



## **CareerSource Tampa Bay Workforce Solutions Committee**

Date: August 12, 2025

Location: Hybrid/Meridian One: 4350 W Cypress Street,  
Suite 875 Tampa, FL 33607

**Zoom Information** **Zoom Link**

Meeting ID: 825 0673 7399

Passcode: 757568

Dial-in-number: 1 305-224-2968

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### **II. Public Comments**

Members of the public may raise their virtual hand during the Public Comment portion of the meeting. Members of the public who do so will be acknowledged by the Chair and provided up to three minutes to make public comment.

### **III. Action / Discussion Items**

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### **IV. Adjournment**

**A. Next Workforce Performance Meeting: October 8, 2025**



# CareerSource Tampa Bay Workforce Solutions

## Committee Minutes

7/9/2025 10:00 AM

@ Meridian One: 4350 W Cypress Street, Suite 875 Tampa, FL 33607

### **Attendance**

#### **Present:**

Warren Brooks (remote), Elizabeth Gutierrez (remote), Mark Hunt (remote), Michael Jalazo (remote), Dr. Brian Mann (remote), Jeremy Robinson (remote), Elizabeth Siplin (remote), Kenneth Williams (remote), Mercedes Young, Dr. Cynthia Johnson (remote), Esther Sanni (remote)

#### **Absent:**

Members: April Neumann, Ocea Wynn, Brian Nathan

### **OTHERS PRESENT**

CareerSource Tampa Bay Staff: Sheila Doyle, Chad Kunerth, Keidrian Kunkel, Anna Munro, Tammy Stahlgren, Doug Tobin, Saleema Bennett (remote), Kiani Bowman (remote), Melissa Carroll (remote), Jason Druding, Leondra Foster (remote), Barry Martin (remote), Michelle Moeller (remote), Lysandra Montijo (remote), Don Shepherd

Guests: Amelia Campbell (remote), Paul Casebolt, Jonathan Wolf (remote)

- I. Call to order, Welcome and Roll Call (Presenters: Warren "Scott" Brooks)  
Warren "Scott" Brooks, Chair called the meeting to order at 10:00 a.m. There was a quorum present.
- II. Public Comments (Presenters: Warren "Scott" Brooks)  
There was none.
- III. Action / Discussion Items
  - A. Approval of the Minutes - May 14, 2025 Workforce Solutions Committee Meeting

#### **Motion:**

To approve the minutes of the Minutes of the May 14, 2025 Workforce Solutions Committee Meeting

Motion moved by Michael Jalazo and motion seconded by Esther Sanni. Motion carried.

B. Target Occupation List (TOL) (Presenters: Chad Kunerth)

**Motion:**

To approve the 155 occupations Florida Commerce has identified as in demand occupations to the Career Source Tampa Bays Regional Targeted Occupation list for PY2526.

Motion moved by Michael Jalazo and motion seconded by Elizabeth Gutierrez. After a lengthy discussion Esther Sanni proposed a friendly amendment to the motion.

Regional Targeted Occupations List (RTOL):

Five occupations were added, and 96 were removed from the previous year. Concerns were raised about the removal of high-wage occupations and the lack of clarity on the criteria used by Florida Commerce.

- Emphasis was placed on the need for a review process that considers regional labor market needs.
- Suggestions included incorporating entrepreneur-related SOC codes and using a merged list tailored to local conditions.

Approval Process and Timelines:

The committee acknowledged the urgency of approving the RTOL by the July deadline. However, several members expressed concern over insufficient time for review, as the list was only recently received.

- A workshop was proposed to educate board and committee members on state-level occupational list criteria to help board members better understand the state's evaluation criteria.

There was consensus on establishing a more structured and transparent process for future occupational list reviews.

A subcommittee will be formed to analyze labor market data and align recommendations with local priorities.

**Motion:**

A friendly amendment to table the approval of the regional targeted occupation list until staff can provide a merged list for review.

Motion moved by Michael Jalazo and motion seconded by Esther Sanni. Motion carried.

C. Training Provider Scorecard (Presenters: Chad Kunerth)

A revised scorecard was presented, now including participant enrollment, completion rates, employment outcomes, and filtering capabilities by provider and job family. The update was well-received, seen as a valuable tool for evaluating program performance.

IV. Information Items

A. WIOA Primary Indicators of Performance: PY 24-25 Q3 (Presenters: Chad Kunerth)

High overview of the WIOA Primary Indicators of Performance were reviewed.

B. FloridaCommerce New Subsequent Eligibility Criteria Memorandum (Presenters: Keidrian Kunkel)

There was no discussion

V. Adjournment

The meeting adjourned at 10:51 a.m. Minutes submitted by Tammy Stahlgren, Executive Administrative Assistant.

A. Next Workforce Performance Meeting: October 8, 2025



## Discussion Item

### Regional Targeted Occupations List

#### Staff Review

CareerSource Tampa Bay (CSTB) conducted a review of the Regional Targeted Occupation List (RTOL) provided by Florida Department of Commerce compared to the current CSTB RTOL. Staff reviewed additional metrics including PY2425 enrollments, PY2223-PY2425 training enrollments, employment and average wage of individuals receiving occupational skills training.

**Suggested to retain:** During the review, staff identified 20 occupations suggested for removal by FL Commerce that have yielded CSTB enrollments and performance within the last 3 program years. In light of the minimal current and potential impact on performance metrics along with potential career pathway advancement opportunities, CSTB staff recommend that these 20 occupations remain on the RTOL.

CSTB staff recommend keeping 69 occupations that while currently do not training providers on our Eligible Training Provider List (ETPL), have potential for training with performance to be evaluated over time if enrollments occur.

**Suggested to remove:** Of the 96 occupations reviewed, staff are recommending the removal of 8 occupations with primary consideration given to impact on the Primary Indicator of Performance Report, lack of training programs, and/or lack of potential career pathways.

#### CSTB Staff Reviewed Occupations Recommended for Removal

SOC Code	Occupation Title
413011	Advertising Sales Agents
111011	Chief Executives
212011	Clergy
212021	Directors, Religious Activities and Education
119013	Farmers, Ranchers, and Other Agricultural Managers
499044	Millwrights
212099	Religious Workers, All Other

## Additional Data Include for Committee Review

CareerSource Tampa Bay staff utilized the data listed below and have provided it for committee consideration for the review and development of the CSTB Regional Targeted Occupational List.

**Additional LMI-** CSTB added 2024 employment levels, 2032 projected employment levels, current job openings in EmployFlorida, as well as job openings collected from a large set of publicly accessible websites containing job openings (EF External Job Openings).

## WIOA Programmatic Wage Goals

Program	Quarterly Wage Goal	Hourly Wage Equivalent (Assuming 40 hrs/week)
Adult	\$8,492	\$16.33
Dislocated Worker	\$11,125	\$21.39
Youth	\$4,067	\$7.82

**MIT Living Wage Calculation for Tampa-St. Pete-Clearwater MSA-** The living wage shown is the hourly rate that an individual in a household must earn to support themselves and/or their family, working full-time, or 2080 hours per year.

	1 Adult 0 Children	1 Adult 1 Child	1 Adult 2 Children
Living Wage	\$23.81	\$38.84	\$59.64
Poverty Wage	\$7.52	\$10.17	\$12.81

	2 Adults (1 Working) 0 Children	2 Adults (1 Working) 1 Child	1 Adult 2 Children
Living Wage	\$32.30	\$37.99	\$41.45
Poverty Wage	\$10.17	\$12.81	\$15.46

	2 Adults (Both Working) 0 Children	2 Adults (Both Working) 1 Child	2 Adults (Both Working) 2 Children
Living Wage	\$16.15	\$21.83	\$26.16
Poverty Wage	\$5.08	\$6.41	\$7.73

SOC Code*	HSHW**	Occupation Title*	Regional % Growth	Regional Mean Wage	Regional Median Wage	Regional Entry Wage	Employment 2024	Employment 2032	Annual Openings	EF Internal Job Openings (7/31/25)	EF External Job Openings (Spidered) (7/31/25)	CSTB ETPL Programs	Last 3 PY Enrollments	Employments	Avg Exit Wage	PY2425 Enrollments	Qualifying Criteria	Florida Commerce Recommendation	CSTB Staff Recommendations
272011		Actors	N/A	N/A	#N/A	N/A	#N/A	#N/A	31.00	0	1						S	Add	Add
413011		Advertising Sales Agents	-1.14	33.92	24.91	17.66	1196	1087	84	8	3							Remove	Remove
493011	HSHW	Aircraft Mechanics and Service Technicians	-0.81	40.28	31.46	26.05	907	848	81	3	8	2	46	31	\$25.82	3		Remove	Retain
532011	HSHW	Airline Pilots, Copilots, and Flight Engineers	-1.72	129.86	217,145.00	62.28	262	226	30	0	0		1					Remove	Retain
171011	HSHW	Architects, Except Landscape and Naval	1.67	43.68	39.31	28.01	623	706	101	3	6							Remove	Retain
395011		Barbers	1.95	23.06	#N/A	15.99	#N/A	#N/A	119	0	0	1	1	1	\$13.00	1		Remove	Retain
194021		Biological Technicians	1.22	24.55	22.23	17.05	471	517	125	5	3							Remove	Retain
472021		Brickmasons and Blockmasons	-0.13	24.63	22.87	18.21	776	818	33	0	0							Remove	Retain
533052		Bus Drivers, Transit and Intercity	0.10	21.20	25.00	17.11	1298	1368	180	7	4							Remove	Retain
251011	HSHW	Business Teachers, Postsecondary	#N/A	#N/A	70,268.00	26.77	287	321	N/A	0	0							Remove	Retain
292031		Cardiovascular Technologists and Technicians	0.06	31.42	21.87	17.91	796	800	60	0	12	1	3	3	\$16.15	2		Remove	Retain
251194		Career/Technical Education Teachers, Postsecondary	#N/A	#N/A	24.53	18.65	814	802	N/A	2	3							Remove	Retain
435011		Cargo and Freight Agents	-0.10	25.41	24.09	18.95	902	956	75	2	0							Remove	Retain
472051		Cement Masons and Concrete Finishers	-0.04	23.14	22.51	17.79	2070	2131	127	2	4							Remove	Retain
194031		Chemical Technicians	0.02	22.09	21.46	17.92	348	363	49	1	2							Remove	Retain
192031	HSHW	Chemists	-0.20	31.70	38.56	22.91	567	594	28	5	6							Remove	Retain
111011	HSHW	Chief Executives	1.29	69.80	104.39	21.09	3694	3585	320	15	32							Remove	Remove
212011		Clergy	0.20	29.55	26.79	20.32	1836	1863	59	2	10							Remove	Remove
272022		Coaches and Scouts	0.25	22.71	47,794.00	15.03	1785	2005	281	4	16							Remove	Retain
532012	HSHW	Commercial Pilots	0.66	61.93	110,653.00	33.68	267	281	41	0	0							Remove	Retain
519161		Computer Numerically Controlled Tool Operators	-0.21	21.43	21.04	17.28	651	640	95	6	4							Remove	Retain
519162	HSHW	Computer Numerically Controlled Tool Programmers	2.50	32.86	29.93	22.00	110	132	15	0	0							Remove	Retain
151251	HSHW	Computer Programmers	-0.63	46.88	45.08	30.34	1305	1239	43.00	14	169						S	Add	Add
492011		Computer, Automated Teller, and Office Machine Repairers	0.26	23.66	21.59	17.94	913	932	72.00	0	2						R	Add	Add
352014		Cooks, Restaurant	0.15	17.88	17.23	14.68	14349	15631	2912	34	143							Remove	Retain
333012		Correctional Officers and Jailers	0.32	31.81	29.55	22.09	1008	952	280	4	2							Remove	Retain
434051		Customer Service Representatives	-0.13	19.46	18.78	15.78	45745	46139	4660	95	312							Remove	Retain
151242	HSHW	Database Administrators	-0.28	48.91	51.12	30.02	1073	1182	37	6	3	3	15	10	\$19.05	8		Remove	Retain
292032	HSHW	Diagnostic Medical Sonographers	1.62	38.79	38.34	32.12	849	959	54	0	59	1	4	1	\$24.00	4		Remove	Retain
292051		Dietetic Technicians	1.16	17.29	15.04	14.75	53	54	44	0	3							Remove	Retain
212021		Directors, Religious Activities and Education	-0.22	21.21	19.16	13.93	1331	1350	16	8	0							Remove	Remove
472081		Drywall and Ceiling Tile Installers	-0.03	23.19	22.57	16.71	734	776	56	1	2							Remove	Retain
119032	HSHW	Education Administrators, Kindergarten through Secondary	0.05	44.15	87,139.00	31.95	1528	1602	118	7	7							Remove	Retain
119033	HSHW	Education Administrators, Postsecondary	0.12	41.53	40.11	31.27	1737	1869	141	0	8							Remove	Retain
173023	HSHW	Electrical and Electronic Engineering Technologists and Technicians	-0.11	31.31	29.32	23.18	1231	1210	96	23	38	2	10	8	\$20.00			Remove	Retain
172071	HSHW	Electrical Engineers	0.27	55.27	50.41	37.65	1242	1269	86	38	49	1				1		Remove	Retain

499051	HSHW	Electrical Power-Line Installers and Repairers	0.15	49.43	38.64	28.19	918	906	115	8	14	1	3	1	\$17.00	2		Remove	Retain
172072	HSHW	Electronics Engineers, Except Computer	-0.25	52.10	57.57	40.05	762	869	33	3	0							Remove	Retain
492094	HSHW	Electronics Repairers, Commercial and Industrial Equip.	0.11	25.72	24.10	20.36	561	596	69	4	8							Remove	Retain
533011		Emergency Medical Responders	3.20	16.25	#N/A	15.03	#N/A	#N/A	25	0	0							Remove	Retain
173029	HSHW	Engineering Technologists and Technicians, Except Drafters, All Other	-0.26	29.11	25.84	20.50	554	607	29	9	0							Remove	Retain
172199	HSHW	Engineers, All Other	0.05	49.29	46.62	32.23	1135	1188	65	84	114							Remove	Retain
192041	HSHW	Environmental Scientists and Specialists, Including Health	0.26	30.12	29.42	21.41	819	881	105	7	2							Remove	Retain
119013	HSHW	Farmers, Ranchers, and Other Agricultural Managers	-0.34	18.07	#N/A	14.50	#N/A	#N/A	85	0	0							Remove	Remove
132054	HSHW	Financial Risk Specialists	0.89	50.35	50.52	27.38	853	914	90	13	9							Remove	Retain
351012		First-Line Supervisors of Food Preparation and Serving Workers	0.02	20.98	18.60	15.52	9838	10428	1540	20	343							Remove	Retain
371011		First-Line Supervisors of Housekeeping and Janitorial Workers	0.02	22.50	22.35	16.58	2128	2277	167	9	9							Remove	Retain
331012	HSHW	First-Line Supervisors of Police and Detectives	0.06	54.10	47.91	42.51	818	842	70	0	0							Remove	Retain
194092		Forensic Science Technicians	0.54	28.38	27.16	21.45	386	431	152	3	3							Remove	Retain
131131		Fundraisers	0.03	31.02	28.31	19.05	909	965	45	2	3							Remove	Retain
472121		Glaziers	0.29	24.05	22.70	17.20	559	606	107	0	1							Remove	Retain
395012		Hairdressers, Hairstylists, and Cosmetologists	0.00	13.92	16.89	12.49	6495	7009	514	2	47	2	6	3	\$17.33	2		Remove	Retain
211091	HSHW	Health Education Specialists	-0.18	29.94	32.00	18.22	419	450	35	2	17							Remove	Retain
299021	HSHW	Health Information Technologists and Medical Registrars	1.50	35.04	33.11	20.68	641	718	23	0	1							Remove	Retain
319099		Healthcare Support Workers, All Other	0.02	22.45	20.52	17.20	1215	1303	133	4	3	1	22	18	\$17.21	1		Remove	Retain
311128		Home Health Aides	11.30	15.98	14.86	13.99	10490	11675	2108	0	0							Remove	Retain
173026		Industrial Engineering Technologists and Technicians	0.80	27.48	28.81	19.70	393	418	35	27	54							Remove	Retain
537051		Industrial Truck and Tractor Operators	0.11	22.83	19.12	17.66	3674	3956	568	17	20	1						Remove	Retain
472131		Insulation Workers, Floor, Ceiling, and Wall	0.03	23.69	21.63	17.42	401	422	29	0	0							Remove	Retain
273091		Interpreters and Translators	1.12	26.04	32.72	15.17	680	741	294	5	14							Remove	Retain
194099		Life, Physical, and Social Science Technicians, All Other	-0.25	29.56	19.41	18.91	541	584	42	28	5							Remove	Retain
533033		Light Truck Drivers	-0.07	19.00	18.37	15.37	10248	11509	982	20	2							Remove	Retain
434131		Loan Interviewers and Clerks	-0.37	24.71	23.82	17.95	3684	3661	216	7	5							Remove	Retain
119081	HSHW	Lodging Managers	0.15	29.96	33.16	17.03	426	452	61	0	3							Remove	Retain
499071		Maintenance and Repair Workers, General	0.09	21.85	18.91	16.20	13859	14722	1558	194	13	1	7	7	\$15.73			Remove	Retain
395092		Manicurists and Pedicurists	0.01	17.30	16.18	13.34	674	728	64	1	1	1	1			1		Remove	Retain
292036		Medical Dosimetrist	1.52	73.98	69.46	57.76	35	36	21	0	0							Remove	Retain
319093		Medical Equipment Preparers	0.35	22.21	20.91	17.18	561	565	134	5	9	1						Remove	Retain
514199		Metal and Plastic Machine Workers, all other	0.23	16.79	18.26	13.98	147	147	21	0	0							Remove	Retain
499044		Millwrights	-0.13	25.86	-	21.95	89	92	9	1	0							Remove	Remove
119121	HSHW	Natural Sciences Managers	0.69	68.16	53.89	31.24	635	670	84	3	12							Remove	Retain
292033	HSHW	Nuclear Medicine Technologists	0.51	44.98	43.50	37.29	445	463	16	0	27							Remove	Retain
311131		Nursing Assistants	0.59	19.45	17.68	16.64	15619	16424	1981	8	100	1	27	17	\$15.85	1		Remove	Retain
439061		Office Clerks, General	-0.04	21.44	19.45	15.59	28732	28379	2920	30	12	1	1	1	\$55.00	1		Remove	Retain
472073		Operating Engineers and Other Construction Equipment Operators	0.08	23.80	22.67	19.36	3335	3590	329	26	39							Remove	Retain
519083		Ophthalmic Laboratory Technicians	-0.03	17.31	16.89	15.70	491	513	50	0	0							Remove	Retain



292081		Opticians, Dispensing	0.64	27.65	23.64	20.49	507	526	145	0	2							Remove	Retain
311132		Orderlies	0.07	16.75	15.39	15.51	762	756	97	0	1							Remove	Retain
472141		Painters, Construction and Maintenance	0.10	22.65	19.21	17.56	3977	4196	257	5	11							Remove	Retain
119179	HSHW	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	-0.37	31.42	34.82	19.34	343	369	10	2	1							Remove	Retain
372021		Pest Control Workers	0.01	22.85	N/A	17.24	25437	27154	175	31	20							Remove	Retain
291071	HSHW	Physician Assistants	0.44	56.14	60.32	40.02	922	1149	194	0	22							Remove	Retain
472151		Pipelayers	0.01	22.87	19.60	18.30	635	621	43	0	8							Remove	Retain
251199	HSHW	Postsecondary Teachers, All Other	#N/A	#N/A	63,618.00	19.90	963	1034	N/A	0	5		1	1	\$19.00			Remove	Retain
252011		Preschool Teachers, Except Special Education	0.09	16.51	14.46	13.44	4464	4616	533	95	28	1	1			1		Remove	Retain
113061	HSHW	Purchasing Managers	-0.04	59.31	63.70	37.75	728	775	42	15	6							Remove	Retain
212099		Religious Workers, All Other	-0.22	18.29	18.53	14.22	1066	1089	17	1	2							Remove	Remove
472181		Roofers	0.04	23.46	22.49	16.55	3195	3457	249	1	0							Remove	Retain
436014		Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	-0.09	21.43	19.26	16.06	14712	13950	1392	14	4	1	1	1	\$19.60			Remove	Retain
339032		Security Guards	0.14	17.40	16.58	14.42	10227	10648	1872	42	122		1	1	\$20.00			Remove	Retain
472211		Sheet Metal Workers	-0.08	23.94	22.56	16.68	1143	1185	86	2	20							Remove	Retain
395094		Skincare Specialists	-0.19	19.42	19.74	13.09	1277	1386	94	2	9	1	2			2		Remove	Retain
211093		Social and Human Service Assistants	0.56	21.11	18.97	16.48	3539	3698	384.00	26	4						R	Add	Add
211029		Social Workers, All Other	0.31	31.88	36.54	22.31	693	744	109	19	1							Remove	Retain
472231		Solar Photovoltaic Installers	0.08	24.12	#N/A	20.73	#N/A	#N/A	26	0	0							Remove	Retain
472221		Structural Iron and Steel Workers	-0.51	23.67	19.50	18.38	614	632	29	4	1							Remove	Retain
292055		Surgical Technologists	0.34	29.39	28.93	21.34	1180	1212	86	2	132	2	5	4	\$20.00	1		Remove	Retain
132082		Tax Preparers	0.87	27.85	19.25	17.57	708	757	94.00	7	21						R	Add	Add
259045		Teaching Assistants, Except Postsecondary	0.11	13.23	31,386.00	12.29	5296	5497	780	0	0							Remove	Retain
259044		Teaching Assistants, Postsecondary	0.03	14.78	#N/A	12.04	#N/A	#N/A	49	1	0							Remove	Retain
472044		Tile and Stone Setters	0.22	24.29	20.63	15.35	730	815	75	0	1							Remove	Retain
413041		Travel Agents	0.65	23.87	20.79	15.94	794	835	58.00	0	0						R	Add	Add



## NOTES:



CareerSource Tampa Bay  
4350 West Cypress Street Suite 875 | Tampa, FL 33875  
[CareerSourceTampaBay.com](http://CareerSourceTampaBay.com)

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