

LWDB 20, CareerSource Research Coast (CSRC) Workforce Readiness Taskforce QUARTERLY REPORT

A. GENERAL INFORMATION

Report quarter: Quarter 1, 2025

Date of meeting: March 6, 2025

Report prepared by: Christina Coble, CSRC Business Services Manager

Local workforce development board contact: Christina Coble, Business Services Manager

Date 03/27/2025

B. ATTENDANCE

Name	Organization	Industry or Education Organization	Contact Information
Bill Wilcox	Phoenix Metal Products	Manufacturing	772-595-6586 Bill.wilcox@earthlink.net
Karen Giovengo	HCA Lawnwood Hospital	Healthcare	772-468-4500 Karen.giovengo@healthcare.com
Lana Barros	Martin County School District	Martin County School District	772-219-1200 barrosl@martinschools.org
Prashanth Pilly	Indian River State College	Indian River State College	772-462-7212 ppilly@irsc.edu
Anita Fischer (guest)	Economic Development Council of St. Lucie County	Economic Development Council of St. Lucie Council of St. Lucie County	
Ann Hubbard (guest)	Indian River State College	Indian River State College	

Helene Caseltine (guest)	Indian River County Chamber of Commerce	Indian River County Chamber of Commerce	
Jessica Warren (guest)	Martin County School District	Martin County School District	
Christina Coble	CareerSource Research Coast	CareerSource Research Coast	
Jennifer Eimann	CareerSource Research Coast	CareerSource Research Coast	

B. SUMMARY REPORT

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

Consortium member Bill Wilcox shared that as an employer in the manufacturing industry, he sees a lack of soft skills like communication, problem-solving, and adaptability which are crucial, alongside technical skills, for a successful and productive workforce. Discussion among the attendees ensued, and this seems to be an overriding concern among all targeted industries.

To delve more deeply into the needs and challenges of each targeted industry, a suggestion was made, and discussion ensued regarding conducting industry-specific targeted meetings over the next year in order to spend more time discussing the specific needs and solutions for that industry. In addition to Consortium members, additional education and industry representatives tied to that industry will be invited to participate in each industry's meeting so a wider range of experiences and knowledge can be shared.

Consortium members and Consortium Chair, Prashanth Pilly, agreed to proceed with this plan for upcoming meetings.

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

An update was provided regarding the Master Credentials List. The Master Credentials List serves as a public and transparent inventory of state-approved credentials of value, directs the use of federal and state funds for workforce education and training programs that lead to approved credentials of value, and guides workforce education and training programs by informing the public of the credentials that have value in the current or future job market.

Christina Coble explained that the Master Credentials List application is open year-round for local workforce development boards to submit credentials for consideration and challenge those flagged for removal in conjunction with employers, Florida school districts, and Florida College System institutions.

Credentials flagged for removal from the Master Credentials List will not be removed for two years after they are flagged, so there is time for the consortium members/industry partners to discuss further how their removal from the Master Credentials List could impact credentialing requirements for hiring purposes and submit documentation to have them reinstated under local demand criteria.

Previously, flagged credentials would be removed in a one-year time frame. Additionally, the state's most recent Local Targeted Occupations List is now used when determining demand for credentials, allowing for reinstating many credentials previously flagged for removal.

Currently, 144 credentials are flagged for removal from the Master Credentials List, meaning that they're on the list currently but are at risk of being removed.

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

Lana Barros, Director of Innovation & Choice, presented the Martin County School District's five-year strategic plan to the Consortium. The following information was provided:

Martin County's Strategic Plan was designed to address the district's needs, be flexible, and support each school's improvement plan and the District's Accreditation over the next five years, and emphasizes data-driven resource allocation, stakeholder engagement, and preparing students for future careers through career and technical education. Martin County School District focuses on five strategic themes to guide systemic priorities and initiatives, aiming to become Florida's preeminent school system.

- **Envisioning:** Engage team members and stakeholders in future thinking to go beyond short-term fixes and imagine what your school can be
- **Planning:** Create a plan that closes the gaps between your current reality and your vision for the future
- **Implementing:** The theory of action will guide concrete action steps with clear roles and responsibilities for your team
- **Evaluating:** Evaluate how successfully your plan was implemented, analyze outcomes, and adjust the next steps

The implementation phase is underway, and metrics have been established to track progress in equipping students with the necessary skills and certifications for local job markets and post-secondary education.

A significant focus of Ms. Barros' presentation was on the effectiveness of workplace readiness initiatives. Ms. Barros highlighted a notable increase in college and career readiness metrics linked to the Florida Ready to Work program, although challenges remain in securing internships due to business hesitance.

Prashanth Pilly stressed the need for employers to adapt to the evolving needs of students. The conversation also touched on the planned Career Readiness Summit, which aims to align educational outcomes with industry requirements.