

**CareerSource North Central Florida
Education and Industry Consortium
Program Year 26 – Third Quarter Meeting**

Date: March 25, 2026

Time: 2:30 PM – 3:20 PM

Location: Zoom (Virtual)

I. Call to Order

The meeting was called to order at approximately 2:32 PM by Consortium Chair Lisa Anderson.

II. Attendance – All participants appeared virtually via Zoom

Consortium Members Present:

- Lisa Anderson – Chair
- Sean McLendon
- Brent Ferns
- Shawn Holmgren
- Jonathan Leslie

CareerSource North Central Florida Staff:

- Phyllis Marty
- Diane Burke
- Alexander Ganz
- Bethany Gaffney –(Scad Media)
- Jessica McCrae

Guests / Public:

- Dehryl McCall – Florida Department of Juvenile Justice, Florida Youth Challenge Program (attending as observer/guest)
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III. Approval of Minutes (December 11, 2025)

Motion: Lisa Anderson | **Second:** Shawn Holmgren | **Outcome:** Approved unanimously

IV. Welcome, Housekeeping & Introductions

Jessica McCrae provided a brief welcome and reviewed the meeting agenda. She invited any new participants to introduce themselves.

- **Dehryl McCall** – Guest, Florida Department of Juvenile Justice, Florida Youth Challenge Program. Dehryl noted he was attending as an observer, working to understand regional workforce needs so that programming within juvenile justice residential facilities can align with local employer demand and allow youth to transition back into the community ready to contribute to the local workforce.
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V. Follow-Up / Open Agenda Items Jessica McCrae recapped December 11 meeting items: new community office opened; pre-apprenticeship needs (especially bookkeeping/insurance); community resource hub concept; Targeted Occupation List (TOL) review; gaps in specialized tech training; AI integration in curricula; and soft skills as a recurring gap.

VI. Labor Market Analysis – Industry Needs vs. Education Offerings Jessica McCrae reviewed CTE programs across the six-county region (Alachua, Bradford, Columbia, Dixie, Gilchrist, Union). Training is concentrated in: Agriculture, Healthcare, Digital Media/IT, Bookkeeping/Business, Construction/Trades, and Culinary Arts.

Industry Pulse Survey – Key Findings:

- **Healthcare:** Wage competition, low credentialed applicants, poor retention; 30–120 days to fill. Top roles: RNs, LPNs, phlebotomists.
 - **Construction:** Retention is the top challenge; 30–60 days to fill skilled/management roles.
 - **Office/Admin:** Wage competition, retention, and soft skills gaps across all respondents.
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VII. Priority Occupations – Targeted Occupation List (TOL) High-demand categories: Healthcare, IT/Cybersecurity, Trades/Construction, Public Safety, Business/Finance, Management, and Social Services.

Notable Gaps:

II. Review of Previous Meeting & Key Takeaways

- Correctional Officers are among the most-posted positions (12 institutions in region) but have no ETPL training listed.
- IT/Cybersecurity is strong at the CTE level but lacks post-secondary ETPL pathways.
- Minimal local training exists for ophthalmic technicians, alarm installers, and property appraisers.

Other Items Raised:

- **Space Florida Academy** (Sean McLendon): MOU signed with Alachua County schools; needs better student visibility for aerospace/aviation/manufacturing pathways.
- **Agricultural Funding** (Brent Ferns): Federal funding expected; Santa Fe College may develop ag tech/ag biz programs within 1–2 years with CTE articulation credit.
- **IP-Based Security Training** (Shawn Holmgren): Columbia County Makerspace exploring classes in IP security, access control, and camera systems; seeking training-to-placement pipeline partners.

VIII. Talent Pipeline Status Strong Pipelines: Entry-level healthcare, business/accounting, and digital media (CTE level).

Pipeline Gaps:

- **RN/Radiology:** High demand but insufficient seat capacity and clinical placements.
- **Skilled Trades:** Apprenticeship slots are limited and underutilized.
- **Industrial Maintenance:** Training too broad; not specialized enough for employers.
- **IT/Cybersecurity:** No ETPL pathway despite strong CTE presence.
- **Corrections:** Training exists locally but is not ETPL-listed, blocking WIOA access.
- **Digital Media, Accounting/Business:** Programs exist but are not on ETPL.

ETPL Updates in Progress: Santa Fe College and Florida Gateway College are both reviewing offerings for ETPL updates.

New Pathway – A.S. in Leadership for Industry (Florida Gateway College): Up to 27 credits awarded for apprenticeships, licensures, or work experience. Articulates to Santa Fe College's B.S. in Organizational Management (fully online), with a UF graduate

II. Review of Previous Meeting & Key Takeaways

articulation agreement in development. Creates a full pathway: credential → A.S. → B.S. → Graduate Degree for working adults.

IX. Partnership Update CareerSource partnered with Florida Gateway College through the Gateway Regional CTE Council (Baker, Columbia, Dixie, Gilchrist, Union). A local needs assessment was completed; findings will be shared with CTE directors to inform ETPL updates and track outcomes.

X. Open Discussion

- **Lisa Anderson:** ETPL updates are the top near-term priority.
- **Sean McLendon:** Suggested partnering with Alachua County Sheriff's Office for corrections officer pipeline.
- **Shawn Holmgren:** Promoted Columbia County Makerspace IP security initiative.
- **Brent Ferns:** Highlighted the new A.S. in Leadership for Industry with confirmed employer interest.

No public comment.

XI. Next Steps

- Accelerate ETPL updates (IT/cybersecurity, digital media, business/accounting, corrections).
 - Reconnect with Alachua County Sheriff's Office on corrections training/ETPL listing.
 - Promote A.S. in Leadership for Industry to employer/workforce contacts.
 - Increase Space Florida Academy visibility with Alachua County Schools.
 - Keep soft skills development on the agenda.
 - Share Gateway CTE Council findings with all six-county CTE directors.
 - Track enrollment numbers and reduction in job postings once ETPL updates go live.
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XII. Adjournment Meeting adjourned at 3:20 PM by Lisa Anderson.