metalworking Skills (NIMS)	Industry / Non Degree	51-4031	Production Occupations	Linked occupation does not meet both the demand and wage criteria.
124	HBINS002	N/A	N/A	N/A	Pre-Apprenticeship Certificate Training (PACT), Building Construction Technology	Home Builders Institute	Industry / Non Degree	49-9071	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet wage criteria.
125	AFHD002	N/A	N/A	N/A	Registered Healthcare Documentation Specialist (RHDS)	Association for Healthcare Documentation Integrity (AHDJ)	Industry / Non Degree	31-9094	Healthcare Support Occupations	Linked occupation does not meet both the demand and wage criteria.
126	ETAIN022	N/A	N/A	N/A	Specialist in Precision Optics (SPO)	Electronics Technician Association International	Industry / Non Degree	51-9012	Production Occupations	Linked occupation does not meet wage criteria.
127	ETAIN023	N/A	N/A	N/A	Technician in Precision Optics (TPO)	Electronics Technician Association International	Industry / Non Degree	49-9071	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet wage criteria.
128	MICRO017	N/A	N/A	N/A	Microsoft Office Specialist Master	Microsoft Corporation	Non Degree	No Valid SOC Linkage.	No Valid SOC Title.	Standard Occupation Classification (SOC) Code not valid.
129	2018-FL-70790	N/A	N/A	N/A	Community Connection Services Apprenticeship Program GNJ	Child Care Development Specialist	Apprenticeship	39-9011	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.

Credentials Flagged for Deletion

130	FL008900012	N/A	N/A	N/A	Flagler Child Care GNJ	Child Care Development Specialist	Apprenticeship	39-9011	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
131	2021-FL-93867	N/A	N/A	N/A	Hamilton-Ryker TalentGro	Cook	Apprenticeship	35-2014	Food Preparation and Serving Related Occupations	Linked occupation does not meet demand criteria.
132	FL007820007	N/A	N/A	N/A	Independent Electrical Contractors, Inc (FWCC) GNJ	Field Service Engineer	Apprenticeship	49-2084	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet demand criteria.
133	2022-FL-111805	N/A	N/A	N/A	Lutheran Services of Florida, Inc. db/a LSF Health Systems GNJ	Certified Recovery Peer Specialist	Apprenticeship	21-1093	Community and Social Service Occupations	Linked occupation does not meet wage criteria.
134	FL009050001	N/A	N/A	N/A	Masonry Association of Florida	Bricklayer (Construction)	Apprenticeship	47-2021	Construction and Extraction Occupations	Linked occupation does not meet demand criteria.
135	FL001950009	N/A	N/A	N/A	Masonry Contractors Association of FL, GNJ (Gulf Coast Area)	Bricklayers & Mason (Ext. Title: Bricklayer (Brick & Tile) Or (Masonry))	Apprenticeship	47-2021	Construction and Extraction Occupations	Linked occupation does not meet demand criteria.
136	2018-FL-71114	N/A	N/A	N/A	Miami Dade College Apprenticeship Program GNJ	Hotel Associate	Apprenticeship	43-4081	Office and Administrative Support Occupations	Linked occupation does not meet demand criteria.
137	FL005135188	N/A	N/A	N/A	Orlando Laborers & North Florida Apprenticeship Program, LAATC	Construction Craft Laborer	Apprenticeship	47-2061	Construction and Extraction Occupations	Linked occupation does not meet wage criteria.
138	FL007900011	N/A	N/A	N/A	Pasco County Child Care Apprenticeship LW	Child Care Development Specialist	Apprenticeship	39-9011	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
139	2021-FL-87901	N/A	N/A	N/A	Pasco-Hernando State College Apprenticeship Program, GNJ	Maintenance Repair Worker (Multi-Family Facilities)	Apprenticeship	49-9071	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet wage criteria.
140	FL001970009	N/A	N/A	N/A	Pinellas County Schools Child Care Apprenticeship INJ	Child Care Development Specialist	Apprenticeship	39-9011	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
141	FL001950010	N/A	N/A	N/A	SW Florida Chapter Masonry Association of Florida Inc., GNJ	Bricklayer (Construction)	Apprenticeship	47-2021	Construction and Extraction Occupations	Linked occupation does not meet demand criteria.
142	FL010040001	N/A	N/A	N/A	Tallahassee Capitol Chapter Masonry Assn of Florida Inc	Bricklayer (Construction)	Apprenticeship	47-2021	Construction and Extraction Occupations	Linked occupation does not meet demand criteria.
143	FL007900006	N/A	N/A	N/A	Tampa Bay Machining Apprenticeship GNJ	Cnc Operator - Milling And Turning	Apprenticeship	51-4034	Production Occupations	Linked occupation does not meet wage criteria.
144	FL007900006	N/A	N/A	N/A	Tampa Bay Machining Apprenticeship GNJ	Cnc Operator - Turning	Apprenticeship	51-4034	Production Occupations	Linked occupation does not meet wage criteria.



Kathaleen Cole
Board Chair

Marcus L. McBride, PhD
Chief Executive Officer

Education & Industry Consortium Meeting Agenda

September 19, 2024
10:00 am – 11:30 am

10:00	Welcome & Opening Remarks	Nicole Gislasson Dr. Marcus McBride
10:05	WIOA Strategic Plan Goals: A Review & Discussion	Carolyn Fries/Consortium
10:45	Program Updates	Consortium
11:20	Upcoming Events	Consortium
11:30	Adjourn	Nicole Gislasson

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Lloyd Reshard
Board Chair

Marcus L. McBride, PhD
Chief Executive Officer

Meeting Minutes

Education & Industry Consortium

Meeting Date: September 19, 2024

PURPOSE

Per the requirements outlined in the Florida statutes, the CareerSource Escarosa Education & Industry Consortium was established to obtain independent information on workforce needs from businesses and educational institutions in our two-county region.

Meeting commenced at 10:00 am

ATTENDEES

Present: Dr. Marcus McBride, Nicole Gislason, Carolyn Fries, Dr. Edward Meadows, Keith Leonard, Dr. Karen Barber, Kristie Kelley, Kelvin Enfinger

Absent: Scott Berube, Rusty Branch, Jordan Conti, Jim Rhodes

AGENDA

- Welcome – Nicole Gislason
- Program Updates & Discussion - Consortium
- Review/comment of CareerSource WIOA Plan Goals - Consortium
- Upcoming Events – Carolyn Fries
- Adjourn – Carolyn Fries

Program Updates

Santa Rosa County School District – Dr Karen Barber

Topic: Certificates/certifications offered by Santa Rosa County Schools.

A request was made to the presenter to provide a list of certificates/certifications offered by Santa Rosa County School and to include the number of certificates/certifications awarded by type for the most recent year data is available.

Escambia County School District – Keith Leonard

Topic/Discussion: Importance of extending the half-cent sales tax supporting Escambia County Schools.

Kevin Enfinger is seeking opportunities to speak before large audiences to raise awareness and support for the sales tax. A potential Chamber of Commerce speaking opportunity will be follow-up by Carolyn Fries.

Associated Builders & Contractors North Florida – Kelvin Enfinger

Topic/Discussion: Apprenticeships

ABC North Florida has hired Brandi Faison as its Educational Director to help build, train, and connect job seekers with work experience opportunities (Apprenticeships) in the commercial construction industry. She will reach out to the Consortium participants soon.

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Kelvin Enfinger shared having private funds that may assist job seekers with barriers to employment to participate in registered apprenticeships and other on-the-job training opportunities for the commercial construction industry. Private funds could be used for necessary expenses where states funds do not allow.

Central Gulf Industrial Alliance – Kristie Kelley

Topic/Discussion: Event, Job board listing through CGIA, and career fair information

Invitation was extended to the Consortium to the November 7th Fall meeting 3pm-7pm at Wind Creek Atmore. [REGISTER HERE](#); job boards listing construction/skilled trades positions are available through CGIA; and Career Fair information will be shared within the CGIA networks.

WIOA Plan Goals

- The Consortium recommended the following changes to the WIOA Goals:
 - Include Goal 1, Item 8 in Goal 2 as well.
 - Modify Goal 2, Item 1 to read "Assist students to explore and expand their interests and aptitudes."
 - Add "apprenticeships" to Goal 2, Item 7: "...obtain internships, apprenticeships, and part-time jobs."

Upcoming Events

- Consortium agreed to share Career Fair information with their networks.
- Carolyn will send pdf versions to Consortium.

Education & Industry Consortium Meeting Agenda

Thursday, March 20, 2025
10:00 – 11:30 am

- 10:00-10:05 Welcome – Ms. Nicole Gislason, Dr. Marcus McBride
- 10:05-11:05 Review & Discussion: Occupational Data for IT/Cyber, Manufacturing, & Construction Sectors – Ms. Carolyn Fries (~20 minutes each, see attached)

This discussion will guide the format and topics to be explored in these Industry Sector focused Workshops to be held prior to the next EIC Meeting:

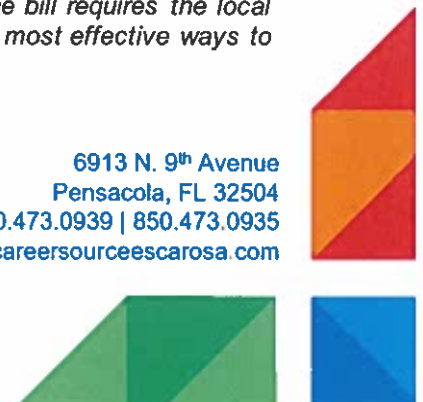
- 4/9 – Manufacturing
- 6/11 – IT & Cybersecurity
- TBD – Construction

- 11:05-11:25 Consortium Updates (~2 minutes each)
- Healthcare & Social Services, Mr. Scott Berube
 - Accommodation & Food Services, Mr. Rusty Branch
 - Finance & Insurance, Ms. Jordan Conti
 - Manufacturing, Ms. Kristie Kelley
 - Construction, Mr. Kelvin Enfinger
 - IT & Cybersecurity, Mr. Jim Rhodes
 - Santa Rosa County School District, Dr. Karen Barber
 - Escambia County School District, Mr. Keith Leonard
 - Pensacola State College, Dr. Ed Meadows
 - University of West Florida, Ms. Nicole Gislason

- 11:25 Closing Remarks/Adjourn – Nicole Gislason, Dr Marcus McBride

About the Education & Industry Consortium

2023's Senate Bill 240 established regional education and industry consortia and requires meetings and reports to the local workforce development board. The bill created in s. 445.007, F.S., the requirement for each local workforce development board to create an education and industry consortium composed of representatives of educational entities and businesses in the designated service delivery area. Each consortium is required to provide quarterly reports to the applicable local board that provide community-based information related to educational programs and industry needs to assist the local board in making decisions on programs, services, and partnerships in the service delivery area. The bill requires the local board to consider the information obtained from the consortium to determine the most effective ways to grow, retain, and attract talent to the service delivery area.





Lloyd Reshard
Board Chair

Marcus L. McBride, PhD
Chief Executive Officer

Education & Industry Consortium Meeting Agenda

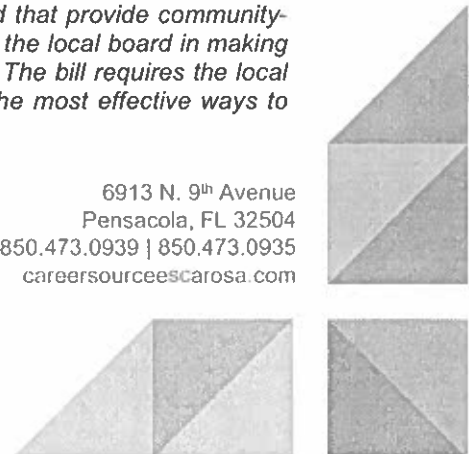
Friday, April 4, 2025
1:00 – 2:30 pm

1:00-1:05	Welcome – Ms. Nicole Gislason, Dr. Marcus McBride
1:05 – 1:20	Review & Approval of Past Meeting Minutes – Consortium
1:20 – 2:00	Review & Discussion: Occupational Data for Manufacturing & IT/Cybersecurity Sectors – Ms. Carolyn Fries (~20 minutes each, see attached)
<p><i>This discussion will guide the format and topics to be explored in these Industry Sector focused Workshops to be held prior to the next EIC Meeting:</i></p> <ul style="list-style-type: none"> • 4/9 – Manufacturing • 6/11 – IT & Cybersecurity 	
2:00-2:25	Consortium Updates (~2 minutes each) <ul style="list-style-type: none"> • Healthcare & Social Services, Mr. Scott Berube • Accommodation & Food Services, Mr. Rusty Branch • Finance & Insurance, Ms. Jordan Conti • Manufacturing, Ms. Kristie Kelley • Construction, Mr. Kelvin Enfinger • IT & Cybersecurity, Mr. Jim Rhodes • Santa Rosa County School District, Dr. Karen Barber • Escambia County School District, Mr. Keith Leonard • Pensacola State College, Dr. Ed Meadows • University of West Florida, Ms. Nicole Gislason
2:25 – 2:30	Closing Remarks/Adjourn – Nicole Gislason, Dr Marcus McBride

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Lloyd Reshard
Board Chair

Marcus L. McBride, PhD
Chief Executive Officer

Meeting Minutes

Education & Industry Consortium

Meeting Date: April 1, 2025

PURPOSE

Per the requirements outlined in the Florida statutes, the CareerSource Escarosa Education & Industry Consortium was established to obtain independent information on workforce needs from businesses and educational institutions in our two-county region.

Meeting commenced at 1:00 p.m.

ATTENDEES

Present: Dr. Marcus McBride, Carolyn Fries, Dr. Edward Meadows, Keith Leonard, Dr. Karen Barber, Rusty Branch, and Angela Sanders (for Nicole Gislason)

Absent: Scott Berube, Jordan Conti, Jim Rhodes, Kristie Kelley, Kelvin Enfinger, and Jim Rhodes

Welcome

Dr. Marcus McBride welcomed all to the Education & Industry Consortium meeting and gave some highlights on his attendance at the March Initial Workforce Day at the Capitol in Tallahassee, Florida.

Review & Approval of Past Meeting Minutes

The minutes for the past meetings were presented for review. Some suggested changes to past and future minutes were received by the consortium. Some discussion centered around the requirement to post the minutes to the CSE website. Confirmation of this requirement was unclear, and research will be done to confirm.

Review & Discussion: Occupational Data for Manufacturing & IT/Cybersecurity Sectors

Discussion centered around the manufacturing sector workshop scheduled for April 9, 2025, to include manufactures not on the list, educators that teaches and are involved with workforce education, education representatives identified to attend, and users of information – educators. The workshop will identify occupations. Feedback was welcomed.

The IT/Cybersecurity workshop is scheduled for June 2025. Some education representatives have requested the desire to be present. Greg Dalton was identified to be invited to the consortium quarterly meetings to speak face-to-face.

Consortium Updates:

Healthcare & Social Services

Not available.

Accommodation & Food Services – Rusty Branch

Updates were given on data from the 2023-2024 annual report which indicates a decline in hospitality jobs and wages overall. The market has seen little international travel and airlift travel for vacation. It has been a dry/drag market.

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The City of Pensacola is onboard with the renovation of the Bay Center. Soil is being tested on site to determine suitability. The renovation will include 7,500 square feet of open space for multi-purpose usage and sports tourism. The tourist development tax will support the project.

Finance & Insurance

Not available.

Manufacturing

Not available.

Construction

Not available.

IT & Cybersecurity

Absent, but report provided.

The report from IT & Cybersecurity included upcoming events: ITEN Wired | TechNet CyberCoast Summit scheduled for October 29-31, 2025, UWF GenCyber Summer Camp, IHMC 2025 Summer Robotics Camp to be held in Pensacola, and IT Gulf Coast Networking Social.

Responses to recommendations of IT/Cyber companies to invite to the workshop were noted.

Santa Rosa County School District – Dr. Karen Barber

The Santa Rosa County School District representative presented information outlining proposed CAPE Reduction concerns. The information detailed significant concerns for Santa Rosa County School District. FEFP CAPE funding received by Santa Rosa, and funding usage. Greater concern noted stemmed from the recent staff analysis of Senate Bill 2510. A survey was conducted to justify the bill, as it indicated that dollars are not being spent on actual programs.

Conversation of concerns has been shared with Florida's legislature representative. These concerns will also be shared with the Pensacola Chamber of Commerce Board, as well as the lobbyist for the local workforce development board.

Escambia County School District – Mr. Keith Leonard

The Escambia School District is on tract with its Triumph Grant at Tate High School, which focuses on Auto Technology. The number of students enrolled was noted, as well as the stability rate with workforce.

It was reported that the senate passed budget dollars will be more next year than last year, and the house passed a budget which was \$3.7 million less.

Effects of CAPE funding reduction were echoed as well, and the impact it will have on dual enrollment, digital tool, budgets affecting budgets, and the concerns with students. It was expressed that any support from Tallahassee and/or Florida's legislature or other means is what is needed.

Pensacola State College – Dr. Ed Meadows

All were informed of the upcoming Ribbon Cutting project at the Pensacola Airport. Many dignitaries are expected to be present.

Tuition was discussed, noting that 50% of tuition dollars are received from the legislature, and that there is no local funding.

University of West Florida – Angela Sanders (for Nicole Gislason)

The UWF has developed a survey for CareerSource Okaloosa that targets the military in Escambia, Santa Rosa, and the Bay areas – Northwest Florida specifically. Additional workforce areas are to be added. Details of the survey was noted. Information from the survey will be shared should there be an interest with workforce. The survey link was noted.

The meeting adjourned.

Escarosa - Relevant Occupations in IT Cybersecurity

Source: Florida Insight

SOC Code	SOC Title	Employment 2024	Employment 2032	Percent Growth	Growth	Exits	Transfers	Total	2023 Median Hourly Wage (\$)*	Education LMEC**	Education BLS**
15-1252	Software Developers	1,411	1,915	35.7	504	228	476	1,208	45.51	B	B
15-1232	Computer User Support Specialists	1,070	1,171	9.4	101	220	368	689	22.38	PS	SC
15-1211	Computer Systems Analysts	813	987	21.4	174	180	239	593	43.07	B	B
15-1299	Computer Occupations, All Other	750	890	18.7	140	159	247	546	43.80	B	B
15-1244	Network and Computer Systems Administrators	504	562	11.5	58	87	148	293	39.83	B	B
11-3021	Computer and Information Systems Managers	476	602	26.5	126	84	191	401	71.68	B	B
15-1212	Information Security Analysts	311	457	46.9	146	67	113	326	46.38	B	B
15-1242	Database Administrators	275	315	14.5	40	60	76	176	23.22	B	B
15-1231	Computer Network Support Specialists	244	280	14.8	36	51	86	173	32.24	A	A
15-2031	Operations Research Analysts	231	299	29.4	68	61	66	195	33.63	B	B
15-1253	Software Quality Assurance Analysts and Testers	198	262	32.3	64	46	66	176	44.55	B	B
15-1255	Web and Digital Interface Designers	142	175	23.2	33	35	54	122	37.25	A	B
15-1241	Computer Network Architects	123	140	13.8	17	19	36	72	58.10	B	B
15-1251	Computer Programmers	94	95	1.1	1	19	27	47	42.72	B	B
15-2051	Data Scientists	84	112	33.3	28	18	29	75	36.82	B	B
15-1221	Computer and Information Research Scientists	75	92	22.7	17	16	25	58	-	M	M
17-2061	Computer Hardware Engineers	47	50	6.4	3	7	13	23	46.42	B	B
15-2041	Statisticians	16	19	18.8	3	3	5	11	-	M	M

Escarosa - Relevant Occupations in Manufacturing

Source: Florida Insight

SOC Code	SOC Title	(All Sectors) Employment 2024	Employment 2032	Percent Growth	Growth	Exits	Transfers	Total	2023 Median Hourly Wage (\$)	Education LMEC--	Education BLS--
51-2090	Miscellaneous Assemblers and Fabricators	1,042	1,023	-1.8	-19	350	522	853	17.80	HS	HS
53-7051	Industrial Truck and Tractor Operators	523	546	4.4	23	137	273	433	17.81	NR	NR
49-3011	Aircraft Mechanics and Service Technicians	504	544	7.9	40	123	178	341	28.36	A	PS
53-7064	Packers and Packers, Hand	480	435	-9.4	-45	220	302	477	12.51	NR	NR
51-1011	First-Line Supervisors of Production and Operating Workers	479	487	1.7	8	139	218	365	29.12	SC	HS
49-9041	Industrial Machinery Mechanics	345	367	6.4	22	101	118	241	28.27	PS	HS
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	333	315	-5.4	-18	109	187	278	23.02	PS	HS
51-4121	Welders, Cutters, Solderers, and Brazers	262	281	7.3	19	66	144	229	22.47	PS	HS
17-3023	Electrical and Electronic Engineering Technologists and Technicians	235	253	7.7	18	99	87	204	29.04	A	A
19-5000	Occupational Health and Safety Specialists and Technicians	183	198	8.2	15	43	117	175	-	-	-
51-9198	Helpers—Production Workers	178	184	3.4	6	97	128	231	18.60	HS	HS
17-2071	Electrical Engineers	171	171	0.0	0	32	41	73	46.19	B	B
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	168	177	5.4	9	53	71	133	35.05	A	A
17-2141	Mechanical Engineers	167	180	7.8	13	31	44	88	-	B	B
51-4041	Machinists	159	164	3.1	5	52	73	130	20.00	PS	HS
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	154	164	6.5	10	38	75	123	21.45	HS	HS
19-4099	Life, Physical, and Social Science Technicians, All Other	146	153	4.8	7	34	111	152	18.69	B	A
17-2112	Industrial Engineers	144	177	22.9	33	31	39	103	46.68	B	B
17-2199	Engineers, All Other	141	145	2.8	4	27	37	68	41.31	B	B
51-2028	Winders, Tapers, and Finishers	129	134	3.9	5	52	59	116	16.67	HS	HS
17-3031	Surveying and Mapping Technicians	122	132	8.2	10	42	75	127	20.37	A	HS
49-9044	Millwrights	94	91	-3.2	-3	24	34	55	27.61	PS	HS
51-9011	Chemical Equipment Operators and Tenders	91	73	-19.8	-18	21	40	43	-	HS	HS
11-9041	Architectural and Engineering Managers	90	92	2.2	2	14	31	47	67.29	B	B
19-4092	Forensic Science Technicians	88	97	10.2	9	21	69	99	24.49	B	B
53-7081	Refuse and Recyclable Material Collectors	88	88	0.0	0	32	54	86	19.26	NR	NR
51-9199	Production Workers, All Other	82	91	11.0	9	29	45	83	-	HS	HS
17-2072	Electronics Engineers, Except Computer	74	92	24.3	18	15	20	53	50.75	B	B
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	74	80	8.1	6	24	35	65	18.92	HS	HS
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	71	82	15.5	11	34	44	89	17.71	HS	HS
19-4031	Chemical Technicians	69	63	-8.7	-6	11	50	55	36.40	A	A
17-3013	Mechanical Drafters	65	67	3.1	2	18	24	44	29.79	A	A
51-2051	Fiberglass Laminators and Fabricators	52	57	9.6	5	18	28	51	17.15	HS	HS
19-4021	Biological Technicians	49	52	6.1	3	13	36	52	17.81	B	B
49-9043	Maintenance Workers, Machinery	49	52	6.1	3	19	18	40	22.28	HS	HS
53-7021	Crane and Tower Operators	44	42	-4.5	-2	11	20	29	18.75	HS	HS
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	42	45	7.1	3	16	21	40	15.91	HS	HS
51-2041	Structural Metal Fabricators and Fitters	36	35	-2.8	-1	11	19	29	22.03	HS	HS
17-3026	Industrial Engineering Technologists and Technicians	34	34	0.0	0	10	14	24	-	A	A
19-4042	Environmental Science and Protection Technicians, Including Health	33	35	6.1	2	5	23	30	20.39	A	A
51-9161	Computer Numerically Controlled Tool Operators	32	35	9.4	3	8	16	27	19.72	PS	HS
17-2081	Environmental Engineers	31	33	6.5	2	8	9	19	43.32	B	B
17-3019	Drafters, All Other	28	33	-3.4	-1	8	10	17	23.12	A	A
17-2011	Aerospace Engineers	27	31	14.8	4	5	7	16	33.22	B	B
17-3012	Electrical and Electronics Drafters	25	26	4.0	1	7	9	17	-	A	A
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	21	22	4.8	1	4	5	10	47.90	B	B
53-7199	Material Moving Workers, All Other	18	21	16.7	3	8	10	21	-	NR	NR

Escarosa - Relevant Occupations in Construction

Source: Florida Insight

SOC Code	SOC Title	(All Sectors) Employment 2024	Employment 2032	Percent Growth	Growth	Exits	Transfers	Total	2023 Median Hourly Wage (\$)*	Education LMEC**	Education BLS**
47-2061	Construction Laborers	2,183	2,353	7.8	170	627	916	1,713	17.59	NR	NR
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,847	1,966	6.4	119	890	893	1,702	22.36	PS	PS
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	1,417	1,523	7.5	106	391	534	1,031	29.68	SC	HS
13-1082	Project Management Specialists	1,102	1,243	12.8	141	215	432	788	38.86	B	B
47-2031	Carpenters	1,288	1,406	9.2	118	375	507	1,000	21.57	PS	HS
53-3033	Light Truck Drivers	1,261	1,353	7.3	92	473	613	1,178	18.45	HS	HS
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	985	1,097	11.4	112	261	430	803	23.43	PS	PS
47-2111	Electricians	984	1,090	10.8	106	276	447	829	22.47	PS	HS
47-2152	Plumbers, Pipefitters, and Steamfitters	801	859	7.2	58	209	356	623	23.09	PS	HS
47-2141	Painters, Construction and Maintenance	738	789	6.9	51	207	261	519	18.32	NR	NR
47-2073	Operating Engineers and Other Construction Equipment Operators	714	736	3.1	22	192	292	506	19.63	HS	HS
47-4000	Other Construction and Related Workers	588	618	5.1	30	242	241	513	-	-	-
49-9099	Installation, Maintenance, and Repair Workers, All Other	479	506	5.6	27	151	219	397	17.59	HS	HS
47-2181	Roofers	410	517	26.1	107	100	183	390	21.48	NR	NR
47-2051	Cement Masons and Concrete Finishers	299	334	11.7	35	64	125	224	21.61	NR	NR
47-4011	Construction and Building Inspectors	294	302	2.7	8	155	114	277	26.58	PS	HS
47-3013	Helpers—Electricians	236	244	3.4	8	68	142	218	16.99	HS	HS
49-9098	Helpers—Installation, Maintenance, and Repair Workers	232	247	6.5	15	117	95	227	17.86	HS	HS
47-2211	Sheet Metal Workers	219	244	11.4	25	68	100	193	21.14	HS	HS
47-2131	Insulation Workers, Floor, Ceiling, and Wall	204	220	7.8	16	50	80	146	19.95	HS	NR
47-3015	Helpers—Pipelayers, Plumbers, Pipefitters, and Steamfitters	163	176	8.0	13	48	100	161	17.31	HS	HS
17-3011	Architectural and Civil Drafters	149	158	6.0	9	51	62	122	25.53	A	A
47-2044	Tile and Stone Setters	133	150	12.8	17	36	51	104	18.89	NR	NR
47-2081	Drywall and Ceiling Tile Installers	131	140	6.9	9	26	45	80	21.63	NR	NR
47-2151	Pipelayers	106	102	-3.8	-4	19	43	58	18.29	NR	NR
47-2161	Plasterers and Stucco Masons	98	113	15.3	15	26	34	75	21.04	NR	NR
47-2121	Glaziers	87	105	20.7	18	32	43	93	21.30	HS	HS
47-4090	Miscellaneous Construction and Related Workers	87	96	10.3	9	27	39	75	20.29	HS	HS
47-2071	Paving, Surfacing, and Tamping Equipment Operators	67	68	1.5	1	18	27	46	19.26	HS	HS
11-9021	Construction Managers	854	914	7.0	60	177	321	558	46.95	B	B
17-2051	Civil Engineers	169	187	10.7	18	31	53	102	38.47	B	B
47-2021	Brickmasons and Blockmasons	61	73	19.7	12	19	24	55	-	HS	HS
47-3019	Helpers, Construction Trades, All Other	61	65	6.6	4	18	37	59	17.31	NR	NR
47-3012	Helpers—Carpenters	48	52	8.3	4	14	30	48	16.09	NR	NR
17-3022	Civil Engineering Technologists and Technicians	47	49	4.3	2	15	20	37	25.63	A	A
47-4021	Elevator and Escalator Installers and Repairers	43	47	9.3	4	10	18	32	47.36	PS	HS
47-4041	Hazardous Materials Removal Workers	29	32	10.3	3	11	15	29	19.46	HS	HS
47-3014	Helpers—Painters, Paperhangers, Plasterers, and Stucco Masons	27	27	0.0	0	8	16	24	-	NR	NR