

CareerSource NEFL QUARTERLY REPORT

A. GENERAL INFORMATION

Report quarter: Quarter 2 2025

Date of meeting: November 5, 2025

Report prepared by: CareerSource NEFL

Local workforce development board contact: Melissa Terbrueggen

Date: November 5, 2025

B. ATTENDANCE

Name	Organization	Industry or Education Organization	Contact Information
Cyndi Adams	Cynergistic	Staffing	cyndi_adams@yahoo.com
Scott Curry	UNF	Education	scott.curry@unf.edu
Zoe Astra	Guidewell/Florida Blue	Life Sciences Industry	zoe.astra@guidewell.com
John Wall	Florida State College at Jacksonville	Education	john.wall@fscj.edu
Virginia Mascia	Vaco	Staffing	virginie.mascia@vaco.com
Jay Paterson	SJR State College	Education	johnpaterson@sjrstate.edu
Danielle Blackwell	Edward Waters University	Education	d.blackwell@ew.edu
Corey Wright	Duval County Public Schools	Education	coreywrightc8@duvalschools.com
Mary Smith	Jacksonville Transit Authority	Transportation & Logistics	mmsmith@jtafla.com

B. 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 9 projects generating more than 1,964 jobs and \$734.1 million in capital investment to the region. Nearly 17,000 new jobs from projects since 2019, not including organic regional growth. The most recent project announcement is OTTO Aviation with 1,239 new jobs in the Advanced Manufacturing sector. The other announcements include 2 additional employers in Advanced Manufacturing, 3 in the Transportation and Logistics sector and 1 in the Technology sector.
- The unemployment rate for August 2025 in Florida was 4.4%, up from 4.1% in July. The Jacksonville MSA was 4.6% in August, up from 4.2% in July. More recent data is pending due to the federal shutdown.
- Job orders in October 2025 were at 568. This represents an 18% decrease on average from job order numbers shown last year in October. However, job postings have remained somewhat steady with a slight uptick in July. Postings increased about 20% since June. Healthcare and social assistance job orders showed a notable uptick with 170 job orders in September and approximately 100 additional in October.
- The current top occupations being posted are primarily Front-Line Support positions and Healthcare-related positions and include Retail Salespersons, Registered Nurses, First-Line Supervisors of Food Preparation and Serving Workers as well as the Fast Food and Counter Workers, First-Line Supervisors of Retail Sales Workers, Medical and Health Services Managers and Customer Service Representatives. Top postings also included Sales Representatives of Services, except Advertising, Insurance, Financial Services and Travel, Maintenance and Repair Workers, and Securities, Commodities and Financial Services Agents.

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

- Jacksonville is expected to experience strong employment growth over the next five to ten years requiring significant numbers of essential workers. One item discussed at this meeting included compensation challenges for entry level workers, with new entrants facing a challenging market with high childcare and transportation costs, housing prices and increased living expenses. This greatly impacts the region being that the primary growth sectors of healthcare, advanced manufacturing and transportation/logistics require in-person work. Healthcare is projected to account for nearly half of growth over the next ten years but faces an aging workforce and critical shortages for skilled, in-person roles. There is considerable growth also across construction and professional services driving more than one-third of total employment growth.

- This meeting featured a panel from the Federal Reserve Bank of Atlanta, who discussed their research with three stakeholder groups: business/industry, workers/job seekers, and workforce support organizations to gather information about economic access and mobility of low to mid-income populations with the goal to inform monetary policy and produce meaningful and actionable goals at the local level. The analysis revealed that childcare affordability is a significant obstacle for workers including teachers, firefighters, police officers, and childcare workers.
- The concern about the cost of childcare as an obstacle for employment was recommended as an opportunity for enhanced coordination amongst stakeholders for strategic thinking about a solution for doing better with less.

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

- The number of internships in support industries increased on the Earn Up internship board, in which Northeast Florida offerings are scraped from Indeed.com. This is followed by internships in Financial Services and Corporate Operations.
- St. Johns County has approved a new academy program focused on advanced automation technology and manufacturing.
- Companies participating in career fairs such as recruitment Wednesdays include U.S. Customs and Border Protection, JTA, HCA Florida Memorial Hospital, Goodwill Industries, Lifesouth Blood Centers, Mayo Clinic, Nemours Children’s Health, Sulzbacher and the U.S. Army. An additional 83 employers are scheduled to attend the Paycheck for Patriots FSCJ Career Fair planned for November 13, 2025.
- A Virtual Job Fair in October connected 18 employers with applicants and another event is planned for November.
- JAXUSA Partnership collaborated during the year with school districts, colleges, and community organizations on 141 career pathway activities and 141 additional employer engagement activities for career awareness. These activities reached 10,832 individuals. Additionally, outreach through social media campaigns and the Find Your Jax initiative reached outside the region to attract talent from other markets such as New York, Chicago, Los Angeles, Miami and Atlanta.
- The Regional Employer Summit was held in October by JAXUSA Partnership with CareerSource participating alongside over 160 employers and educators. Results are being compiled into a robust report for school districts and state colleges to support their local needs assessment requirement for Federal Perkins grant funding essential for workforce

development programs. Meaningful discussions to align curriculum with industry needs to grow the talent pipeline occurred across the targeted industries