

CAREERSOURCE TAMPA BAY EDUCATION AND INDUSTRY CONSORTIUM] QUARTERLY REPORT

A. GENERAL INFORMATION

Report quarter: Quarter Ending June 30, 2025

Date of meeting: June 18, 2025

Report prepared by: Tammy Stahlgren

Local workforce development board contact: Tammy Stahlgren **Date:** June 16, 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	Yes	JMI Resource	Industry	christina@jmiresource.com
Melissa Ebanks	No	Dunn & Co.	Industry	ebanks@dunn-co.com
Mark Koulianes	Yes	University of South Florida	Education	mgkoulianos@usf.edu
John Meeks	Yes	Hillsborough Community College	Education	jmeeks@hccfl.edu

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	No	Computer Coach	Education	suzanne@computercoach.com
Paul Toomey	No	Geographic Solutions, Inc.	Industry	PToomey@geosolinc.com
Others Present (Not a member on the Consortium)				
Saleema Bennett,	CareerSource Tampa Bay			
Dr. Byron Clayton	CareerSource Tampa Bay			
Jason Druding	CareerSource Tampa Bay			
Keidrian Kunkel, President & CEO	CareerSource Tampa Bay			
Chad Kunerth	CareerSource Tampa Bay			
Anna Munro	CareerSource Tampa Bay			
Tammy Stahlgren	CareerSource Tampa Bay			
April Torregiante	CareerSource Tampa Bay			
Tameka Austin	FloridaCommerce			

**Others Present
(not a member on the Consortium)**

Chritina Nelson	FloridaCommerce
Vamonde Smith	FloridaCommerce

B. SUMMARY REPORT

I. Welcome

The meeting began with participant introductions, both in person and online. Mark welcomed new member Tony Brown to the consortium

II. Discussion Items

A. Sector Focused Solutions

1. Healthcare

Healthcare Workforce Discussion

The discussion focused on the healthcare workforce in the Tampa Bay area, identifying registered nurses and diagnostic medical sonographers as high-growth occupations. Recent legislative changes allowing LPN-to-RN programs were highlighted, along with local healthcare partners' willingness to hire registered nurses without degrees.

Challenges in securing clinical internships for nursing students were addressed, emphasizing the need for alternative placement solutions and potential financial incentives for preceptors.

The conversation highlighted the complexities of healthcare workforce development and the necessity for collaborative solutions.

2. Manufacturing

Manufacturing Workforce Discussion

1. Advanced Manufacturing Skills & Workforce Challenges

The group discussed challenges in defining "advanced manufacturing" and emphasized the need for specialized training, particularly in operating and programming CNC machines. Concerns were raised

about Gen Z's reluctance to pursue manufacturing careers due to common misconceptions and lack of awareness about modern industry demands.

2. Smart Manufacturing Innovation & Workforce Development

A partnership between the Tampa Bay EDC and USF to establish the Smart Manufacturing Innovation Institute was highlighted, with an emphasis on the need for wraparound services to support workforce development. Barriers such as socioeconomic challenges in student recruitment were noted. Local manufacturers are open to internships, and a veteran-focused initiative is supporting entry-level opportunities in the industry.

3. Manufacturing Education & Robotics

The impact of robotics on the workforce was discussed, with observations that expected job displacement in recycling facilities has not occurred. The importance of educating both students and parents on the realities of modern manufacturing was stressed to help combat outdated perceptions and attract new talent.

4. Career Identification & Marketing Strategies

The use of tools like the Holland Code to help individuals identify career strengths and interests was recommended. A proposal was made to integrate such assessments into workforce programs. Additionally, a marketing strategy featuring dynamic video spotlights on manufacturing careers was suggested to engage younger demographics.

5. Gen Z Career Perceptions

Key factors influencing Gen Z's hesitation toward manufacturing careers include a desire for task variety and preference for clean, positive work environments. Outdated perceptions ranked lower in concern. The importance of social responsibility messaging was noted as a way to better connect with this audience, with a media campaign in development to reflect these themes.

6. Employment Trends & Sector Analysis

An overview of employment in Hillsborough County showed 139,614 jobs with a 1.1% growth rate for 2023–2024. High-demand fields include construction and healthcare, with healthcare wages exceeding the national average. The aging workforce across these sectors was identified as a growing concern.

7. AI's Impact on Employment

The implications of AI on the workforce were discussed, noting potential job losses in roles like customer service. However, AI also presents opportunities for new job creation in other areas. Examples were shared of companies successfully integrating AI while achieving business growth, despite workforce reductions.

III. Eligible Training Provider List (ETPL) (Presenters: Chad Kunerth)

The ETPL, which is available online for review, was shared as an informational item

IV. Information Items

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

The presentation provided a high-level overview of job sectors in Hillsborough and Pinellas counties, focusing on growth, average earnings, and employment statistics. Key sectors include transportation, healthcare, and finance.

Challenges include labor market data collection and the potential impact of AI on jobs. The need for reskilling and adapting to technological advancements was emphasized. Discussions covered potential impacts of job shifting towards AI, with an opportunity for workforce development and leveraging demographic changes to address workforce gaps.

Summary:

Transportation and Construction: 139,614 jobs with 1.1% growth and average earnings of \$77,000, which is 3% below national average. Key roles include truck drivers and electricians, with emphasis on replacing an aging workforce.

Healthcare and Life Sciences: 179,521 jobs with 2.6% growth and average earnings near \$81,932, 1% below national average. Top roles include registered nurses and medical assistants.

Finance and Professional Services: 226,465 jobs with 0.7% growth and average earnings of \$124,446, which is 50% above national average. In-demand roles include software developers and accountants.

Manufacturing and Logistics: 113,839 jobs with 0.7% growth and average earnings of \$83,931, which is 30% below the national average. Focus is placed on the logistics sub-sector.

Click on link for the detailed report: [LMI PPT 2025.pptx](#)

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

The Regional Occupation Demand List includes occupations needing specific education levels and showing growth potential, such as 80 annual openings or positive growth. The mean wage must be at least \$17.65 and entry wage \$14.34, with higher thresholds for high-skill jobs. The list is updated annually to reflect wage changes. Input from the community can add occupations in demand locally.

Challenges include processing delays due to documentation requirements and adapting to rising minimum wages, with efforts to streamline the eligibility and training process.

C. Scorecard (Presenters: Chad Kunerth)

A provider scorecard is being developed to ensure accountability, aligning with the State's requirements under the Reach Act. There's a challenge in obtaining labor market data, such as employment rates and salaries of graduates. A suggested solution involves requiring funding receivers to report this data.

D. ACE Program Highlight - Healthcare Strategies (Presenters: April Torregiante, Saleema Bennett)

ACE Program Presentation Overview:

The ACE (Apprenticeship -to-Career Empowerment) Program is a CareerSource Tampa Bay initiative designed for young adults ages 18 to 29, aiming to remove barriers to employment by combining classroom training with paid work experience. Through an “earn and learn” model, participants work 24 hours per week in employer internships—funded by CareerSource—and attend training two days a week.

The program began with a focus on IT fields such as digital marketing, cybersecurity, and help desk support, and later expanded to include healthcare and trades. It is delivered in partnership with the Hillsborough County Board of County Commissioners and has served 423 young adults to date, earning over 700 certificates with support from 40+ employer partners.

They highlighted the program is the phlebotomy track, developed in collaboration with Advent Health, Tampa General, and BayCare. This track has seen a 100% pass rate, 80% job placement, and strong employer satisfaction.

There is an Interest in adding manufacturing as a career track, but difficulty finding qualified instructors remains a barrier.

Overall, ACE offers participants a pathway to sustainable careers while providing employers access to screened, trained talent at no cost.

- E. April 23, 2025 CSHP Education and Industry Quarterly Report (Presenters: Keidrian Kunkel)

There was no discussion. The report was provided in the packet as an informational item.

- V. Next Meeting

The next meeting was scheduled for August 26, 2025, at 2:00pm

- VI. Adjournment

The meeting adjourned at 3:32 p.m.

Report Submitted by Tammy Stahlgren, Executive Administrative assistant.