

CareerSource NEFL QUARTERLY REPORT

A. GENERAL INFORMATION

Report quarter: _____ Quarter 1 2025 _____

Date of meeting: _____ August 13, 2025 _____

Report prepared by: _____ CareerSource NEFL _____

Local workforce development board contact: ____Melissa Terbrueggen ____

Date: __August 13, 2025 _____

B. ATTENDANCE

Name	Organization	Industry or Education Organization	Contact Information
Cyndi Adams	Cynergistic	Staffing	Cyndi_Adams@yahoo.com
Danielle Guilmet	Boeing	Manufacturing Industry	danielle.g.guilmet@boeing.com
Zoe Astra	Guidewell/Florida Blue	Life Sciences Industry	Zoe.Astra@guidewell.com
John Wall	Florida State College at Jacksonville	Education	john.wall@fscj.edu

C. SUMMARY REPORT

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

- 2025 JAXUSA Partnership project announcements to date include 6 projects generating more than 1,864 jobs and \$639.6 million in capital investment to the region. The most recent project announcement is DC Blox with 10 new jobs in the Technology sector. The other announcements include 3 in the Advanced Manufacturing sector and 2 in the Transportation & Logistics sector.
- The unemployment rate for June 2025 in Florida and the Jacksonville MSA was 4.2%. This rate is still very low, but it is up from 3.8% in June 2024.
- Job orders in July 2025 were at 700. This represents a 20 percent increase

on average from job order numbers shown in the last year. The last time job order numbers reached these levels was July 2024.

- The current top occupations being posted are primarily health care related and include Medical Assistants; Customer Service Representatives; Maintenance and Repair Workers, General; Physician Assistants, Registered Nurses; Software Developers; Nursing Assistants, Retail Salespersons, Office and Administrative Support Workers, All Other. Entering the top job postings since the last consortium meeting include Software Developer and Office and Administrative Support Workers. Falling out of the top postings are Engineers and Business Operations Specialists.

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

- One item discussed at this meeting included Transportation & Logistics employer feedback from the Educator Externship. Companies stated that they see a critical need in trade occupations to include HVAC, Electrician, Diesel Mechanics, Maintenance Technicians, Stevedore (Longshoreman) and Construction. Companies also stated a need in Project Management Professional (PMP) certification, data analysis and program languages like Python, Oracle, and Java. Microsoft Office skills including Excel, Outlook and PowerPoint were also seen as essential for industry success.
- Recommendations include participating in program advisory councils and attending the bi-annual Regional Employer Summit hosted by JAXUSA.
- This meeting featured a non-profit panel from Big Brothers Big Sisters, Junior Achievement and Goodwill Industries, who discussed how they prepare and connect youth and adults in career transition. The panelists talked about the following topics:

Organization Overview & Focus Industries

Panelists described their organizations' missions to prepare students and adult learners for postsecondary success and meaningful careers. They serve a range of populations from K-12 to adult learners, focusing on skill-building, mentoring and career readiness in diverse industries.

- Goodwill's Take Stock in Children and Academic Support Through the Employment Process (ASTEP) Program focus on scholarships, mentoring, and trade skills for middle/high school students and adult learners. Partnerships with FSCJ and UNF, for example, have allowed Goodwill to provide support through the financial aid process after students graduate from high school.

- Junior Achievement prepares students for economic success through work readiness, entrepreneurship and financial literacy, serving K–12 and slowly expanding to postsecondary to mirror JA National.
- Big Brothers Big Sisters offers long-term mentoring partnerships between students and corporate employees, customized to different industries. Big Brothers Big Sisters is 111 years old here in Jacksonville.

Program Impacts on the Future Workforce of Northeast Florida

Panelists highlighted measurable results such as expanded training programs, student-led leadership initiatives and alumni engagement. These successes have increased workforce readiness, built career exposure, and strengthened community partnerships.

- Goodwill trained over 114 individuals in skilled trades this year, with hands-on learning improving retention. They are partnering with FSCJ and Home Builders Institute.
- Junior Achievement’s Stock Market Challenge grew to 20 schools and 1,600+ students. Their leadership programs connect students to HR professionals to talk about leadership qualities. They are also connecting students to employers early, so students are exposed to what opportunities are available in the region.
- Big Brothers Big Sisters offers the Beyond School Walls program which is a mentoring experience at a work site. Big Brothers Big Sisters alumni also return as mentors, boosting both student outcomes and corporate engagement.

How can industries engage with your talent pool and support your work?

All panelists encouraged companies to get involved through mentorship, internships, classroom presentations and co-developing training pipelines. They stressed that employers can shape future talent while gaining access to motivated students and trainees. Employers can go back to their company and see what they have room for and then bring that idea back to the nonprofit organization:

- Offer internships, mentorships, and job shadowing opportunities.
- Collaborate with nonprofits to align training with industry-specific needs.
- Share expertise in classrooms and host site visits to connect with students early.

Future Programming

Each organization outlined plans to expand programming, facilities and industry partnerships to meet evolving workforce needs. These initiatives focus on immersive learning, family engagement and extended student support.

- Goodwill is expanding trade training facility and they are partnering with FSCJ to hold additional GED and ESOL programs. If you are interested in taking a tour of their new trade program, reach out to Philip.
- Junior Achievement has a new strategic approach to help students be prepared for a future ready ecosystem. They are launching the Experiential Learning Center at FSCJ. Their programs will be BizTown, Finance Park, Dream Accelerator and 3D-E Model curriculum.
- Big Brothers Big Sisters will increase post-18 support, expand first-time work experiences and continue awarding significant scholarships.

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

- Engineers continue to be one of the most posted internship opportunities on the Earn Up.org internships page, in which Northeast Florida offerings are scraped from Indeed.com, despite falling from the top job postings list. Accountants and Auditors continue to be top internship offerings as well.
- A focus on work-based learning experiences continues to be heavily promoted through the region's state colleges and universities to provide real-world connectivity.
- Companies such as City of Jacksonville, Jacksonville Sheriff's Office, VyStar Credit Union, Wounded Warrior Project, Community First Credit Union, Forehouse Subs and Chartwell's have committed to Recruitment Wednesdays in August, held at Career Source Northeast Florida (CSNEFL). This is a means of recruiting the pipeline of available veterans in the region's workforce.
- Second Chance Job Seekers have an opportunity to engage with employers who are interested in connecting returning citizens with employment.
- A Virtual Job Fair, also held at CSNEFL, will connect individuals with school districts, FDOT opportunities, and Apprenticeships.
- Currently, JAXUSA Partnership is conducting a regional mapping of announced projects over the past three years to assess potential talent gaps.

D. ADDITIONAL COMPANIES IN ATTENDANCE

Ascension St. Vincent's; Big Brothers Big Sisters; Boeing; CareerSource Northeast Florida; Dun & Bradstreet; Fidelity Investments; FIS; Florida Blue; Florida State College at Jacksonville (FSCJ); Goodwill Industries of North Florida; Haskell; Jacksonville Port Authority (JAXPORT); Junior Achievement of North Florida; Keiser University; St. Johns County Chamber of Commerce; STAR V Learning Center.