Board of Directors Meeting

November 13, 2025



Welcome and Remarks



Stephanie Smith

Chair

FOR PUBLIC COMMENT:

Please email Madison Frazee at mtrazee@careersourceflorida.com and wait to be recognized by the Chair.



Consent Agenda

For Consideration:

- 1. Approval of August 20, 2025, Board Meeting Minutes, to include any modifications or changes noted by the board
- 2. Approval of October 20, 2025, Executive Committee Meeting Minutes, to include any modifications or changes noted by the board
- 3. 2025-2026 Master Credentials List
- 4. Senior Chancellor Kevin O'Farrell Designee for Commissioner Kamoutsas
- 5. CareerSource Central Florida's Request to Serve as One Stop Operator
- 6. CareerSource North Central Florida's Request for New Area Designation
- 7. CareerSource South Florida's Request for Local Workforce Development Board Certification
- 8. CareerSource Gulf Coast's Request to Serve as One-Stop Operator
- 9. CareerSource Escarosa's Request for Local Workforce Development Board Certification
- 10. Sunset of Ten (10) Workforce Policies and Guidance Documents



President's Report

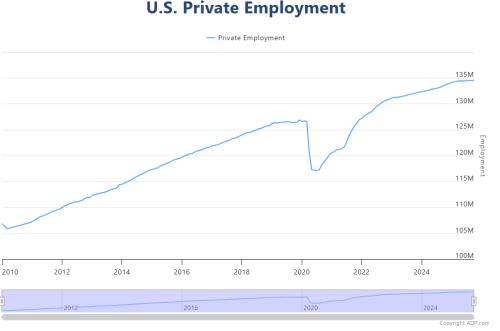


Adrienne Johnston

President and CEO



Labor Market & Economic Data



- "No-Hire, No-Fire"
- Private-sector employment increased by 42,000 in October. (ADP Research)
- U.S. employers announced 153,074 job cuts in October—the highest October total since 2003 and a 175% increase year over year. (Challenger, Gray & Christmas Job Cuts Report, October 2025)

Source: ADP Research.



PY 2024-2025 Letter Grades

Local Workforce Development Board	PY 2024-25 (%)	PY 2024-25 Letter Grade	Local Workforce Development Board	PY 2024-25 (%)	PY 2024-25 Letter Grade
CS Brevard Flagler Volusia	90.91	A-	CS Northeast Florida	93.03	А
CS Broward	97.32	A+	CS Okaloosa Walton	93.38	А
CS Capital Region	85.63	В	CS Palm Beach County	86.52	В
CS Central Florida	93.56	А	CS Pasco Hernando	88.45	B+
CS Chipola	90.49	A-	CS Polk	83.44	В
CS Citrus Levy Marion	86.11	В	CS Research Coast	95.37	А
Cs Escarosa	85.38	В	CS South Florida	103.27	A+
CS Gulf Coast	81.36	B-	CS Southwest Florida	96.40	А
CS Heartland	91.64	A-	CS Suncoast	94.43	А
CS North Central Florida	87.38	B+	CS Tampa Bay	93.33	А
CS North Florida	89.03	B+			



November CRC Meeting & MCL Updates

- Two credentials were approved for MCL inclusion:
 - Semiconductor Cleanroom Operator Certificate (Central Florida LWDB)
 - CertTEC Aviation Structures Basic (Level 1) (Brevard Flagler Volusia LWDB)
- The 2025–2026 MCL will include 2,391 credentials:
 - 296 degree credentials
 - 881 non-degree credentials
 - 580 industry certifications
 - 592 registered apprenticeships
 - o 42 K–8 CAPE digital tools



Priority Initiatives Update

- 2025-2026 Rural Funding
- Business Services
 - o Webinar
 - Toolkit / Asset Map
- Southwest Florida Workforce Roundtable
- Data Analytics Support for WSER



Paychecks for Patriots

- Events taking place from October 17—December 5
- Visit CareerSourceFlorida.com/Paychecks-for-Patriots or scan the QR code to find a local event.







From the Field

- Florida Veterans Summit
- Florida Rural Business Resource Fair
- House Careers & Workforce Subcommittee
- House Human Services Subcommittee
- FloridaMakes MakeMore Summit
- FL Chamber Future of Florida Forum

- CareerSource Tampa Bay Paychecks for Patriots
- Florida Base Commanders Meeting at Tyndall Air Force Base
- FWDA Workforce Professional Development Summit
- FL Chamber Board of Trustees Meeting









Policy Development

6 policies in development for consideration in January:

- Composition and certification of local boards
- Sanctions and Other Corrective Action
- Performance Requirements
- Individual Training Account Requirements
- Business Services
- Eligible Training Provider List
- Focus is on clarity and alignment
- Technical Assistance issued by FloridaCommerce will use the policy development framework.

Timeline:

Group 1 (4 Policies)

- Policy Development Workgroup sessions: 11/21/2025, 12/2/2025 and 12/15/2025
- Local board consultation: 11/24 12/8
- Agency review deadline: 12/18

Group 2 (2 Policies)

- Policy Development Workgroup sessions: 12/2, 12/15 & 1/5
- Local board consultation 12/16 12/29
- Agency review deadline: 1/16

Upcoming Meetings:

- Joint Strategic Policy & Performance Policy Council & Finance Council Meeting
 - January 27, 10:00 a.m. 12:00 p.m.
 - Tallahassee State College Center for Workforce Development Building, 444 Appleyard Dr., Florida 32304
- 2026 Workforce Day at the Capitol
 - January 27
 - Florida State Capitol, 400 South Monroe, Tallahassee, FL 32399
- Board of Directors Meeting
 - January 28, 9:00 a.m. 12:00 p.m.
 - Tallahassee State College Center for Workforce Development Building, 444 Appleyard Dr., Tallahassee, FL 32304



Finance Council Meeting Report



Robert Salonen

Vice Chair

Strategic Policy and Performance Council Meeting Report



Sophia Eccleston

Chair

Action Item 1: Acceptance of CareerSource Florida 2024-2025 Annual Audit



Dana Davis

Chief Financial Officer

Results of the Audit

We have audited the financial statements of CareerSource Florida, Inc. (the "Organization") for the year ended June 30, 2025 in accordance with generally accepted auditing standards and *Government Auditing Standards*, and plan to issue our report thereon dated subsequent to this meeting.

We also have worked on the audit of the Organization's compliance with the various statutory requirements and with the types of compliance requirements described in the OMB Compliance Supplement and Chapter 10.550, Rules of the Auditor General, that could have a direct and material effect on each of the Organization's major federal programs and state projects for the year ended June 30, 2025.

We plan to issue an unmodified opinion on the financial statements and will communicate and issue our opinion on the Uniform Guidance and Chapter 10.550 audit at a later date.





Internal Control Communication

Material Weakness

▶ A material weakness is a deficiency, or a combination of deficiencies in internal control, such that there is a reasonable possibility that a material misstatement of the Organization's financial statements will not be prevented, or detected and corrected, on a timely basis.

Significant Deficiency

▶ A significant deficiency is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

We did not identify any control deficiencies that we believe to be material weaknesses.



Corrected and Uncorrected Misstatements

Professional standards require us to accumulate all misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management.

Corrected Misstatements

None noted.

Uncorrected Misstatements

None noted.



Action Item 1

Acceptance of CareerSource Florida 2024-2025 Annual Audit

For Consideration:

 Conditional acceptance of the annual financial audit for the fiscal year ending June 30, 2025, conducted and prepared by Cherry Bekaert, LLC.



Action Items 2-5



Victoria Gaitanis

Vice President of Workforce Program Development



Workforce Policy: Action Item 2

Revisions to Workforce Policy O92 – Staff Training and Credentialing

Key Policy Updates:

- Guides all LWDBs to ensure staff are knowledgeable, well-trained, and capable of delivering high-quality customer service to jobseekers and employers.
- Provides a framework for continuous improvement by requiring career center staff to obtain continuing education units (CEU).
- Require LWDBs to develop local operating procedures related to training.
- Consultation conducted with all 21 LWDBs from October 9 October 17,
 2025 with 68.60% of the feedback incorporated into the policy.

Action Item 2

Workforce Policy O92 – Staff Training and Credentialing

For Consideration:

Approve revisions to CareerSource Florida Workforce
 Policy 092 – Staff Training and Credentialing.





Workforce Policy: Action Item 3

Revisions to Workforce Policy O124 – Statewide Standardization of Tools and Services

Key Policy Updates:

- Combines two policies developed during workforce system transformation to reduce duplication.
- Promotes consistent use of state-procured tools or services.
- Provides LWDBs the option to submit a waiver for consideration when a different tool or service better meets local needs.
- Consultation conducted with all 21 LWDBs from September 22 to October 2, 2025 with 73% of feedback received incorporated into policy.

Action Item 3

Workforce Policy O124 – Statewide Standardization of Tools and Services

For Consideration:

 Approve revisions To CareerSource Florida Workforce Policy O124 - Statewide Standardization of Tools and Services.





Workforce Policy: Action Item 4

Revisions to Workforce Policy P95 – WIOA Youth Program Eligibility and Service Provider Selection

Key Policy Updates:

- Combines two youth-related policies into one revised policy.
- Includes guidance on WIOA eligibility, enrollment, and selection of service providers in the updated policy.
- Removes outdated information and simplifies processes for clarity and efficiency.
- Consultation conducted with all 21 LWDBs from September 22 to October 2, 2025 with 42.90% of feedback incorporated into final policy.

Action Item 4

Workforce Policy P95 – WIOA Youth Program Eligibility and Service Provider Selection

For Consideration:

Approve revisions to CareerSource Florida Workforce
 Policy P95 – WIOA Youth Program Eligibility and Service
 Provider Selection.





Workforce Policy: Action Item 5

Revisions to Workforce Policy P111 – Services for Veterans, Members of the Military, and Spouses

Key Policy Updates:

- Consolidates several older policies to prioritize veterans, military members, and their families in accessing employment services funded by the U.S. Department of Labor.
- Prioritizes services specifically for veterans while removing barriers and enhancing case management and technical support.
- Replaces six existing policies with this updated policy, enabling the sunset of five and their redevelopment as technical assistance.
- Conducted consultation with all 21 LWDBs from September 22 to October 2, 2025 with 60% of feedback incorporated into policy.

Action Item 5

Workforce Policy Revisions to
Workforce Policy P111 – Services for Veterans,
Members of the Military, and Spouses

For Consideration:

 Approve revisions to CareerSource Florida Workforce Policy P111 – Services for Veterans, Members of the Military, and Spouses.



Ethics and Open Government



Brent McNeal

General Counsel



- Chapter 112, Part III, Florida Statutes
- Applicable to "Public Officers" includes "any person elected or appointed to hold office in any agency, including any person serving on an advisory body." § 112.313(1), Fla. Stat.
- Includes:
 - Standards of Conduct
 - Financial Reporting
 - Gift Law and Lobbying Expenditure Ban



- Standards of Conduct topics include:
- Solicitation or Acceptance of Gifts
- Unauthorized Compensation
- Misuse of Public Position
- Disclosure or Use of Certain Information



- Solicitation or Acceptance of Gifts
- A board member may not solicit or accept anything of value based upon any understanding that any official action by the board member would be influenced by the gift.
- A board member may not solicit any gift from a vendor, lobbyist, or lobbyist's principal.
- A board member or a person on their behalf may not accept a gift valued over \$100 from a vendor, lobbyist, or lobbyist's principal.



- Unauthorized Compensation
- A board member or their spouse or minor child may not accept any compensation, payment, or thing of value when they know or should know that it was given to influence a vote or other action.



- Disclosure or Use of Certain Information
- A board member may not disclose or use information not available to the general public and gained by reason of their official position for their personal gain or benefit.



- Standards of Conduct
- Chapter 112 also includes prohibitions on doing business with one's "agency" and conflicting contractual relationships, but these may be waived upon disclosure and board vote.



Code of Ethics for Public Officers

- Financial Reporting
- Board members must file disclosure of financial interests under section 112.3145. § 445.004(4)(g), Fla. Stat.
- Must be filed electronically with the Commission on Ethics no later than July 1 each year.
- Grace period is in effect until September 1, after which automatic fine of \$25/day will begin to accrue, up to \$1,500.



The Florida Constitution

- Article I, Section 24. Access to public records and meetings.
- Every person has the right to inspect or copy any public record made in connection with the official business of any public body of the state, except with respect to confidential or exempt records.
- All meetings of any collegial public body at which public business is to be discussed shall be open and noticed to the public.



- The Sunshine Law provides a right of access to the decisionmaking process of public boards and commissions. § 286.011, Fla. Stat.
- It expressly applies to CareerSource Florida. § 445.004(1), Fla. Stat.



- Three basic requirements:
 - Meetings must be open to the public;
 - Reasonable notice of such meetings must be given; and
 - Minutes of the meetings must be taken and promptly recorded.



What is a meeting?

- Any gathering, formal or informal, of two or more members of the same board or commission where the members deal with some matter on which foreseeable action will be taken by the board.
- Includes email, text messages, phone, informal conversations.
- Prohibited: Use of other individuals/staff to act as liaisons or to conduct a de facto meeting of board members



- Open to the public means. . .
 - Accessible meeting locations large enough to accommodate all those who wish to attend.
 - No inaudible discussion among board members.
 - Opportunity for public comment before the board takes official action.
 - Board may maintain orderly conduct but may not ban nondisruptive recording devices.



- Notice and Minutes
- "Reasonable notice" of meetings is required.
- At least 7 days prior to meeting, except for emergency or special meetings.
 - Should include time and place and, if available, an agenda.
- Minutes must be promptly recorded and open to public inspection.
- Verbatim transcript is not required; brief summary reflecting events is sufficient.



Voting

- A member who is present at a meeting may not abstain from voting and a vote shall be recorded for each member present, unless there is a possible conflict of interest.
- Voting conflicts and disclosure of those conflicts are addressed in section 112.3143.
- Questions may be referred to the Florida Commission on Ethics.
 See https://ethics.state.fl.us/.



- Remedies and Penalties
- Civil actions for injunctive or declaratory relief.
- Criminal penalties.
- Noncriminal infraction.
- Suspension or removal from office.
- Official action taken in violation of law is void.



- Public Records
- Chapter 119, Florida Statutes, provides a right of access to the records of state and local governments as well as to private entities acting on their behalf.
- If a record meets the broad definition of "public record," it must be disclosed upon request unless there is a statutory exemption.



- Defined as "all documents, papers, letters, maps, books, tapes, photographs, films, sound recordings, data processing software, or other material . . . made or received pursuant to law or ordinance or in connection with official business. . . . "
- Florida Supreme Court: all materials made or received by an agency in connection with official business which are used to perpetuate, communicate or formalize knowledge.



- What to do if you receive a public records request for CSF materials:
- Share with Keri Nucatola, VP of External Affairs & Strategic Initiatives
- A CSF team member will contact the requester.
- CSF will promptly provide responsive records; may charge statutory fee if response requires extensive time/resources to fulfill.
- Confidential/exempt information will be withheld or redacted.



- Remedies and Penalties
- Civil action to enforce the law.
- Criminal penalties for knowing violation.
- Suspension/removal.
- Noncriminal infraction \$500 fine.



- Additional Resources
- Government in the Sunshine Manual, available at www.myfloridalegal.com.

Purple Star Workforce Board Designations



Adrienne Johnston

President and CEO



Purple Star Workforce Board Designation



Designation Criteria:

- Veterans' Performance Incentive Awards submission
- Local military connections
- Evidence reflecting veteran-related activities within the board's WIOA Local Plan, including both operational and strategic aspects
- Evidence of proactive and successful outreach
- Letter grade score of "A" or higher for veteran services



Congratulations



For excellence in serving Florida's veterans and military families!



EDC of Florida's Space Coast



Marci Murphy

President and CEO, CareerSource Brevard Flagler Volusia



Mildred Coyne

CEO, Coyne Workforce Solutions



WORKFORCE INTELLIGENCE REPORT

A STRATEGIC BLUEPRINT





PROJECT SCOPE

In close collaboration with industry leaders across various industries, the EDC has developed this Workforce Intelligence Report as a strategic tool and blueprint for education partners.





CURRENT LANDSCAPE

THE WORKFORCE GAP

- Brevard County's manufacturing employment has outpaced national trends growing 19% since 2001 even as U.S. manufacturing jobs fell by 28%
- Employers from global primes to specialized suppliers are competing for local talent
- Nationally, there is significant interest fueling demand for highwage, highly skilled technical talent, reshaping the global economy



THE CURRENT LANDSCAPE

INDUSTRY GROWTH INCREASES DEMAND FOR SKILLED WORKERS

"The pace of innovation in aerospace and advanced manufacturing on the Space Coast is outpacing the pipeline of skilled workers. We need more training programs that are aligned with real-time industry standards, especially in avionics, composites, and welding, to stay competitive and continue growing."

Director of Manufacturing Operations, Global Aerospace and Defense Company, Brevard County





Project Objectives

Identify Current and Near-term Employer Workforce Needs

Define Skills and Qualifications

Measure Workforce Capacity

Align Curriculum Capacity

Develop Blueprint to Meet Demand

Key Stages

Employer Discovery

August 2024 -September 2024 **Employer Interviews**

October 2024 -April 2025 **Discovery** January 2024 - April 2025

Credentials

Identified 18 employers and confirmed the most knowledgeable company representative for interviews Conducted structured interviews focused on skills, credentials, hiring needs, and workforce qualifications, followed by a post-interview survey on workforce size and pain points

Analyzed skill needs from interviews, aligned them with Florida's Master Credentials List, and benchmarked national best

employer-led training

practices in



INDUSTRY RESEARCH

Among the participating companies were some of the most renowned and influential organizations in the Aerospace, Defense, and Advanced Manufacturing sectors



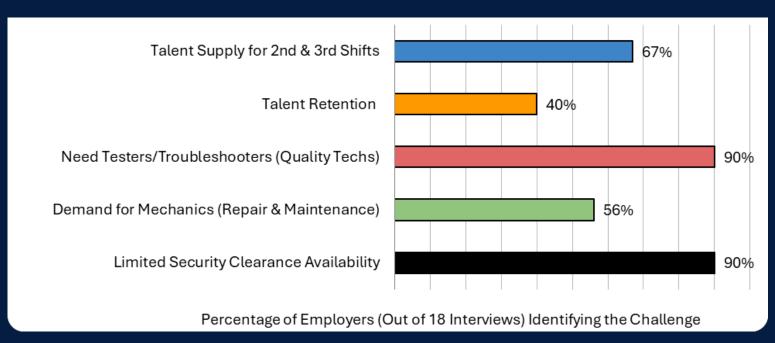


Interviews were conducted with leaders at various key roles, such as:

- Director of Manufacturing Operations
- Workforce Development Manager
- HR Business Partner
- Talent Aquisition Lead
- Technical Training
 Manager



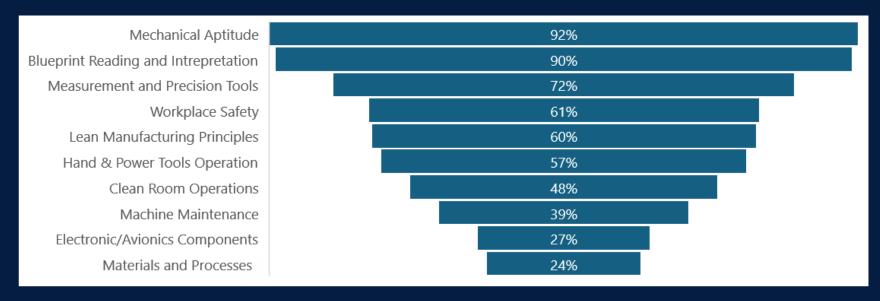
LOCAL WORKFORCE CHALLENGE AREAS



As reported by surveyed employers

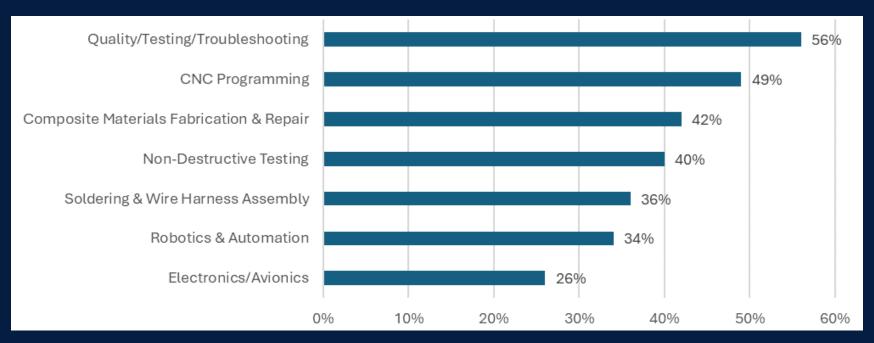








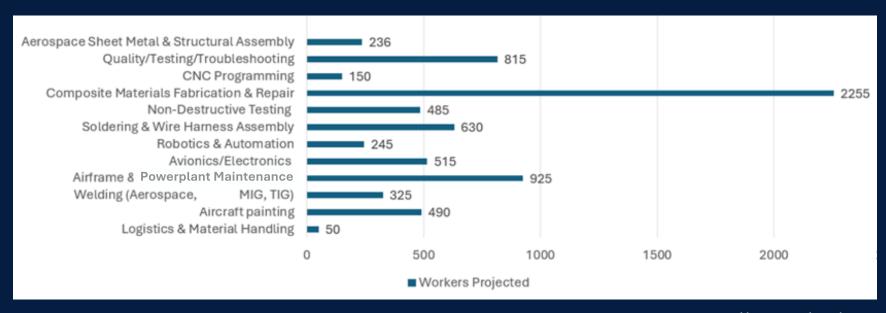
PRIORITY TECHNICAL SKILLS





PROJECTED JOB DEMAND BY PRIORITY

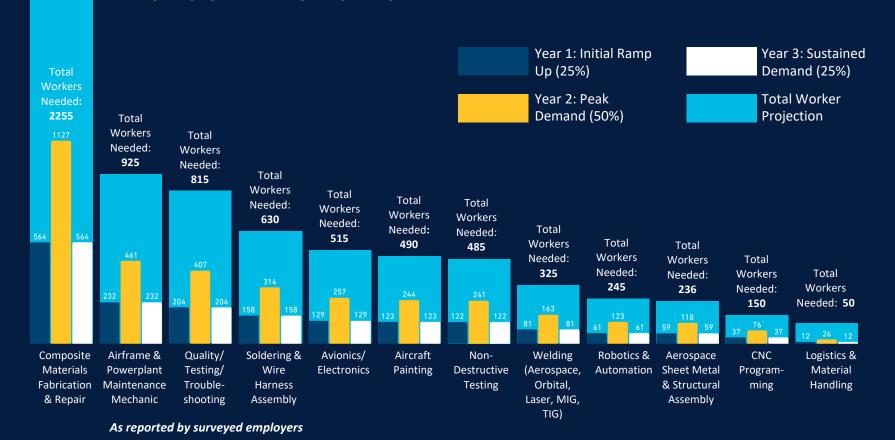
(**NEXT 18–24+ MONTHS**)



DEMAND FOR SKILLED WORKERS



WORKFORCE DEMAND OVER 3 YEARS





SPACE COAST BLUEPRINT

Certifications to Meet Demand





SKILLS & CERTIFICATIONS

TOP EMPLOYER-IDENTIFIED SKILLS, ALIGNED CERTIFICATIONS, AND RELATED CERTIFYING BODY FOR AEROSPACE, SPACE, AVIATION, AND DEFENSE

Certification	Certifying Body	High-Demand Skill	
Certified Composites Technician Basic Composites Certification	CCT - ACMA, SpaceTEC	Composite Materials Fabrication & Repair	
Airframe & Powerplant (A&P)	FAA	Aircraft Maintenance & Powerplant Systems (A&P)	
Certified Quality Inspector (CQI), IPC-A-610: Acceptability of Electronic Assemblies Certified Calibration Technician (CCT)	American Society for Quality (ASQ) IPC (Association Connecting Electronics Industries) American Society for Quality (ASQ)	Quality, Testing & Troubleshooting	
IPC J-STD-001 (Soldering), IPC/WHMA-A-620 (Cable & Wire Harness) NASA-STD-8739.4 (High-Reliability Aerospace Soldering)	IPC	Soldering & Wire Harness Assembly	
Avionics Technician Certification , Certified Electronics Technician (CET) Aircraft Electronics Technician (AET) , Entry-Advanced Electronics Certification	National Center for Aerospace & Transportation Technologies (NCATT) ETA International CertTec- ASTM International	Avionics/Electronics	
Aerospace Coatings Application Specialist (ACAS) Certification:	SpaceTec	Aircraft Painting	
American Society Non-destructive Testing Level I, II or III FAA-approved NDT Training	ASNDT, FAA	Non-Destructive Testing (NDT)	
AWS D17.1 Aerospace Welding TIG/MIG Welding in Aerospace-Grade Materials	American Welding Society	Industrial, Orbital/Aerospace Welding (TIG/MIG)	
Smart Automation Certification Alliance (SACA) Intro to PLCs & Mechatronics	SACA	Robotics & Automation Support	
Aerospace Sheet Metal Technician Aircraft Structures Training	CertTEC Aviation Structures, ASTM International's National Center for Aerospace & Transportation Technologies (NCATT)	Aerospace Sheet Metal & Structural Assembly	
CNC Machining Level 1, CAD/CAM & SolidWorks, Blueprint Reading & GD&T	National Institute for Metalworking Skills Certified SOLIDWORKS Associate (CSWA) American Society of Mechanical Engineers (ASME)	CNC Machining & Precision Manufacturing	
Certified Logistics Technician (CLT), Forklift Operator, OSHA 10/30 – General Industry	MSSC	Logistics & Material Handling	

CERTIFICATIONS & GRADUATE OUTPUT



CERTIFICATIONS OFFERED AT EFSC, RANKED BY EMPLOYER DEMAND

Certification	3-year Projected Workers Needed	Graduates from EFSC Last 5 Yrs	
Airframe & Powerplant (A&P)	925	176	
IPC J-STD-001 (Soldering), IPC/WHMA-A-620 (Cable & Wire Harness), NASA-STD-8739.4 (High-Reliability Aerospace Soldering)	630	147	
AWS D17.1 Aerospace Welding, TIG/MIG Welding in Aerospace-Grade Materials	325	98 Welding Certificate	
CNC Machining Level 1, CAD/CAM & SolidWorks, Blueprint Reading & GD&T	150	36 CNC Certificate	

AutoCAD Foundations

^{**}Some of the skills are included in certificates or degrees but do not fully cover the competencies required for the certification and/or the data is not publicly available

PARTIALLY COVERED CERTIFICATES



HIGH-DEMAND CERTIFICATIONS WHERE REQUIRED SKILLS ARE NOT FULLY COVERED

Certification	Projected Need	Graduates from EFSC Last 5 Yrs	
Certified Composites Technician, Basic Composites Certification	2255	174 Engineering Techology AS Degree**	
Aerospace Sheet Metal Technician, Aircraft Structures Training	236	164 Aerospace Technology AS**	

^{**}Some of the skills are included in certificates or degrees but do not fully cover the competencies required for the certification and/or the data is not publicly available





HIGH-DEMAND CERTIFICATIONS NOT CURRENTLY OFFERED AT EFSC

Certification	Projected Need	Graduates from EFSC Last 5 Yrs
Certified Quality Inspector (CQI), IPC-A-610: Acceptability of Electronic Assemblies, Certified Calibration Technician (CCT)	815	0
Avionics Technician Certification (ATC), Certified Electronics Technician (CET), Aircraft Electronics Technician (AET) Entry-Advanced Electronics Certification, General Radiotelephone Operator License (GROL)	515	0
Aerospace Coatings Application Specialist (ACAS) Certification:	490	
American Society Non-destructive Testing Level I and II , FAA-approved NDT Training	485	**
Smart Automation Certification Alliance (SACA), Intro to PLCs & Mechatronics	245	**
Certified Logistics Technician (CLT), Forklift Operator, OSHA 10/30 – General Industry	50	0

^{**}Some of the skills are included in certificates or degrees but do not fully cover the competencies required for the certification and/or the data is not publicly available





Grounded in employer feedback on current and projected labor market demand, these tactics aim to boost enrollment, integrate industry-recognized credentials, and create new, high-value certification pathways that address critical gaps in the talent pipeline.

BOOST

Objective

Accelerate outreach, access, and completion in high-demand certification programs already offered by EFSC.

Examples

Certified Production Technician (CPT), Welding, CNC Machining, A&P Mechanic

INTEGRATE

Objective

Embed nationally recognized credentials into current degrees and certificates to improve alignment.

Examples

Embed Certified Composites Technician, ASQ Certified Quality Inspector in AS Degrees

CREATE

Objective

Launch new, short-term training programs for high-skill, high-wage occupations not currently addressed by EFSC.

Examples

Orbital Welding, Robotics Maintenance, Aerospace Electronics/Avionics

IMPLEMENTATION GOALS

TIMELINE DESCRIPTION

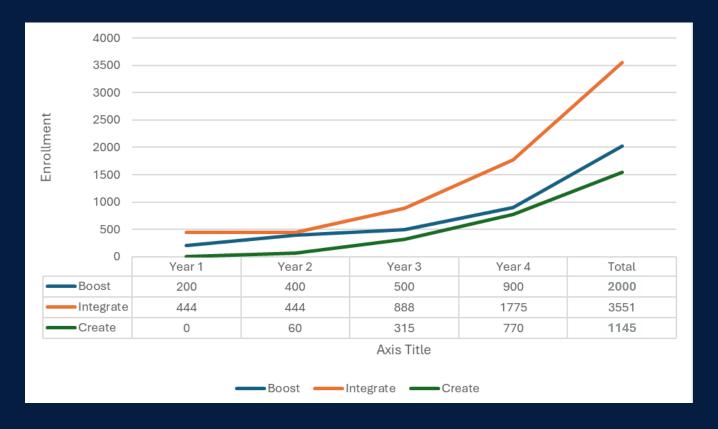


Tactic / Timeline	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
Tactic 1: BOOST Enrollment in Existing Certification Programs	Verify MCL alignment, expand course offerings, initiate outreach campaign in partnership with CSB and employers	25% enrollment increase	80% credential attainment rate	Maintain 30–40% enrollment growth	Validate job placements; sustained enrollment growth
Tactic 2: INTEGRATE Programs with Embedded Certifications	Curriculum audits to embed certifications, submit to MCL, map courses to certification competencies	Begin curriculum revision	Launch updated programs; establish baselines	Expand embedded certifications to 6–8 programs	80% credential attainment; scale model college-wide
Tactic 3: CREATE New Certification Programs	Prioritize certifications, submit to MCL, pilot through non-credit	Develop 1–2 programs; resource acquisition	Launch pilot cohorts; enroll learners; confirm articulation to degrees	Expand to 4+ programs; formalize pathways	1500+ completions; validate employment outcomes

IMPLEMENTATION GOALS

5 YEAR IMPLEMENTATION MEASURES BY TACTIC





NEXT STEPS

Explore Strategic Partnerships	 Engage with national models (e.g., AlabamaWorks, Amazon Kuiper/Lake Washington, Wichita). Identify replicable approaches for certification delivery and employer codesign. Schedule site visits or virtual learning sessions.
Clarify Stakeholder Roles	 Define the specific contributions of core stakeholders: CareerSource Brevard Flagler Volusia Economic Development Commission Brevard Public Schools Industry Partners Eastern Florida State College
Set Accountability Structures	 Launch regular Workforce Alignment Meetings. Use shared metrics (enrollment, certifications, job placement). Hold semi-annual convenings on skills and credential trends. Create a local dashboard for tracking outcomes.



CONCLUSION

The Space Coast Workforce Intelligence Report provides a practical, data-driven roadmap to strengthen the region's talent pipeline.

Grounded by employer input and labor market insights, this blueprint outlines clear, actionable steps to close workforce gaps, accelerate certification attainment, and better align education with industry needs.





FloridaCommerce Report



J. Alex Kelly

Secretary, FloridaCommerce



Aviation and Aerospace (MRO, Pilot Training, Air Traffic Control, AAM, Drones)





Energy Security
(Semiconductors,
Superconducting, Nuclear, etc.)

Manufacturing

(AgTech, Food Processing, Maritime Industrial Base)



Financial Services
(Insurance, FinTech)

Military, Defense (Dual Use, Law Enforcement)



Information Technology (Data Innovations, Cybersecurity)

Transportation

(Logistics & Distribution, Packaging)





Local Partners Report



Joshua Matlock

President, Florida Workforce Development Association President and CEO, CareerSource Suncoast



Innovation & Continuous Improvement



PRESENTED BY FLORIDA WORKFORCE DEVELOPMENT ASSOCIATION

Over 500 Attendees

84 Workshops

LWDBs CareerSource Florida Florida Commerce Parter Agencies Sponsors

Al Focused

- Harnessing AI for Job Seekers Empowering Florida's Workforce
- The Future is NOW: Discover VOS Sapphire AI+ and the next version of Employ Florida

Program Focused

- The Apprenticeship Detective: Solving the Puzzle of Your Role
- Next Gen, Next Level: Youth, EQ & Intrinsic Motivation
- Employment First: Workforce Services and Supports for Young Adults with Disabilities
- Power Tools for Purpose: Engaging Young Adults with Heart & Hustle
- Case Managing Customers with Care

Business Services Focused

- Transformative Collaborations: Building Strong Workforce Partnerships
- Business Services Roundtable: Collaborate, Innovate, Elevate
- Hope Employer Business Recruitment

Data Focused

- Unlock the Power of Data: Using BI Dashboards to Drive Program Success
- Advocacy & Storytelling: **Using Data** and Success Stories to Champion Your Programs





FLORIDA WORKFORCE DEVELOPMENT ASSOCIATION

OMMERCE

CareerSource









Impact



OPEN DISCUSSION AND PUBLIC COMMENT



Closing Remarks



Stephanie Smith

Chair