

Business Enhancement Committee Meeting
Wednesday, October 14, 2026 at 9:00am**Join ZOOM Meeting**

<https://us02web.zoom.us/j/85290067960?pwd=sjbi3cpHaBHRaduLVcsT6bvbMEXqD8.1>

By Phone: **(305) 224-1968**

Meeting ID: 852 9006 7960 Pass Code: 586281

As courtesy to others:

1. Please remember to mute your phone if you are not speaking.
2. Please do not put this call on hold if your telephone system plays hold music.

Please let us know if you hear static, echoing, or any other interference on the line; or if you cannot hear others.

Call 863-385-3672 and ask for Caleb or Matthew if you have these or other connectivity issues.

AGENDA**I. Call to Order**

- The meeting will be called to order by David Royal, Committee Chair.
- Mr. Royal to inquire if any Requests for Public Comment have been made.

II. Introductions

- Roll will be called to identify/confirm all participants on the call. Committee members, staff, and others present will be identified.
- Mr. Royal to inquire if there are any others on the phone who were not identified.

III. Topics**ACTION ITEMS:**

- A. Related Party Training Providers
- B. PY 2026-27 CSH Local ETPL & Apprenticeships
- C. PY 2026-27 LWDB 19 Regional Demand Occupations List
- D. Review and discussion of September 16, 2026, Education and Industry Consortium Meeting

IV. Other**V. Adjourn**

Any person who might wish to appeal any decision made in a public hearing or meeting is hereby advised that they will need a record of the proceedings, and for such purpose, they may need to ensure that a verbatim record of the proceedings is made which will include the testimony and evidence upon which such appeal is to be based. Reminder: Board members employed by organizations which have any interest in any Board item may not discuss, make motions, second motions or vote on any matters which may involve that organization. Additionally, they must declare a Conflict of Interest and sign a Conflict of Interest form.

CareerSource Heartland is an equal opportunity employer/program. Auxiliary aids and services available upon request to individuals with disabilities.

ACTION ITEM:

Related Party Training Providers

In September 2024, CareerSource Florida's Board of Directors approved a revised Local Workforce Development Board Conflict of Interest Policy. This policy intends to ensure transparency and accountability for local workforce development board (LWDB) actions where a conflict of interest may exist between a board member and a related party, and the procedural requirements for approving contracts in which a potential conflict may exist. The previous policy included exemptions applicable to Training Providers, which the CareerSource Heartland (CSH) Board subsequently approved. This exempted Related Party Training Providers from requiring Board/State approval to provide WIOA funded occupational/vocational training to customers through Individual Training Accounts (ITA).

CSF's revised policy does not include exemptions. However, the definition of Contract says:

- Contract** – a relationship, transaction, expenditure, or written agreement which results in or could result in an expenditure of state or federal funds, to which a local board is one of the parties. It includes the proposed contract, initial contract and all amendments, and renewals and extensions thereto. This term does not include:
- a. Retail purchases in the ordinary course of business.
 - b. The purchase of utility services for use by the local board.
 - c. Staff employment contracts (other than the contracts with members of a local board or relatives of board members or board employees); or
 - d. Membership fees and sponsorships to professional organizations.

CSH has Agreements with Training Providers to outline statements of work, payment processes, performance reporting requirements, access to records, information sharing, and termination clauses. However, there are no dollar amounts for which to obtain approval. No Training Provider is guaranteed a set amount of funds. Doing so would obligate funds that may or may not be used, since customer choice dictates which eligible Provider will receive an eligible individual's ITA, and the amount authorized for each ITA is based on individual need.

For transparency and accountability purposes, staff requests Board acknowledgment that the following Training Providers are Related Parties, and requests Board approval to continue to issue customer ITAs to each, as appropriate.

DeSoto County School District
Indian River State College
Miller Dynamics*
South Florida State College

*Note: Miller Dynamics is the local Private Education Training Provider represented on CSH's Board of Directors, approved as a provider by Florida's Commission for Independent Education. They do not currently offer training programs that are eligible for WIOA funding. However, due to the demand for Emergency Medical Technicians (EMT), they are pursuing approval to provide EMT training. This training could then qualify for WIOA funding for CSH eligible customers.

- As related-parties, Jake Reynolds, CSH Board Member and DeSoto County School District employee; Stephanie Etter, CSH Board Member and Indian River State College employee; Emily Roesner, CSH Board Member and Miller Dynamics employee, and Fred Hawkins and Joshua Exendine, CSH Board members and South Florida State College employees, will abstain from voting on this action and sign conflict of interest forms.

Action Requested:

Consider acknowledgment that DeSoto County School District, Indian River State College, Miller Dynamics, and South Florida State College are Related Party Training Providers, and approval to issue customer Individual Training Accounts (ITAs) to each, as appropriate.

ACTION ITEM:

**PY 2026-2027 CareerSource Heartland
Local Eligible Training Providers with Approved Programs
and Apprenticeship Lists**

In PY 2024-25, following changes in the processes being used for the establishment of the State's Eligible Training Provider List (ETPL), the CareerSource Heartland Boards (CSH) approved the use of the State's ETPL to serve as the allowable Training Providers and Programs eligible to receive CSH WIOA funds for eligible participants. The intent was to increase the training options available to local participants while decreasing the amount of administrative paperwork required by training providers and CSH staff.

State guidance still requires local workforce boards to follow local processes to determine local Provider and Program eligibility and obtain Individual Training Account Agreements. This Action Item is presented to keep the CSH Boards aware of approved local Provider and Program listings. Registered Apprenticeship Programs that are approved through Florida's Department of Education are automatically approved and added to the local Apprenticeship listing per State Guidance.

Action Requested:

Approve the attached local PY 2026-2027 Eligible Training Provider and Program and Apprenticeship Listings as presented.

CareerSource Heartland - LWDA19
Eligible Training Provider List
Program Year 2026-27

Desoto Schools - School Board of Desoto County Continued Eligibility Review Date - 4/29/2026	
Program Name	SOC Code
Nursing (LPN) (1350 Hrs)	292061

Immokalee Technical College (iTECH - Glades) Continued Eligibility Review Date - 7/20/2026	
Program Name	SOC Code
Practical Nursing (LPN) (1350 Hrs)	292061

Indian River State College Continued Eligibility Review Date - 5/19/2026	
Program Name	SOC Code
Practical Nursing (LPN) (1350 Hrs)	292061
CDL - Class A (160 Hrs)	533032

South Florida State College Continued Eligibility Review Date - 5/4/2026	
Program Name	SOC Code
Commercial Vehicle Driving – 160 hrs.	533032
CDL - Refresher - 33Hrs	533032
CDL - Refresher - 20Hrs	533032
Construction - Carpentry & Roofing (Basic)	472031
Construction - Carpentry & Roofing (Intermediate)	472031
Construction – Electrical	472111
Construction – Plumbing	472152
Welding (Advanced)	514121
Welding (Principles and Practices)	514121
Certified Fiber Optics Technician (CFOT)	492022
Certified Fiber Optics Splicing Specialist (CFOS/S)	492022
Certified Fiber Optics Specialist in Testing & Maintenance (CFOS/T)	492022

Southern Technical College Initial Eligibility Review Date - 5/16/2026	
Program Name	SOC Code
Construction - Heating, Ventilation, & Air Conditioning (HVAC	499021

Sunstate CDL Initial Eligibility Review Date - 9/21/2026	
Program Name	SOC Code
Commercial Vehicle Driving – 160 hrs.	533032

Revised 9/21/26

PY 2026-2027 CareerSource Heartland

Apprenticeship List

Florida Rural Water Association

Wastewater Systems Operation Specialist

Indian River State College

Culinary

Diesel Technician

Electrical

HVAC

Mechanical Drafter

Mechatronics

Medical Assistant

Pharmacy

Plumbing

Surgical

Welding

National Construction Workforce LLC Apprenticeship Program

Operating Engineer (ALT- 3D Additive Systems)

South Florida State College

Heartland Air Conditioning Apprenticeship

Tri-County Apprenticeship Academy

Plumbing

ACTION ITEM:
Approval of 2026-2027 LWDB 19 Regional Demand Occupations List

Historically, CareerSource Heartland (CSH) annually solicited input from local businesses, economic development, education partners, county and city entities, and other partners in the CSH four-county area concerning the FloridaCommerce Regional Demand Occupations List (DOL). This input was used to develop a Local Demand Occupations List (LDOL) which was presented to the CSH Board and Executive Board for approval. State policy allowed Local Workforce Development Boards (LWDBs) to fund training opportunities for occupations on the LDOL.

On August 25, 2026, LWDBs received notice that FloridaCommerce and CareerSource Florida discontinued the use of LDOLs. This decision was based on a determination that LDOLs redetermined occupational eligibility for training under the Workforce Innovation and Opportunity Act (WIOA) and undermined statewide consistency in training approvals.

The State's related policy is being rewritten, will integrate the Master Credentials List (MCL), and will be intended to advance a unified, statewide strategy to identify high quality, in demand credentials that meet statutory criteria and reflect the needs of Florida's growing economy.

FloridaCommerce has released the 2026–2027 Statewide and Regional Demand Occupations List (DOL), which were developed by the Bureau of Workforce Statistics and Economic Research. This list continues to be the state's primary tool for identifying and responding to labor market needs across Florida's business community.

New guidance dictates that LWDBs ensure that all WIOA funded training programs are aligned both with the Statewide and Regional DOL and with credentials approved on the MCL. Boards are reminded that they already have a pathway to add new credentials to the MCL through local demand, and that process will remain in place under the updated policy. The State contends that the new framework preserves local flexibility, presumably through the opportunity to submit applications for addition of occupations to the MCL.

Staff respectfully presents the 2026-2027 LWDB 19 Regional Demand Occupations List for this area, for approval. This list, and the MCL, will be used when determining which training programs can be funded using local WIOA funds.

Action Requested:

Consider approval of the 2026-2027 LWDB 19 Regional Demand Occupations List as presented.

2026-2027 Regional Demand Occupations List

Sorted by Occupational Title

Workforce Development Area 19 - DeSoto, Hardee, Highlands, and Okeechobee counties

Selection Criteria:

- 1 LMEC Educational Requirements: 3 (Some College, No Degree), 4 (Postsecondary Non-Degree Award), 5 (Associate Degree), or 6 (Bachelor's Degree)
- 2 30 annual openings and positive growth
- 3 Mean Wage of \$18.28/hour and Entry Wage of \$14.86/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$28.63/hour and Entry Wage of \$18.28/hour

SOC Code*	HSHW**	Occupation Title*	Regional				Statewide				LMEC Training Code	In Target Industry?	Qualifying Level***
			Annual	Annual	2025 Hourly Wage		Annual	Annual	2025 Hourly Wage				
			% Growth	Openings	Mean	Entry	% Growth	Openings	Mean	Entry			
132011	HSHW	Accountants and Auditors	0.75	26	39.37	24.44	1.61	9,421	42.41	26.49	6	Yes	S
152011	HSHW	Actuaries	N/A	N/A	N/A	N/A	3.48	158	65.84	40.88	6	Yes	E
113012	HSHW	Administrative Services Managers	0.67	10	40.85	23.73	1.27	1,560	53.37	28.42	6	Yes	S
413011		Advertising Sales Agents	N/A	N/A	N/A	N/A	0.03	584	33.44	18.61	3	Yes	E
112011		Advertising and Promotions Managers	N/A	N/A	N/A	N/A	0.91	152	N/A	N/A	6	Yes	E
173021	HSHW	Aerospace Engineering and Operations Technologists and Technicians	N/A	N/A	N/A	N/A	1.68	180	39.99	29.10	5	Yes	E
172011	HSHW	Aerospace Engineers	N/A	N/A	N/A	N/A	1.46	247	63.01	44.60	6	Yes	E
493011	HSHW	Aircraft Mechanics and Service Technicians	0.53	3	32.07	23.10	1.56	1,400	38.40	23.81	5	Yes	S
512011	HSHW	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	N/A	N/A	N/A	N/A	-0.99	134	32.84	23.45	4	Yes	E
532022		Airfield Operations Specialists	N/A	N/A	N/A	N/A	1.46	410	27.97	19.45	3	Yes	E
532011	HSHW	Airline Pilots, Copilots, and Flight Engineers	N/A	N/A	N/A	N/A	1.78	892	122.32	64.73	6	Yes	S
171011	HSHW	Architects, Except Landscape and Naval	N/A	N/A	N/A	N/A	1.57	496	48.16	31.74	6	Yes	N
173011	HSHW	Architectural and Civil Drafters	-0.40	3	N/A	N/A	1.57	901	31.52	21.30	5	Yes	S
119041	HSHW	Architectural and Engineering Managers	0.00	1	N/A	N/A	1.34	628	85.58	60.02	6	Yes	S
271011	HSHW	Art Directors	N/A	N/A	N/A	N/A	1.29	604	50.58	30.58	6	Yes	S
274011		Audio and Video Technicians	N/A	N/A	N/A	N/A	1.05	629	28.79	19.57	5	Yes	N
493023		Automotive Service Technicians and Mechanics	1.06	40	23.25	16.13	1.14	5,193	25.84	16.52	4	Yes	R
492091	HSHW	Avionics Technicians	N/A	N/A	N/A	N/A	1.63	212	42.04	27.97	5	Yes	E
172031	HSHW	Bioengineers and Biomedical Engineers	N/A	N/A	N/A	N/A	0.98	45	52.76	33.14	6	Yes	E
194021		Biological Technicians	0.76	4	26.25	18.07	1.41	396	25.20	17.69	6	Yes	N
433031		Bookkeeping, Accounting, and Auditing Clerks	-0.15	85	24.04	17.16	0.35	14,245	25.28	18.53	3	Yes	S
434011	HSHW	Brokerage Clerks	N/A	N/A	N/A	N/A	-0.26	284	32.79	25.71	3	Yes	E
493031		Bus and Truck Mechanics and Diesel Engine Specialists	0.56	11	27.30	19.97	0.95	1,284	30.17	22.21	4	Yes	S
131199	HSHW	Business Operations Specialists, All Other	0.66	22	36.51	21.52	1.28	7,397	43.76	23.48	6	Yes	S
131020	HSHW	Buyers and Purchasing Agents	0.82	12	32.48	20.16	1.49	3,583	37.52	23.45	6	Yes	S
292031		Cardiovascular Technologists and Technicians	0.29	2	32.54	19.12	0.89	415	34.55	18.89	5	Yes	E
252032	HSHW	Career/Technical Education Teachers, Secondary School	0.93	0	28.73	24.36	0.77	770	31.13	24.64	6	No	E
472031		Carpenters	1.65	37	24.24	17.51	1.49	5,497	25.27	18.99	4	Yes	R
351011		Chefs and Head Cooks	1.40	9	28.45	18.96	1.62	2,548	29.67	17.93	5	Yes	S
518091	HSHW	Chemical Plant and Systems Operators	N/A	N/A	N/A	N/A	-0.44	21	52.45	32.46	5	Yes	E
194031		Chemical Technicians	N/A	N/A	N/A	N/A	1.24	262	27.09	19.59	5	Yes	E
192031	HSHW	Chemists	N/A	N/A	N/A	N/A	1.50	149	44.04	25.81	6	Yes	E
111011	HSHW	Chief Executives	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6	Yes	N

211021		Child, Family, and School Social Workers	0.35	6	25.56	18.66	0.95	1,604	27.87	20.48	6	Yes	S
173022	HSHW	Civil Engineering Technologists and Technicians	N/A	N/A	N/A	N/A	1.05	284	32.29	21.74	5	Yes	E
172051	HSHW	Civil Engineers	0.60	3	45.48	29.36	1.55	1,868	49.91	31.34	6	Yes	S
131031	HSHW	Claims Adjusters, Examiners, and Investigators	0.47	2	N/A	N/A	0.72	2,205	36.91	24.41	3	Yes	S
292010		Clinical Laboratory Technologists and Technicians	0.39	13	26.35	17.20	0.93	2,009	30.60	18.85	5	Yes	S
532012	HSHW	Commercial Pilots	N/A	N/A	N/A	N/A	1.32	854	69.87	36.26	4	Yes	S
211094		Community Health Workers	N/A	N/A	N/A	N/A	1.80	238	23.00	16.52	6	Yes	N
211099		Community and Social Service Specialists, All Other	N/A	N/A	N/A	N/A	1.12	640	25.83	18.27	6	Yes	N
113111	HSHW	Compensation and Benefits Managers	N/A	N/A	N/A	N/A	1.03	126	65.76	41.94	6	Yes	E
131141	HSHW	Compensation, Benefits, and Job Analysis Specialists	2.46	1	35.11	21.48	1.42	610	34.74	22.22	6	Yes	S
131041	HSHW	Compliance Officers	0.70	8	34.86	20.05	1.02	2,929	38.98	22.77	6	Yes	S
172061	HSHW	Computer Hardware Engineers	N/A	N/A	N/A	N/A	1.78	222	66.25	42.24	6	Yes	E
151241	HSHW	Computer Network Architects	N/A	N/A	N/A	N/A	2.31	668	66.01	44.28	6	Yes	S
151231	HSHW	Computer Network Support Specialists	0.00	1	N/A	N/A	1.04	608	38.14	24.53	5	Yes	E
519161		Computer Numerically Controlled Tool Operators	0.00	1	N/A	N/A	-0.14	402	22.86	17.83	4	Yes	E
519162	HSHW	Computer Numerically Controlled Tool Programmers	N/A	N/A	N/A	N/A	2.17	96	31.43	21.62	5	Yes	E
151299	HSHW	Computer Occupations, All Other	1.38	4	34.14	21.19	1.91	1,557	53.08	29.17	6	Yes	S
151251	HSHW	Computer Programmers	N/A	N/A	N/A	N/A	0.33	287	46.61	28.17	6	Yes	E
151211	HSHW	Computer Systems Analysts	1.53	6	47.25	29.18	1.90	2,890	51.26	33.26	6	Yes	S
151232		Computer User Support Specialists	0.12	12	24.48	16.21	0.72	3,508	30.26	20.24	4	Yes	S
113021	HSHW	Computer and Information Systems Managers	1.42	5	68.86	41.88	2.44	3,169	84.20	54.11	6	Yes	S
119021	HSHW	Construction Managers	1.71	26	51.42	31.38	1.76	4,371	61.64	35.77	6	Yes	S
474011	HSHW	Construction and Building Inspectors	0.18	7	34.80	21.90	0.78	1,416	34.30	22.92	4	Yes	S
131051	HSHW	Cost Estimators	0.67	6	37.98	22.43	0.57	1,344	39.00	23.50	6	Yes	S
434031		Court, Municipal, and License Clerks	0.52	25	22.47	17.18	0.79	1,175	23.66	18.40	3	Yes	N
271012		Craft Artists	N/A	N/A	N/A	N/A	N/A	N/A	24.52	17.56	3	Yes	E
132041	HSHW	Credit Analysts	0.00	0	N/A	N/A	0.28	227	43.12	27.75	6	Yes	E
152051	HSHW	Data Scientists	N/A	N/A	N/A	N/A	4.06	1,068	57.28	35.07	6	Yes	S
151243	HSHW	Database Architects	N/A	N/A	N/A	N/A	1.92	150	68.40	45.11	6	Yes	E
319091		Dental Assistants	1.23	21	22.09	18.33	1.51	3,552	23.32	19.50	4	Yes	S
291292	HSHW	Dental Hygienists	1.48	6	41.07	35.28	1.57	1,121	42.46	35.89	5	Yes	S
519081		Dental Laboratory Technicians	N/A	N/A	N/A	N/A	-0.17	241	28.61	19.81	4	Yes	E
292032	HSHW	Diagnostic Medical Sonographers	1.56	3	39.63	34.90	2.01	519	41.34	34.05	5	Yes	S
291031	HSHW	Dietitians and Nutritionists	0.26	3	30.51	17.66	1.14	435	35.23	26.08	6	Yes	E
172071	HSHW	Electrical Engineers	N/A	N/A	N/A	N/A	1.39	528	53.57	34.87	6	Yes	S
499051	HSHW	Electrical Power-Line Installers and Repairers	-0.76	8	43.53	32.15	0.72	645	40.82	27.62	4	Yes	N
173012	HSHW	Electrical and Electronics Drafters	N/A	N/A	N/A	N/A	0.50	77	34.09	23.44	5	Yes	E
472111		Electricians	1.62	26	25.77	19.00	1.85	5,975	27.72	20.63	4	Yes	S
173024	HSHW	Electro-Mechanical and Mechatronics Technologists and Technicians	N/A	N/A	N/A	N/A	1.26	77	35.47	26.68	5	Yes	E
172072	HSHW	Electronics Engineers, Except Computer	N/A	N/A	N/A	N/A	1.62	373	59.18	41.63	6	Yes	E
252021		Elementary School Teachers, Except Special Education	0.23	71	25.48	22.26	0.75	6,005	28.62	23.37	6	No	R
292042		Emergency Medical Technicians	N/A	N/A	N/A	N/A	1.39	632	21.22	16.69	4	Yes	S
173029	HSHW	Engineering Technologists and Technicians, Except Drafters, All Other	N/A	N/A	N/A	N/A	1.12	250	35.42	23.47	5	Yes	E
172199	HSHW	Engineers, All Other	0.68	1	42.27	29.84	0.77	634	53.09	31.36	6	Yes	E
173025		Environmental Engineering Technologists and Technicians	N/A	N/A	N/A	N/A	1.51	53	25.51	18.40	5	Yes	E
172081	HSHW	Environmental Engineers	N/A	N/A	N/A	N/A	1.82	138	53.62	31.53	6	Yes	E
194042		Environmental Science and Protection Technicians, Including Health	N/A	N/A	N/A	N/A	1.35	264	25.78	19.52	5	Yes	E
192041	HSHW	Environmental Scientists and Specialists, Including Health	0.42	5	27.55	20.36	0.91	619	33.57	21.83	6	Yes	N
436011	HSHW	Executive Secretaries and Executive Administrative Assistants	0.00	7	29.22	19.76	0.68	2,351	33.21	22.19	3	Yes	S
113013	HSHW	Facilities Managers	0.76	3	45.54	27.39	1.13	737	49.94	28.89	6	Yes	N

119013	HSHW	Farmers, Ranchers, and Other Agricultural Managers	-0.26	339	38.92	22.88	-0.18	4,939	53.80	29.25	6	Yes	E
433099		Financial Clerks, All Other	N/A	N/A	N/A	N/A	0.97	276	27.35	20.18	3	Yes	E
132061	HSHW	Financial Examiners	N/A	N/A	N/A	N/A	2.83	454	40.16	25.46	6	Yes	E
113031	HSHW	Financial Managers	1.56	14	63.13	33.34	2.28	4,861	81.72	43.84	6	Yes	S
132054	HSHW	Financial Risk Specialists	N/A	N/A	N/A	N/A	1.50	397	53.61	31.08	6	Yes	E
132099	HSHW	Financial Specialists, All Other	0.68	1	N/A	N/A	1.13	646	36.04	22.67	6	Yes	N
132051	HSHW	Financial and Investment Analysts	1.61	4	43.38	23.96	1.40	1,837	49.85	30.53	6	Yes	S
332011		Firefighters	N/A	N/A	N/A	N/A	0.81	1,990	29.51	19.62	4	Yes	S
471011	HSHW	First-Line Supervisors of Construction Trades and Extraction Workers	1.90	48	35.13	24.06	1.50	7,746	38.08	25.90	3	Yes	R
391014		First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	1.13	3	21.01	16.42	1.36	785	26.78	18.31	3	Yes	S
371012		First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1.44	45	24.99	19.64	1.05	2,531	27.34	19.32	3	Yes	R
491011	HSHW	First-Line Supervisors of Mechanics, Installers, and Repairers	0.76	25	34.36	22.12	1.11	3,975	37.64	24.97	3	Yes	S
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.43	9	38.53	24.00	0.76	2,014	43.89	26.12	3	Yes	S
431011	HSHW	First-Line Supervisors of Office and Administrative Support Workers	N/A	N/A	N/A	N/A	0.87	11,128	33.84	22.62	3	Yes	S
391022		First-Line Supervisors of Personal Service Workers	N/A	N/A	N/A	N/A	1.46	818	24.68	17.02	3	Yes	S
511011	HSHW	First-Line Supervisors of Production and Operating Workers	0.65	17	31.30	20.87	1.07	3,200	34.27	22.35	3	Yes	S
411011		First-Line Supervisors of Retail Sales Workers	0.25	74	23.52	16.10	0.47	10,122	25.35	17.12	3	Yes	R
531047	HSHW	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Super	1.04	17	30.31	21.14	1.32	4,026	31.10	21.34	3	Yes	S
331012	HSHW	First-Line Supervisors of Police and Detectives	0.52	9	38.87	33.04	0.70	754	51.37	34.28	6	No	E
194013		Food Science Technicians	0.00	1	N/A	N/A	0.79	73	29.93	19.71	5	Yes	E
191012	HSHW	Food Scientists and Technologists	N/A	N/A	N/A	N/A	1.03	14	49.02	28.65	6	Yes	E
119051	HSHW	Food Service Managers	1.35	25	31.85	19.68	1.50	4,173	37.19	24.20	3	Yes	S
131131	HSHW	Fundraisers	0.00	0	N/A	N/A	1.26	600	37.51	21.11	6	Yes	S
111021	HSHW	General and Operations Managers	1.11	131	50.43	25.08	1.35	24,561	61.03	27.36	6	Yes	R
194043		Geological Technicians, Except Hydrologic Technicians	N/A	N/A	N/A	N/A	1.36	29	26.00	18.69	5	Yes	E
192042	HSHW	Geoscientists, Except Hydrologists and Geographers	N/A	N/A	N/A	N/A	1.53	81	49.66	29.60	6	Yes	E
271024	HSHW	Graphic Designers	2.11	2	24.97	16.36	1.16	1,489	32.73	21.17	6	Yes	S
211091	HSHW	Health Education Specialists	0.00	2	22.37	17.64	0.86	325	25.74	14.71	6	Yes	N
299021	HSHW	Health Information Technologists and Medical Registrars	N/A	N/A	N/A	N/A	2.33	234	38.23	23.67	4	Yes	E
251071	HSHW	Health Specialties Teachers, Postsecondary	N/A	N/A	N/A	N/A	2.23	1,047	63.24	28.88	6	No	S
292099		Health Technologists and Technicians, All Other	1.63	5	N/A	N/A	1.25	939	24.61	18.22	4	Yes	S
299099	HSHW	Healthcare Practitioners and Technical Workers, All Other	N/A	N/A	N/A	N/A	1.15	132	38.61	20.38	4	Yes	E
499021		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1.76	28	23.46	16.28	1.74	4,472	27.55	20.23	4	Yes	S
533032		Heavy and Tractor-Trailer Truck Drivers	0.93	117	22.96	15.38	1.36	13,716	26.37	19.45	4	Yes	R
434161		Human Resource Assistants, Except Payroll and Timekeeping	-0.71	2	22.96	19.19	0.31	514	23.84	18.70	5	Yes	E
113121	HSHW	Human Resources Managers	0.70	3	59.88	40.17	1.37	1,061	72.29	42.66	6	Yes	S
131071	HSHW	Human Resources Specialists	0.51	23	31.80	20.80	1.51	6,246	35.87	22.58	6	Yes	S
173026		Industrial Engineering Technologists and Technicians	N/A	N/A	N/A	N/A	1.16	243	30.30	20.73	5	Yes	E
172112	HSHW	Industrial Engineers	N/A	N/A	N/A	N/A	2.07	1,312	51.52	35.41	6	Yes	S
499041		Industrial Machinery Mechanics	1.80	13	28.60	20.26	2.24	1,679	30.14	21.44	4	Yes	S
113051	HSHW	Industrial Production Managers	0.53	3	54.83	29.63	1.06	673	62.98	36.02	6	Yes	N
151212	HSHW	Information Security Analysts	2.83	1	60.07	31.81	3.68	1,415	59.86	38.07	6	Yes	S
519061		Inspectors, Testers, Sorters, Samplers, and Weighers	0.55	10	22.64	14.72	0.99	2,822	24.51	16.80	4	Yes	S
131032	HSHW	Insurance Appraisers, Auto Damage	N/A	N/A	N/A	N/A	N/A	N/A	32.33	23.11	4	Yes	E
413021	HSHW	Insurance Sales Agents	1.64	22	29.23	18.35	1.44	6,866	35.27	19.72	4	Yes	S
132053	HSHW	Insurance Underwriters	N/A	N/A	N/A	N/A	0.97	601	42.81	26.28	6	Yes	E
271025	HSHW	Interior Designers	N/A	N/A	N/A	N/A	1.58	930	31.72	19.89	6	Yes	S
273091		Interpreters and Translators	N/A	N/A	N/A	N/A	0.97	659	28.32	17.64	6	Yes	E
252012		Kindergarten Teachers, Except Special Education	0.17	9	29.64	22.89	0.77	1,148	28.83	23.63	6	No	E
171012	HSHW	Landscape Architects	N/A	N/A	N/A	N/A	1.42	160	41.03	28.73	6	Yes	E

436012		Legal Secretaries and Administrative Assistants	-0.75	2	24.74	16.83	0.79	1,634	26.64	17.80	3	Yes	S
292061		Licensed Practical and Licensed Vocational Nurses	0.42	35	28.54	23.51	0.82	3,478	29.88	25.52	4	Yes	R
194099		Life, Physical, and Social Science Technicians, All Other	N/A	N/A	N/A	N/A	1.02	428	32.05	18.44	6	Yes	N
132072	HSHW	Loan Officers	0.32	5	39.32	17.28	0.80	1,522	39.10	19.70	6	Yes	S
131081	HSHW	Logisticians	1.24	3	33.57	18.76	2.58	1,688	38.25	23.98	6	Yes	S
514041		Machinists	2.15	4	25.34	18.16	0.85	905	27.69	20.71	4	Yes	E
292035	HSHW	Magnetic Resonance Imaging Technologists	0.61	0	40.47	33.58	1.42	233	41.40	33.31	5	Yes	E
131111	HSHW	Management Analysts	1.35	15	45.57	25.52	1.87	9,182	48.00	27.91	6	Yes	S
119199	HSHW	Managers, All Other	0.91	34	47.54	23.07	1.28	8,651	59.51	29.42	6	Yes	R
172121	HSHW	Marine Engineers and Naval Architects	N/A	N/A	N/A	N/A	1.59	53	64.34	38.94	6	Yes	E
131161	HSHW	Market Research Analysts and Marketing Specialists	1.18	13	31.09	18.35	1.72	6,296	38.95	21.63	6	Yes	S
112021	HSHW	Marketing Managers	0.81	3	64.95	33.29	1.47	2,099	76.45	42.62	6	Yes	S
319011		Massage Therapists	1.58	4	22.45	15.82	1.98	2,063	25.83	17.26	4	Yes	S
192032	HSHW	Materials Scientists	N/A	N/A	N/A	N/A	N/A	N/A	52.21	37.09	6	Yes	E
173027		Mechanical Engineering Technologists and Technicians	N/A	N/A	N/A	N/A	1.08	72	28.68	18.19	5	Yes	E
172141	HSHW	Mechanical Engineers	N/A	N/A	N/A	N/A	1.84	677	50.86	33.83	6	Yes	S
519082		Medical Appliance Technicians	N/A	N/A	N/A	N/A	0.78	177	22.97	16.72	4	Yes	E
319092		Medical Assistants	1.69	64	19.45	16.89	2.16	9,448	20.81	17.39	4	Yes	R
292036	HSHW	Medical Dosimetrists	N/A	N/A	N/A	N/A	1.26	26	73.35	61.10	4	Yes	E
499062		Medical Equipment Repairers	1.61	2	N/A	N/A	1.58	408	29.18	18.71	5	Yes	N
292072		Medical Records Specialists	1.21	7	23.70	16.16	1.64	1,369	24.25	17.41	4	Yes	S
191042	HSHW	Medical Scientists, Except Epidemiologists	N/A	N/A	N/A	N/A	1.76	357	58.58	33.07	6	Yes	N
436013		Medical Secretaries and Administrative Assistants	0.83	59	19.46	16.35	1.20	9,338	21.02	17.28	3	Yes	R
119111	HSHW	Medical and Health Services Managers	2.48	28	56.85	32.33	2.77	4,869	65.10	37.58	6	Yes	S
131121		Meeting, Convention, and Event Planners	0.97	3	28.31	15.33	1.22	1,192	31.01	18.16	6	Yes	S
211023		Mental Health and Substance Abuse Social Workers	1.89	4	25.86	17.82	1.57	725	26.59	19.34	6	Yes	S
252022		Middle School Teachers, Except Special and Career/Technical Education	0.17	10	25.42	23.12	0.74	2,486	28.86	23.77	6	No	S
514035		Milling and Planning Machine Setters, Operators, and Tenders, Metal and Plastic	N/A	N/A	N/A	N/A	-0.25	20	21.82	17.56	4	Yes	E
172151	HSHW	Mining and Geological Engineers, Including Mining Safety Engineers	N/A	N/A	N/A	N/A	1.46	4	59.67	42.36	6	Yes	E
493042	HSHW	Mobile Heavy Equipment Mechanics, Except Engines	0.63	3	28.99	20.01	1.23	1,019	30.81	22.81	4	Yes	S
493051		Motorboat Mechanics and Service Technicians	1.51	5	23.62	18.00	1.54	668	27.48	19.89	4	Yes	S
272042	HSHW	Musicians and Singers	N/A	N/A	N/A	N/A	0.69	1,425	77.63	23.96	3	Yes	S
119121	HSHW	Natural Sciences Managers	0.00	1	45.09	32.41	1.25	421	65.75	32.74	6	Yes	N
151244	HSHW	Network and Computer Systems Administrators	0.78	5	40.93	27.81	0.68	1,290	46.85	30.56	6	Yes	S
292033	HSHW	Nuclear Medicine Technologists	N/A	N/A	N/A	N/A	1.08	117	46.34	39.17	5	Yes	E
195011	HSHW	Occupational Health and Safety Specialists	N/A	N/A	N/A	N/A	2.03	754	43.60	26.74	6	Yes	S
195012		Occupational Health and Safety Technicians	N/A	N/A	N/A	N/A	1.60	98	30.01	23.72	4	Yes	E
312011	HSHW	Occupational Therapy Assistants	1.28	3	34.23	30.53	2.00	559	33.80	28.42	5	Yes	S
152031	HSHW	Operations Research Analysts	1.09	0	30.69	22.47	2.76	786	40.51	24.68	6	Yes	S
292057		Ophthalmic Medical Technicians	N/A	N/A	N/A	N/A	2.66	1,282	22.26	17.63	4	Yes	S
232011		Paralegals and Legal Assistants	-0.14	10	26.80	19.65	1.29	4,707	30.41	21.06	5	Yes	S
433051		Payroll and Timekeeping Clerks	-0.77	5	23.88	16.97	-0.35	1,037	26.52	18.84	3	Yes	E
132052	HSHW	Personal Financial Advisors	1.98	5	45.09	20.43	1.63	2,139	78.26	27.66	6	Yes	S
292052		Pharmacy Technicians	1.19	28	20.08	16.53	1.44	4,310	21.21	17.31	4	Yes	S
319097		Phlebotomists	N/A	N/A	N/A	N/A	1.62	1,476	20.19	17.25	4	Yes	S
312021	HSHW	Physical Therapist Assistants	2.43	19	33.70	28.18	2.22	1,788	34.19	27.96	5	Yes	S
472152		Plumbers, Pipefitters, and Steamfitters	1.46	18	25.48	19.40	1.36	2,988	26.94	20.44	4	Yes	S
333051		Police and Sheriff's Patrol Officers	0.44	33	26.60	22.76	0.77	4,378	36.21	26.63	5	No	R
515111		Prepress Technicians and Workers	N/A	N/A	N/A	N/A	-1.00	124	22.44	17.31	4	Yes	E
272012	HSHW	Producers and Directors	N/A	N/A	N/A	N/A	1.10	774	45.83	24.81	6	Yes	N

435061		Production, Planning, and Expediting Clerks	0.30	8	24.58	17.69	0.72	2,223	26.70	18.86	3	Yes	S
	HSHW	Project Management Specialists	0.91	16	45.54	27.54	1.51	5,993	49.89	31.12	6	Yes	S
119141	HSHW	Property, Real Estate, and Community Association Managers	1.29	13	36.58	21.32	1.21	4,514	40.07	23.12	6	Yes	S
292053		Psychiatric Technicians	N/A	N/A	N/A	N/A	2.59	1,748	21.59	17.29	4	Yes	S
273031	HSHW	Public Relations Specialists	1.33	7	29.70	17.75	1.27	2,001	34.59	20.11	6	Yes	S
291124	HSHW	Radiation Therapists	N/A	N/A	N/A	N/A	1.14	83	48.31	40.61	5	Yes	E
492021	HSHW	Radio, Cellular, and Tower Equipment Installers and Repairers	N/A	N/A	N/A	N/A	1.79	84	32.92	22.98	5	Yes	E
292034	HSHW	Radiologic Technologists and Technicians	0.28	7	33.31	25.14	1.14	1,049	35.94	26.67	5	Yes	N
419021		Real Estate Brokers	N/A	N/A	N/A	N/A	N/A	N/A	42.49	20.89	4	Yes	N
419022		Real Estate Sales Agents	0.86	11	24.74	15.29	1.21	5,224	35.39	17.01	4	Yes	S
291141	HSHW	Registered Nurses	0.57	77	41.28	32.59	1.03	14,276	43.58	34.37	6	Yes	R
291126	HSHW	Respiratory Therapists	1.15	5	37.81	33.59	1.72	650	39.61	32.46	5	Yes	S
112022	HSHW	Sales Managers	1.09	10	62.47	30.84	1.33	3,422	72.17	38.03	6	Yes	S
413091		Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	0.82	48	30.98	17.10	1.24	12,095	35.13	18.61	6	Yes	R
414012	HSHW	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1.07	44	36.42	19.20	0.77	9,273	36.50	19.49	3	Yes	R
414011	HSHW	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1.64	4	46.29	23.76	1.12	2,094	56.43	27.67	6	Yes	S
252031		Secondary School Teachers, Except Special and Career/Technical Education	0.26	28	27.04	22.84	0.77	3,430	29.60	23.89	6	No	S
413031	HSHW	Securities, Commodities, and Financial Services Sales Agents	0.73	16	37.74	22.67	1.07	4,116	41.97	23.11	6	Yes	S
492098		Security and Fire Alarm Systems Installers	N/A	N/A	N/A	N/A	1.63	1,019	28.06	20.99	4	Yes	S
535031	HSHW	Ship Engineers	N/A	N/A	N/A	N/A	1.10	127	58.88	42.77	4	Yes	E
194061		Social Science Research Assistants	0.00	0	N/A	N/A	1.59	182	26.21	16.72	6	Yes	E
211029	HSHW	Social Workers, All Other	0.56	4	28.57	22.33	0.48	540	33.20	22.10	6	Yes	N
119151	HSHW	Social and Community Service Managers	0.72	4	36.08	23.34	1.18	793	40.32	25.41	6	Yes	S
211093		Social and Human Service Assistants	1.44	19	21.21	17.98	1.09	2,793	21.82	16.89	3	Yes	S
151252	HSHW	Software Developers	N/A	N/A	N/A	N/A	2.60	6,848	65.87	42.39	6	Yes	S
151253	HSHW	Software Quality Assurance Analysts and Testers	N/A	N/A	N/A	N/A	2.19	1,017	49.31	30.62	6	Yes	S
252052		Special Education Teachers, Kindergarten and Elementary School	0.00	2	26.99	24.35	0.78	666	29.14	24.94	6	No	E
252058	HSHW	Special Education Teachers, Secondary School	0.00	2	26.62	23.13	0.76	651	31.39	25.46	6	No	E
211018		Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1.66	17	26.68	16.62	2.13	2,896	29.34	20.15	6	Yes	S
299093	HSHW	Surgical Assistants	N/A	N/A	N/A	N/A	1.33	175	36.52	21.50	4	Yes	E
292055	HSHW	Surgical Technologists	N/A	N/A	N/A	N/A	1.04	608	30.94	22.36	4	Yes	N
173031		Surveying and Mapping Technicians	0.64	4	25.71	18.70	1.53	769	25.01	18.34	5	Yes	S
171022	HSHW	Surveyors	0.44	2	34.04	22.56	1.55	396	36.77	23.76	6	Yes	E
132082		Tax Preparers	0.39	7	32.78	17.95	2.13	621	26.29	15.53	4	Yes	N
253099		Teachers and Instructors, All Other	0.27	6	25.51	17.24	0.89	1,446	27.44	17.13	6	No	S
273042	HSHW	Technical Writers	N/A	N/A	N/A	N/A	1.40	250	44.28	30.52	6	Yes	E
492022		Telecommunications Equipment Installers and Repairers, Except Line Installers	0.90	5	29.09	21.63	0.68	1,093	30.30	22.19	4	Yes	E
499052		Telecommunications Line Installers and Repairers	2.48	4	31.06	28.73	0.80	693	29.62	20.65	4	Yes	E
291129	HSHW	Therapists, All Other	N/A	N/A	N/A	N/A	1.76	127	35.44	23.68	6	Yes	E
514111		Tool and Die Makers	N/A	N/A	N/A	N/A	0.38	62	30.56	22.45	4	Yes	E
131151	HSHW	Training and Development Specialists	1.48	12	31.33	18.34	1.84	3,348	35.89	20.78	6	Yes	S
113071	HSHW	Transportation, Storage, and Distribution Managers	0.97	6	45.07	24.13	1.44	1,300	54.36	29.44	6	Yes	S
413041		Travel Agents	N/A	N/A	N/A	N/A	1.11	1,351	26.27	17.71	3	Yes	S
292056		Veterinary Technologists and Technicians	1.56	9	19.88	16.15	1.94	1,347	22.26	17.83	5	Yes	S
151254		Web Developers	N/A	N/A	N/A	N/A	1.65	367	N/A	N/A	5	Yes	E
151255	HSHW	Web and Digital Interface Designers	N/A	N/A	N/A	N/A	1.58	377	43.00	25.84	5	Yes	N
514121		Welders, Cutters, Solderers, and Brazers	1.41	10	24.18	18.93	1.27	2,042	25.98	20.32	4	Yes	S
514122		Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	N/A	N/A	N/A	N/A	0.68	106	21.49	18.15	4	Yes	E
273043	HSHW	Writers and Authors	N/A	N/A	N/A	N/A	1.23	778	36.00	21.49	6	Yes	S

*SOC Code and Occupational Title refer to Standard Occupational Classification codes and titles.

**HSHW = High Skill/High Wage.

***Qualifying Level:

R = Meets regional wage and openings criteria based on state Labor Market Statistics employer survey data.

S = Meets statewide wage and openings criteria based on state Labor Market Statistics employer survey data.

N = Meets national wage and openings criteria based on national Labor Market Statistics employer survey data.

E = Meets emerging wage and openings criteria based on state Labor Market Statistics employer survey data.

N/A = Not available/releasable.

LMEC = Labor Market Estimating Conference

ACTION ITEM:

Review and Discussion of the Education and Industry Consortium/Sector Strategies Meeting

Senate Bill 240, signed into law May 15, 2023, requires Local Workforce Development Boards (LWDB) to create Education and Industry Consortiums to obtain independent information from stakeholders in the local area. On October 25, 2023, CareerSource Heartland's (CSH) Board of Directors and Executive Board adopted an Education and Industry Consortium Strategic Policy defining the requirements for consortium membership and quarterly reporting.

Education and Industry (E & I) Consortiums serve as independent advisory groups designed to provide community-based information related to educational programs and industry needs, with the intention of informing the LWDB on programs, services, and partnerships in the service delivery area. The LWDB is encouraged to consider the information obtained from the education and industry consortium to determine effective ways to grow, retain and attract talent to the service delivery area.

Sector Strategies (SS) are industry-focused regional approaches that bring together employers, educators, workforce systems, and community organizations to address workforce needs and promote economic growth.

To promote efficiency, in April 2025, the CSH Boards voted to combine the (E & I) and SS Initiative meetings.

CSH held a combined quarterly Education and Industry Consortium/Sector Strategies meeting for 2026/27 on September 16, 2026. The report is included for review and discussion. Based on the quarterly report, this Committee may elect to recommend actions for Board consideration.

Action Requested:

Committee and Board Discretion

Local Workforce Development Board 19 CAREERSOURCE HEARTLAND EDUCATION AND INDUSTRY CONSORTIUM QUARTERLY REPORT

A. GENERAL INFORMATION

Report quarter: July 2026- September 2026

Date of meeting: September 16, 2026

Report prepared by: D Doubleday, N Morgan

Local workforce development board contact: D Doubleday **Date:** September 16, 2026

B. ATTENDANCE

Name	Organization	Industry or Education Organization	Contact Information
Nicholas Brown	Indian River State College	Education	nbrown@irsc.edu
Jessica Carlson	Adventhealth	Healthcare	Jessica.Carlson@AdventHealth.com
Zack Farr	Biotech Applied Research	Scientific Research and Development	z.farr@biotechappliedresearch.org
Tina Gottus	South Florida State College	Education	gottust@southflorida.edu
Maria Johnson	Indian River State College	Education	mgjohnso@irsc.edu
Scott Morgan	School Board of Highlands County	Education	morgans@highlands.k12.fl.us
Zachary Ramcharan	Indian River State College	Education	zramchar@irsc.edu

Daryl Roehm	Okeechobee County School District	Education	roehmd@okee.k12.fl.us
Derek Taylor	DT Building Solutions	Construction	dtbuildingsolutions@gmail.com ;
Alex Tijerina	Okeechobee County Economic Development Consortium	Economic Development	alex@ocedcorp.com ;
Donna Doubleday	CareerSource Heartland	Workforce	ddoubleday@careersourceheartland.com
Ann Martin	CareerSource Heartland	Workforce	amartin@careersourceheartland.com
Nica Morgan	CareerSource Heartland	Workforce	emorgan@careersourceheartland.com

B. SUMMARY REPORT

I. Welcome

The Consortium Chair, Scott Morgan, welcomed four new members to the Consortium: Nicholas Brown, Jessica Carlson, Derek Taylor, and Alex Tijerina. Chair Morgan then welcomed all participants and reminded everyone of the three key components that are the focus of this Consortium, which will always be shown at the top of the agenda.

1. Summary Analysis of local labor market based on the industry representative needs and educational offerings.
2. Information on priority industry sectors and occupations for the local area; and
3. Information on the status of existing talent pipelines for in-demand occupations.

He added that the Chair of the Workforce Board asked him to thank members and to commend them for their work. The honest, open discussion is appreciated and helps in the development of a local workforce that truly meets the needs of our local community.

II. Discussion

A. Labor Market Information

Labor Force Participation Rate (LFPR)

Florida Chamber Foundation and US Census Bureau Quick Facts Data

Members reviewed the Labor Force Participation Rate (LFPR) definition, how LFPR is calculated, why it is important, potential impacts on the rate, and the data by county (source; US Census Bureau Quick Facts). Members also reviewed the Florida Chamber Foundation's LFPR Gap Map for the four-county area. Comparisons were made concerning the rural Heartland region's rates by County (DeSoto 49.5%, Hardee 52.5%, Highlands 43.5%, and Okeechobee 50.1%) as compared to the US average LFPR of 61.5%.

The following details were provided (sources: US Bureau of Labor Statistics and the National Institutes of Health):

- A strong labor force rate for rural communities appears to be 58-60%;
- the lower rates in rural areas generally reflect structural and demographic realities;
- healthy signals include stable local industries and diverse job opportunities; good commuting infrastructure, and remote work capabilities (including broadband accessibility);
- unhealthy signals include limited job opportunities (including lack of nearby employment), geographic isolation, lack of broadband, chronic health issues;
- lower wages impact workers' ability to pay for child care and transportation;
- LFPRs reveal the true size of an economy's active labor pool;
- LFPRs can gauge a community's economic health;
- LFPRs can signal demographic shifts; and
- LFPRs can help determine the total amount of labor to produce goods and services.

The following questions arose, for which answers were provided in a follow-up communication:

1. What is the age range for LFPR calculations? According to the US Census Bureau Quick Facts, the age range is 16 and up.
2. Is there data on the annual trends, to compare whether the rates by County are improving or decreasing? The official source for county-level LFPR is the U.S. Census Bureau's American Community Survey (ACS) 5-year estimates. Annual single-year ACS estimates are not published for small counties due to sample size. The chart below compares the data for 2018-2022 and 2020-2024.

LFPR - percentages	2018-2022	2020-2024
Desoto	47.6	49.5
Hardee	53.8	52.5
Highlands	42.1	43.5
Okeechobee	51.2	50.1

B. Existing Talent Pipelines

New candidates and trends

LFPR Local Impact

Challenges and solutions

1. Members were asked if they were experiencing issues with candidate follow-through during their hiring processes. One member reported several candidates are failing the screening process, others become unresponsive at some point during the process. Another employer reported similar experiences, including no call, no show for scheduled interviews, no response to calls/emails of job offers, and in one case, a candidate who initially accepted a position contingent upon results of drug-screening and background checks, did not respond to a call to set an actual start date. The call was made after the results of both checks were completed with no issues. One member questioned whether learning the rate of pay during an interview might cause someone to rethink their interest in the position. It was acknowledged that could certainly happen. One employer responded that their job postings include their wage rates, and that applicants are made aware of the wage rate during the call to schedule the interview, to avoid wasting the time of the applicant or the business. This employer still experienced the candidate “ghosting”.
2. Thinking about the local LFPR, members were asked, based on their perspective and experience, are there groups of people that seem to face the most challenges getting into the workforce, and if so, why? While it was acknowledged that one County has recently seen an increase of youth in the local workforce members generally agreed that younger individuals, ages 18-26, seem to find it difficult to enter the workforce. Older individuals are remaining in the workforce longer for various reasons, and often, to enhance

their income and are willing to work the lower wage and lower skilled entry level jobs that used to serve as the younger generations' first excursion into the world of work. Members also commented that employers who once sought to hire youth are hesitant to do so due to the lack of soft/foundational skills. Employees use of cell phones for personal calls was noted as a common concern among employers. One member reported that their business rarely receives applications from anyone 26 years of age or younger.

Members also noted the following additional impacts to local labor force participation:

- Confusion with navigating the various methods to apply for work;
- Questions about how job seekers complete applications or respond to interview questions (examples given: responses to availability for work, expected wage rates, mothers/parents accompanying applicants to job interviews);
- Lack of transportation;
- Lack of child care;
- Lack of access or inability to afford broadband;
- Youth remaining in their parents' homes longer (high housing costs, high insurance costs inhibit independent living opportunities);
- Although youth enrolled in Career and Technical Education programs in the k-12 school system receive career readiness and foundational skills in their program curriculum, these same opportunities are not available for all students and are not available to students attending virtual school.
- Limited local amenities result in people relocating from the area.

Education members reported the following actions are occurring in career and technical education courses at the school districts and in career services departments within the local colleges:

- Interview Skills
- Resume Development
- Dress Etiquette
- Introduction to the proper use of Artificial Intelligence
- Customer Service

While options exist for some students enrolled in k-12 and post-secondary education, how do we reach those students for whom these courses are not available or expected work behaviors are not taught, as well as individuals who are not enrolled in education yet could benefit from skill development in these areas? It was noted that soft/foundational skills courses are

available virtually through Florida Ready to Work's modules. This interactive training includes employability skills such as professionalism, teamwork, communication, critical thinking, and problem-solving.

III. Other

Next Quarter Meeting Location Members- Industry Updates

- A. Chair Morgan reminded members that the workforce Board suggested rotating these meetings to give members the opportunity to showcase their business. He added that virtual access is helpful because the Consortium's membership spans four counties, and everyone cannot always attend in person. He asked if anyone is interested in hosting this meeting to please let Ms. Doubleday know and then noted that the next meeting is scheduled for Wednesday, December 9, 2026, at 9:00am.
- B. Chair Morgan opened the floor for Member Updates.
On the (MCL) updates. It was clarified that for applications submitted for addition or continuation on the State's Master Credentials List, wage rates need to meet either the Framework of Quality's entry level or median wage rate. The occupation does not need to meet both. It was also noted that Emergency Medical Technician is back on the list due to the Hometown Heroes Initiative, so no additional local action is needed. Ms. Doubleday reported that although there is no longer a need for our area to submit an application to keep emergency response applications on the MCL, all four counties did provide letters of support toward our efforts.

IV. Adjourn

With no other matters brought up by members, Chair Morgan thanked all for the very productive and engaging discussion and adjourned the meeting.

Follow up:

The December 9 meeting will be held at Indian River State College, Dixon Hendry Campus, Building C, Williamson Conference and Education Center, Room 112.