

CareerSource
OKALOOSA | WALTON

Industry and Education Consortium

March 28, 2024

Industry and Education Consortium

Call to Order

Dee Setzer, Chair
Fort Walton Machining



Industry and Education Consortium Roster

Name	Title	Organization
Dee Setzer, Chair	Human Resources Manager	Fort Walton Machining
Jon Williams	Director	Okaloosa Technical College
Donna Daniels	Site Director	Embry-Riddle
Dennis Braun	Executive Director of Workforce Development	Northwest Florida State College
Nicole McDonald	Emerald Coast Campus Coordinator	University of West Florida
Caralee Gibson	President	GSC Systems Inc.
Jesse Spaid	Project Specialist	Emerald Coast Technical College
Al Smith	Consultant	HR Florida State Council
Glenn Boschen	Human Resources Manager	Micro Systems Inc
Tarey Franxman	Human Resources Director	City of Fort Walton Beach
Martha LaBarron	Talent Manager	The St. Joe Company
Caroline Burris	COO - Ethics & Compliance Officer	HCA Florida Fort Walton Destin Hospital
Chasity Fry	People Partner	LiveOak Fiber
Dave Underwood	Grants & Compliance Coordinator	Walton County Economic Development Alliance
Cole Randall	Project Manager	One Okaloosa Economic Development Council

Industry and Education Consortium - Background and Policy

- Signed into law May 15, 2023, Senate Bill 240, an act relating to education, amended Section 445.007, Florida Statutes, requiring each local workforce development board to create an education and industry consortium composed of representatives of educational entities and businesses in the designated service delivery area.
- CareerSource Florida developed a collaborative strategic policy that meets statutory requirements

Local workforce development boards and education entities surveyed.

Cross-sector workgroup convened.

Policy developed and presented to CareerSource Florida Board of Directors.

Industry and Education Consortium - Membership Requirements

The membership of the education and industry consortium must meet the following requirements:

- **Industry Representative Requirements:**

- Chief Executive Officers, presidents or other executive-level staff from the top public and private employers in the local area.
- Industry representatives should reflect the priority industries in the local area.

- **Education Representative Requirements:**

- Superintendents, presidents, or other leadership staff from education institutions in the local area that represent both public and private education entities in K-12 education, district technical colleges, state colleges, universities, and other degree or credential-granting institutions in the local area

- **If a member of the education and industry consortium cannot attend a meeting, a designee from the members' executive team may attend.**

- **Members shall not be members of the local workforce development board.**



Industry and Education Consortium - Meeting Requirements

Goal to ensure education and industry are discussing talent needs and education offerings and sharing information with local workforce development board.

- **Quarterly Meetings**
- **Consortium meetings' discussions need only focus on the local labor market needs, including:**
 - **Industry representatives sharing their specific talent development needs or observations on talent in the local area.**
 - **Education representatives sharing what specific education offerings are available in the local area.**

Industry and Education Consortium - Quarterly Reports

Provide quarterly reports to the CareerSource Okaloosa Walton (CSOW) Board of Directors and published on the CSOW website.

Quarterly reports shall include:

- A record of the consortium members in attendance.
- A summary analysis of the local labor market based on industry representative needs and education offerings.
- Information on priority industry sectors and occupations for the local area.
- Information on the status of existing talent pipelines for in-demand occupations and the need to expand or leverage existing and/or new resources.



Industry and Education Consortium - Industry Sectors

- CareerSource Okaloosa Walton utilizes an industry sector approach, which is consistent with the vision and strategic goals established by our board of directors, to effectively provide Incumbent Worker Training, On-the-Job Training (OJT), customized training and work-based training services for both businesses and job seekers in Okaloosa or Walton County.
- CareerSource Okaloosa Walton's program management, executive leadership and Business and Education Committee have identified the following industry sectors as areas of concentration in this approach:

NAICS	Industry
23	Construction
31	Manufacturing
62	Health Care and Social Assistance
54	Professional, Scientific, and Technical Services
92	Public Administration

Industry and Education Consortium - Industry Sectors

NAICS	Industry	Current			5-Year History				1-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann % - Walton County FL	Ann % - Okaloosa County, Florida	Ann % - Florida	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
23	Construction	4,310	\$59,667	1.94	1,364	7.9%	0.4%	3.2%	486	152	223	110	2.6%
31	Manufacturing	505	\$59,363	0.17	79	3.4%	2.5%	2.5%	64	21	31	12	2.4%
62	Health Care and Social Assistance	2,452	\$68,743	0.45	82	0.7%	1.9%	2.2%	317	117	126	75	3.1%
54	Professional, Scientific, and Technical Services	2,532	\$93,240	0.93	1,201	13.7%	7.3%	5.0%	282	84	124	74	2.9%
92	Public Administration	2,054	\$60,579	1.21	146	1.5%	1.3%	0.7%	243	84	107	52	2.5%
	Total - All Industries	37,065	\$55,767	1.00	7,606	4.7%	1.4%	2.1%	5,048	1,799	2,281	967	2.6%

Source: JobsEQ®

Data as of 2023Q3

Note: Figures may not sum due to rounding.

1. All data based upon a four-quarter moving average

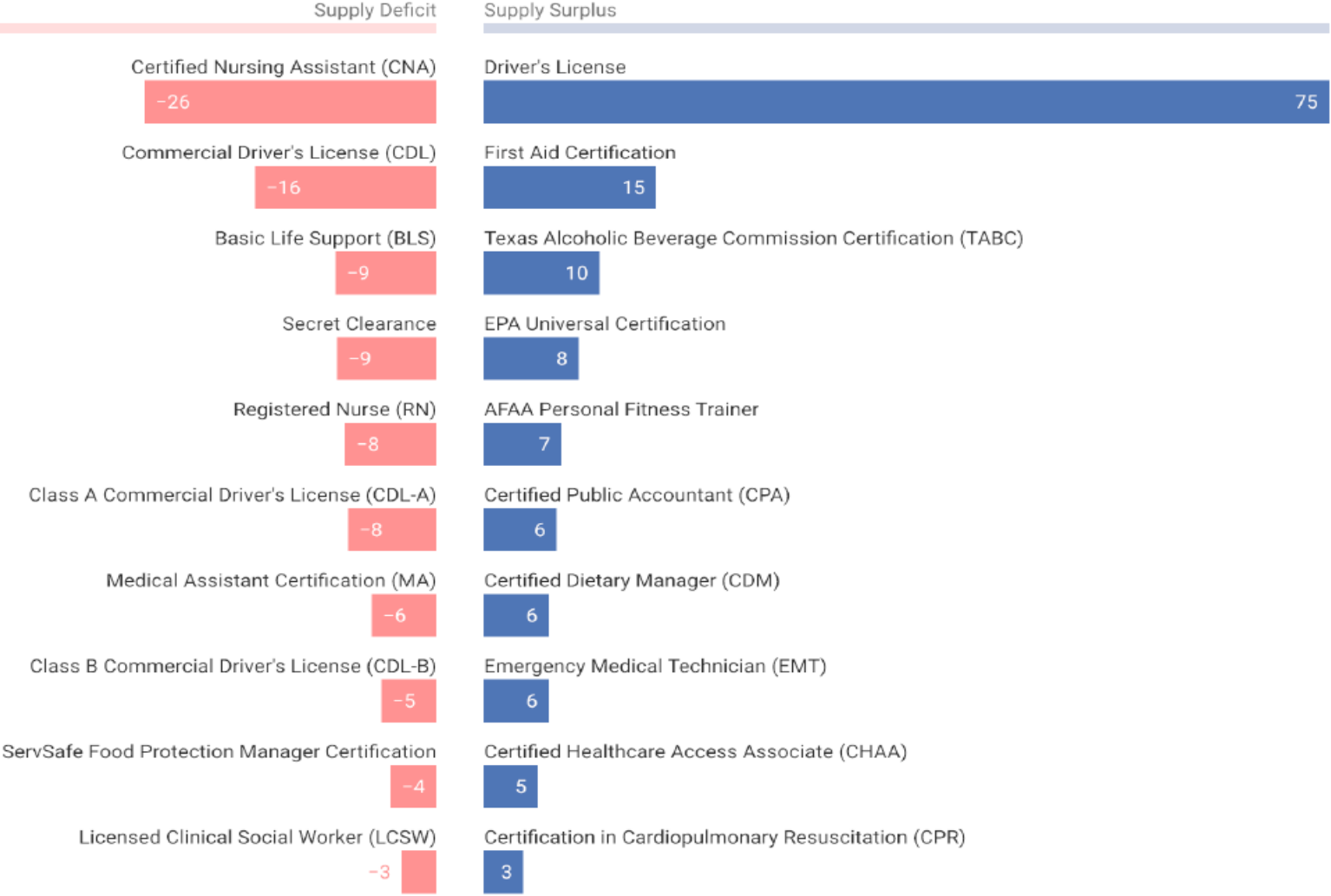
Exits and transfers are approximate estimates based upon occupation separation rates.

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Industry and Education Consortium - Walton County Skill Gaps

Skill Gaps

Total - All Occupations, Walton County, Florida

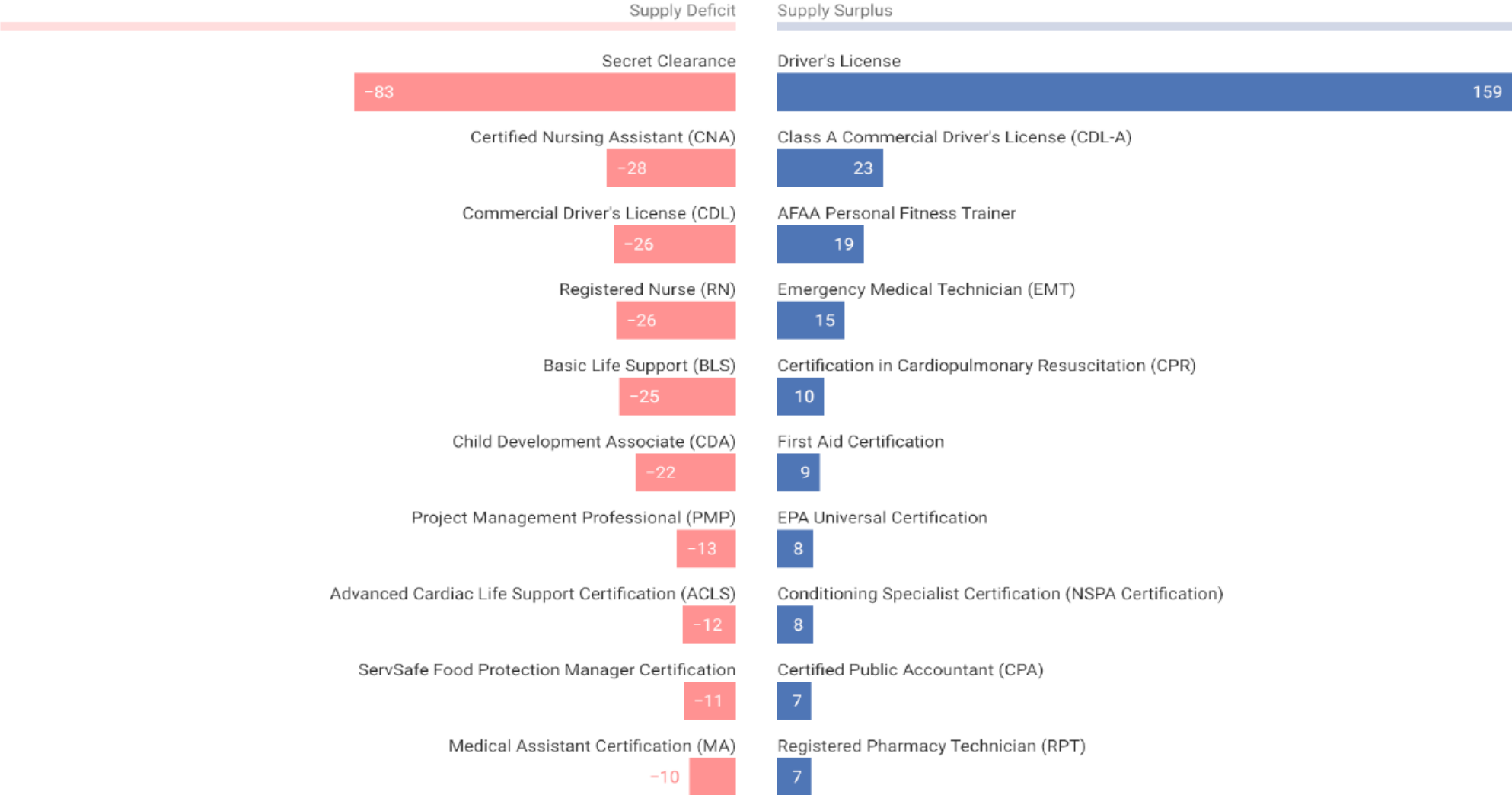


Source: JobsEQ®
Data as of 2023Q3; openings and candidate sample compiled in July 2022

Industry and Education Consortium - Okaloosa County Skill Gaps

Skill Gaps

Total - All Occupations, Okaloosa County, Florida



Source: JobsEQ®
Data as of 2023Q3; openings and candidate sample compiled in July 2022

Accommodation and Food Services

Northwest Florida State College	Culinary Apprenticeship	351011
Northwest Florida State College	Culinary Arts	351011
Northwest Florida State College	Culinary Arts Management Operations	351011
Northwest Florida State College	Culinary Management	119051
Northwest Florida State College	Event Planning Management	119051
Northwest Florida State College	Food and Beverage Management	119051
Northwest Florida State College	Food and Beverage Operations	119051
Okaloosa Technical College	Professional Culinary Arts & Hospitality	351011, 119051

Construction

Emerald Coast Technical College	Electricity	472111
Emerald Coast Technical College	Heating, Ventilation, Air-Conditioning / Refrigeration 1 & 2	499021
Emerald Coast Technical College	Plumbing	472152
Fortis Institute	Heating, Ventilation, Air Conditioning and Refrigeration	499021
Northwest Florida State College	Building Maintenance Repair Apprenticeship	499071
Northwest Florida State College	Carpentry Apprenticeship	472031
Northwest Florida State College	Heating, Air Conditioning, and Refrigeration Mechanics and Installers Apprenticeship	499021
Northwest Florida State College	Plumber Apprenticeship	472152
Okaloosa Technical College	Building Trades and Construction Design Technology	499071
Okaloosa Technical College	Carpentry	472031
Okaloosa Technical College	Electrician	472111
Okaloosa Technical College	Heating, Ventilation, Air Conditioning/Refrigeration Technology 1 & 2	499021

Health Care and Social Assistance

Emerald Coast Technical College	Phlebotomy	319097
Emerald Coast Technical College	Practical Nursing	292061
Fortis Institute	Associates of Science in Nursing	291141
Fortis Institute	Dental Assisting	319091
Fortis Institute	Medical Assisting	319092
Fortis Institute	Practical Nursing	292061
Northwest Florida State College	Firefighter/Emergency Medical Technician -Combined	332011
Northwest Florida State College	Health Services Management	431011
Northwest Florida State College	Nursing	291141
Northwest Florida State College	Physical Therapist Assistant	31-2021
Northwest Florida State College	Radiography	292034
Okaloosa Technical College	Licensed Practical Nursing	292061
University of West Florida	Certified Clinical Medical Assistant (CCMA)	319092

Manufacturing

Emerald Coast Technical College	Welding Technology	514121
Emerald Coast Technical College	Welding Technology Advanced	514121
Northwest Florida State College	Building Construction Specialist	119021
Northwest Florida State College	CNC Machining Apprenticeship	514041
Northwest Florida State College	Engineering Technology - Maintenance Technician Specialization	499041
Northwest Florida State College	Engineering Technology - Mechanical Design & Fabrication Specialization Option	499041
Northwest Florida State College	Engineering Technology--Electronics Specialization	173023
Northwest Florida State College	Welding Technology	514121
Northwest Florida State College	Welding Technology - Advanced	514121
Okaloosa Technical College	Welding Technology & Advanced	514121

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Professional, Scientific and Technical Services

Applied Technology Academy	Agile Certified Practitioner	151299
Applied Technology Academy	AWS Certified Cloud Practitioner	151299
Applied Technology Academy	AWS Certified Cloud Practitioner - Associate	151299
Applied Technology Academy	AWS Certified Developer Associate	151299
Applied Technology Academy	AWS Certified Solutions Architect – Associate	151244
Applied Technology Academy	AWS Certified SysOps Administrator Associate	113021
Applied Technology Academy	Certified Associate in Project Management - CAPM	151299
Applied Technology Academy	Certified Information Security Manager	151211
Applied Technology Academy	Certified Project Management Professional - PMP	151299
Applied Technology Academy	Certified Scrum Master - CSM	151299
Applied Technology Academy	Cisco Certified Network Administrator	151244
Applied Technology Academy	Cisco Certified Network Professional	151241
Applied Technology Academy	CompTIA A+	151232
Applied Technology Academy	CompTIA CASP+	151211
Applied Technology Academy	CompTIA Cloud+	151231
Applied Technology Academy	CompTIA CySA+	113021
Applied Technology Academy	CompTIA Data+	151244
Applied Technology Academy	CompTIA DataSys+	151299
Applied Technology Academy	CompTIA Linux+	151244
Applied Technology Academy	CompTIA Network+	151231
Applied Technology Academy	CompTIA PenTest+	151299
Applied Technology Academy	CompTIA Security+	151211
Applied Technology Academy	CompTIA Security+ CE	151211
Applied Technology Academy	Data Analyst	151244

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Applied Technology Academy	EC-Council Certified Ethical Hacker	151211
Applied Technology Academy	EC-Council Certified Network Defender	151231
Applied Technology Academy	GIAC Certified Incident Handler (GCIH)	151299
Applied Technology Academy	GIAC Security Essentials	151211
Applied Technology Academy	Introduction to Python	151299
Applied Technology Academy	ITIL Foundation	113021
Applied Technology Academy	ISC2 Certified Cloud Security Professional - CCSP	113021
Applied Technology Academy	ISC2 Certified Information Systems Security Professional - CISSP	113021
Applied Technology Academy	ISC2 Certified Security Software Lifecycle Professional - CSSLP	151299
Applied Technology Academy	Microsoft Automating Administration with Windows PowerShell (M10961)	113021
Applied Technology Academy	Microsoft Azure Administrator	113021
Applied Technology Academy	Microsoft Azure Fundamentals	151211
Applied Technology Academy	Microsoft Certified Desktop Administrator	151232
Applied Technology Academy	Offensive Security Certified Professional OSCP	151299
Applied Technology Academy	Python Developer / Programming	151299
Applied Technology Academy	Six Sigma Green Belt	113021
Applied Technology Academy	Vmware Certified Associate - VCA	151299
Applied Technology Academy	Vmware Certified Professional - VCP	151299
Emerald Coast Technical College	Applied Cybersecurity	151212
Emerald Coast Technical College	Computer Systems & Information Technology (CSIT)	151212
Emerald Coast Technical College	Web Application Development and Programming	151232
LT3 Academy	Logistician Pre-apprenticeship	131081
LT3 Academy	Software Developer Pre-apprenticeship	151252
LT3 Academy	Cybersecurity Apprenticeship	151212
LT3 Academy	Cybersecurity Pre-apprenticeship	151212
LT3 Academy	Helpdesk Technician Apprenticeship	151232
LT3 Academy	Helpdesk Technician Pre-apprenticeship	151232

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LT3 Academy	Logistician Pre-apprenticeship	131081
LT3 Academy	Software Developer Apprenticeship	151252
New Horizons	Back End Web Developer	151299
New Horizons	Certified Information Systems Security Professional - CISSP	151212
New Horizons	CompTIA A+ / CompTIA Network+ Combination	151244
New Horizons	Cybersecurity Analyst	151212
New Horizons	Cybersecurity IT Professional	151212
New Horizons	Front End Web Developer	151299
New Horizons	Implementing & Administering Cisco Solutions - CCNA	151241
New Horizons	Microsoft Certified Azure Administrator Associate	151241
New Horizons	Network Security Technician	151244
Northwest Florida State College	Accounting Technology	433031
Northwest Florida State College	Computer Information Data Specialist	151121
Northwest Florida State College	Computer Information Technology	151151
Northwest Florida State College	Computer Support Specialist Apprenticeship	151232
Northwest Florida State College	Cybersecurity	151212
Northwest Florida State College	Graphic Design Production	271024
Northwest Florida State College	Graphics Technology	271024
Northwest Florida State College	Help Desk Support Technician	151151
Northwest Florida State College	Information Technology Analysis	151121
Northwest Florida State College	Information Technology Support Specialist	151151
Northwest Florida State College	Network Systems Administrator Apprenticeship	151244
Northwest Florida State College	Paralegal Studies	232011
Okaloosa Technical College	Applied Cybersecurity	151212
Okaloosa Technical College	Computer Systems & Information Technology (CSIT)	151212
Okaloosa Technical College	Technology Support Services	151151
University of West Florida	CompTIA A+ Certification	151231, 151211, 151232, 151212, 113021

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University of West Florida	CompTIA Network+ Certification	151231, 151211, 151232, 151212, 113021
University of West Florida	CompTIA Security+ Certification	151231, 151211, 151232, 151212, 113021

Public Administration

Northwest Florida State College	Fire Fighter	332011
Northwest Florida State College	Law Enforcement Officer	333051

Retail Trade

Emerald Coast Technical College	Automotive Service Technology 1	493023
Emerald Coast Technical College	Automotive Service Technology 2	493023
Northwest Florida State College	Business Administration	111021
Northwest Florida State College	Business Management CCC	111021
Northwest Florida State College	Business Specialist CCC	111021
Okaloosa Technical College	Automotive Service Technology 1 & 2	493023

Transportation and Warehousing

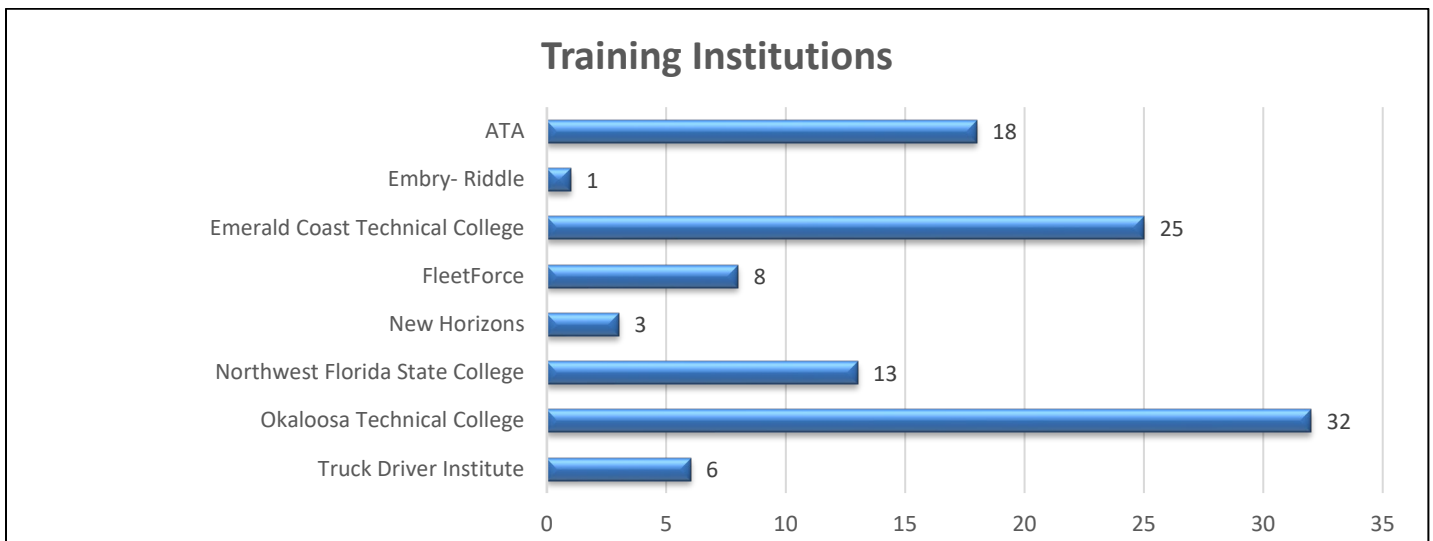
Embry Riddle	Aviation Maintenance Technology Part 65	49-3011
Fleet Force Truck Driving School	Commercial Driver License Training Program (Class A & B)	533032
Tampa Truck Driving School	Class A Commercial Driver's License	533032
Northwest Florida State College	Aviation Airframe Mechanics	493011
Northwest Florida State College	Aviation Powerplant Mechanics	493011
Okaloosa Technical College	Marine Service Technologies	493051
Truck Drivers Institute	Commercial Driver License Preparation Program	533032

Green Items may represent a registered apprenticeship is available.

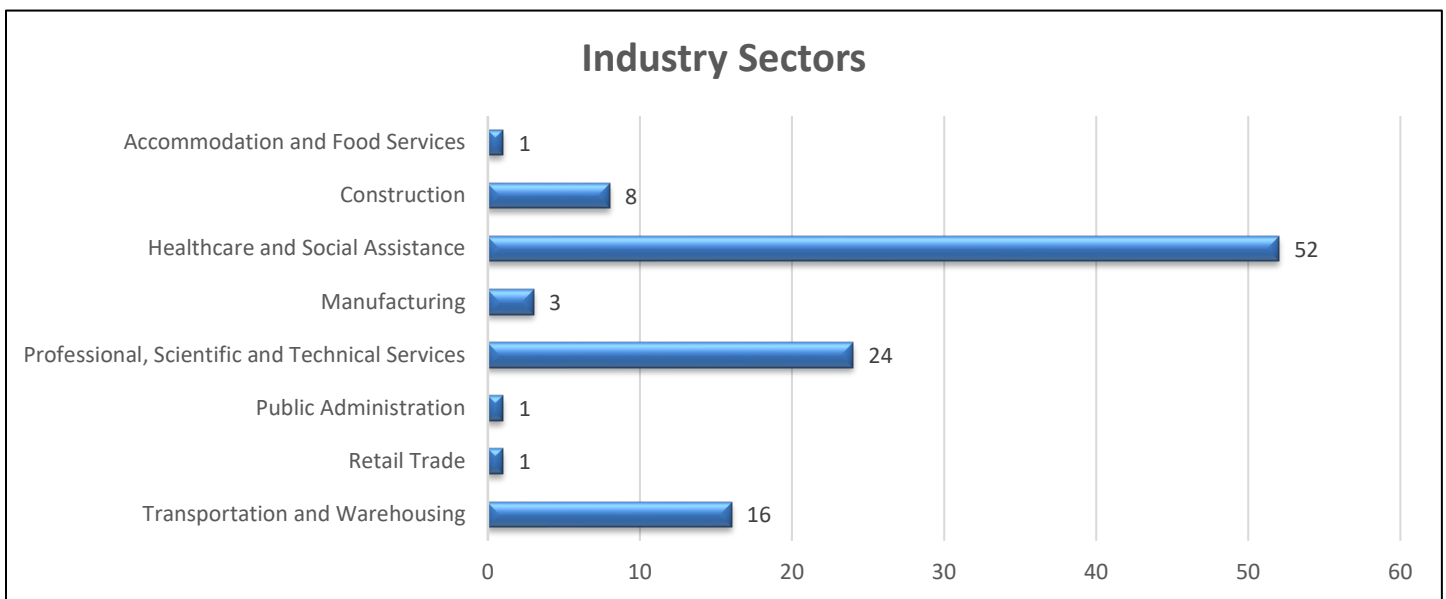
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CareerSource Okaloosa Walton’s Workforce Innovation and Opportunity Act Adult and Dislocated Worker (WIOA ADW), Statewide Commerical Drivers License (CDL), Florida Healthcare Training Initiative (FHTI), and Get There Faster (GTF) employment and training programs have currently provided training opportunities for 106 participants in PY2023.

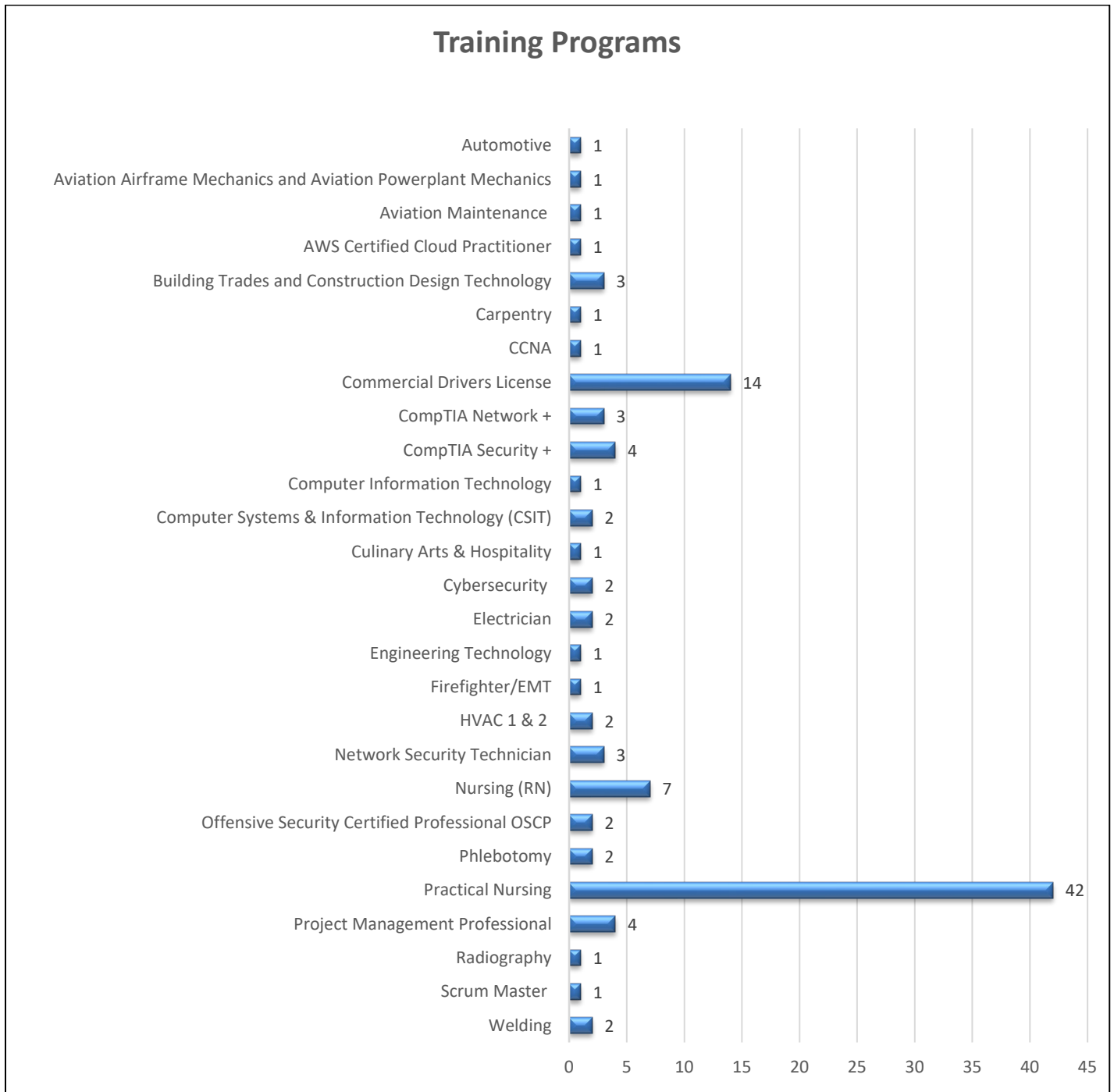
The following chart reflects Individual Training Account (ITA) funded training by Training Institution:



The following chart reflects ITA funded training by Industry Sector:



The following chart reflects ITA funded training by Training Program:



Industry and Education Consortium – Industry Representatives

What are your talent needs?



Industry and Education Consortium – Educational Representatives

What programs do you offer to meet business needs?



Roundtable Updates