



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

Board members in attendance:

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

Board members excused/absent: Kirk Barras; Reggie Fullwood; John (Jake) Schickel

Staff in attendance: Cheryl Taylor, Rebecca Livingston, Ivette Berrios, Mike Lashbrook, Melissa Terbrueggen, Angie Pineiro; Renee Williams

Others in attendance: Anna Lebesch, Louis Urso, Ron Whittington, Tamika Johnson

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 April 24, 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 two annual renewal contracts with county chambers partners and a funding assistance application for customized training.

- Baker County Chamber of Commerce Contract - FCWD, Inc Board member with a conflict is Darryl Register, President. Darryl Register was present and abstained from the vote. His conflict-of-interest form is filed in the corporate office. **Motion to approve the contract made by Elaine Johnson; seconded by Amy Rice; Darryl Register abstained from the vote; motion passed unanimously and contract approved.**
- Putnam County Chamber of Commerce Contract – FCWD, Inc. Board member with a conflict was L. Wayne McClain, board member of the Putnam County Chamber of Commerce. L. Wayne McClain was present and abstained from the vote. His conflict-of-interest form is filed in the corporate office. **Motion to approve contract made by Lucia Valdivia-Sanchez; seconded by Elaine Johnson; L. Wayne McClain abstained from the vote; motion passed unanimously, and contract approved.**
- Miller Electric Customized Training Contract – FCWD, Inc. Board members with conflicts are Tim Hinson, Training Director for Miller Electric; Kirk Barras, President of the Jacksonville General Apprentice Association; and Clay Lyons, Partner at Lyons & Lyons. Tim Hinson and Clay Lyons were present and abstained from the vote. Their conflict of interest forms are filed in the corporate office. Kirk Barras was not present but abstained from the vote through a conflict-of-interest form filed in the corporate office. **Motion to approve contract made by Lucia Valdivia-Sanchez; seconded by Darryl Register. Tim Hinson, Kirk Barras, and Clay Lyons abstained from the vote; motion passed unanimously, and the contract approved.**

PROGRAM

Revlon Rapid Response Presentation

Louis J. Urso, PHR, Human Resources Director at Revlon provided a brief background on Revlon and their recent layoffs. Revlon has undergone significant financial transformation and will be permanently shutting down their Jacksonville location. Mr. Urso stated that a total of 120 employees have been laid off across various departments. The remaining workforce will be laid off by October 2025. Mr. Urso acknowledged the deep impact this has on employees and the local community. A question-and-answer session followed.

Operations Update:

Employment statistics for June 2025 were reviewed.

- Our unemployment rate for the region increased to 4.2%. Nassau County has the lowest unemployment rate at 3.9%. This is typically St. Johns County. We typically see a bump in those numbers from students returning home for the summer and looking for jobs. Center visits increased from May to June by 25%. Some of this is due to our job fairs, college students returning home, and high school students entering the workforce.
- There has been approximately a 75% decline in job order from June 2024 to June 2025. The number of employers posting jobs has declined as well – 121 employers this year compared to 371 employers last year. This is a significant decline of approximately 67%.
- Melissa Terbrueggen announced the launch of Workforce Wire, a new quarterly newsletter tailored specifically for our valued business and community partners. This publication is designed to keep you informed, inspired, and connected to workforce developments and successes across Northeast Florida.
- Upcoming Events:
 - We continue “Recruitment Wednesdays” job fairs each week. Summer is generally slow, but we continue to have a great turnout. We have broadened our outreach and really get the word out.
 - Healthcare Focused Job Fair – July 29th
 - Jax Authority Career Fair – this has become an annual event – August 28th

Regional Talent & Labor Market Dashboard Demonstration:

Melissa Terbrueggen gave an overview and demonstration of our region’s new comprehensive labor market hub. This is a one-stop resource for current employment trends, in-demand industries, and the region’s evolving talent pipeline.

Public Comment:

Tamika Johnson, a jobseeker, was recognized for public comment. Ms. Johnson offered feedback regarding her recent experience at one of our career centers.

The meeting was adjourned by the Board Chair, Kevin Doyle at 10:35 a.m.