

# Education and Industry Consortium Meeting

August 28, 2025 9:00am

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Meeting ID: 283 427 342 719 6

Passcode: ej2NX65Y

Agenda

Welcome & Introductions

Our Vision

Our Work

Response & Charging Orders

Structuring the Work

Questions

Updates

Next Meeting

Adjournment

- I. Call to Order
- II. Welcome and Introductions
- III. Our Vision- Jennifer Thayer
- IV. Our Work- Jennifer Thayer
- V. Response & Charging Orders- Peg Elmore
- VI. Structuring the Work- Jennifer Thayer
- VII. Questions
- VIII. Updates
- IX. Next Meeting
- X. Adjournment



# Welcome & Introductions



# **Our Vision...**

**To be the catalyst for collaboration between industry and education in Southwest Florida, empowering individuals with the skills, opportunities, and pathways to thrive in a dynamic workforce, while driving innovation, growth, and sustainable success for businesses and communities.**

**Through these collective efforts, we will ensure the Southwest Florida workforce board has actionable information to enhance workforce opportunities for business and job seekers in our region.**



**Our Work...**

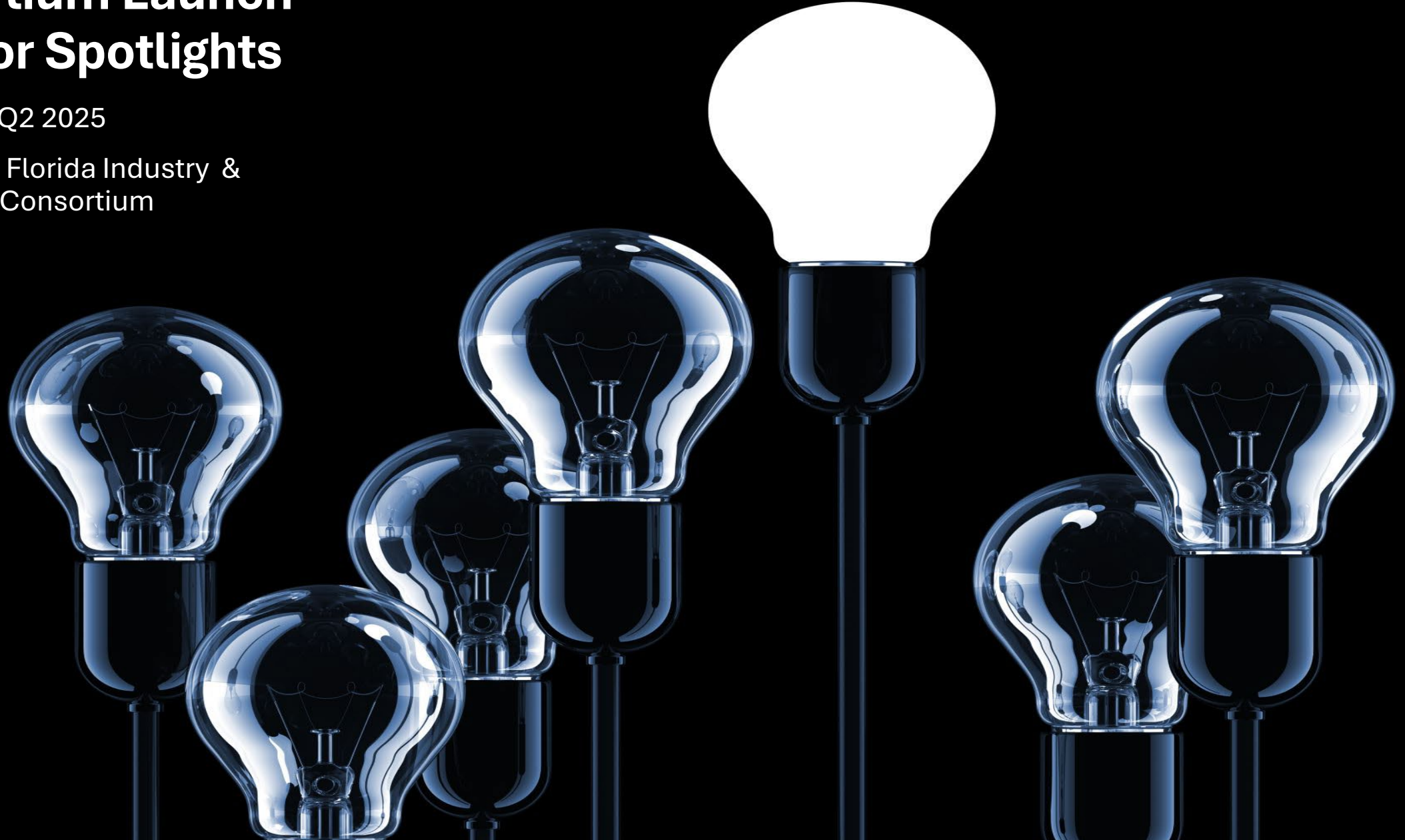
**Chair**  
**Jennifer Thayer**



# Consortium Launch & Sector Spotlights

Q1 2024 – Q2 2025

Southwest Florida Industry &  
Education Consortium



# VISION

*To be the catalyst for collaboration between industry and education in Southwest Florida—empowering individuals with the skills, opportunities, and pathways to thrive in a dynamic workforce. This collaboration will equip the CareerSource SWFL Board with actionable insights to enhance workforce opportunities in our region.*





# Q1 2024 – Consortium Launch & Foundation

**Speakers:** Peg Elmore (Career Source SWFL), Evelyn Valdes (Lee County EDC)

**Purpose:** Align education and workforce development with industry needs in SWFL.

**Core Functions:**

- Identify priority sectors: Manufacturing, Construction, Logistics, Health, Education
- Assess labor market needs vs. training pipelines
- Recommend programs for high-demand occupations
- Promote collaboration among stakeholders
- Provide quarterly reports to CareerSource SWFL Board





# Q2 2024 – Health Spotlight


**Speakers: Evelyn Valdes (Lee County EDC), Jennifer Thayer (Lee Health)**

**Key Insights:**

- Healthcare added 21,320 jobs in 10 years.
- Strong growth in hospitals, physician offices, home health, and elder care.

**Priority Areas:**

- Registered Nurses
- Nurse Practitioners
- Surgical Technologists
- CNA/Home Health Aides
- Speech Therapists
- Telehealth specialists



# Q3 2024 – Manufacturing Spotlight

**Speakers: Rob Harris (SRMA)**

**Key Insights:**

- 1,200 companies in SWFL; 2.5% of workforce.
- Florida recently surpassed NY in manufacturing growth.

**Priority Areas:**

- Aerospace & Defense
- Medical Devices
- Boating/Marine
- Green Energy



# Q4 2024 – Construction Spotlight

**Speakers: Mike Biskie (B&I Contractors), Christine Sardina (Tri-County Apprenticeship)**

## **Key Insights:**

- **Construction = 12.7% of workforce (51,571 jobs).**
- **\$2.5B in wages; high turnover despite strong demand.**

## **Priority Areas:**

- Carpenters
- Electricians
- Plumbers
- HVAC Techs
- Heavy Equipment Operators



# Q1 2025 – Education Spotlight

**Speakers: Inez Mata (Lee County Schools), Dr. Anne Angstrom (FSW), Dr. April Fleming (FSW), Kristen Vanselow, Dr. Jackie Fleming (FGCU), Dr. Tim Ferguson (FGCU)**

## **Key Insights:**

- Severe teacher shortage in Lee County.
- Housing up 52% in 3 years; termination rates outpacing hires.

## **Priority Areas:**

- Early Childhood
- Elementary Ed
- Special Ed
- Paraprofessionals
- School Psychologists



# Q2 2025 – Logistics & Transportation Spotlight

**Speakers: Whitney Rhyne (FSW), John Shannon (FGCU),  
Dr. Tim Lucas (FSW)**

**Key Insights:**

- Sector employs 4,790 workers; growing 6.6% annually.
- Freight, air transport, and supply chain expansion driving demand.

**Priority Areas:**

- CDL Truck Drivers
- Diesel Mechanics
- Auto Technicians
- Dispatchers
- Freight Movers

# Overarching Workforce Themes

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Industries struggle to remain competitive with national pay scales.

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Too few young people and career changers entering high-demand fields.

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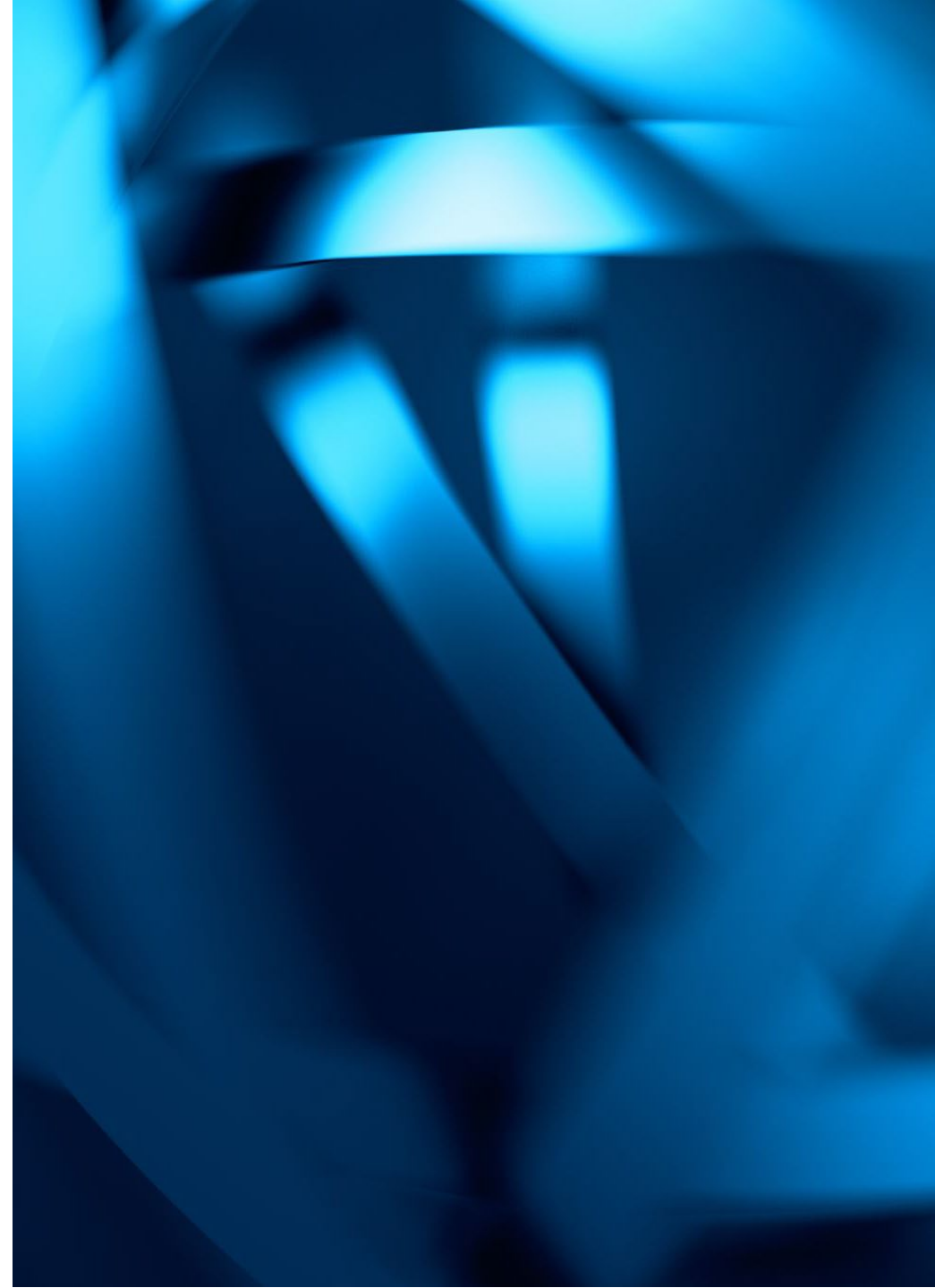
Programs exist, but lack of certified teachers and trainers limits capacity.

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Thousands of adults lack English proficiency or a high school diploma.

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Integrated regional approach needed to align strategies across sectors.



# Call To Action

**As we conclude our sector reviews, our focus must shift to action:**

- **Deepen employer engagement** across all priority sectors.
  - **Co-design training programs** with direct industry input.
  - **Build integrated education-to-career pathways** that serve youth and adult learners.
  - **Address common barriers:** instructor shortages, language access, and retention.
  - **Use quarterly meetings** to track progress, share outcomes, and refine strategies.
- *Peg Elmore will outline the Consortium's employer engagement strategy and next steps.*





# **CareerSource Southwest Florida's Response & Charging Orders**

**President & CEO  
Peg Elmore**





# **Structuring the Work...**

**Chair**  
**Jennifer Thayer**





**Questions...**





**Updates...**





**Next Meeting...**

**November 20, 2025**

**9am-11am**





# Adjourned...

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All voice telephone numbers on this document may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711. CareerSource Southwest Florida is the direct service provider for various workforce programs which are fully supported by the U.S. Department of Labor, Health and Human Services, and Agriculture as part of awards totaling \$15.3 million. All statements, press releases, requests for proposals, bid solicitations, public statements, social media, toolkits, resource guides, website, and visual presentations are fully funded with federal money.

