



CAREERSOURCE CITRUS LEVY MARION Education and Industry Consortium

MINUTES

DATE: February 12, 2026
PLACE: CareerSource CLM
2703 NE 14th Street, Ocala, FL 34470
TIME: 9:00 a.m.

MEMBERS PRESENT

Ashley Shorb
Dr. Jennifer Frys
Joe Corley
Katherine Otte
Marci Holder

MEMBERS ABSENT

Bob Rutmiller
Rebecca Johnson
Tanya Taylor

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
Calvin Cooksey, FleetForce

CALL TO ORDER

The meeting was called to order by Joe Corley, Chair, at 9:01 a.m.

ROLL CALL

Cira Schnettler called roll and a quorum was declared present.

APPROVAL OF MINUTES

Ashley Shorb made a motion to approve the minutes from the November 13, 2025, minutes. Katherine Otte 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, which included action steps discussed at the previous meeting.

- Goals and strategies to meet the goals.
- Expand the membership.
- Identify curriculums and local training providers to align with business needs.
- Create industry subcommittees.

Industry Snapshot, Top 25 Occupations, and Talent Supply

The committee provided the feedback below on the report:

- Healthcare, construction, and the professional industries are trending with higher demand in the 5-year forecast, in contrast to manufacturing, transportation, and logistics trending stagnant or down.
- Marci Holder shared that respiratory and speech therapists are high demand occupations.
- We are seeing a shift of increased job applicant traffic.

Educational Awards, Skills Gap

- Cory Weaver reviewed the list of certificates available through local educational partners.
- Many high school students are not skilled in Microsoft products like Excel. Dr. Frys shared that computer competency is now a requirement at CF. Excel is the number one requested training at the corporate college.
- The group discussed concerns regarding gaps in safety awareness among young adults.
- The group discussed the challenges of hiring individuals who do not demonstrate the skill level they represented on their resumes, contributing to early turnover

NEXT STEPS

The committee discussed actionable items for next steps:

- Review Master Credential List annually.
- Validate that current local training offerings align with industry needs.
- Explore new training options not currently offered in our area to meet skills gaps.

DISCUSSION ITEMS

Workforce Pell Grants, Subcommittees, Private Sector Member Recruitment

Rusty Skinner summarized the Workforce Pell Act. The Act provides a structure to fund short term certificate training options. This will be used to target students that do not have a career path and set a future for a better talent pipeline.

Calvin Corsey stated that this program will align with the short-term certificate options at FleetForce.

Joe Corley stated he has been approaching members of other associations he belongs to and encouraging them to join one of the subcommittees of this Consortium.

PUBLIC COMMENT

None

MATTERS FROM THE FLOOR

None

ADJOURNMENT

There being no further business, the meeting adjourned at 9:57 a.m.

APPROVED:



CareerSource
CITRUS | LEVY | MARION

EDUCATION & INDUSTRY CONSORTIUM



February 2026

CONSORTIUM BACKGROUND

Signed into law May 15th, 2024, F.S. 445.007(15) 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

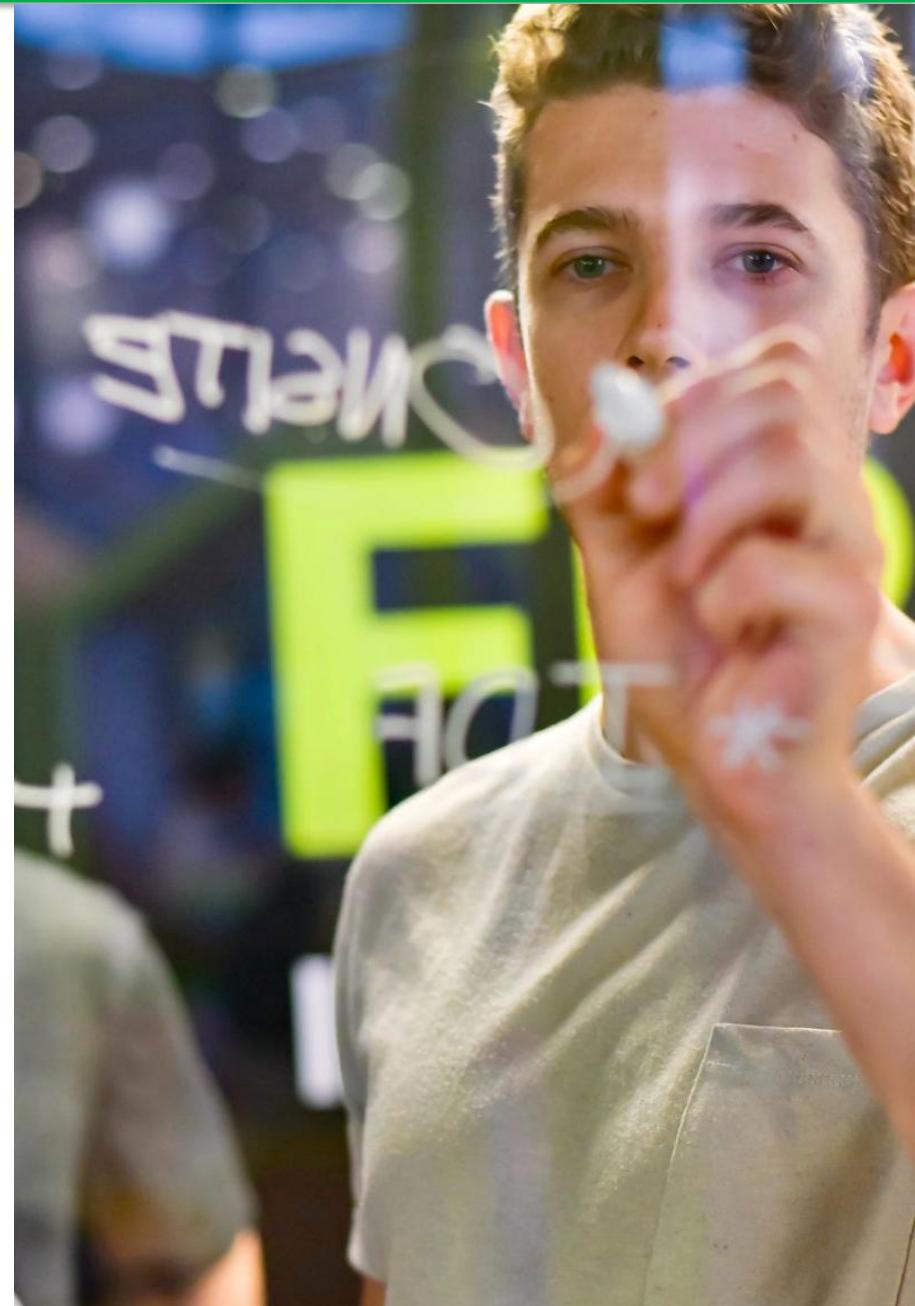
Labor Market Information
Talent Pipeline

Grow, Retain, Attract



Prior Meeting Insights

- There are challenges in recruiting nursing aides, certified therapists, lab scientists and surgical techs
- There is a need for individuals certified in Electrical Engineering
- The committee discussed the following action steps
 - Formalize Industry and AI subcommittees
 - Increase business representation on the committee



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
621 - 623	Health Care	26,021	\$65,687	1.15	3,339	2.8%	14,974	2,304	1.7%
624	Social Assistance	3,569	\$32,063	0.59	-58	-0.3%	2,659	298	1.6%
23	Construction	17,442	\$56,156	1.58	2,142	2.7%	8,845	1,401	1.6%
31	Manufacturing	11,271	\$61,636	0.79	300	0.5%	6,556	808	1.4%
61	Educational Services	12,579	\$46,352	0.84	804	1.3%	6,721	668	1.0%
48	Transportation and Warehousing	8,014	\$49,575	0.86	1,721	5.0%	5,003	614	1.5%
54	Professional, Scientific, and Technical Services	7,241	\$70,022	0.54	1,029	3.1%	3,578	621	1.7%
	Total - All Industries	184,900	\$50,966	1.00	21,152	2.5%	115,184	13,234	1.4%

Source: JobsEQ

Top 25 Occupations

soc	Occupation	Current			5-Year History		5-Year Forecast		
		Empl	Mean Ann Wages ²	LQ	Empl Change	Ann %	Total Demand	Empl Growth	Ann % Growth
41-2031	Retail Salespersons	6,528	\$37,100	1.51	681	2.2%	5,256	369	1.1%
41-2011	Cashiers	4,596	\$30,300	1.32	323	1.5%	4,483	28	0.1%
35-3023	Fast Food and Counter Workers	4,547	\$29,400	1.09	448	2.1%	5,849	359	1.5%
53-7065	Stockers and Order Fillers	4,261	\$36,800	1.38	926	5.0%	4,136	470	2.1%
11-1021	General and Operations Managers	3,834	\$110,200	0.95	1,015	6.3%	1,886	301	1.5%
29-1141	Registered Nurses	3,694	\$84,100	0.98	680	4.2%	1,245	277	1.5%
35-3031	Waiters and Waitresses	3,394	\$38,700	1.32	470	3.0%	3,656	160	0.9%
43-9061	Office Clerks, General	3,175	\$42,100	1.11	232	1.5%	1,993	73	0.5%
43-4051	Customer Service Representatives	2,983	\$41,400	0.98	484	3.6%	2,064	74	0.5%
	Laborers and Freight, Stock, and Material Movers, Hand	2,955	\$37,500	0.90	459	3.4%	2,195	208	1.4%
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,952	\$53,600	1.20	412	3.0%	1,843	249	1.6%
	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,683	\$33,300	1.00	133	1.0%	2,191	180	1.3%
47-2061	Construction Laborers	2,597	\$42,200	1.60	366	3.1%	1,349	247	1.8%
37-3011	Landscaping and Groundskeeping Workers	2,308	\$36,400	1.76	193	1.8%	1,729	165	1.4%
	First-Line Supervisors of Retail Sales Workers	2,281	\$55,400	1.44	137	1.3%	1,193	74	0.6%
31-1131	Nursing Assistants	2,223	\$37,400	1.37	182	1.7%	1,743	127	1.1%
35-2014	Cooks, Restaurant	2,174	\$35,900	1.35	559	6.1%	2,046	274	2.4%
31-1122	Personal Care Aides	2,069	\$33,300	0.56	433	4.8%	1,947	255	2.3%
	Elementary School Teachers, Except Special Education	1,978	\$57,900	1.30	101	1.0%	799	103	1.0%
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,883	\$42,200	0.89	84	0.9%	1,149	93	1.0%
49-9071	Maintenance and Repair Workers, General	1,829	\$48,000	1.03	258	3.1%	1,046	143	1.5%
	Bookkeeping, Accounting, and Auditing Clerks	1,777	\$49,200	1.01	21	0.2%	1,091	49	0.5%
11-9013	Farmers, Ranchers, and Other Agricultural Managers	1,755	\$91,400	2.23	-194	-2.1%	1,035	81	0.9%
	First-Line Supervisors of Construction Trades and Extraction Workers	1,630	\$71,500	1.59	290	4.0%	796	143	1.7%
53-3033	Light Truck Drivers	1,628	\$51,200	1.38	97	1.2%	1,053	163	1.9%

Source: JobsEQ

Educational Awards

Program	Certificate < 1 Yr	Certificate 1+ but < 2 Yr	Associate's	Certificate 2+ but < 4 Yr	Bachelor's	Total Awards
Registered Nursing/Registered Nurse	0	0	992	0	292	1,284
Liberal Arts and Sciences/Liberal Studies	0	0	669	0	0	669
Business Administration and Management, General	356	5	71	0	49	481
Early Childhood Education and Teaching	31	121	155	0	12	319
Criminal Justice/Police Science	143	0	4	0	27	174
Licensed Practical/Vocational Nurse Training	0	157	0	0	0	157
Emergency Medical Technology/Technician (EMT Paramedic)	78	40	16	0	0	134
Educational Leadership and Administration, General	0	0	0	0	125	125
Fire Science/Fire-fighting	117	0	0	0	0	117
Business Administration, Management and Operations, Other	0	0	0	0	112	112
Welding Technology/Welder	12	91	0	0	0	103
Accounting Technology/Technician and Bookkeeping	78	0	20	0	0	98
Health/Health Care Administration/Management	16	0	0	0	74	90
Entrepreneurship/Entrepreneurial Studies	86	0	0	0	0	86
Human Resources Management/Personnel Administration, General	0	0	26	0	59	85
Information Technology	65	0	17	0	0	82
Health Information/Medical Records Technology/Technician	0	0	79	0	0	79
Corrections	78	0	0	0	0	78
Human Services, General	0	0	18	0	57	75
Graphic Design	0	0	41	0	26	67
Truck and Bus Driver/Commercial Vehicle Operator and Instructor	66	0	0	0	0	66
Equestrian/Equine Studies	43	0	18	0	0	61
Nursing Assistant/Aide and Patient Care Assistant/Aide	54	0	0	0	0	54
Radiologic Technology/Science - Radiographer	0	0	46	7	0	53
Computer and Information Systems	25	0	0	0	27	52
Security/Auditing/Information Assurance						

Source: JobsEQ

Skills Gaps

Skill	CANDIDATES	OPENINGS	GAP
	#	#	#
Basic Life Support (BLS)	216	416	-200
Certification in Cardiopulmonary Resuscitation (CPR)	370	508	-138
Forklifts	353	484	-131
Serving	231	359	-128
Hospitality	424	552	-128
Point of Sale Systems (POS Systems)	353	471	-118
Home Health Care	132	249	-117
Mathematics	302	396	-94
Bilingual	179	251	-72
Event Planning	46	111	-65
Food Service	196	260	-64
Hand Tools	157	218	-61
Microsoft Excel	1,398	1,458	-60
Microsoft Outlook	514	571	-58
Retail Sales	545	601	-56
Microsoft Office	1,293	1,343	-50
Patient Care Technician (PCT)	11	61	-50

TALENT SUPPLY

644,470

Regional Population
(2024)

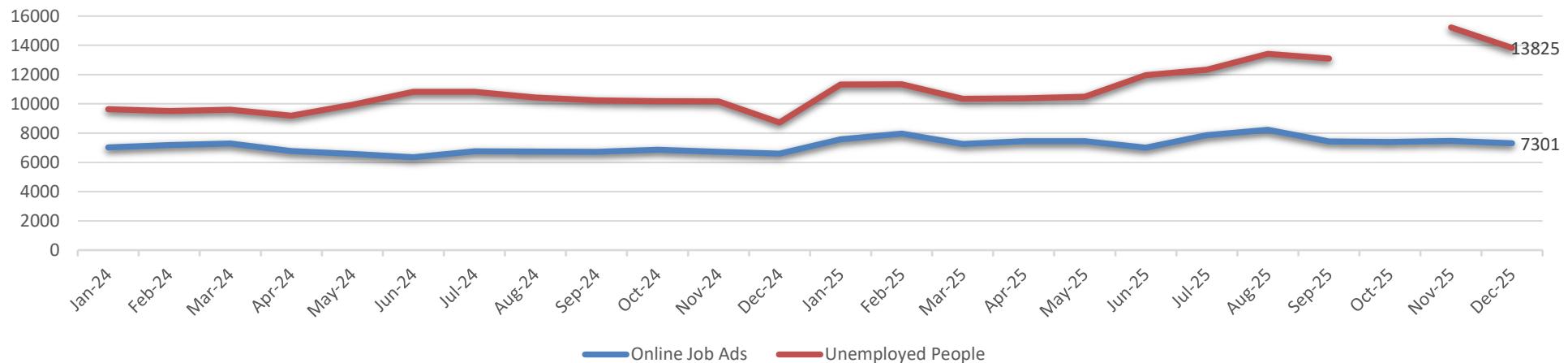
220,261

Labor Force
(December 2025)

13,825

Regional Unemployed
(December 2025)

Online Job Ads vs Unemployed People



Source: LAUS/BLS, Note: Labor Force Statistics are not available for October 2025 due to a lapse in federal data collection.

Job Openings Vs Unemployed by County:

Source: Florida Scorecard

CITRUS



LEVY



MARION



NEXT STEPS

- Review Master Credentials List by sector
- Validate that current local training offerings align with your industry's needs
- Explore new training options not currently offered in our area to meet skills gaps
- Increase business/industry representation on the committee

Next Meeting:

5/27/2026



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