

CareerSource NEFL QUARTERLY REPORT

A. GENERAL INFORMATION

Report quarter: Quarter 1, 2025

Date of meeting: January 29, 2025

Report prepared by: CareerSource NEFL

Local workforce development board contact: Melissa Terbrueggen

Date: January 29, 2025

B. ATTENDANCE

Name	Organization	Industry or Education Organization	Contact Information
Dr. John Wall	Florida State College at Jacksonville	Education	John.wall@fscj.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

B. SUMMARY REPORT

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

- Top 5 City for Attracting College Graduates (U.S. Census Bureau, November 2024)
- #2 Hottest Job Market (The Wall Street Journal, April 2024)
- #1 city for Young Entrepreneurs (Central Florida Lifestyle Magazine, November 2024)
- From 2019 – present, JAXUSA has announced 104 projects encompassing 14,818 new jobs and \$5.5B in investment. Of those 104 projects, Advanced Manufacturing and Transportation & Logistics are the top two industries with the largest number of new jobs.

- A Mentimeter survey was launched to gauge 2025 projections:
 - 12 of the 15 participants reported a Positive outlook for 2025, with three sharing a Neutral outlook.
 - Nine respondents among the Transportation & Logistics, Life Sciences, Technology Services, Corporate Operations, and 'Other' industries said their organization will increase hiring.
 - Four respondents, one from Life Sciences and three from 'Other', said they would maintain current staffing levels.
 - One respondent from the 'Other' industry category anticipated reducing staffing levels.
 - One Life Sciences respondent shared they were hiring mostly at the Senior level, three 'Other' and one Life Sciences respondents are hiring mostly at the Mid-level, and 10 from across the industries are hiring mostly at the Entry-level.
 - The most popular top priority for organizations in 2025 was growth, followed by upskilling, engagement, and workforce development.
 - The top skill needed was technology, followed by communication and critical thinking.
 - The top skill gaps were adaptability, dependability, reliability, soft skills, and work ethic.
 - The top certification and/or degree needed was business, followed by finance, accounting, and technology.
- Unemployment decreased to 3% for the Jacksonville MSA in December.
- Job orders have significantly decreased since June 2024. In December, there were 368. Job orders are company partners that submit jobs that CSNEFL helps fill. CSNEFL is seeing a decline in preferred job postings and the postings obtained from spider crawls.
- Seeing a shift in the top ten occupations, not because there is a jump in job orders for the job orders entering the top 10, but because of the decrease of job orders for typically high need occupations (typically healthcare related).
- Top Ten Occupations Include: Maids and Housekeeping Cleaners; Installation, Maintenance and Repair Workers, All Other; Maintenance and Repair Workers, General; Pharmacy Technicians; Customer Service Representatives; Registered Nurses; Software Developers; Heavy and Tractor Trailer Truck Drivers; Managers, All Other; Welders, Cutters, Solderers and Brazers.
- Occupations that fell out of the top 10 include: Medical Assistants, Nursing Assistants, Retail Salespersons, Office Clerks, General; Engineers, All Other; Medical Secretaries and Administrative Assistants; Business Operations Specialists, All Other.

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

- One company in Transportation & has seen employees decide to return to their previous role with previous pay level rather than exit the company, which sparked discussion that there is a more difficult job market right now.
- Another company shared that one of their largest clients is in HVAC distribution and that executives are having difficulty with the job market, taking 8-12 months minimum to find a job. Additional anecdotes given around recent graduate salary expectations lowering in recent months.
- Another Transportation & Logistics company echoed that people are not leaving, referencing turnover in one particular role having been reduced from about 65% to 28% which allows for succession planning and retirement. There has also been a big focus on wellness, and helping employees have something to look forward to coming into work.

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

- Northeast Florida is home to three of the top 15 school districts: St. Johns, Nassau, and Clay; and the #1 public elementary school: Jacksonville Beach Elementary.
- Among the region's seven colleges, universities, and state colleges, there was a total enrollment of 56,510 and 17,400+ graduates in 2023.
- There are over 320 career and technical programs in this region and 1200 career-themed courses offered, with nearly 32,000 industry certifications earned by students. Working closely with NEFL districts in the state funded capitalization grants, which allow them to add or expand CTE programs. To date, they've been awarded \$19M in addition to \$6.5M of federal Perkins grants for existing CTE programs.
- Transportation & Logistics Study Implementation —looking at how to impact curriculum design as well as offer a summer Educator Externship focused on the T & L industry. This would be helpful for educators and specialists in existing programs as well as those who are considering a T & L CTE program start up. An updated T & L subsector report has been completed, and we are working with companies on establishing company social media takeovers by subsector for the month of June.