

**First Coast Workforce Development, Inc. (dba CareerSource Northeast Florida)
Full Board Meeting – October 23, 2025**

Board members in attendance:

Kevin Doyle	Michael Rathjen
Amy Rice	Tim Hinson
Elaine Johnson	Beth Payne
L. Wayne McClain	Darryl Register
Clay Lyons	Diane Williams
Michael Templeton	Donna Wagner
Jennifer Roach	Terry Morgan
John (Jake) Schickel	John (Jay) Paterson
	Kirk Barras

Board members excused/absent: Reggie Fullwood; Crawford Powell, Lucia Valdivia-Sanchez

Staff in attendance: Cheryl Taylor, Rebecca Livingston, Steve Dionisio, Jay Loy, Ivette Berrios, Mike Lashbrook, Melissa Terbrueggen, Angie Pineiro; Javetta Fleury

Others in attendance: Anna Lebesch, Dr. Linda Woodard, Marcus Haile, Meghan Leach, Rob Kelly, Monifa Drayson, Ron Whittington, Joann Manning, Karen Marino, Tameka Thomas

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 July 24, 2025, CSNEFL Full Board Meeting Minutes:

Motion to approve minutes made by Darryl Register; seconded by Elaine Johnson; motion passed unanimously, and minutes approved.

PROGRAM

Strategic Visioning Update:

Monifa Drayton, Principal Consultant with Winner Partners, gave an update on our strategic planning process. The Strategic Visioning & Enhancements Plan (2025 – 2030) responds to a rapidly changing workforce environment with proactive measures to establish ongoing stability. She reviewed the timeline, and a preliminary report will be shared with Cheryl Taylor and the CSNEFL team in January/February. Initial findings were reviewed from the surveys sent to staff, leadership and our community partners highlighting our strengths and areas for improvement.

Presentation: Strengthening the Workforce by Increasing Adult Education Access

Marcus Haile, President & CEO at Literacy Alliance of Northeast Florida along with their Education & Training Manager, Megan Leech presented on their mission and literacy initiatives, including services for non-English-speaking students. A Q&A session followed.

Rob Kelly from Read USA was present and shared concerns about literacy levels among third graders and outlined a tutoring program that provides workforce experience for youth ages 16-21. This allows teens to get workforce credit experience. Read USA is also working with high school students to help find what the next steps are and to get connected with the proper resources.

Operations Update:

Employment statistics for August 2025 were reviewed.

- August 2025 employment statistics showed an increase in unemployment rates locally and statewide - from 3.8% to 4.6% in Jacksonville. Some data was unavailable due to the federal government shutdown. MSA's all have increased over the last 12 months including Miami/Dade.
- Center visits are up, and September numbers are similar to what they were in 2024. Year over year totals for 2024 was 4,472 and we are at 4,058 in 2025 to date.
- There was a slight increase in job orders in July, but August and September are down to 524 and 466 respectively. Job order trends show a general decrease across several industry sectors. Healthcare holds steady.
- Letter Grade – we scored 93.03 and have been consistently receiving an A letter grade.
- Overall funding remains steady with the exception of SNAP funding, which has not yet been received. Customers may experience impacts beginning in November, with referrals to community partners as needed.

- Upcoming Events:
 - Manufacturing Month Career Fair at St. Johns River State College October 7th.
 - Recruitment Wednesdays continue each Wednesday at our Southside location. Attendance has increased despite the decrease in employers.
 - Paychecks for Patriots Career Fair on November 13th – partnering with FSCJ
 - Holiday Season Virtual Hiring Fair October 16th – 103 job seekers attended. Next virtual job fair is scheduled for November 20th.

Sunshine Health 2025 Community Connection Grant:

Javetta Fleury, CSNEFL Regional Program Director, shared that the Florida Medicare Medicaid Plan's goal is to support and assist community partners in expanding access to essential services. Our organization applied and was awarded \$2,000 for SNAP. We also have access to their Normandy Blvd location, which will serve as an accessible site for our community members. The location will provide free use of computers and internet services to support program activities and participant needs. Ms. Fleury expressed appreciation to Florida Medicare Medicaid for the grant award and their continued commitment to community.

Public Comment:

None.

The meeting was adjourned by the Board Chair, Kevin Doyle at 10:40 a.m.