

# CAREERSOURCE TAMPA BAY EDUCATION AND INDUSTRY CONSORTIUM] QUARTERLY REPORT

## A. GENERAL INFORMATION

**Report quarter:** Quarter ending September 30, 2025

**Date of meeting:** August 26, 2025

**Report prepared by:** Tammy Stahlgren

**Local workforce development board contact:** Tammy Stahlgren **Date:** August 26, 2025

## B. ATTENDANCE

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

| Name   | Present:<br>Yes/No     | Organization                                    | Industry or<br>Education<br>Organization | Contact Information  |
|--|------------------------|---|--|--|
| Jakub Prokop,<br>PH.D.                                     | Yes                    | Pinellas Technical College<br>Clearwater Campus | Education                                | <a href="mailto:PROKOPJ@pcsb.org">PROKOPJ@pcsb.org</a>                     |
| Clara Reynolds   | Yes                    | Crisis Center                                   | Industry                                 | <a href="mailto:creynolds@crisiscenter.com">creynolds@crisiscenter.com</a> |
| Suzanne Ricci  | No                     | Computer Coach                                  | Education                                | <a href="mailto:suzanne@computercoach.com">suzanne@computercoach.com</a>   |
| Paul Toomey  | Yes                    | Geographic Solutions, Inc.                      | Industry                                 | <a href="mailto:PToomey@geosolinc.com">PToomey@geosolinc.com</a>           |
| <b>Others Present<br/>(Not a member on the Consortium)</b> |                        |   |  |  |
| Chad Kunerth   | CareerSource Tampa Bay |   |  |  |
| Anna Munro   | CareerSource Tampa Bay |   |  |  |
| Tammy Stahlgren  | CareerSource Tampa Bay |   |  |  |
| April Torregiante  | CareerSource Tampa Bay |   |  |  |

## B. SUMMARY REPORT

### I. Welcome

Mark Koulianos welcomed and thanked everyone for attending the meeting.

### II. Discussion Items

#### A. Sector Focused Solutions

##### 1. Information Technology

The discussion centered on the impact of AI on IT jobs, particularly mid-level coding roles. It was noted that while AI may replace some jobs, it

will also create new ones, especially in cybersecurity. The conversation also covered the effectiveness of short-term certifications versus four-year degrees, with a consensus that both have their places. The need for mainframe and COBOL skills was highlighted, with IBM's apprenticeship program as an example.

The meeting also touched on the importance of blockchain technology and the potential decline of IT support roles due to AI advancements.

#### **IT Discussion Summary**

- AI is reshaping IT jobs, reducing some mid-level coding roles while increasing demand for efficiency and productivity.
- Cybersecurity remains a strong growth area with significant job openings; AI will serve as a tool, not a replacement.
- Debate on certifications vs. four-year degrees: bootcamps offer quick entry but face cost/aid challenges; degrees still hold long-term value.
- Ongoing need for mainframe and COBOL skills, especially in banking/insurance; potential USF certificate program discussed.
- IT roles are shifting with outsourcing/automation, but niche skills (e.g., mainframe) remain lucrative.
- Blockchain noted as a future area, particularly for security/verification.
- Emphasis on aligning training programs with actual labor market demand.
- Foundational technology and logical thinking skills remain vital across evolving fields.
- Recognition that IT trends are cyclical, with older skills often returning to demand.

### **III. Information Items**

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

There was no discussion

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

- The TOL is updated each year to highlight jobs that require post-secondary training, pay sustainable wages, and show positive growth. The current list includes about 200 occupations.
- To stay on the list, jobs must meet statewide thresholds for openings and wages. Some roles are being removed this year due to low growth

or wages, including executives, clergy, farmers, millwrights, and advertising sales agents.

- Members stressed the importance of keeping the list aligned with real training and hiring needs and noted that some wage data for trades may not reflect actual market conditions.
- The group agreed that ongoing review and input will keep the TOL useful for workforce planning.

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

- The committee reviewed the current ETPL, which includes programs aligned with targeted occupations. Members were invited to suggest additions or removals based on outcomes and local needs.
- While the state sets accountability standards, local boards maintain final approval for providers in their regions.
- A new scorecard system evaluates providers by program and occupation, focusing on employment and wage outcomes.
- Emphasis on making data-driven decisions for training funding and shifting toward individualized assessments and holistic participant support.
- Challenges in tracking post-training employment outcomes were noted, highlighting the importance of strong relationships between career coaches and participants.

**Action Items:**

- Members review the ETPL and recommend additions or removals.
- Continue using provider scorecards to guide future decisions.

D. Summer Youth Overview

- Nearly 700 students in Hillsborough and Pinellas counties participated in paid work experience, leadership development, and career exploration.
- Activities included job fairs, workshops, leadership training, and a “Shark Tank”-style entrepreneurship competition.
- New hands-on learning opportunities were added in manufacturing and health sciences, including CPR certification and facility tours.

- The program partnered with over 140 employers, offering both virtual and in-person experiences, with strong engagement and positive feedback.
- End-of-program celebrations recognized student achievements and staff contributions.

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No discussion

IV. Adjournment

The meeting adjourned at 3:07 p.m.

V. Next Meeting

December 2, 2025 @ 2:00pm