



# Education & Industry Consortium Meeting

Wednesday, September 24, 2025

11:00 AM | In-person & Zoom

# Welcome & Introductions

- ▶ Welcome remarks
- ▶ New Members:
  - ❖ Shawn Holmgren - President - Columbia County Makerspace, Inc. - Information Technology Sector
  - ❖ Mike Ripplinger - Superintendent - Union County Schools - K-12 Education
  - ❖ Sara Maxwell - Director of Human Resources - Ben E Keith - Transportation and Logistics Sector

# Review of Last Meeting Highlights

- ❖ There is a growing demand for training in artificial intelligence (AI), which is seen as critical to maintaining workforce relevance.
- ❖ Limited access to reliable internet in rural areas continues to hinder participation in education and training programs.
- ❖ Despite having high-demand, high-wage programs like Health Information Technology listed on the ETPL and Master Credential List, enrollment remains low
- ❖ Employers consistently report a lack of essential soft skills, ie. emotional intelligence, communication, teamwork, and adaptability, among job seekers.

# Education & Career Pathways

## Questions we asked our Educators

- ▶ How can CTE opportunities be expanded into K-12?
- ▶ What apprenticeship and pre-apprenticeship programs should be developed or strengthened?
- ▶ How can apprenticeships better serve both employers and job seekers in our region?

# Industry Needs & Emerging Trends

## Questions we asked our Industry Reps

- ▶ Where are the most pressing workforce gaps and high-demand occupations?
- ▶ What role should our Board play in preparing for Artificial Intelligence (AI)?
- ▶ What curriculum or training would best support these workforce gaps and AI integration into education and industry?

# Skills Focus

## Collaborative discussion

- ▶ Where are we currently falling short on skills?
- ▶ Which soft skills are most in demand, and how can we better address them?

# Workforce Data & Programs

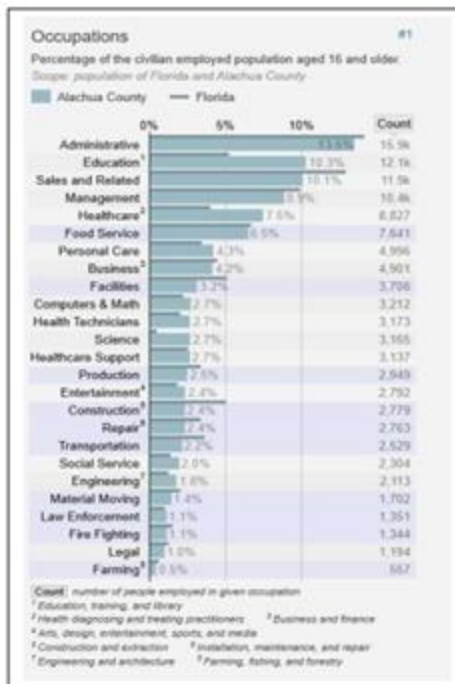
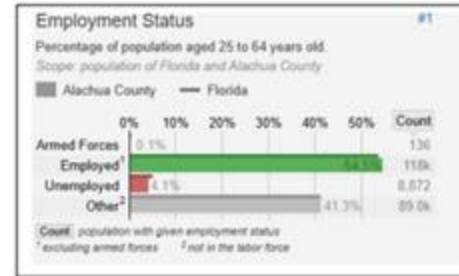
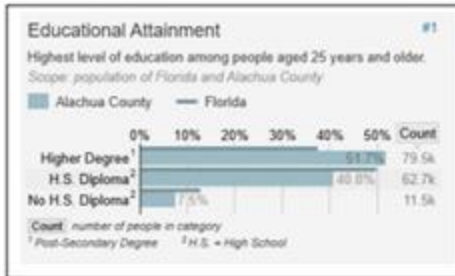
- ▶ Current educational attainment by County across the region
- ▶ Unemployment by County across the region
- ▶ Top 5 workforce industry and median income from those industries by County across the region
- ▶ Local Targeted Occupations List (submitted 8/1/25)

# Educational Attainment, Unemployment and Top 5 Industries w/ Median pay by County

\*Reporting by Statistical Atlas



# Alachua County



#1 – Administrative – Median Income of \$32.3k

#2 – Education – Median Income of \$47.4k

#3 – Sales and Related – Median Income of \$34.2k

#4 – Management – Median Income of \$60.2k

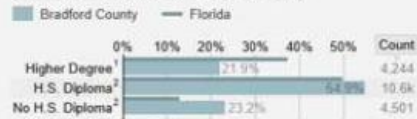
#5 – Healthcare – Median Income of \$69.8k

# Bradford County

## Educational Attainment #1

Highest level of education among people aged 25 years and older.

Scope: population of Florida and Bradford County



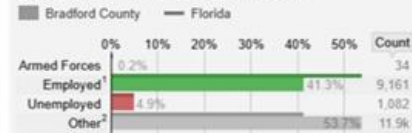
[Count]: number of people in category

<sup>1</sup> Post-Secondary Degree <sup>2</sup> H.S. = High School

## Employment Status #1

Percentage of population aged 25 to 64 years old.

Scope: population of Florida and Bradford County



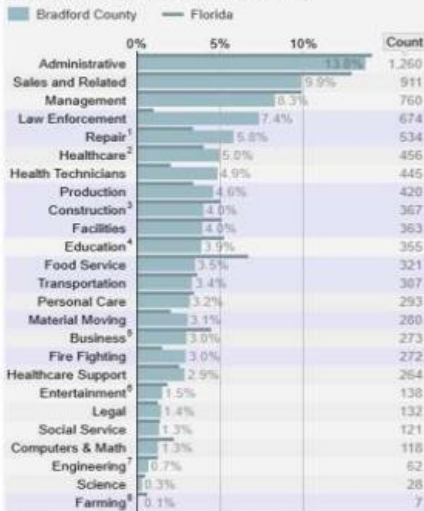
[Count]: population with given employment status

<sup>1</sup> excluding armed forces <sup>2</sup> not in the labor force

## Occupations #1

Percentage of the civilian employed population aged 16 and older.

Scope: population of Florida and Bradford County



[Count]: number of people employed in given occupation

<sup>1</sup> Installation, maintenance, and repair

<sup>2</sup> Health diagnosing and treating practitioners

<sup>3</sup> Construction and extraction <sup>4</sup> Education, training, and library

<sup>5</sup> Business and finance <sup>6</sup> Arts, design, entertainment, sports, and media

<sup>7</sup> Engineering and architecture <sup>8</sup> Farming, fishing, and forestry

## Median Income by Occupation #5

For the full-time year-round civilian employed population aged 16 and older.

Scope: population of Florida and Bradford County



[%]: percent of the workforce employed in given occupation

[Count]: number of people employed in given occupation

<sup>1</sup> Engineering and architecture

<sup>2</sup> Arts, design, entertainment, sports, and media

<sup>3</sup> Health diagnosing and treating practitioners

<sup>4</sup> Installation, maintenance, and repair <sup>5</sup> Business and finance

<sup>6</sup> Construction and extraction <sup>7</sup> Education, training, and library

<sup>8</sup> Farming, fishing, and forestry

#1 – Administrative – Median Income of \$34.5k

#2 – Sales and Related – Median Income of \$44.7k

#3 – Management – Median Income of \$72.6k

#4 – Law Enforcement – Median Income of \$34.6k

#5 – Repair – Median Income of \$42.0k

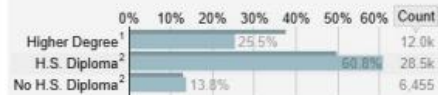
# Columbia County

## Educational Attainment #1

Highest level of education among people aged 25 years and older.

Scope: population of Florida and Columbia County

Columbia County — Florida



Count: number of people in category

<sup>1</sup> Post-Secondary Degree <sup>2</sup> H.S. = High School

## Employment Status #1

Percentage of population aged 25 to 64 years old.

Scope: population of Florida and Columbia County

Columbia County — Florida



Count: population with given employment status

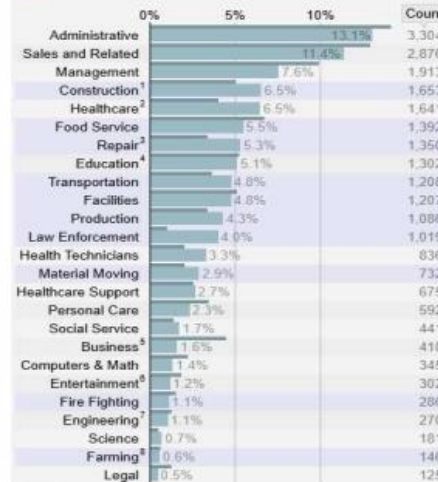
<sup>1</sup> excluding armed forces <sup>2</sup> not in the labor force

## Occupations #1

Percentage of the civilian employed population aged 16 and older.

Scope: population of Florida and Columbia County

Columbia County — Florida



Count: number of people employed in given occupation

<sup>1</sup> Construction and extraction

<sup>2</sup> Health diagnosing and treating practitioners

<sup>3</sup> Installation, maintenance, and repair <sup>4</sup> Education, training, and library

<sup>5</sup> Business and finance <sup>6</sup> Arts, design, entertainment, sports, and media

<sup>7</sup> Engineering and architecture <sup>8</sup> Farming, fishing, and forestry

## Median Income by Occupation #6

For the full-time year-round civilian employed population aged 16 and older.

Scope: population of Florida and Columbia County

Columbia County — Florida



%: percent of the workforce employed in given occupation

Count: number of people employed in given occupation

<sup>1</sup> Health diagnosing and treating practitioners

<sup>2</sup> Engineering and architecture <sup>3</sup> Business and finance

<sup>4</sup> Installation, maintenance, and repair <sup>5</sup> Education, training, and library

<sup>6</sup> Farming, fishing, and forestry <sup>7</sup> Construction and extraction

<sup>8</sup> Arts, design, entertainment, sports, and media

#1 – Administrative – Median Income of \$30.6k

#2 – Sales and Related – Median Income of \$33.0k

#3 – Management – Median Income of \$58.7k

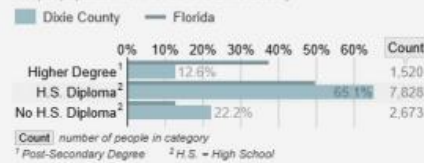
#4 – Construction – Median Income of \$30.9k

#5 – Healthcare – Median Income of \$74.9k

# Dixie County

## Educational Attainment #1

Highest level of education among people aged 25 years and older.  
Scope: population of Florida and Dixie County



## Employment Status #1

Percentage of population aged 25 to 64 years old.  
Scope: population of Florida and Dixie County



## Occupations #1

Percentage of the civilian employed population aged 16 and older.  
Scope: population of Florida and Dixie County



## Median Income by Occupation #5

For the full-time year-round civilian employed population aged 16 and older.  
Scope: population of Florida and Dixie County



#1 – Administrative – Median Income of \$26.1k

#2 – Sales and Related – Median Income of \$32.4k

#3 – Management – Median Income of \$58.7k

#4 – Production – Median Income of \$45.9k

#5 – Construction – Median Income of \$54.2k



# Gilchrist County

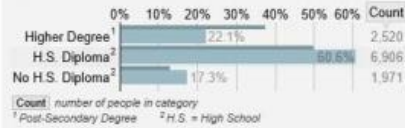
## Educational Attainment

#1

Highest level of education among people aged 25 years and older.

Scope: population of Florida and Gilchrist County

Gilchrist County Florida



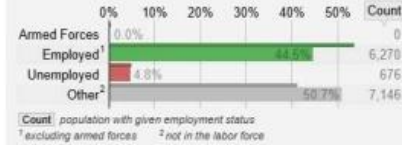
## Employment Status

#1

Percentage of population aged 25 to 64 years old.

Scope: population of Florida and Gilchrist County

Gilchrist County Florida



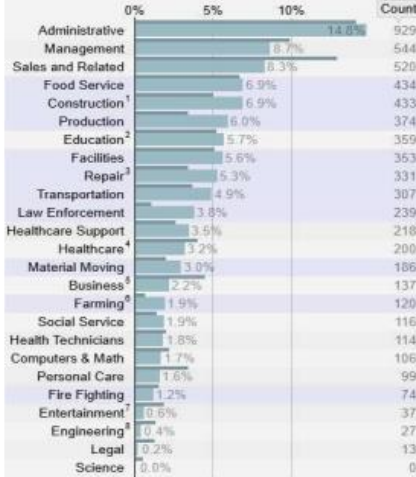
## Occupations

#1

Percentage of the civilian employed population aged 16 and older.

Scope: population of Florida and Gilchrist County

Gilchrist County Florida



## Median Income by Occupation

#5

For the full-time year-round civilian employed population aged 16 and older.

Scope: population of Florida and Gilchrist County

Gilchrist County Florida



#1 - Administrative - Median Income of \$26.1k

#2 - Management - Median Income of \$45.9k

#3 - Sales and Related - Median Income of \$35.8k

#4 - Food Service - Median Income of \$22.8k

#5 - Construction - Median Income of \$35.8k

# Union County

## Educational Attainment #1

Highest level of education among people aged 25 years and older.

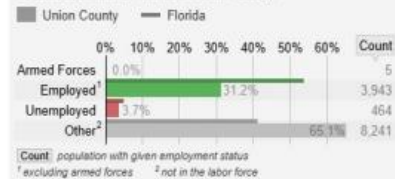
Scope: population of Florida and Union County



## Employment Status #1

Percentage of population aged 25 to 64 years old.

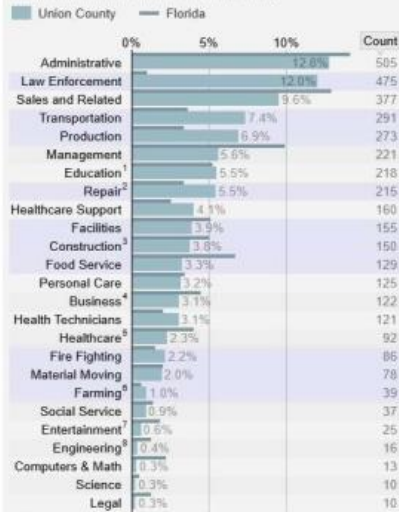
Scope: population of Florida and Union County



## Occupations #1

Percentage of the civilian employed population aged 16 and older.

Scope: population of Florida and Union County



## Median Income by Occupation #5

For the full-time year-round civilian employed population aged 16 and older.

Scope: population of Florida and Union County



#1 – Administrative – Median Income of \$31.5k

#2 – Law Enforcement – Median Income of \$32.9k

#3 – Sales and Related – Median Income of \$23.2k

#4 – Transportation – Median Income of \$41.4k

#5 – Production – Median Income of \$40.8k

County and Ed. Attainment %	Alachua 51.7%	Bradford 21.9%	Columbia 25.5%	Dixie 12.6%	Gilchrist 22.1%	Union 14.5%
Occ. Industry						
Administrative	\$32.3k	\$34.5k	\$30.6k	\$26.1k	\$26.1k	\$31.5k
Sales and Related	\$34.2k	\$44.7k	\$33.0k	\$32.4k	\$35.8k	\$23.2k
Management	\$60.2k	\$72.6k	\$58.7k	\$58.7k	\$45.9k	\$45.0k
Law Enforcement	\$40.5k	\$34.6k	\$32.1k	\$37.0k	\$36.6k	\$32.9k
Healthcare	\$69.8k	\$59.2k	\$74.9k	\$47.2k	\$58.1k	\$56.6k

# Local Targeted Occupations List

Utilizing Florida Commerce's regional list as a baseline, the LTOL was completed and submitted on 8/1/25, it is available to review on the CSNCFL website.

- ❖ Added all occupations associated with registered apprenticeships in the area
- ❖ Added Corrections - Received update from the Master Credential List Review Board that our cure was processed and approved and it would remain on the MCL.
- ❖ Added the following based on demand in the area:
  - Medical and Clinical Laboratory Technicians
  - Mobile Heavy Equipment Mechanics, except Engine



# Open Discussion & Next Steps

- ▶ Member ideas, comments, and input