

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

A. GENERAL INFORMATION

Report quarter: Quarter 3, 2026

Date of meeting: September 16, 2026

Report prepared by: Christina Coble, CSRC Business Services Manager

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

Date 09/28/2026

B. ATTENDANCE

Name	Organization	Industry or Education Organization	Contact Information
Aliesha Seitz	St. Lucie Public Schools	St. Lucie Public Schools	772-449-5559 Vashitie.seitz@stlucieschools.org
Javon Welch	Armellini Express	Transportation and Logistics	jwelch@armellini.com
Linda Fitzpatrick	Keiser University	Keiser University	772-398-9990 lfitzpatrick@keiseruniversity.edu
Christi Shields	Indian River County School District	Indian River County School District	772-564-5006 christi.shields@indianriverschools.org
Karen Giovengo	HCA	Healthcare	Karen.Giovengo@hcahealthcare.com
Marius Kirla	The Porch Factory	Manufacturing	mkirla@theporchfactory.com
Christina Coble	CareerSource Research Coast	CareerSource Research Coast	ccoble@careersourcerc.com

Dawn Riccardi	CareerSource Research Coast	CareerSource Research Coast	driccardi@careersourcerc.com
Kurt Hawker	CareerSource Research Coast	CareerSource Research Coast	khawker@careersourcerc.com
Mitch Kloorfain	CareerSource Research Coast	CareerSource Research Coast	mkloorfain@careersourcerc.com
Jennifer Eimann	CareerSource Research Coast	CareerSource Research Coast	jeimann@careersourcerc.com
Tracey McMorris	CareerSource Research Coast	CareerSource Research Coast	tmcmorris@careersourcerc.com
Mary Murphy	Cleveland Clinic	Healthcare	Murphym33@ccf.org
Cindy Aptheker	A1 Global Holdings`	Manufacturing	Cindy.aptheker@a1globalholdings.com

B. SUMMARY REPORT

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

This quarter's meeting focused on analyzing data to determine if a revision to CSRC's targeted industry sectors is warranted as CSRC is currently working on the two-year revision to the WIOA Four-Year Plan.

Christina Coble, Business Services Manager, shared the following information regarding Economic and Labor Market projections. The team reviewed 2024-2028 employment projections to check whether our targeted industry sectors still make sense. The criteria are sectors that are projected to grow and pay an average wage at or above our self-sufficiency target. The five sectors we

already focus on still meeting those criteria, and every other sector shows low single-digit or negative growth.

Sector-by-Sector Data:

1) Construction (incl. all skilled trades):

- 12% Projected Growth (2024-2028)
- 2,800 Job Gain
- \$70,149 Average Wage
- Targeted; solid fit

2) Administrative & Support and Waste Management & Remediation Services:

- 9% Projected Growth (2024-2028)
- 1,734 Job Gain
- \$54,782 Average Wage
- Targeted; expected to remain so

3) Manufacturing:

- 5% Projected Growth (2024-2028)
- Not Stated Job Gain
- \$83,424 Average Wage
- Targeted; steady growth, highest wage of the sectors discussed

4) Transportation & Warehousing:

- 19% Projected Growth (2024-2028)
- Not Stated
- \$62,331
- Targeted; strongest growth, likely to continue

5) Healthcare and Social Assistance:

- 11% Projected Growth (2024-2028)
- Not Stated Job Gain
- Not Stated Average Wage
- See open items

Not targeted: Accommodation and Food Services has many jobs but low projected percentage growth and an average wage below our self-sufficiency target, so it doesn't qualify despite its size.

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

Based on the labor market information reviewed, and discussion of priority industry sectors, these key points emerged:

- Construction covers all the skilled trades, and its wage and growth numbers make it a clear fit.
- Administrative & Support / Waste Management & Remediation is a broad, catch-all sector that spans many different job types. It is still a targeted sector and is projected to stay one.
- Manufacturing grows more modestly but pays the most, at the higher end of the wage scale.
- Transportation & Warehousing has seen strong recent growth, and the team expects it to continue.

Conclusion:

Continue with the existing five targeted sectors. The remaining sectors are in the low single digits or declining, so there is no reason to add or swap any.

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

A discussion among the Consortium members commenced regarding the current talent pipeline in our targeted industries within the local area. The discussion included discussing workforce challenges and opportunities.

Below is a summary of the main points presented by the WRT members:

Skilled Trades and Manufacturing:

Hiring priorities

- Basic math skills, including measurements
- Strong work ethic and reliable attendance
- Willingness to learn the company's methods
- Preference for inexperienced hires
- Experienced hires are convenient, but they tend to work "their way" rather than the company's way. Fresh hires who are eager to learn are preferred.
- Sponsoring or developing registered apprenticeship programs tailored

to employer-specific needs. It was noted that the State Board of Apprenticeship has become more flexible in this area, and that apprenticeship could serve as a solution for employers currently struggling to fill positions through traditional postings.

Challenges

- Attendance is the biggest issue. Employees arrive late or miss work, which disrupts the schedule.
- This is worse now that operations have scaled down and schedules are tighter.
- Builders the company works with report the same problem across the industry.
- Builders also frequently ask how physically strong a worker needs to be for a given day's work.
- Regarding sponsoring registered apprenticeship, companies do not have the admirative bandwidth to do so or enough journeymen workers, so some do a similar internal training/program without registration.
- Retention is important. Invest in training employees and building loyalty. Still a challenge to retain.

Assessment and Training

- Skills are evaluated at hiring to gauge capabilities.
- A class runs every Monday morning for crews that need support. It covers reading drawings and understanding measurements.
- Training only works if the employee is engaged, not just saying they understand.

Logistics:

Hiring Priorities

- Many new hires are new CDL holders - Candidates often do not have a clear picture of the day-to-day lifestyle of over-the-road driving.
- Expectations set at interview - The company tries to explain what it expects, but it is unclear whether CDL training programs prepare people for the reality of living in a truck for days at a time.

Challenges

- **Reliability and work ethic is the main concern** - A recurring pattern: a driver is hired, completes a 3 to 4 day run, returns home, and then can't go back out for several days because of a family or personal issue. This inconsistency is a problem for a logistics/transportation company.
- **The flexibility trade-off** - Many people pursue a CDL for the flexibility, but employers still need drivers to be dependable when needed.
- **Retention patterns** in trucking differ significantly from other industries. The highest-risk window for turnover is the first 6–12 months on the job, this is when most drivers leave. A second, smaller risk tier occurs around the two-year mark. Retention strategies can include splitting safety and

performance bonuses throughout the year rather than paying all at once and a regular driver check-in schedule on an ongoing basis. Consistent touchpoints prevent drivers from feeling disconnected or lost once they are on the road.

Healthcare:

- **Basic workplace skills are a challenge** across every industry, and employers need candidates to arrive with a clear understanding of baseline expectations. Healthcare is no exception.
- **Screening requirements:** Healthcare roles require Level 2 background checks. Candidates should be told up front what is required and what opportunities are available.
- **Professionalism:** Candidates must show up on time, be accountable, and act professionally.
- **Soft skills:** Employers can train technical skills, but soft skills need to be in place before the job starts. Some high schools and training providers now include professionalism courses, which is the kind of preparation employers are looking for.
- **Takeaway:** Set clear, consistent baseline expectations early, similar to what other industries require.