CSTB Education and Industry Consortium

Date: March 3. 2026 at 2:00pm
Location: Hybrid :4350 West Cypress Street, Suite 875, Tampa Fl 33607

Zoom Information Zoom Link
Meeting ID: 810 9601 8008
Passcode: 449280
Dial-in-Number:1.305.224.1968

Agenda

I. Welcome

II. Information Items

III. Next Meeting June 2, 2026

IV. Adjournment

The Career Clarity Pod

The Career Clarity Pod is a career exploration experience that helps job seekers, students, and community members explore career pathways and visualize real workplace environments.

Virtual Reality simulations are combined with online career tools to support informed career decision-making.

Designed to make career exploration more engaging, interactive, and accessible.

CareerSource
TAMPA BAY

Career Clarity Pod Enhancements

Updated the VR content library with new, industry-aligned simulations.
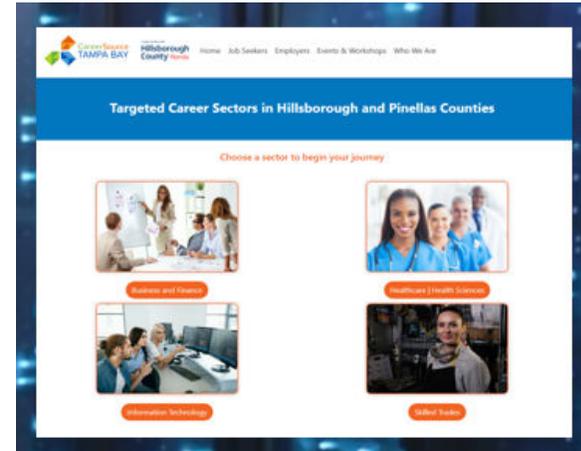
Modernized internal workflows, promotion, scheduling, and delivery.

Introduced a structured ambassador model to provide consistent user experience.

Increased visibility across programs, centers, and community partners.

CareerSource
TAMPA BAY

Virtual Reality and Career Pathways Portal Tools Working Together

Virtual Reality Simulations: Immersive, hands-on experiences showing tasks, tools, and environments.

Career Pathways Portal: Research tool for identifying interests, labor market data, wages, and required skills.

This combined approach gives participants both *career insight* and *career direction.*

Centralized Reservation System

One streamlined entry point for all Career Clarity Pod requests: internal, external, groups, and schools.

QR code featured on all marketing materials for fast and easy scheduling.

Supports detailed preparation based on participant goals and career interests.

CareerSource Tampa Bay - Career Clarity Pod Reservation

Program-Wide Applications of the Career Clarity Pod

Veterans: Supports military-to-civilian career transition.

WIOA Adult: Assists adults in evaluating training options before enrollment.

WIOA Youth: Supports early career awareness. Incorporated into program enrollments.

WTP & SNAP: Career reentry and skill alignment support services.

Career Services: Used during workshops, orientations, and coaching.

RESEA: Career exploration for jobseekers transitioning into new fields.

6

CareerSource
TAMPA BAY

Community Access for Schools and Youth Organizations

Available for middle schools, high schools, homeschool groups, and youth programs.

On-site group sessions offered for career days, CTE programs, and pathway exploration.

Individuals and groups may reserve appointments directly through the online system.

Waiver process ensures safety and compliance.

CareerSource
TAMPA BAY

Bringing Career Clarity Into the Community

Fully mobile setup allows CareerSource Tampa Bay to bring Virtual Reality career exploration to:

- Schools
- Libraries
- Resource fairs
- Partner sites
- Community events

Expands access and strengthens relationships with educators and local organizations.

Early Career Exposure for Students

Helps students explore a wide variety of industries before making graduation or post-secondary decisions.

Supports career pathways, academic planning, and work-based learning readiness.

Encourages youth to engage with CareerSource Tampa Bay services earlier in their career journey.

Career Exploration for Adults

- Provides adults with immersive, hands-on exposure to in-demand careers before entering training or employment pathways.

- Helps career changers, dislocated workers, and individuals reentering the workforce evaluate job fit, working conditions, and skill requirements.

- Integrates Virtual Reality simulations with CareerSource Tampa Bay's workforce services — including career counseling, employability workshops, RESEA, WIOA, WTP, and SNAP.

- Supports informed decision-making by pairing Virtual Reality exploration with labor market information, career assessments, and personalized follow-up services.

- Strengthens the overall workforce development pipeline by helping adults select realistic, high-demand occupations aligned with regional labor needs.

Structured Session Delivery

Sessions begin with the Career Pathways Portal to identify interests.

Participants then complete one or more Virtual Reality simulations aligned to selected industries.

Staff guide users through the equipment, safety, and experience.

Partnership & Consortium Alignment

Virtual Reality demonstrates real-world tasks that align with employer needs and industry trends.

Training providers can use the Career Clarity Pod to help prospective students "preview" programs.

Employers and industry groups can showcase high-demand roles at hiring events.

Enhances collaboration with schools, workforce boards, and community organizations.

12
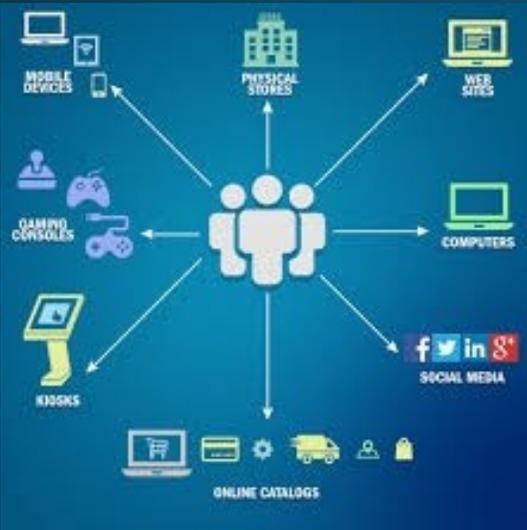
Follow-Up & Career Service Alignment

Participants receive a short survey to provide feedback and identify next steps.

Staff follow up with tailored recommendations such as training programs, career counseling, resume support, or job search assistance.

Feedback supports continuous improvement and helps CareerSource Tampa Bay measure impact.

Regional Integration & Expansion

Plans for expanded Career Clarity Pod placement in Pinellas County centers as demand grows.

Mobile capability allows CareerSource Tampa Bay to support cross-county outreach and regional events.

Group-based sessions enhance efficiency and reduce travel barriers for schools and partners.

A long-term, scalable model designed for broader regional workforce alignment.

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CareerSource Tampa Bay - Career
Clarity Pod Reservation

Thank You

CareerSource
TAMPA BAY

Turning Panic to Power

Our Motivation

CareerSource TAMPA BAY

<u>The Need</u>

- **Interview anxiety is a major barrier to employment**

- **Many job seekers lack confidence and preparation**

- **Stress impacts interview performance**

- **Traditional workshops focus on skills — not anxiety**

Mental Health Connection

CareerSource
TAMPA BAY

Supporting Mental Wellness

This workshop helps participants:
- Normalize anxiety
- Reduce stress
- Build confidence
- Improve emotional regulation
- Develop coping strategies

Approach

Workshop Benefits

Participants engage in:

- Real-world scenarios
- Guided role play
- Focus and grounding exercises
- Personal interview action planning
- Structured response methods (STAR & PREP)

Serving Our Community

Who We Serve

Target Audience

- **Job seekers**
- **Individuals returning to work**
- **Individuals with limited interview experience**
- **Participants facing confidence barriers**

Implementation

Workshop Launch

- Recently introduced at CSTB
- First session: February 3
- 30+ participants attended
- Strong engagement and participation

Bridging the Gap

Wrap Up

Interview anxiety is normal - but unmanaged anxiety costs opportunities.

This workshop equips individuals with structure, tools, and confidence so that preparation translates into performance.

We welcome partnership to expand access and strengthen interview readiness across our community.

Upcoming Session

Next Workshop

- **March Session: March 10, 2026 at 9 am (Virtual)**

- **Scan to Register:**

CareerSourceTB.com/Events

- **Website: CareerSourceTampaBay.com**

HAVE A GREAT DAY

Industry Spotlight

Manufacturing and Logistics

Tampa-St. Petersburg-Clearwater, FL MSA

2

Spotlight Summary

Manufacturing and Logistics
Tampa-St. Petersburg-Clearwater, FL MSA – 2025Q3

EMPLOYMENT

2002 — 2025

106,678

Regional employment / **16,831,945** in the nation

WAGES

2002 — 2025

$70,101

Avg Wages per Worker / **$79,779** in the nation

3.5% ⬆

Avg Ann % Change Last 10 Years / **+1.4%** in the U.S.

Region	
Nation	
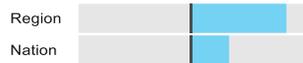
6.8%

% of Total Employment / **10.1%** in the U.S.

Region	
Nation	
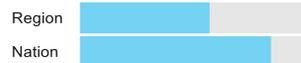
2.8% ⬆

Avg Ann % Change Last 10 Years / **+2.8%** in the U.S.
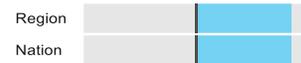
Region	
Nation	

TOP OCCUPATION GROUPS

Production	Transportation and Material Moving	Office and Administrative Support	Management	Business and Financial Operations	All Others
30.5%	**23.0%**	**15.6%**	**6.4%**	**4.8%**	**19.7%**

TOP INDUSTRIES

Avg Ann % Change in Employment, Last 10 Years

19.0 % ⬆

Region	
Nation	

Warehousing and Storage

9.8 % ⬆

Region	
Nation	

Couriers and Messengers

1.4 % ⬆

Region	
Nation	
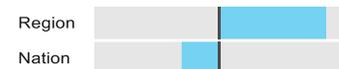
Computer and Electronic Product Manufacturing

Industry Snapshot

EMPLOYMENT

2002   2025

WAGES

2002   2025
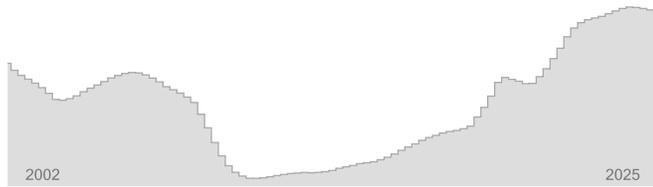
3-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Warehousing and Storage	14,689	$56,622	0.82		1,879	1.1%
Couriers and Messengers	11,051	$36,154	0.87		1,336	1.4%
Computer and Electronic Product Manufacturing	10,617	$95,690	1.13		923	0.4%
Miscellaneous Manufacturing	8,125	$73,002	1.31		840	0.6%
Fabricated Metal Product Manufacturing	7,539	$70,875	0.55		762	0.4%
Machinery Manufacturing	6,832	$93,680	0.66		656	0.4%
Chemical Manufacturing	6,111	$96,426	0.72		616	0.7%
Postal Service	5,799	$70,311	1.03		477	0.4%
Food Manufacturing	5,710	$55,197	0.33		727	1.1%
Plastics and Rubber Products Manufacturing	3,628	$63,641	0.55		393	0.7%
Remaining Component Industries	26,579	$69,625	0.77		2,812	0.1%
Manufacturing and Logistics	**106,678**	**$70,101**	**0.68**		**11,440**	**0.7%**

Employment is one of the broadest and most timely measures of a region's economy. Fluctuations in the number of jobs shed light on the health of an industry. A growing employment base creates more opportunities for regional residents and helps a region grow its population.

Since wages and salaries generally compose the majority of a household's income, the annual average wages of a region affect its average household income, housing market, quality of life, and other socioeconomic indicators.

4

Staffing Pattern

Production
30.5%

Transportation and Material Moving
23.0%

Office and Administrative Support
15.6%

Business and Financial Operations
4.8%

Management
6.4%

All Others
19.7%
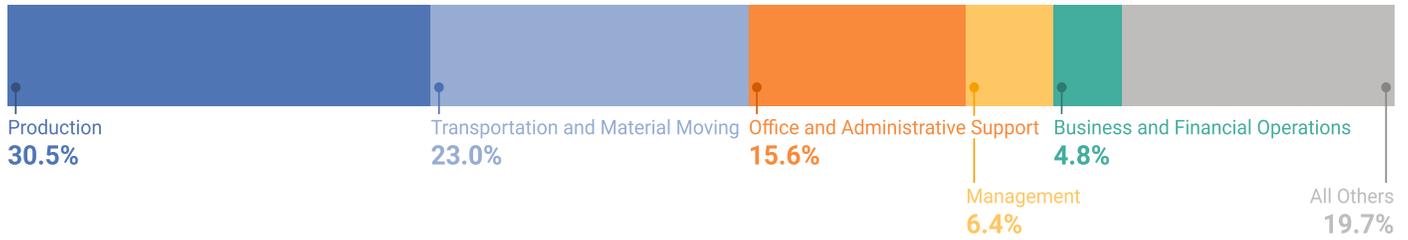
6-digit Occupation	Empl	Avg Ann Wages	Annual Demand
Laborers and Freight, Stock, and Material Movers, Hand	7,703	$41,900	1,058
Team Assemblers	4,991	$41,700	575
Light Truck Drivers	4,357	$56,900	536
Stockers and Order Fillers	3,824	$41,200	646
Postal Service Mail Carriers	3,237	$62,600	243
First-Line Supervisors of Production and Operating Workers	2,952	$72,000	306
Industrial Truck and Tractor Operators	2,670	$50,500	283
Heavy and Tractor-Trailer Truck Drivers	2,530	$59,800	301
Shipping, Receiving, and Inventory Clerks	2,358	$46,100	215
Couriers and Messengers	2,356	$39,800	298
Remaining Component Occupations	69,681	$70,200	7,184
Total	**106,658**		

The mix of occupations points to the ability of a region to support an industry and its flexibility to adapt to future demand. Industry wages are a component of the cost of labor for regional employers.

Employment Distribution by Type

The table below shows the employment mix by ownership type for Manufacturing and Logistics for the Tampa-St. Petersburg-Clearwater, FL MSA. Four of these ownership types — federal, state, and local government and the private sector — together constitute "Covered Employment" (employment covered by the Unemployment Insurance programs of the United States and reported via the Quarterly Census of Employment and Wages).

"Self-Employment" refers to unincorporated self-employment and represents workers whose primary job is self-employment (that is, these data do not include workers whose primary job is a wage-and-salary position that is supplemented with self-employment).

	88.5%	6.1%	5.4%

		Empl	%
■	Private	94,387	88.5%
■	Self-Employment	6,521	6.1%
■	Federal Government	5,770	5.4%
■	Other Non-Covered	0	0.0%

Source: JobsEQ®

💡 Strong entrepreneurial activity is indicative of growing industries. Using self-employment as a proxy for entrepreneurs, a higher share of self-employed individuals within a regional industry points to future growth.

Establishments

In 2024, there were 4,235 Manufacturing and Logistics establishments in the Tampa-St. Petersburg-Clearwater, FL MSA (per covered employment establishment counts), an increase from 3,262 establishments ten years earlier in 2014.

Source: JobsEQ®

New business formations are an important source of job creation in a regional economy, spurring innovation and competition, and driving productivity growth. Establishment data can provide an indicator of growth in businesses by counting each single location (such as a factory or a store) where business activity takes place, and with at least one employee.

Sector Strategy Pathways

Laborers and Freight, Stock, and Material Movers, Hand

Electrical, Electronic, and Electromechanical Equipment Assemblers, Except Coil Winders, Tapers, and Finishers

Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders

Packers and Packagers, Hand

Stockers and Order Fillers

Industrial Truck and Tractor Operators

Shipping, Receiving, and Inventory Clerks

Cleaners of Vehicles and Equipment

Packaging and Filling Machine Operators and Tenders

Team Assemblers

Light Truck Drivers

Laborers and Freight, Stock, and Material Movers, Hand

The graphics on this page illustrate relationships and potential movement (from left to right) between occupations that share similar skill sets. Developing career pathways as a strategy promotes industry employment growth and workforce engagement.

Postsecondary Programs Linked to Manufacturing and Logistics

Program	Awards
Erwin Technical College	
Welding Technology/Welder	23
Hillsborough Community College	
Ophthalmic Laboratory Technology/Technician	56
Welding Technology/Welder	61
National Aviation Academy of Tampa Bay	
Airframe Mechanics and Aircraft Maintenance Technology/Technician	236
Pinellas Technical College-Clearwater	
Welding Technology/Welder	43
University of South Florida	
Biomedical Sciences, General	744
Electrical and Electronics Engineering	184
Engineering/Industrial Management	73
Industrial Engineering	96
Mechanical Engineering	206

Source: JobsEQ®

The number of graduates from postsecondary programs in the region identifies the pipeline of future workers as well as the training capacity to support industry demand.

Among postsecondary programs at schools located in the Tampa-St. Petersburg-Clearwater, FL MSA, the sampling above identifies those most linked to occupations relevant to Manufacturing and Logistics. For a complete list see JobsEQ®, http://www.chmuraecon.com/jobseq

Data Notes

- Industry employment and wages (including total regional employment and wages) are as of 2025Q3 and are based upon BLS QCEW data, imputed by Chmura where necessary, and supplemented by additional sources including Census ZBP data. Employment forecasts are modeled by Chmura and are consistent with BLS national-level 10-year forecasts.
- Occupation employment is as of 2025Q3 and is based on industry employment and local staffing patterns calculated by Chmura and utilizing BLS OEWS data. Wages by occupation are as of 2025, utilizing BLS OEWS data and imputed by Chmura.
- GDP is derived from BEA data and imputations by Chmura. Productivity (output per worker) is calculated by Chmura using industry employment and wages as well as GDP and BLS output data. Supply chain modeling including purchases by industry are developed by Chmura.
- Postsecondary awards are per the NCES and are for the 2023-2024 academic year.
- Establishment counts are per the BLS QCEW data.
- Figures may not sum due to rounding.

Industry Definition

Manufacturing and Logistics is defined as the following NAICS industries:

Code	Description
311	Food Manufacturing
312	Beverage and Tobacco Product Manufacturing
313	Textile Mills
314	Textile Product Mills
315	Apparel Manufacturing
316	Leather and Allied Product Manufacturing
321	Wood Product Manufacturing
322	Paper Manufacturing
323	Printing and Related Support Activities
324	Petroleum and Coal Products Manufacturing
325	Chemical Manufacturing
326	Plastics and Rubber Products Manufacturing
327	Nonmetallic Mineral Product Manufacturing
331	Primary Metal Manufacturing
332	Fabricated Metal Product Manufacturing
333	Machinery Manufacturing
334	Computer and Electronic Product Manufacturing
335	Electrical Equipment, Appliance, and Component Manufacturing
336	Transportation Equipment Manufacturing
337	Furniture and Related Product Manufacturing
339	Miscellaneous Manufacturing
491	Postal Service
492	Couriers and Messengers
493	Warehousing and Storage

Region Definition

Tampa-St. Petersburg-Clearwater, FL MSA is defined as the following counties:

Hernando County, Florida	Pasco County, Florida
Hillsborough County, Florida	Pinellas County, Florida

FAQ

What is (LQ) location quotient?

Location quotient is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

What is annual demand?

Annual demand is a of the sum of the annual projected growth demand and separation demand. Separation demand is the number of jobs required due to separations—labor force exits (including retirements) and turnover resulting from workers moving from one occupation into another. Note that separation demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. Growth demand is the increase or decrease of jobs expected due to expansion or contraction of the overall number of jobs.

What is the difference between industry wages and occupation wages?

Industry wages and occupation wages are estimated via separate data sets, often the time periods being reported do not align, and wages are defined slightly differently in the two systems (for example, certain bonuses are included in the industry wages but not the occupation wages). It is therefore common that estimates of the average industry wages and average occupation wages in a region do not match exactly.

Industry Spotlight

Finance, Professional Services and Information Technology

Tampa-St. Petersburg-Clearwater, FL MSA
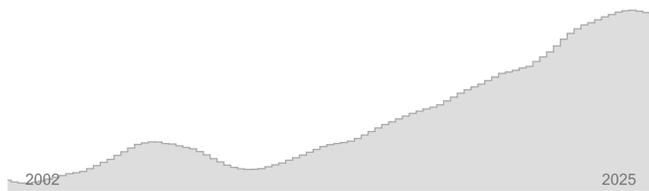
Spotlight Summary

Finance, Professional Services and Information Technology
Tampa-St. Petersburg-Clearwater, FL MSA – 2025Q3

EMPLOYMENT

2002 — 2025

236,119

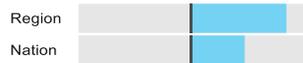Regional employment / **18,618,187** in the nation

3.0% ↑

Avg Ann % Change Last 10 Years / **+1.7%** in the U.S.

Region	
Nation	

15.1%

% of Total Employment / **11.1%** in the U.S.

Region	
Nation	

WAGES

2002 — 2025

$112,239

Avg Wages per Worker / **$134,401** in the nation
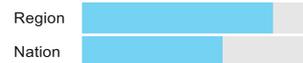
4.9% ↑

Avg Ann % Change Last 10 Years / **+4.0%** in the U.S.
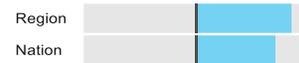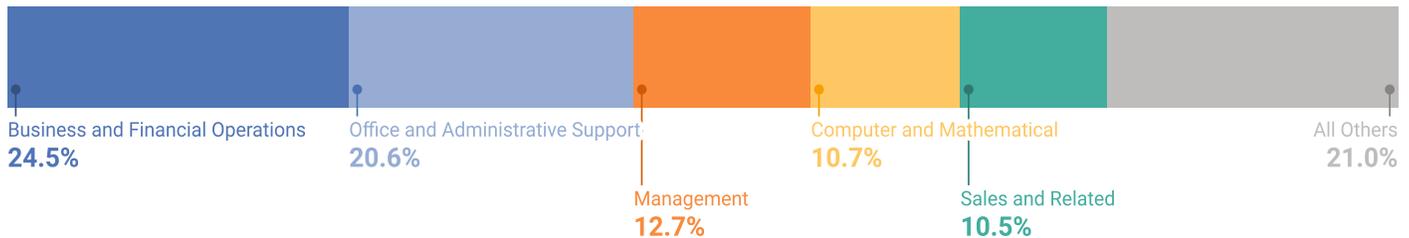
Region	
Nation	

TOP OCCUPATION GROUPS

Business and Financial Operations
24.5%

Office and Administrative Support
20.6%

Management
12.7%

Computer and Mathematical
10.7%

Sales and Related
10.5%

All Others
21.0%

TOP INDUSTRIES

Avg Ann % Change in Employment, Last 10 Years

3.3 % ↑

Region	
Nation	

Professional, Scientific, and Technical Services

2.6 % ↑

Region	
Nation	

Finance and Insurance

1.9 % ↑

Region	
Nation	

Total - All Industries

JOBS eQ

Industry Snapshot

EMPLOYMENT

2002   2025

WAGES

2002   2025
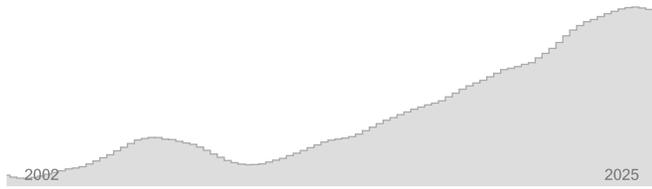
2-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Professional, Scientific, and Technical Services	138,752	$102,109	1.23		12,710	1.3%
Finance and Insurance	97,366	$126,675	1.59		8,921	1.0%
Finance, Professional Services and Information Technology	**236,119**	**$112,239**	**1.36**		**21,632**	**1.2%**

Employment is one of the broadest and most timely measures of a region's economy. Fluctuations in the number of jobs shed light on the health of an industry. A growing employment base creates more opportunities for regional residents and helps a region grow its population.

Since wages and salaries generally compose the majority of a household's income, the annual average wages of a region affect its average household income, housing market, quality of life, and other socioeconomic indicators.

Staffing Pattern

| | Business and Financial Operations 24.5% | Office and Administrative Support 20.6% | Management 12.7% | Computer and Mathematical 10.7% | Sales and Related 10.5% | All Others 21.0% |

6-digit Occupation	Empl	Avg Ann Wages	Annual Demand
Customer Service Representatives	11,102	$46,700	1,519
Accountants and Auditors	9,467	$93,200	847
Securities, Commodities, and Financial Services Sales Agents	8,893	$87,200	736
Management Analysts	8,866	$105,900	863
Lawyers	8,496	$147,000	385
General and Operations Managers	8,205	$171,100	781
Software Developers	8,200	$124,100	619
Insurance Sales Agents	8,071	$85,600	741
Managers, All Other	5,508	$112,200	498
Financial Managers	5,174	$178,000	494
Remaining Component Occupations	154,120	$77,600	15,057
Total	**236,102**		

The mix of occupations points to the ability of a region to support an industry and its flexibility to adapt to future demand. Industry wages are a component of the cost of labor for regional employers.

45

Employment Distribution by Type

The table below shows the employment mix by ownership type for Finance, Professional Services and Information Technology for the Tampa-St. Petersburg-Clearwater, FL MSA. Four of these ownership types — federal, state, and local government and the private sector — together constitute "Covered Employment" (employment covered by the Unemployment Insurance programs of the United States and reported via the Quarterly Census of Employment and Wages).

"Self-Employment" refers to unincorporated self-employment and represents workers whose primary job is self-employment (that is, these data do not include workers whose primary job is a wage-and-salary position that is supplemented with self-employment).

	93.4%	6.5%
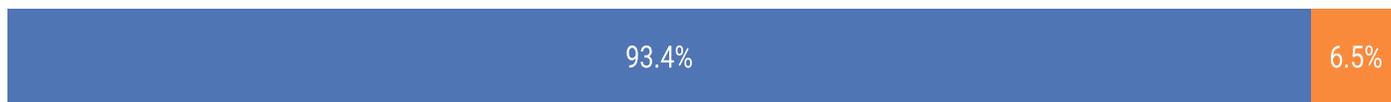
	Empl	%
Private	220,645	93.4%
Self-Employment	15,325	6.5%
Local Government	37	0.0%
Federal Government	112	0.0%

Source: JobsEQ®

Strong entrepreneurial activity is indicative of growing industries. Using self-employment as a proxy for entrepreneurs, a higher share of self-employed individuals within a regional industry points to future growth.

Establishments

In 2024, there were 27,353 Finance, Professional Services and Information Technology establishments in the Tampa-St. Petersburg-Clearwater, FL MSA (per covered employment establishment counts), an increase from 17,261 establishments ten years earlier in 2014.

Source: JobsEQ®

New business formations are an important source of job creation in a regional economy, spurring innovation and competition, and driving productivity growth. Establishment data can provide an indicator of growth in businesses by counting each single location (such as a factory or a store) where business activity takes place, and with at least one employee.

Sector Strategy Pathways

First-Line Supervisors of Office and Administrative Support Workers

Payroll and Timekeeping Clerks

Tax Preparers

Financial Examiners

Credit Analysts

Customer Service Representatives

Retail Salespersons

First-Line Supervisors of Retail Sales Workers

Business Operations Specialists, All Other

Fast Food and Counter Workers

Cashiers

Office Clerks, General

Waiters and Waitresses

Accountants and Auditors

Securities, Commodities, and Financial Services Sales Agents

Customer Service Representatives

The graphics on this page illustrate relationships and potential movement (from left to right) between occupations that share similar skill sets. Developing career pathways as a strategy promotes industry employment growth and workforce engagement.

Postsecondary Programs Linked to Finance, Professional Services and Information Technology

Program	Awards
St Petersburg College	
Veterinary/Animal Health Technology/Technician and Veterinary Assistant	81
Ultimate Medical Academy	
Health/Health Care Administration/Management	510
Medical Administrative/Executive Assistant and Medical Secretary	2,917
Medical Insurance Specialist/Medical Biller	6,846
University of South Florida	
Accounting	275
Biomedical Sciences, General	744
Civil Engineering, General	111
Finance, General	479
Information Science/Studies	233
Marketing/Marketing Management, General	445

Source: JobsEQ®

The number of graduates from postsecondary programs in the region identifies the pipeline of future workers as well as the training capacity to support industry demand.

Among postsecondary programs at schools located in the Tampa-St. Petersburg-Clearwater, FL MSA, the sampling above identifies those most linked to occupations relevant to Finance, Professional Services and Information Technology. For a complete list see JobsEQ®, http://www.chmuraecon.com/jobseq

Data Notes

- Industry employment and wages (including total regional employment and wages) are as of 2025Q3 and are based upon BLS QCEW data, imputed by Chmura where necessary, and supplemented by additional sources including Census ZBP data. Employment forecasts are modeled by Chmura and are consistent with BLS national-level 10-year forecasts.
- Occupation employment is as of 2025Q3 and is based on industry employment and local staffing patterns calculated by Chmura and utilizing BLS OEWS data. Wages by occupation are as of 2025, utilizing BLS OEWS data and imputed by Chmura.
- GDP is derived from BEA data and imputations by Chmura. Productivity (output per worker) is calculated by Chmura using industry employment and wages as well as GDP and BLS output data. Supply chain modeling including purchases by industry are developed by Chmura.
- Postsecondary awards are per the NCES and are for the 2023-2024 academic year.
- Establishment counts are per the BLS QCEW data.
- Figures may not sum due to rounding.

Industry Definition

Finance, Professional Services and Information Technology is defined as the following NAICS industries:

Code	Description
52	Finance and Insurance
54	Professional, Scientific, and Technical Services

Region Definition

Tampa-St. Petersburg-Clearwater, FL MSA is defined as the following counties:

Hernando County, Florida	Pasco County, Florida
Hillsborough County, Florida	Pinellas County, Florida

FAQ

What is (LQ) location quotient?

Location quotient is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

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Annual demand is a of the sum of the annual projected growth demand and separation demand. Separation demand is the number of jobs required due to separations—labor force exits (including retirements) and turnover resulting from workers moving from one occupation into another. Note that separation demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. Growth demand is the increase or decrease of jobs expected due to expansion or contraction of the overall number of jobs.

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Industry Spotlight

Transportation and Trades

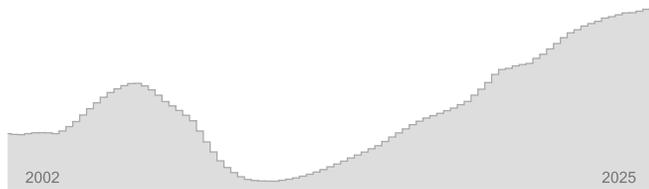Tampa-St. Petersburg-Clearwater, FL MSA

Spotlight Summary

Transportation and Trades
Tampa-St. Petersburg-Clearwater, FL MSA – 2025Q3

EMPLOYMENT

2002   2025

183,867
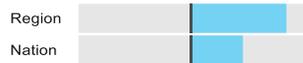Regional employment / **19,316,790** in the nation

4.7% ⬆
Avg Ann % Change Last 10 Years / **+2.5%** in the U.S.

Region	
Nation	

11.8%
% of Total Employment / **11.6%** in the U.S.

Region	
Nation	

WAGES

2002   2025

$65,299
Avg Wages per Worker / **$74,933** in the nation
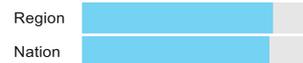
3.7% ⬆
Avg Ann % Change Last 10 Years / **+3.4%** in the U.S.
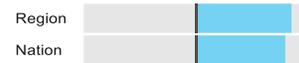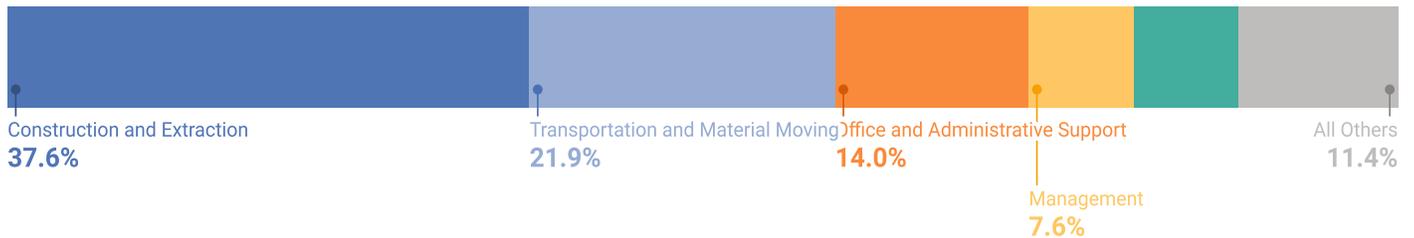
Region	
Nation	

TOP OCCUPATION GROUPS

Construction and Extraction	Transportation and Material Moving	Office and Administrative Support	Management		All Others
37.6%	21.9%	14.0%	7.6%		11.4%

TOP INDUSTRIES

Avg Ann % Change in Employment, Last 10 Years

4.3 % ⬆

Region	
Nation	

Construction

5.7 % ⬆

Region	
Nation	

Transportation and Warehousing

2.7 % ⬆

Region	
Nation	

Utilities

JOBS EQ

Industry Snapshot

EMPLOYMENT

2002   2025

WAGES

2002   2025
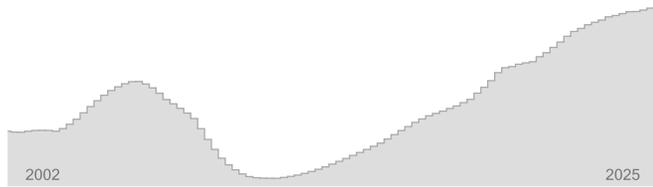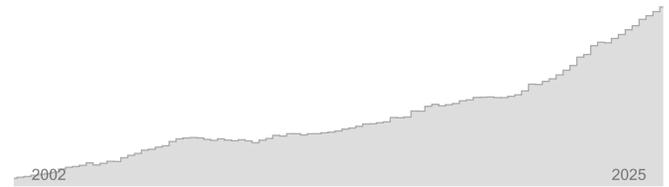
2-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Construction	115,110	$67,364	1.23		10,942	1.2%
Transportation and Warehousing	62,947	$56,773	0.80		7,426	1.2%
Utilities	5,810	$116,757	0.71		542	0.7%
Transportation and Trades	**183,867**	**$65,299**	**1.02**		**18,910**	**1.2%**

Employment is one of the broadest and most timely measures of a region's economy. Fluctuations in the number of jobs shed light on the health of an industry. A growing employment base creates more opportunities for regional residents and helps a region grow its population.

Since wages and salaries generally compose the majority of a household's income, the annual average wages of a region affect its average household income, housing market, quality of life, and other socioeconomic indicators.

4

Staffing Pattern

Construction and Extraction 37.6%	**Transportation and Material Moving** 21.9% / **Office and Administrative Support** 14.0% / **Management** 7.6% / **All Others** 11.4%
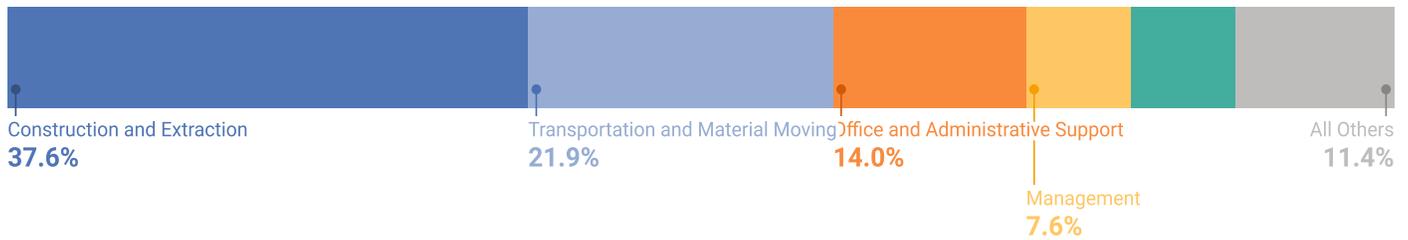
6-digit Occupation	Empl	Avg Ann Wages	Annual Demand
Construction Laborers	14,681	$46,700	1,444
Heavy and Tractor-Trailer Truck Drivers	11,036	$56,900	1,318
First-Line Supervisors of Construction Trades and Extraction Workers	9,638	$80,000	879
Carpenters	9,507	$54,400	827
Laborers and Freight, Stock, and Material Movers, Hand	7,721	$42,500	1,077
Electricians	6,734	$58,600	743
Construction Managers	5,925	$110,900	564
Light Truck Drivers	4,778	$56,400	592
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	4,654	$56,500	487
General and Operations Managers	4,628	$137,700	427
Remaining Component Occupations	104,547	$67,400	11,053
Total	**183,850**		

The mix of occupations points to the ability of a region to support an industry and its flexibility to adapt to future demand. Industry wages are a component of the cost of labor for regional employers.

Employment Distribution by Type

The table below shows the employment mix by ownership type for Transportation and Trades for the Tampa-St. Petersburg-Clearwater, FL MSA. Four of these ownership types — federal, state, and local government and the private sector — together constitute "Covered Employment" (employment covered by the Unemployment Insurance programs of the United States and reported via the Quarterly Census of Employment and Wages).

"Self-Employment" refers to unincorporated self-employment and represents workers whose primary job is self-employment (that is, these data do not include workers whose primary job is a wage-and-salary position that is supplemented with self-employment).

| | 78.8% | | 16.4% | | |

		Empl	%
■	Private	144,810	78.8%
■	Self-Employment	30,206	16.4%
■	Local Government	2,111	1.1%
■	State Government	488	0.3%
■	Federal Government	5,984	3.3%
■	Other Non-Covered	268	0.1%

Source: JobsEQ®

Strong entrepreneurial activity is indicative of growing industries. Using self-employment as a proxy for entrepreneurs, a higher share of self-employed individuals within a regional industry points to future growth.

Establishments

In 2024, there were 14,399 Transportation and Trades establishments in the Tampa-St. Petersburg-Clearwater, FL MSA (per covered employment establishment counts), an increase from 10,133 establishments ten years earlier in 2014.

Source: JobsEQ®

New business formations are an important source of job creation in a regional economy, spurring innovation and competition, and driving productivity growth. Establishment data can provide an indicator of growth in businesses by counting each single location (such as a factory or a store) where business activity takes place, and with at least one employee.

Sector Strategy Pathways

Maintenance and Repair Workers, General

Carpenters

First-Line Supervisors of Construction Trades and Extraction Workers

Electricians

First-Line Supervisors of Mechanics, Installers, and Repairers

Heating, Air Conditioning, and Refrigeration Mechanics and Installers

Roofers

Drywall and Ceiling Tile Installers

Construction Laborers

Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters

Pipelayers

Paving, Surfacing, and Tamping Equipment Operators

Stockers and Order Fillers

Laborers and Freight, Stock, and Material Movers, Hand

Heavy and Tractor-Trailer Truck Drivers

Light Truck Drivers

Industrial Truck and Tractor Operators

Operating Engineers and Other Construction Equipment Operators

The graphics on this page illustrate relationships and potential movement (from left to right) between occupations that share similar skill sets. Developing career pathways as a strategy promotes industry employment growth and workforce engagement.

Postsecondary Programs Linked to Transportation and Trades

Program	Awards
Erwin Technical College	
Carpentry/Carpenter	32
Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician	21
Fred K Marchman Technical College	
Heating, Ventilation, Air Conditioning and Refrigeration Engineering Technology/Technician	18
Hillsborough Community College	
Electrician	38
Plumbing Technology/Plumber	25
Welding Technology/Welder	61
National Aviation Academy of Tampa Bay	
Aircraft Powerplant Technology/Technician	123
Airframe Mechanics and Aircraft Maintenance Technology/Technician	236
Pinellas Technical College-Clearwater	
Electrician	35
Pinellas Technical College-St. Petersburg	
Heating, Ventilation, Air Conditioning and Refrigeration Engineering Technology/Technician	52

Source: JobsEQ®

The number of graduates from postsecondary programs in the region identifies the pipeline of future workers as well as the training capacity to support industry demand.

Among postsecondary programs at schools located in the Tampa-St. Petersburg-Clearwater, FL MSA, the sampling above identifies those most linked to occupations relevant to Transportation and Trades. For a complete list see JobsEQ®, http://www.chmuraecon.com/jobseq

Data Notes

- Industry employment and wages (including total regional employment and wages) are as of 2025Q3 and are based upon BLS QCEW data, imputed by Chmura where necessary, and supplemented by additional sources including Census ZBP data. Employment forecasts are modeled by Chmura and are consistent with BLS national-level 10-year forecasts.
- Occupation employment is as of 2025Q3 and is based on industry employment and local staffing patterns calculated by Chmura and utilizing BLS OEWS data. Wages by occupation are as of 2025, utilizing BLS OEWS data and imputed by Chmura.
- GDP is derived from BEA data and imputations by Chmura. Productivity (output per worker) is calculated by Chmura using industry employment and wages as well as GDP and BLS output data. Supply chain modeling including purchases by industry are developed by Chmura.
- Postsecondary awards are per the NCES and are for the 2023-2024 academic year.
- Establishment counts are per the BLS QCEW data.
- Figures may not sum due to rounding.

Industry Definition

Transportation and Trades is defined as the following NAICS industries:

Code	Description
22	Utilities
23	Construction
48	Transportation and Warehousing

Region Definition

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FAQ

What is (LQ) location quotient?

Location quotient is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

What is annual demand?

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Industry wages and occupation wages are estimated via separate data sets, often the time periods being reported do not align, and wages are defined slightly differently in the two systems (for example, certain bonuses are included in the industry wages but not the occupation wages). It is therefore common that estimates of the average industry wages and average occupation wages in a region do not match exactly.

Industry Spotlight

Health Care and Social Assistance

Tampa-St. Petersburg-Clearwater, FL MSA

Health Care and Social Assistance
Tampa-St. Petersburg-Clearwater, FL MSA – 2025Q3

EMPLOYMENT

2002 — 2025

236,033

Regional employment / **25,785,885** in the nation

2.5% ↑

Avg Ann % Change Last 10 Years / **+2.1%** in the US

Region	
Nation	

15.1%

% of Total Employment / **15.4%** in the US

Region	
Nation	

WAGES

2002 — 2025
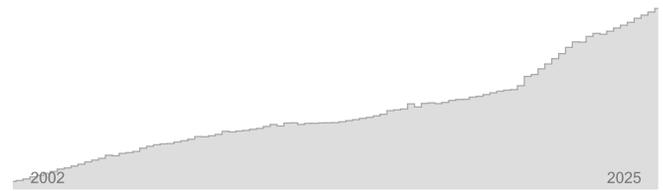
$72,299

Avg Wages per Worker / **$67,306** in the nation

3.8% ↑

Avg Ann % Change Last 10 Years / **+3.6%** in the US

Region	
Nation	

TOP OCCUPATION GROUPS

Healthcare Practitioners and Technical
37.1%

Healthcare Support
23.0%

Office and Administrative Support
14.6%

Management
4.9%

All Others
15.6%

Industry Snapshot

EMPLOYMENT

2002   2025

WAGES

2002   2025
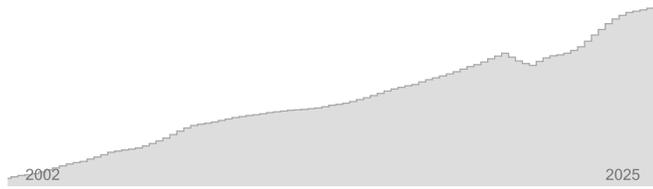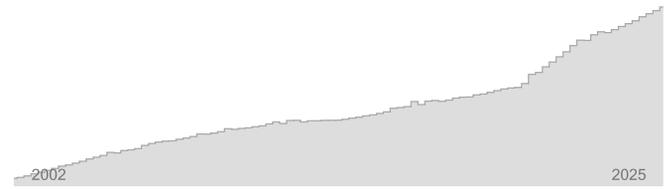
2-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Health Care and Social Assistance	**236,033**	**$72,299**	**0.98**		**26,639**	**1.4%**

💡 Employment is one of the broadest and most timely measures of a region's economy. Fluctuations in the number of jobs shed light on the health of an industry. A growing employment base creates more opportunities for regional residents and helps a region grow its population.

💡 Since wages and salaries generally compose the majority of a household's income, the annual average wages of a region affect its average household income, housing market, quality of life, and other socioeconomic indicators.

Staffing Pattern

Healthcare Practitioners and Technical 37.1%	**Healthcare Support** 23.0%

Office and Administrative Support 14.6%

Management 4.9%

All Others 15.6%
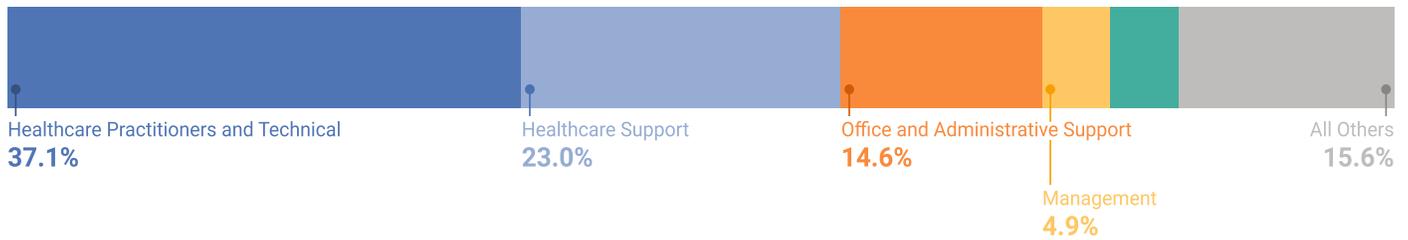
6-digit Occupation	Empl	Avg Ann Wages	Annual Demand
Registered Nurses	31,668	$94,300	1,957
Personal Care Aides	14,739	$34,900	2,631
Nursing Assistants	14,001	$40,100	2,100
Medical Secretaries and Administrative Assistants	11,045	$43,900	1,207
Medical Assistants	9,322	$44,000	1,370
Medical and Health Services Managers	5,693	$118,600	596
Receptionists and Information Clerks	5,295	$39,500	732
Licensed Practical and Licensed Vocational Nurses	5,260	$63,100	476
Home Health Aides	5,225	$34,900	933
Childcare Workers	4,198	$33,800	724
Remaining Component Occupations	129,569	$80,900	13,382
Total	**236,014**		

The mix of occupations points to the ability of a region to support an industry and its flexibility to adapt to future demand. Industry wages are a component of the cost of labor for regional employers.

Employment Distribution by Type

The table below shows the employment mix by ownership type for Health Care and Social Assistance for the Tampa-St. Petersburg-Clearwater, FL MSA. Four of these ownership types — federal, state, and local government and the private sector — together constitute "Covered Employment" (employment covered by the Unemployment Insurance programs of the United States and reported via the Quarterly Census of Employment and Wages).

"Self-Employment" refers to unincorporated self-employment and represents workers whose primary job is self-employment (that is, these data do not include workers whose primary job is a wage-and-salary position that is supplemented with self-employment).

		Empl	%
	Private	214,767	91.0%
	Self-Employment	11,009	4.7%
	Local Government	5	0.0%
	State Government	320	0.1%
	Federal Government	9,932	4.2%

Source: JobsEQ®

Strong entrepreneurial activity is indicative of growing industries. Using self-employment as a proxy for entrepreneurs, a higher share of self-employed individuals within a regional industry points to future growth.
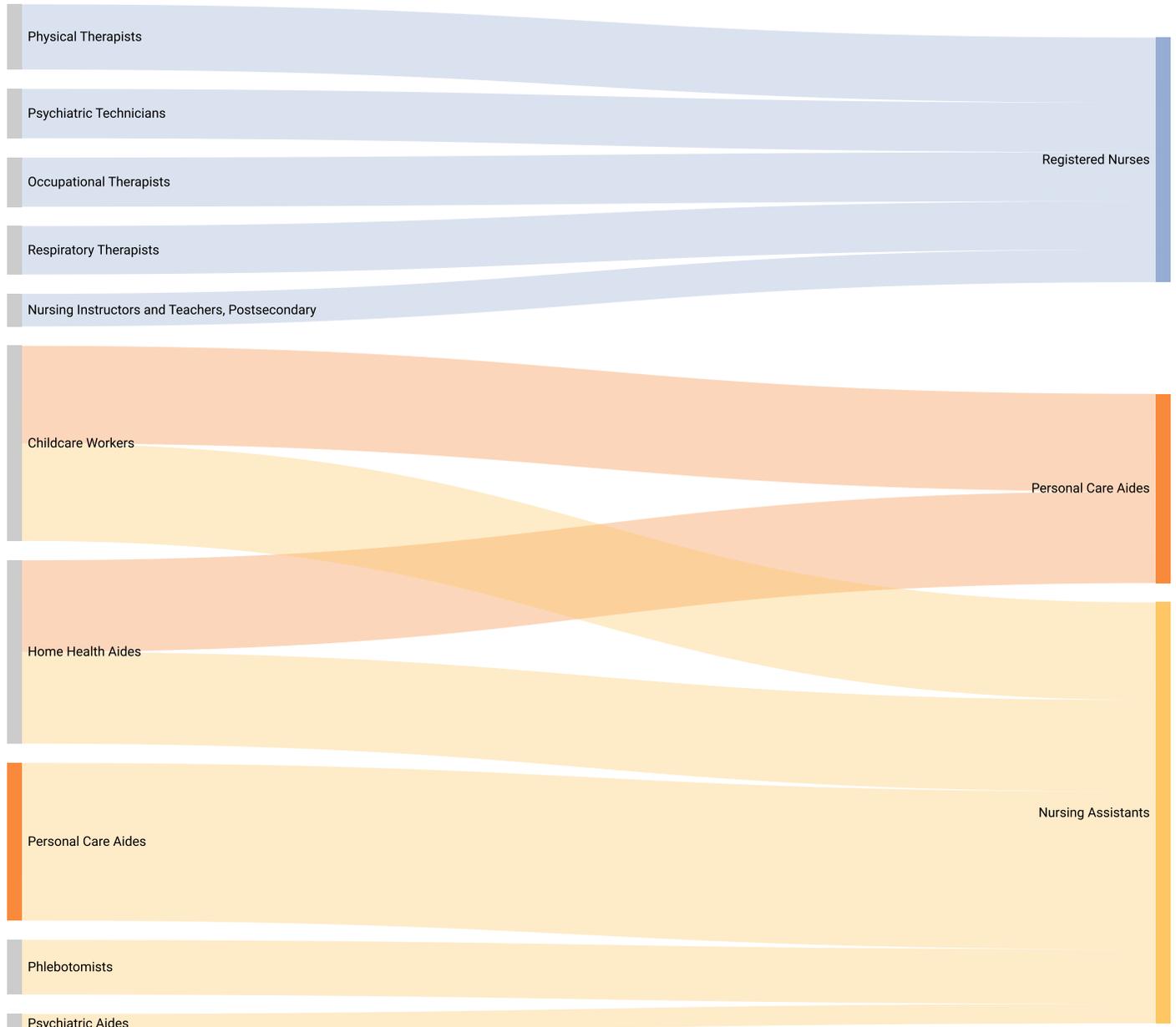
Establishments

In 2024, there were 13,980 Health Care and Social Assistance establishments in the Tampa-St. Petersburg-Clearwater, FL MSA (per covered employment establishment counts), an increase from 8,843 establishments ten years earlier in 2014.
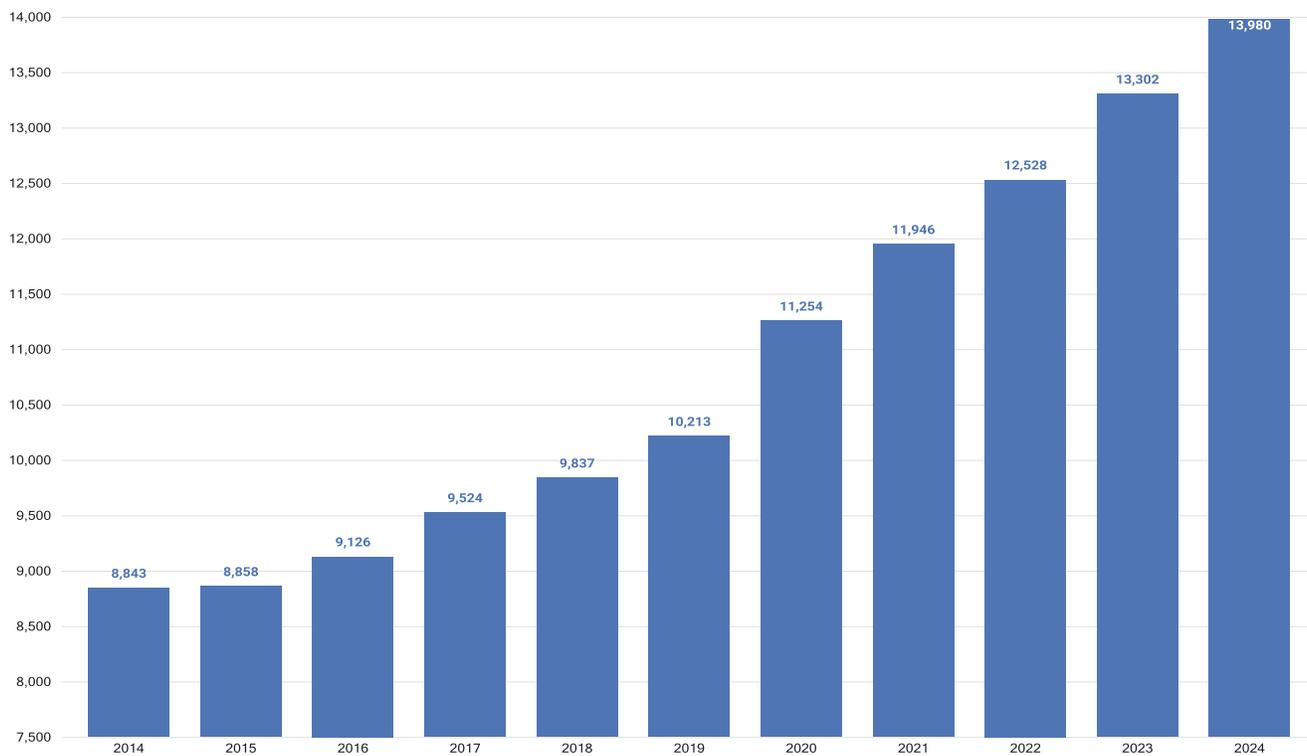
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New business formations are an important source of job creation in a regional economy, spurring innovation and competition, and driving productivity growth. Establishment data can provide an indicator of growth in businesses by counting each single location (such as a factory or a store) where business activity takes place, and with at least one employee.

Sector Strategy Pathways

The graphics on this page illustrate relationships and potential movement (from left to right) between occupations that share similar skill sets. Developing career pathways as a strategy promotes industry employment growth and workforce engagement.

Postsecondary Programs Linked to Health Care and Social Assistance

Program	Awards
Galen College of Nursing-Tampa Bay	
Registered Nursing/Registered Nurse	471
Hillsborough Community College	
Emergency Medical Technology/Technician (EMT Paramedic)	425
Radiologist Assistant	1,429
Registered Nursing/Registered Nurse	270
St Petersburg College	
Registered Nursing/Registered Nurse	396
Ultimate Medical Academy	
Health/Health Care Administration/Management	510
Human Services, General	692
Medical Administrative/Executive Assistant and Medical Secretary	2,917
Medical Insurance Specialist/Medical Biller	6,846
University of South Florida	
Registered Nursing/Registered Nurse	585

Source: JobsEQ®

The number of graduates from postsecondary programs in the region identifies the pipeline of future workers as well as the training capacity to support industry demand.

Among postsecondary programs at schools located in the Tampa-St. Petersburg-Clearwater, FL MSA, the sampling above identifies those most linked to occupations relevant to Health Care and Social Assistance. For a complete list see JobsEQ®, http://www.chmuraecon.com/jobseq

9

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CAREERSOURCE TAMPA BAY
EDUCATION AND INDUSTRY CONSORTIUM]
QUARTERLY REPORT

A. GENERAL INFORMATION

Report quarter: Quarter ending December 31, 2025

Date of meeting: December 2, 2025

Report prepared by: Tammy Stahlgren

Local workforce development board contact: Tammy Stahlgren_ **Date:** December 2, 2025

B. ATTENDANCE

Name	Present: Yes/No	Organization	Industry or Education Organization	Contact Information
Tony Brown	Yes	Tampa Bay EDC	Industry	tbrown@tampabayedc.com
Amelia Campbell	Yes	Pinellas County EDC	Industry	acampbell@pinellas.gov
Nadia Combs	No	Hillsborough County Public Schools	Education	nadia.combs@hcps.net
Christina Davenport	No	JMI Resource	Industry	christina@jmiresource.com
Melissa Ebanks	No	Dunn & Co.	Industry	ebanks@dunn-co.com
Mark Koulianos	Yes	University of South Florida	Education	mgkoulianos@usf.edu
John Meeks	Yes	Hillsborough Community College	Education	jmeeks@hccfl.edu

1

Name	Present: Yes/No	Organization	Industry or Education Organization	Contact Information
Jakub Prokop, PH.D.	Yes	Pinellas Technical College Clearwater Campus	Education	PROKOPJ@pcsb.org
Clara Reynolds	Yes	Crisis Center	Industry	creynolds@crisiscenter.com
Suzanne Ricci	Yes	Computer Coach	Education	suzanne@computercoach.com
Paul Toomey	No	Geographic Solutions, Inc.	Industry	PToomey@geosolinc.com
Others Present **(Not a member on the Consortium)**				
Chad Kunerth	CareerSource Tampa Bay			
Anna Munro	CareerSource Tampa Bay			
Tammy Stahlgren	CareerSource Tampa Bay			
April Torregiante	CareerSource Tampa Bay			
Doug Tobin	CareerSource Tampa Bay			
Jason Druding	CareerSource Tampa Bay			
Jonathan Wolf	Hillsborough County Government			
Sarah Burgoyne	Senior Director of Research & Public Policy			
Andrea Corpening	Elite Business Performance, LLC			
Dr. Byron Clayton	CareerSource Tampa Bay			

B. SUMMARY REPORT

I. Welcome

Mark Koulianos welcomed and thanked everyone for attending the meeting.

II. Discussion Items

A. 2025 Regional Competitiveness Report

Sarah Burgonye provided an overview of the Tampa Bay Partnership's 2025 Regional Competitiveness Report.

- Key economic findings included a high business start rate but declining in-migration of young professionals, particularly in Hillsborough and Pinellas counties, due to affordability and transportation challenges.

- Educational metrics showed ongoing challenges in kindergarten readiness and third grade reading levels, despite improvements in early learning enrollment. Emphasis was placed on aligning education programs with high-wage industry needs and comprehensive data tracking.

- Labor force participation and age demographics were discussed to better understand employment trends.

- Legislative advocacy and alignment of reporting efforts were highlighted. Four working groups were formed to address transportation, housing affordability, and the talent pipeline.

For additional details, see the full report included in the agenda packet.

B. August 26,2025 CSTB Education and Industry Quarterly Report

No discussion

III. Adjournment

The meeting adjourned at 3:07 p.m.

IV. Next Meeting

Future meetings are scheduled for March 3rd and June 2nd, with virtual participation options available.

NOTES:

NOTES:

Meridian One
4350 West Cypress Street Suite 875 | Tampa, FL **33607**
CareerSourceTampaBay.com

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