

CareerSource NEFL QUARTERLY REPORT

A. GENERAL INFORMATION

Report quarter: Quarter 4

Date of meeting: July 21, 2026

Report prepared by: CareerSource NEFL

Local workforce development board contact: Melissa Terbrueggen

Date: July 28, 2026

B. ATTENDANCE

Name	Organization	Industry or Education Organization	Contact Information
Cyndi Adams	Claxton Bank	Finance	Cadams@tcbga.bank
Scott Curry	UNF	Education	Scott.Curry@unf.edu
Zoe Astra	Guidewell	Life Sciences	Zoe.Astra@guidewell.com
John Wall	Florida State College at Jacksonville	Education	John.Wall@fscj.edu
Virginia Mascia	Vaco	Technology Services	Virginie.Mascia@vaco.com
Edward Jordan	SJR State College	Education	EdwardJordan@sjrstate.edu
Emily Roth	Ascension St. Vincent's	Life Sciences	Emily.Roth2@ascension.org
Sheila Cribb	Bank of America	Finance	Sheila.Cribb@bofa.com
Brian Porter	Boeing	Manufacturing / Aviation Aerospace	Brian.J.Porter2@boeing.com
Moyla Halimy	Vystar	Corporate Operations	Halimym@vystarcu.org
Caitlin Smith Sockbeson, Ph.d.	Jacksonville University	Education	Csockbe@ju.edu

B. SUMMARY REPORT

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

- Advanced Manufacturing and Transportation and Logistics continue to be strong sectors of the northeast Florida economy driving growth and innovation; however, corporate operations are also expanding.
- This quarter's project announcements, in addition to Daimler Coaches North America's new U.S. headquarters in Jacksonville announced earlier this year, are projected to create 445 new jobs in the Jacksonville region and more than \$1.1 billion dollars in capital investment which is a significant milestone.
- Job order tracking remains mostly flat, holding steady at slightly over 600 jobs. While regional unemployment rose minimally to 4.9% due to seasonal factors and an influx of new college graduates, local organizations are actively addressing workforce needs through upskilling and digital engagement.
- The current top occupations being posted are the same front-line support and supervisory roles, and health-care related positions as in the past quarter but with Food and Counter Workers having more job orders than Nursing: Retail Salespersons; Fast Food and Counter Workers; First-Line Supervisors of Food Preparation and Serving Workers; First-Line Supervisors of Retail Sales Workers; Registered Nurses; Medical and Health Services Managers; Sales Representatives of Services, except Advertising, Insurance, Financial Services & Travel; Maintenance and Repair Workers, General; Heavy and Tractor-Trailer Truck Drivers; Securities, Commodities, and Financial Services Sales Agents.

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

- The Winn-Dixie Company is continuing to invest in Northeast Florida through the retention and expansion of its corporate headquarters in Jacksonville. The company is expected to invest \$65 million over the next five years to strengthen its store support center, invest in their local store footprint, and support future job growth of 200 new jobs in the region. It will also retain at least 500 current jobs.
- Johnson and Johnson is strengthening its U.S. Vision footprint in Jacksonville, investing more than \$1 billion in supply chain capabilities. Investment includes a new state-of-the-art distribution facility for the Company's market-leading ACUVUE brand contact lenses. This new facility will expand the company's U.S. vision operations, enhance supply chain resilience, and meet the needs of more than 40 million patients. This investment will support the company's 3,500 Jacksonville employees and is expected to create 50 new jobs. It is part of Johnson & Johnson's ongoing \$55 billion dollar commitment to U.S. manufacturing, research and development, and technology through early 2029. Johnson & Johnson's continued investment in Jacksonville is strengthening the region's position as a hub for

advanced manufacturing and healthcare innovation.

- Muscle Foods USA will establish a new logistics and distribution facility here in the region, which should create 80 jobs and up to \$2 million dollars in capital investment.
- USPLY, a plywood supplier and manufacturer, will be relocating their operations from Miami to Jacksonville. This project is expected to create 40 new jobs and \$2 million in capital investment.
- Health Alliance Global is relocating its headquarters from Naples and establishing a manufacturing facility for its health tech diagnostic units and kiosks, which is expected to create 25 new jobs and \$5 million in investment.

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

- The Northeast Florida labor market is characterized by a high concentration of military personnel, with over 37,600 active-duty staff and contractors employed at regional military stations. Northeast Florida remains a critical talent hub with thousands of service members separating from active duty annually within the local region. This veteran-rich environment is a primary focus for regional hiring initiatives. Veterans Florida was invited to the quarterly meeting to share information about SkillBridge and the robust network of veteran resources.
- The SkillBridge Program is an initiative that allows transitioning service members to undergo civilian job training during their last 180 days of service while still receiving military pay. Veterans Florida processed over 1,600 applications last year, maintaining a steady pipeline of skilled candidates for industry partners.
- Organizations shared best practices at the meeting. Boeing utilizes the Boeing Manufacturing Accelerated Careers (BMAC) and Technical Apprenticeship Program (BTAP) to provide paid technical training and digital credentials for high-demand roles like aviation maintenance. GuideWell also focuses on veteran retention through personalized mentorship and a "crosswalk" system that matches military occupational codes to corporate roles. Additionally, institutions like the University of North Florida (UNF) and Florida State College at Jacksonville (FSCJ) collaborate with industry partners on leadership summits and veteran-focused job fairs.
- JAXUSA Partnership shared a summary of the Career Pathways campaign efforts in partnership with school districts, colleges, and community organizations to grow and attract regional talent: 40 in person or virtual events both large and small scale, this quarter reached 1,378 people. The Earn Up platform has experienced 85,000 hits so far this year, up from 64,000 during the same period in the previous year. Social media efforts leveraged multiple Earn Up platforms for specific target audiences, which generated 1,595,157 views and/or impressions.
- Also central to these efforts was the coordination of an event to promote living and working in Northeast Florida to college students. More than 140 college interns from companies across the region joined JAXUSA for the second annual JAX Intern Mixer at the Jumbo Shrimp Game. While many college students are originally from

northeast Florida, others are not, and this event encourages them to consider remaining local after graduation. Some of the companies represented were Heritage Capital, FIS, JAA, Brasfield & Gorrie, Jacksonville Jaguars, JTA, PGA Tour, High Reason, Macquarie, Regency Centers, Gallagher, IEM and Stellar. Simultaneously, digital campaigns like "Find Your JAX" have generated 3 million impressions, with thousands of individuals actively researching the local job market and cost of living.

- To continue to reach and connect more students to opportunities, content from the Earn Up website will be integrated into the official career development platform for K-12 education in Florida, Xello. Employers will have profiles built to encourage visibility and brand awareness. After students complete an assessment, they can align their interests with local opportunities in Northeast Florida.
- Employer engagement numbers this quarter include: 47 meetings, interactions, or communications impacting 407 individuals. These engagements support employers in refining talent strategies aligned with their business objectives while strengthening their understanding of the regional talent ecosystem. Meetings help facilitate connections with talent pipeline partners, expand awareness of available workforce resources, and foster collaborative relationships to help employers build sustainable talent solutions.
- CareerSource NEFL continues to support initiatives to connect people to employment opportunities. Customized training programs are available to help small businesses in counties such as Duval, St. Johns, and Nassau cover the costs of upskilling existing employees, with grants up to \$50,000 per business. Career Connect hiring events are held at CareerSource offices regionally with recent events scheduled on July 8, July 23, and a virtual hiring event on August 13.