

CareerSource North Central Florida Education and Industry Consortium QUARTERLY REPORT

A. GENERAL INFORMATION

Report quarter: Program Year 2026, Quarter 3 (January – March 2026)

Date of meeting: March 25, 2026

Report prepared by: Jessica McCrae

Local workforce development board contact: Christina Brown **Date:** 4/1/2026

B. ATTENDANCE

Name	Organization	Industry or Education Organization	Contact Information
Lisa Anderson	Santa Fe College, (Chair)	Education	lisa.anderson@sfcollge.edu 352-381-7297
Sean McLendon	Alachua County Economic Development Team	Industry	smclendon@alachuacounty.us 352-347-5204
Brent Ferns	Santa Fe College	Education	Brent.fern@sfcollge.edu 352-395-5428
Shawn Holmgren	Columbia County Makerspace	Industry	columbiacountymakerspace@outlook.com 561-389-1490
Jonathan Leslie	Education and Industry Consortium	Workforce Development	jleslie@iwionline.org 352-225-3307
Phyllis Marty	CareerSource North Central Florida	Workforce Development	pmarty@careersourcencfl.com 352-955-2245
Diane Burke	CareerSource North Central Florida	Workforce Development	dburke@careersourcencfl.com 352-955-2245
Alexander Ganz	CareerSource North Central Florida	Workforce Development	aganz@careersourcencfl.com 520-344-0672
Bethany Gaffney	Scad Media	Media/Communications	

Name	Organization	Industry or Education Organization	Contact Information
Jessica McCrae	CareerSource North Central Florida	Workforce Development	jmccrae@careersourcencfl.com 352-955-2245
Dehryl McCall (Guest)	Florida Department of Juvenile Justice, Florida Youth Challenge Program	Government/Industry	

B. SUMMARY REPORT

1. Summary analysis of the local labor market based on the industry representative needs and education offerings.

Jessica McCrae presented a review of CTE program offerings across the Consortium's six-county region (Alachua, Bradford, Columbia, Dixie, Gilchrist, and Union), finding training concentrated in agriculture, healthcare, digital media/IT, bookkeeping/business, construction/trades, and culinary arts. Results of the Industry Pulse Survey showed healthcare employers facing wage competition, low numbers of credentialed applicants, and poor retention, with fill times of 30 to 120 days for roles such as RNs, LPNs, and phlebotomists. Construction employers identified retention as their top challenge, with 30- to 60-day fill times for skilled and management roles, while office/administrative employers cited wage competition, retention, and soft-skills gaps across the board.

2. Information on priority industry sectors and occupations for the local area.

The Consortium's Targeted Occupation List review identified healthcare, IT/cybersecurity, trades/construction, public safety, business/finance, management, and social services as high-demand categories. Members flagged notable gaps: correctional officer positions rank among the most posted in the region, with twelve institutions hiring, yet no corresponding ETPL-listed training exists; IT/cybersecurity is well represented at the CTE level but lacks a post-secondary ETPL pathway; and minimal local training is available for ophthalmic technicians, alarm installers, and property appraisers. Sean McLendon reported a signed MOU between Space Florida Academy and Alachua County schools that needs greater student visibility for aerospace, aviation, and manufacturing pathways. Brent Ferns noted expected federal agricultural funding that could allow Santa Fe College to develop agricultural technology and agribusiness programs with CTE articulation credit within one to two years, and Shawn Holmgren reported that Columbia County Makerspace is exploring IP-based security, access control, and camera systems training and is seeking training-to-placement pipeline partners.

3. Information on the status of existing talent pipelines for in-demand occupations.

Strong pipelines currently exist for entry-level healthcare, business/accounting, and CTE-level digital media roles. Members identified pipeline gaps in RN/radiology

programs (insufficient seat capacity and clinical placements), skilled trades (limited and underutilized apprenticeship slots), industrial maintenance (training too broad to meet employer specialization needs), IT/cybersecurity and corrections (both lacking ETPL listing despite existing training or CTE strength), and digital media and accounting/business (programs exist but are not ETPL-listed). Santa Fe College and Florida Gateway College are both actively reviewing their offerings for ETPL updates, which the Consortium identified as its top near-term priority. Florida Gateway College's new A.S. in Leadership for Industry was highlighted as a new pipeline pathway, awarding up to 27 credits for apprenticeships, licensures, or work experience and articulating to Santa Fe College's B.S. in Organizational Management, with a University of Florida graduate-level articulation agreement in development — creating a full credential-to-graduate-degree pathway for working adults. CareerSource's partnership with Florida Gateway College through the Gateway Regional CTE Council also produced a completed local needs assessment, with findings to be shared with six-county CTE directors to inform further ETPL updates and outcome tracking.