

CareerSource Northeast Florida Talent Advisory Network QUARTERLY REPORT

A. GENERAL INFORMATION

Report quarter: Quarter 3 2024

Date of meeting: August 14, 2024

Report prepared by: CareerSource NEFL

Local workforce development board contact: Rebecca Livingston

Date: August 14, 2024

B. ATTENDANCE

Name	Organization	Industry or Education Organization	Contact Information
Barbara Ritter	Jacksonville University	Education	britter1@ju.edu
Mary Smith	Jacksonville Transportation Authority	Transportation & Logistics	mmsmith@jtafla.com
Zoe Astra	Guidewell/Florida Blue	Life Sciences Industry	Zoe.Astra@guidewell.com
Virginie Mascia	SNI Companies	Staffing, Support Industry	vmascia@snicompanies.com
Jay Paterson	SJR State	Education	JohnPaterson@sjrstate.edu
John Wall	FSCJ	Education	john.wall@fscj.edu
Cyndi Adams	HR Professional	Technology	Cyndi_adams@yahoo.com

B. SUMMARY REPORT

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

- 2024 JAXUSA Partnership project announcements to date include 11 projects generating more than 700 jobs and \$302 million in capital investment to the region. Two exciting projects are set to launch at the beginning of September. DHL announced a project with a \$64 million capital investment on the date of the meeting, reinforcing the importance of the Transportation & Logistics industry.
- The unemployment rate for June 2024 in Florida was 3.5%, with the Jacksonville MSA coming in at 3.6%. This rate is still very low, but it is up from 3.2 % in June 2023.
- Job orders in July 2024 were at 834. This represents a decline of 64.1 percent from July 2023 to July 2024. The change from last month was a decrease of 58.9 percent. Staffing firms confirmed that need for technology and financial services roles have slowed in comparison to last year. Not all industries have seen the decline (i.e. Transportation & Logistics). Some healthcare roles have leveled out.
- The current top occupations being posted are Customer Service Representatives, Medical Assistants, Physician Assistants, and Medical Secretaries/Administrative Assistants.

2. Information on priority industry sectors and occupations for the local area. (Provide summary)

- This meeting focused specifically on one of the target industries identified in the JAXUSA Partnership strategic plan, The Future is Now. Special guests, TIP Strategies, spoke to a talent study for Transportation & Logistics in NEFL that has neared completion. The study involved input from various stakeholders to best understand employer needs and the current educational landscape.
- TIP looked at the T & L subsectors, which include air, maritime, rail, road and shipping and warehousing. They wanted to look at employment growth and trends, geographic distribution by subsector, and the competitive landscape.
- Common themes from stakeholder engagement include lack of awareness, training, talent pool, barriers to employment, and technological impacts.
- Occupational Profiles were created to explore ten key T & L occupations including jobs such as General and Operations Managers, Logisticians, Aircraft Mechanics, Industrial Truck and Tractor Operators, for example. Occupational Profiles include items such as key takeaways, job duties, employment outlook, earnings, and other occupations for career advancement.
- TIP identified opportunity areas, which include awareness, building blocks, and curriculum. They shared examples from other states which touched on initiatives such as a mobile welding center and a Prologis learning academy in Dallas in conjunction with the area's workforce board.

- Meeting participants spoke to this information. A final report will be shared with the group. A subcommittee will be organized to address this information and action items.

3. Information on the status of existing talent pipelines for in-demand occupations. (Provide summary)

- Information from the study revealed that the number of graduates exiting from related programs in both 2- and 4-year institutions is insufficient to meet needs.
- A career pathway for Mariners was described as well as reinforcement of local company need.
- Companies discussed ways to best engage the current talent pipeline as well as upskill existing staff. Using simulators for training of existing staff as well as engaging students at job fairs was suggested.
- Conversation occurred regarding how individuals can be engaged in an industry while they wait for additional opportunity--i.e. truck drivers need to meet age requirements for insurance purposes. One recommendation was using apprenticeship to continually upskill while on the path toward that job role.