



**First Coast Workforce Development, Inc. (dba CareerSource Northeast Florida)
Full Board Meeting – April 24, 2025**

Board members in attendance:

Kevin Doyle	Tim Hinson
Amy Rice	Beth Payne
Elaine Johnson	Darryl Register
Lucia Valdivia-Sanchez	Reggie Fullwood
L. Wayne McClain	Diane Williams
Clay Lyons	Donna Wagner
	Terry Morgan

Board members excused/absent: Kirk Barras, John (Jake) Schickel, Michael Templeton, Jennifer Roach, Michael Rathjen

Staff in attendance: Cheryl Taylor, Rebecca Livingston, Jay Loy, Steve Dionisio, Mike Lashbrook, Melissa Terbrueggen, Angie Pineiro

Others in attendance: Jimmy Heckman, Dr. Linda Woodard, Dan O'Conner

Welcome and call to order:

9:30 a.m. Kevin Doyle, Board Chair welcomed the CSNEFL Board of Directors and called the meeting to order.

Roll call:

Present/absent list above; Quorum was established according to the bylaws.

ACTION ITEMS

Approval of January 25, 2025, CSNEFL Full Board Meeting Minutes:

Motion to approve minutes made by L. Wayne McClain; seconded by Lucia Valdivia-Sanchez; motion passed unanimously, and minutes approved.

Related Party Contract

Per Florida Statute 445, any contract with a board member or related party must be approved by a two-thirds majority of the quorum. All conflict-of-interest forms have been completed and received, and those members abstained from the vote. The Board reviewed a funding assistance application for customized training.

- LignoTech Florida Customized Training Contract - FCWD, Inc Board member with a conflict is Terry Morgan, Human Resources Manager. Terry Morgan was not present at the time of the vote but abstained from the vote through his conflict-of-interest form filed in the corporate office. **Motion to approve the contract made by Darryl Register; seconded by Elaine Johnson; Terry Morgan abstained from the vote; motion passed unanimously and contract approved.**

INTRODUCTION OF NEW BOARD MEMBERS

Kevin Doyle introduced our new Board members – Michael Rathjen, Vice President of Schools Programs at Vystar and Terry Morgan, Human Resources Manager at LignoTech Florida. The committee welcomed the new members.

PROGRAM

Labor Force Participation Presentation:

Jimmy Heckman, Bureau Chief, Workforce Statistics and Economic Research at Florida Commerce gave an overview of the unemployment and labor force trends. Labor demand and future training needs including projected openings by education requirement for 2024-2032 were also shared with the committee. A question-and-answer session followed.

Operations Update:

Employment statistics for March 2025 were reviewed. The unemployment rate is 3.6% for our region. We saw a slight decrease in career center visits. There was a total of 522 job orders received in March 2025. Our region received a letter grade of an A for the previous quarter, achieving a 93.89% score.

We continue to hold Recruitment Wednesdays which have had a great response. In February, the Construction Career Days and Transportation Industry Hiring Event was a very successful event with 3,000 students in attendance. In March, the 2025 DCPS Employment Fair was held at the Prime Osborne with over 500 Duval County Public School juniors and seniors and 62 companies in attendance. In April, 275 job seekers and 84 employers attended the Spring Career Fair.

Cheryl Taylor gave an update on our Strategic Visioning. Cheryl will meet with Ronnie Bryant with Winner Partners to begin the process and discuss our business development and how we can continue to best serve our region.

Talent Advancement Network

The Talent Advancement Network (TAN) quarterly meeting minutes were shared with the Board of Director for review and discussion.

Public Comment:

None.

The meeting was adjourned by the Board Chair, Kevin Doyle at 11:00 a.m.