



Education and Industry Consortium

CareerSource Tampa Bay

4350 West Cypress Street, Suite 875, Tampa FL 33544

Apr 12, 2024 1:30 PM - 3:00 PM EDT

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Targeted Sector Labor Market Review

CAREERSOURCE TAMPA BAY - REGION 15



HOSPITALITY, RETAIL & TOURISM

INDUSTRY SUMMARY

82,551

Jobs (2023)

3% **below** National average

+1.9%

% Change (2023-2024)

Nation: +2.1%

\$40,121

Avg. Earnings Per Job (2023)

Nation: \$36,112



HOSPITALITY, RETAIL, & TOURISM

TOP OCCUPATIONS EMPLOYED BY THESE INDUSTRIES

Description	Employed in Industry Group (2023)	% of Total Jobs in Industry Group (2023)
Fast Food and Counter Workers	12,078	14.6%
Waiters and Waitresses	11,475	13.9%
Cooks, Restaurant	7,560	9.2%
First-Line Supervisors of Food Preparation and Serving Workers	5,043	6.1%
Food Preparation Workers	3,400	4.1%



HOSPITALITY, RETAIL, & TOURISM

INDUSTRY AGE BREAKDOWN



Age	2023 Jobs	2023 Percent
14-18	10,156	12.3%
19-24	16,762	20.3%
25-34	17,529	21.2%
35-44	13,789	16.7%
45-54	11,105	13.5%
55-64	8,747	10.6%
65+	4,464	5.4%



HOSPITALITY, RETAIL, & TOURISM



TOP REGIONAL BUSINESSES

Business Name	Industry Name	Business Size
Busch Gardens	Independent Artists, Writers, and Performers (711510)	3,500
Seminole Hard Rock Hotel & Casino Tampa	Hotels (except Casino Hotels) and Motels (721110)	1,500
Zzzzmilner Tampa	Hotels (except Casino Hotels) and Motels (721110)	462
I9 Sports	Fitness and Recreational Sports Centers (713940)	459
Tampa Bay Downs Inc	Racetracks (711212)	440

HOSPITALITY, RETAIL, & TOURISM



SUPPLY AND DEMAND

Title	Job Family	Targeted Sector	CSTB Trained	Active Job Seekers with Previous Work History	CSTB Supply	Unique Postings from Feb 2024	Demand-Supply	Median Hourly Earnings	Median Annual Earnings
Security Guards	Protective Service	Hospitality/Retail/Tourism	0	60	60	131	71	\$ 15.36	\$ 31,949.39
Waiters and Waitresses	Food Preparation and Serving Related	Hospitality/Retail/Tourism	0	60	60	151	91	\$ 14.50	\$ 30,169.34
Food Preparation Workers	Food Preparation and Serving Related	Hospitality/Retail/Tourism	0	57	57	20	-37	\$ 15.02	\$ 31,242.01
Cooks, Restaurant	Food Preparation and Serving Related	Hospitality/Retail/Tourism	2	51	53	102	49	\$ 15.73	\$ 32,712.46
Childcare Workers	Personal Care and Service	Hospitality/Retail/Tourism	0	35	35	31	-4	\$ 13.62	\$ 28,324.84

Title	Job Family	Targeted Sector	CSTB Trained	Active Job Seekers with Previous Work History	CSTB Supply	Unique Postings from Feb 2024	Demand-Supply	Median Hourly Earnings	Median Annual Earnings
First-Line Supervisors of Food Preparation and Serving Workers	Food Preparation and Serving Related	Hospitality/Retail/Tourism	0	34	34	106	72	\$ 18.41	\$ 38,291.86
Dishwashers	Food Preparation and Serving Related	Hospitality/Retail/Tourism	0	28	28	64	36	\$ 14.02	\$ 29,153.48
Food Servers, Non-restaurant	Food Preparation and Serving Related	Hospitality/Retail/Tourism	0	26	26	3	-23	\$ 13.50	\$ 28,071.64
Dining Room and Cafeteria Attendants and Bartender Helpers	Food Preparation and Serving Related	Hospitality/Retail/Tourism	0	20	20	59	39	\$ 13.92	\$ 28,956.13
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	Food Preparation and Serving Related	Hospitality/Retail/Tourism	0	20	20	86	66	\$ 13.70	\$ 28,502.67

INFORMATION TECHNOLOGY

INDUSTRY SUMMARY

15,859

Jobs (2023)

2% **below** National average

+0.5%

% Change (2023-2024)

Nation: +2.5%

\$127,394

Avg. Earnings Per Job (2023)

Nation: \$165,028



INFORMATION TECHNOLOGY

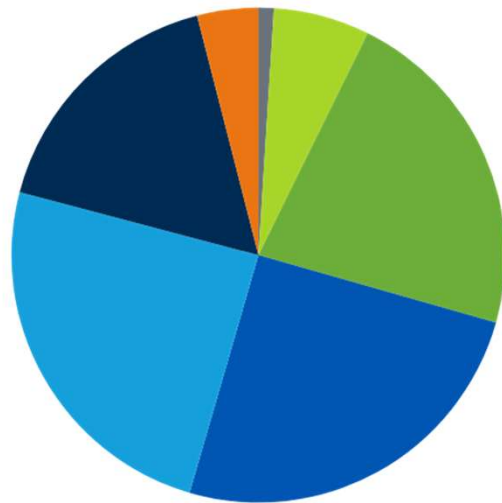


OCCUPATIONS EMPLOYED BY THESE INDUSTRIES

Description	Employed in Industry (2023)	% of Total Jobs in Industry (2023)
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1,450	9.1%
Software Developers	1,438	9.1%
Customer Service Representatives	1,177	7.4%
Telecommunications Line Installers and Repairers	803	5.1%
Telecommunications Equipment Installers and Repairers, Except Line Installers	769	4.8%

INFORMATION TECHNOLOGY

INDUSTRY AGE BREAKDOWN



Age	2023 Jobs	2023 Percent
14-18	163	1.0%
19-24	995	6.3%
25-34	3,513	22.1%
35-44	3,978	25.1%
45-54	3,899	24.6%
55-64	2,680	16.9%
65+	632	4.0%



INFORMATION TECHNOLOGY



TOP REGIONAL BUSINESSES

Business Name	Industry Name	Business Size
Fis	Data Processing, Hosting, and Related Services (518210)	574
Trident Technical Solutions	Data Processing, Hosting, and Related Services (518210)	117
Amc Veterans 24	Motion Picture Theaters (except Drive-Ins) (512131)	99
Amc West Shore 14	Motion Picture Theaters (except Drive-Ins) (512131)	99
Amc The Regency 20	Motion Picture Theaters (except Drive-Ins) (512131)	77

INFORMATION TECHNOLOGY



SUPPLY AND DEMAND

Title	Job Family	Targeted Sector	CSTB Trained	Active Job Seekers with Previous Work History	CSTB Supply	Unique Postings from Feb 2024	Demand-Supply	Median Hourly Earnings	Median Annual Earnings
Computer User Support Specialists	Computer and Mathematical	Information Technology	0	44	44	144	100	\$ 26.58	\$ 55,295.36
Computer Occupations, All Other	Computer and Mathematical	Information Technology	0	40	40	260	220	\$ 41.66	\$ 86,646.65
Software Developers	Computer and Mathematical	Information Technology	1	23	24	349	325	\$ 52.79	\$ 109,807.86
Computer Systems Analysts	Computer and Mathematical	Information Technology	0	12	12	122	110	\$ 47.17	\$ 98,123.63
Network and Computer Systems Administrators	Computer and Mathematical	Information Technology	0	12	12	46	34	\$ 42.87	\$ 89,167.85

Title	Job Family	Targeted Sector	CSTB Trained	Active Job Seekers with Previous Work History	CSTB Supply	Unique Postings from Feb 2024	Demand-Supply	Median Hourly Earnings	Median Annual Earnings
Web Developers	Computer and Mathematical	Information Technology	1	10	11	46	35	\$ 37.53	\$ 78,063.94
Computer Network Support Specialists	Computer and Mathematical	Information Technology	0	10	10	6	-4	\$ 33.70	\$ 70,105.02
Telecommunications Engineering Specialists	Computer and Mathematical	Information Technology	0	10	10	33	23	\$ 55.41	\$ 115,251.41
Information Security Analysts	Computer and Mathematical	Information Technology	0	9	9	69	60	\$ 54.76	\$ 113,909.84
Data Scientists	Computer and Mathematical	Information Technology	0	8	8	107	99	\$ 48.36	\$ 100,581.94



HEALTHCARE AND LIFE SCIENCE

INDUSTRY SUMMARY

100,699

Jobs (2023)

8% **below** National average

+3.0%

% Change (2023-2024)

Nation: +2.6%

\$82,139

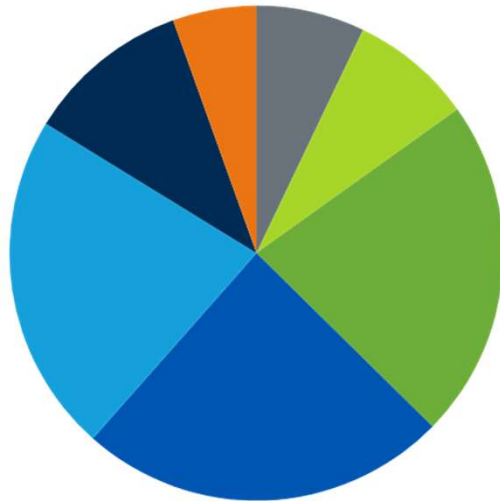
Avg. Earnings Per Job (2023)

Nation: \$75,276



HEALTHCARE AND LIFE SCIENCE

INDUSTRY AGE BREAKDOWN



Age	2023 Jobs	2023 Percent
14-18	737	0.7%
19-24	7,920	7.9%
25-34	22,046	21.9%
35-44	23,933	23.8%
45-54	22,085	21.9%
55-64	17,570	17.4%
65+	6,409	6.4%

HEALTHCARE AND LIFE SCIENCE



TOP REGIONAL BUSINESSES

Business Name	Industry Name	Business Size
Tampa General Hospital	General Medical and Surgical Hospitals (622110)	8,047
Moffitt Cancer Center	General Medical and Surgical Hospitals (622110)	6,500
Brandon Regional Hospital	General Medical and Surgical Hospitals (622110)	1,424
Womens Care Florida	Offices of Physicians (except Mental Health Specialists) (621111)	999
Usf Physicians Group	Offices of Physicians (except Mental Health Specialists) (621111)	993

HEALTHCARE AND LIFE SCIENCE



SUPPLY AND DEMAND

Title	Job Family	Targeted Sector	CSTB Trained	Active Job Seekers with Previous Work History	CSTB Supply	Unique Postings from Feb 2024	Demand-Supply	Median Hourly Earnings	Median Annual Earnings
Medical Assistants	Healthcare Support	Health/Life Sciences	5	44	49	148	99	\$ 18.64	\$ 38,781.10
Nursing Assistants	Healthcare Support	Health/Life Sciences	0	48	48	82	34	\$ 16.78	\$ 34,908.69
Healthcare Support Workers, All Other	Healthcare Support	Health/Life Sciences	0	34	34	6	-28	\$ 19.24	\$ 40,012.44
Emergency Medical Technicians	Healthcare Practitioners and Technical	Health/Life Sciences	10	7	17	16	-1	\$ 17.70	\$ 36,819.53
Social and Human Service Assistants	Community and Social Service	Health/Life Sciences	1	13	14	17	3	\$ 18.45	\$ 38,379.89
Life, Physical, and Social Science Technicians, All Other	Life, Physical and Social Science	Health/Life Sciences	0	14	14	21	7	\$ 22.54	\$ 46,888.16

Title	Job Family	Targeted Sector	CSTB Trained	Active Job Seekers with Previous Work History	CSTB Supply	Unique Postings from Feb 2024	Demand-Supply	Median Hourly Earnings	Median Annual Earnings
Registered Nurses	Healthcare Practitioners and Technical	Health/Life Sciences	0	14	14	592	578	\$ 38.76	\$ 80,615.96
Pharmacy Technicians	Healthcare Practitioners and Technical	Health/Life Sciences	0	14	14	39	25	\$ 18.62	\$ 38,735.49
Medical Records Specialists	Healthcare Practitioners and Technical	Health/Life Sciences	0	14	14	86	72	\$ 22.31	\$ 46,403.30
Health Technologists and Technicians, All Other	Healthcare Practitioners and Technical	Health/Life Sciences	0	12	12	157	145	\$ 19.37	\$ 40,290.51

FINANCE AND PROFESSIONAL SERVICES INDUSTRY

INDUSTRY SUMMARY

271,560+

Jobs (2023)
39% **above** National average

+2.5%

% Change (2023-2024)
Nation: +2.2%

\$100,675

Avg. Earnings Per Job (2023)
Nation: \$107,879



FINANCE AND PROFESSIONAL SERVICES INDUSTRY

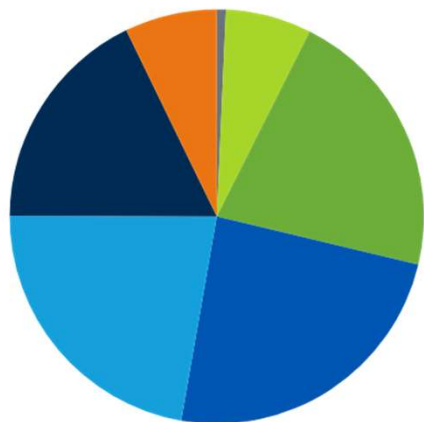


OCCUPATIONS EMPLOYED BY THESE INDUSTRIES

Description	Employed in Industry Group (2023)	% of Total Jobs in Industry Group (2023)
Customer Service Representatives	15,546	5.7%
Accountants and Auditors	7,742	2.9%
General and Operations Managers	7,273	2.7%
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	6,812	2.5%
Office Clerks, General	6,623	2.4%

FINANCE AND PROFESSIONAL SERVICES INDUSTRY

INDUSTRY AGE BREAKDOWN



	Age	2023 Jobs	2023 Percent	
●	14-18	1,831	0.7%	
●	19-24	18,162	6.7%	■
●	25-34	57,943	21.3%	■
●	35-44	65,235	24.0%	■
●	45-54	60,635	22.3%	■
●	55-64	48,193	17.7%	■
●	65+	19,560	7.2%	■



FINANCE AND PROFESSIONAL SERVICES INDUSTRY



TOP REGIONAL BUSINESSES

Business Name	Industry Name	Business Size
University Of South Florida	Colleges, Universities, and Professional Schools (611310)	10,712
Mitre Corp	Engineering Services (541330)	6,524
Kforce Inc	Employment Placement Agencies (561311)	4,206
Hillsborough County Public Schools	Elementary and Secondary Schools (611110)	2,519
Tampa Bay Times	Advertising Agencies (541810)	2,180

FINANCE AND PROFESSIONAL SERVICES INDUSTRY

SUPPLY AND DEMAND

Title	Job Family	Targeted Sector	CSTB Trained	Active Job Seekers with Previous Work History	CSTB Supply	Unique Postings from Feb 2024	Demand-Supply	Median Hourly Earnings	Median Annual Earnings
Customer Service Representatives	Office and Administrative Support	Finance/Professional Services	11	386	397	360	-37	\$ 18.54	\$ 38,572.90
Cashiers	Sales and Related	Finance/Professional Services	0	213	213	80	-133	\$ 12.96	\$ 26,962.39
Retail Salespersons	Sales and Related	Finance/Professional Services	0	128	128	459	331	\$ 14.36	\$ 29,874.40
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	Sales and Related	Finance/Professional Services	0	78	78	45	-33	\$ 26.18	\$ 54,445.98
Managers, All Other	Management	Finance/Professional Services	0	75	75	319	244	\$ 62.04	\$ 129,049.06
Administrative Services Managers	Management	Finance/Professional Services	0	56	56	27	-29	\$ 51.30	\$ 106,709.95



Title	Job Family	Targeted Sector	CSTB Trained	Active Job Seekers with Previous Work History	CSTB Supply	Unique Postings from Feb 2024	Demand-Supply	Median Hourly Earnings	Median Annual Earnings
First-Line Supervisors of Retail Sales Workers	Sales and Related	Finance/Professional Services	0	53	53	329	276	\$ 22.58	\$ 46,967.84
Office Clerks, General	Office and Administrative Support	Finance/Professional Services	0	52	52	67	15	\$ 18.83	\$ 39,175.70
Receptionists and Information Clerks	Office and Administrative Support	Finance/Professional Services	0	50	50	79	29	\$ 15.35	\$ 31,935.85
Sales Managers	Management	Finance/Professional Services	0	49	49	214	165	\$ 64.65	\$ 134,476.90

TRANSPORTATION AND TRADE

INDUSTRY SUMMARY

140,594+

Jobs (2023)
9% **above** National average

+2.4%

% Change (2023-2024)
Nation: +2.8%

\$82,522

Avg. Earnings Per Job (2023)
Nation: \$87,072



TRANSPORTATION AND TRADE

OCCUPATIONS EMPLOYED BY THESE INDUSTRIES

Description	Employed in Industry Group (2023)	% of Total Jobs in Industry Group (2023)
Heavy and Tractor-Trailer Truck Drivers	9,205	6.5%
Construction Laborers	6,634	4.7%
Stockers and Order Fillers	5,780	4.1%
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	5,756	4.1%
Laborers and Freight, Stock, and Material Movers, Hand	5,051	3.6%

TRANSPORTATION AND TRADE

INDUSTRY AGE BREAKDOWN



Age	2023 Jobs	2023 Percent
14-18	10,156	12.3%
19-24	16,762	20.3%
25-34	17,529	21.2%
35-44	13,789	16.7%
45-54	11,105	13.5%
55-64	8,747	10.6%
65+	4,464	5.4%



TRANSPORTATION AND TRADE



TOP REGIONAL BUSINESSES

Business Name	Industry Name	Business Size
Mosaic Company	Crop Production (111000)	2,078
Amazon Fulfillment Center	Other Miscellaneous Durable Goods Merchant Wholesalers (423990)	1,100
Amazon Fulfillment Center	Other Miscellaneous Durable Goods Merchant Wholesalers (423990)	1,100
Amazon Last Mile Delivery Station For Small Packages Distribution Center	Other Miscellaneous Durable Goods Merchant Wholesalers (423990)	1,100
Amazon Prime Now Hub Distribution Center	Other Miscellaneous Durable Goods Merchant Wholesalers (423990)	1,100

TRANSPORTATION AND TRADE



SUPPLY AND DEMAND

Title	Job Family	Targeted Sector	CSTB Trained	Active Job Seekers with Previous Work History	CSTB Supply	Unique Postings from Feb 2024	Demand-Supply	Median Hourly Earnings	Median Annual Earnings
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Building and Grounds Cleaning and Maintenance	Transportation/Trade	0	77	77	148	71	\$ 13.66	\$ 28,411.18
Maids and Housekeeping Cleaners	Building and Grounds Cleaning and Maintenance	Transportation/Trade	0	74	74	120	46	\$ 13.73	\$ 28,558.01
Landscaping and Groundskeeping Workers	Building and Grounds Cleaning and Maintenance	Transportation/Trade	0	42	42	62	20	\$ 15.14	\$ 31,499.27
Maintenance and Repair Workers, General	Installation, maintenance and Repair	Transportation/Trade	1	39	40	249	209	\$ 19.50	\$ 40,559.25

Title	Job Family	Targeted Sector	CSTB Trained	Active Job Seekers with Previous Work History	CSTB Supply	Unique Postings from Feb 2024	Demand-Supply	Median Hourly Earnings	Median Annual Earnings
Construction Laborers	Construction and Extraction	Transportation/Trade	0	35	35	83	48	\$ 18.52	\$ 38,514.04
Electricians	Construction and Extraction	Transportation/Trade	6	28	34	31	-3	\$ 24.67	\$ 51,322.45
Helpers--Electricians	Construction and Extraction	Transportation/Trade	0	25	25	3	-22	\$ 17.59	\$ 36,594.06
Helpers--Installation, Maintenance, and Repair Workers	Installation, maintenance and Repair	Transportation/Trade	0	20	20	9	-11	\$ 17.10	\$ 35,566.68
Automotive Service Technicians and Mechanics	Installation, maintenance and Repair	Transportation/Trade	0	19	19	170	151	\$ 23.35	\$ 48,577.36
Carpenters	Construction and Extraction	Transportation/Trade	2	15	17	21	4	\$ 23.60	\$ 49,082.99

MANUFACTURING AND LOGISTICS

INDUSTRY SUMMARY

31,444

Jobs (2023)
52% **below** National average

+2.1%

% Change (2023-2024)
Nation: +1.6%

\$89,253

Avg. Earnings Per Job (2023)
Nation: \$98,777



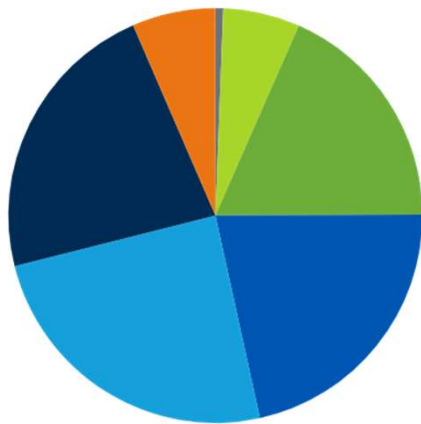
MANUFACTURING AND LOGISTICS

OCCUPATIONS EMPLOYED BY THESE INDUSTRIES

Description	Employed in Industry (2023)	% of Total Jobs in Industry (2023)
Miscellaneous Assemblers and Fabricators	1,860	5.9%
First-Line Supervisors of Production and Operating Workers	1,170	3.7%
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	917	2.9%
Packaging and Filling Machine Operators and Tenders	821	2.6%
General and Operations Managers	741	2.4%

MANUFACTURING AND LOGISTICS

INDUSTRY AGE BREAKDOWN



Age	2023 Jobs	2023 Percent
14-18	194	0.6%
19-24	1,888	6.0%
25-34	5,755	18.3%
35-44	6,807	21.6%
45-54	7,690	24.5%
55-64	7,058	22.4%
65+	2,051	6.5%



MANUFACTURING AND LOGISTICS



TOP REGIONAL BUSINESSES

Business Name	Industry Name	Business Size
Brandon Dental Lab	Dental Laboratories (339116)	1,200
Fanatics Inc	Apparel Accessories and Other Apparel Manufacturing (315990)	872
Rmc Ewell Inc	Ready-Mix Concrete Manufacturing (327320)	735
Building Center For Palm Harbor Homes	Prefabricated Wood Building Manufacturing (321992)	627
Tampa Ship Llc	Ship Building and Repairing (336611)	550

MANUFACTURING AND LOGISTICS



SUPPLY AND DEMAND

Title	Job Family	Targeted Sector	CSTB Trained	Active Job Seekers with Previous Work History	CSTB Supply	Unique Postings from Feb 2024	Demand-Supply	Median Hourly Earnings	Median Annual Earnings
Laborers and Freight, Stock, and Material Movers, Hand	Transportation and Material Moving	Manufacturing/Logistics	0	151	151	161	10	\$ 15.98	\$ 33,229.47
Stockers and Order Fillers	Transportation and Material Moving	Manufacturing/Logistics	0	121	121	110	-11	\$ 15.52	\$ 32,275.78
Driver/Sales Workers	Transportation and Material Moving	Manufacturing/Logistics	0	86	86	91	5	\$ 17.69	\$ 36,804.52
Heavy and Tractor-Trailer Truck Drivers	Transportation and Material Moving	Manufacturing/Logistics	0	66	66	173	107	\$ 22.74	\$ 47,298.62
Production Workers, All Other	Production	Manufacturing/Logistics	0	44	44	70	26	\$ 17.08	\$ 35,526.48

Title	Job Family	Targeted Sector	CSTB Trained	Active Job Seekers with Previous Work History	CSTB Supply	Unique Postings from Feb 2024	Demand-Supply	Median Hourly Earnings	Median Annual Earnings
Helpers--Production Workers	Production	Manufacturing/Logistics	0	39	39	15	-24	\$ 15.57	\$ 32,379.64
First-Line Supervisors of Production and Operating Workers	Production	Manufacturing/Logistics	0	30	30	35	5	\$ 29.38	\$ 61,105.72
Industrial Truck and Tractor Operators	Transportation and Material Moving	Manufacturing/Logistics	0	27	27	40	13	\$ 18.43	\$ 38,341.43
Cleaners of Vehicles and Equipment	Transportation and Material Moving	Manufacturing/Logistics	0	23	23	39	16	\$ 15.11	\$ 31,431.35
Light Truck Drivers	Transportation and Material Moving	Manufacturing/Logistics	0	21	21	59	38	\$ 18.43	\$ 38,337.84

Questions?





INFORMATION ITEM

PIPELINE REPORT

Background: A CareerSource Florida (CSF) reporting requirement for the Industry and Education Consortium, as identified in CSF Strategic Policy, is the provision of quarterly reports including a report with information on the status of existing talent pipelines for in-demand occupations and the need to expand or leverage existing and/or new resources.

Pipeline Report Summary

CSTB conducted an analysis of the available job seekers receiving services from CSTB and the February 2024 Job Postings available by occupation. The available job seeker count comprises of one, job seekers who have received training with CSTB funds and two, Job Seekers who have received CSTB services that are not training related and have previous work history in the respective occupation. Training types included are Individual Training Accounts (ITA), Paid Work Experience, Apprenticeships and On-the-Job Training. In total, there are 75 individuals with training experience in 29 occupations and 2,521 job seekers with occupational experience in 447 unique occupations.

Top occupations that CSTB provided training include Customer Service Representatives, Emergency Medical Technicians, Electricians, First-Line Supervisors of Office and Administrative Support Workers and Medical Assistants.

Top occupations by job seeker work experience include Customer Service Representatives, Cashiers, Laborers and Freight, Stock, and Material Movers, Retail Salespersons and Stockers and Order Fillers.

Of the 438 unique occupations, 346 had an equal amount or larger number of job openings than available job seekers suggesting a higher likelihood of job seekers obtaining employment in those occupations.

For 92 occupations, there were more job seekers with occupational experience than job openings, suggesting difficulty for those job seekers in obtaining employment in their respective occupation. Of note, 75 of those occupations had job openings lower than 10.

Data was also reviewed in total by the 22 Onet Job Families. All job families have more job postings than available job seekers with experience suggesting overall high possibility of employment within each job family.



INFORMATION ITEM

MINUTES – EDUCATION AND INDUSTRY CONSORTIUM



Education and Industry Consortium Minutes

CareerSource Tampa Bay
Feb 2, 2024 at 1:30 PM EST
@ 4350 West Cypress Street, Suite 875, Tampa FL 33544

Consortium Members Attendance

Present:

Members: Clara Reynolds, Crisis Center of Tampa Bay, Suzanne Ricci - Computer Coach, John Meeks - Hillsborough Community College, , Michael Regan - Lennar, Paul Huszar - Vetcor LLC and Team Vetcor LLC, Christina Davenport - JMI Resources (remote), Nadia Combs - Hillsborough County Public Schools (remote), Mark Koulianos - USF

Absent:

Melissa Ebanks - Dunn & Company

Staff Attendance

Present:

Members: Dr. Byron Clayton, Chad Kunerth, Tammy Stahlgren, April Torregiante, Michelle Zieziula, Mario Rodriguez

I. Welcome and Introductions

The meeting began at 1:30 p.m. Chief Operating Officer, Michelle Zieziula welcomes everyone to the meeting. All attendees introduced themselves and provided a brief bio.

II. Intent, Policy, and Background

The intent of the new Education and Industry Consortium is to have business and education entities collaborate with local workforce boards to identify and break down barriers and identify innovative talent pipelines. These would include work-based learning experiences, internships, pre-apprenticeship, registered apprenticeship, on-the-job training, customized training, incumbent worker training, and other training opportunities.

The Education and Industry Consortium policy states that the local workforce board shall create an education and industry consortium comprised of representatives of the designated service area. The local workforce chair shall appoint the consortium members, no members of the local workforce development board may be a member. Selected members shall serve two-year terms beginning on January 1, of the year of appointment. Vacancies must be filled for the remainder of the term. Members of the consortium must meet requirements of participation for both industry and educational representatives. Designees may attend in the absence of members. Meetings must be held quarterly at the minimum, with the local workforce development board providing support and having specific responsibilities including maintaining the roster of members, and posting the member roster, scheduled meetings, and quarterly reports on the local workforce board website. Reports and rosters shall be generated to be published on the website as mentioned and a link provided on the local workforce development board's Workforce Innovation and Opportunity Act local plan.

The background for this consortium originates from the Florida Senate passing Bill 240, requiring each local workforce development board to create an education and industry consortium.

III. Duties and Responsibilities

The duties and responsibilities were discussed in relation to the guidelines provided by CareerSource Florida noted above. Reports and rosters will be posted on the required websites.

IV. Select a Chair

There was a call for someone to volunteer as the Consortium Chair, which was accepted by Mark Koulianos.

V. Discussion Items

The group discussed the gap between industry needs and education offerings, workforce board consolidation, and performance evaluation. They also addressed the strategic policies implemented by the state Workforce Board and the formation of an education and industry consortium, highlighting the importance of collaboration between education and industry to address workforce development needs.

Discussion on Consortium Expectations and Purpose

Staff emphasized the purpose of the meeting, highlighting the need to provide data to the state for better workforce focus. The discussion then delved into identifying occupation shortages, skills, and curriculum needs. The group also discussed the importance of working together to meet the needs of different industry sectors.

Addressing Alternative Career Paths

The conversation shifted to the disparities between traditional college paths and alternative career options, emphasizing the impact of socioeconomic backgrounds on career progression. The speakers underscored the need to address societal pressures that push everyone towards college, despite the diverse skill sets and readiness of individuals. They also discussed the potential for technical skills and non-traditional career paths to offer lucrative opportunities, challenging the prevailing mindset about higher education.

Changing Workforce Dynamics

The shift in career goals was emphasized, with individuals now being less willing to commit to long-term employment and instead opting for multiple occupations or careers over a shorter period. The conversation also touched on the impact of the gig economy, citing examples of individuals finding better work-life balance and income through flexible employment options. Additionally, the discussion underscored the importance of employers investing in training and development to maximize the potential of apprentices and adapt to the evolving workforce landscape. Reverse Pathways were discussed, where you start with exploring what a sector employer needs, and work backwards to develop a pathway to generate a talent pipeline to fill the need.

Importance of Early Education for Vocational Pathways

A member shared her belief that introducing vocational and technical education at the middle school level is crucial, drawing from her experience teaching in Japan and Asia. She argues that waiting until high school to target students for these pathways is too late and suggests that early education can help students better prepare for vocational or technical paths, ultimately creating a stronger workforce for apprenticeship programs. There was agreement among the members highlighting the apprenticeship model in Europe where students decide on their career paths at age 14. COO, Michelle Zieziula noted that the National Association of Workforce Boards (NAWB) historically entertained a group of representatives from other nations' workforce boards (or their equivalent) to discuss similarities and learn from best practices in those countries. She suggested the possibility of requesting a similar event in the future, to hear more on global youth strategies and programs that serve to address predicted future labor shortages.

Miscellaneous topics of discussion

- Most adults don't know where to go for tech skills, how do we solve that? Last year CSTB opened the Career Clarity Pod to provide a space for individuals to

explore different careers, identify a career path, connect them to training opportunities, and help them network with employers.

- How do we change parents' mindset about pushing the college path exclusively?
- How do we utilize the CSTB marketing team to get out the different messaging aimed at our target audiences?
- Face the new reality, today many employees only stay at their place of employment a short time before changing jobs.
- Due to a lower American birth rate, the ability to fill jobs in the future is in question.
- Lack of sufficient mass transit in the Tampa Bay region makes getting to available jobs more challenging.
- How do we reach the correct target demographic to conduct surveys or interviews to learn their true obstacles to employment? Could we access the twelve Chambers of Commerce in our market to survey?
- Dr. Clayton is planning to provide a short presentation on Talent Pipeline Management as a best practice for aligning education/training curriculum with priority skills needs from local employers. There is interest in him presenting this to the group at their next meeting.

A. Expectations of the Consortium

Staff emphasized the purpose of the meeting, highlighting the need to provide data to the state for better workforce focus. The discussion then moved to identifying occupation shortages, skills, and curriculum needs. The group also discussed the importance of working together to overcome bureaucratic hurdles and cater to the needs of different industry sectors.

Addressing alternative career paths, the conversation explored the disparities between traditional college paths and alternative career options, emphasizing the impact of socioeconomic backgrounds on career progression. The speakers underscored the need to address societal pressures that push everyone toward college, despite the diverse skill sets and readiness of individuals. They also discussed the potential for technical skills and non-traditional career paths to offer lucrative opportunities, challenging the prevailing mindset about higher education.

B. Structure of the Meeting and Scheduling

In a conversation about the structure and scheduling of upcoming meetings, they discussed frequency, timing, and potential challenges, ultimately deciding on quarterly meetings on Fridays to accommodate everyone's schedules. They also considered the possibility of adjusting the timing to avoid conflicts and ensure maximum participation.

C. Goals and Outcomes

Members stressed the importance of addressing the stigma around apprenticeship and vocational training, and technical trades in general in the United States, and encouraged open conversation and brainstorming on these obstacles during meetings. Chair, Mark Koulianos requested all members propose four or five outcomes they would like to see for the consortium to discuss and prioritize at the next meeting.

VI. Information Items

A. Targeted Sector Industry Reports (Presenters: Chad Kunerth)

Chad Kunerth led a discussion on targeted industry reports and sectors, highlighting the potential for future analysis studies to support ongoing work. The conversation also explored the possibility of adjusting the current targeted sectors and the identification of industries not included in the state plan. Data links were provided on each of the targeted sectors, and they can be found on the CSTB website.

B. Workforce Development

1. CSTB Role in Workforce Development

2. Apprenticeships

Apprenticeship Programs and Workforce Challenges

The speakers discussed the disparity between the United States and Europe in terms of employer responsibility for workforce development, with Europe being ahead in this aspect.

They also highlighted the challenges faced by employers in making investments in apprenticeship programs, including issues related to labor laws and retention. The discussion also touched upon the need to shift the hiring mindset from prioritizing experience credentials to potential.

3. The Ace Program

4. On-The-Job (OJT) Programs

5. Incumbent Worker Training (IWT)

VII. Next Meeting

April 12, 2024, at 3:00 p.m.

VIII. Adjournment

The meeting ended at 3:20 p.m.



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