

PASCO-HERNANDO WORKFORCE BOARD, INC.
Education and Industry Consortium Quarterly Report

A. GENERAL INFORMATION

Report quarter: _____

Date of meeting: _____

Report prepared by: _____

Local workforce development board contact: _____ Date: _____

B. ATTENDANCE

Name	Organization	Industry or Education Organization	Contact Information
Cooksey, Calvin	FleetForce	Industry Organization	calvin@drivefleetforce.com
Reza, Maria	BayCare Health System	Industry Organization	Maria.Reza@BAYCARE.ORG

B. SUMMARY REPORT

1. Summary analysis of the local labor market based on the industry representative needs and education offerings. (Provide summary)
2. Information on priority industry sectors and occupations for the local area. (Provide summary)
3. Information on the status of existing talent pipelines for in-demand occupations. (Provide summary)

**Education and Industry Consortium
Consortium Meeting Minutes
September 22, 2025**

Meeting Location: *Meeting Held Virtually via Microsoft Teams*

Consortium Members Attending: Sarah Alway, Tonia Shook, Calvin Cooksey, and Maria Reza

Consortium Members Absent: Radiah Dent, Alexandria Fridy, Maria Swanson

Staff Attending: Nicole Beverley, Brenda Gause, Kenneth Russ, Jessica Weightman

Others Attending: Terri Clark, One Stop Operator

Quorum Present? Yes

Call to Order: The meeting was called to order at 2:00 p.m. by Terri Clark

Public Comments

No public comments were received.

Discussion Item 1 – Introductions

Maria Reza (BayCare) opened the meeting discussion by sharing success stories from the Summer Youth Program. She reported that:

- Twenty students participated and all twenty completed the program.
- Many had perfect attendance and demonstrated high professionalism and communication skills.
- She credited Kelly Kitson and her team for screening and preparing students who “looked like they could have walked into an interview.”

Terri Clark commended the program’s success and emphasized the role of both workforce and education partners in shaping employability skills. She noted that while technical training is vital, professional communication and email etiquette are increasingly critical as students rely heavily on social media platforms like Snapchat and TikTok.

Terri stated that this layer of digital communication habits adds complexity to employability preparation, but applauded all partners for helping students succeed during the summer program.

Terri announced that CareerSource Pasco Hernando will hold a Quarterly Partners Meeting the following day and encouraged consortium members to attend or nominate someone from their organization.

- The meeting is open to nonprofits, education, business, and community resources.



- The purpose is to expand networking and collaboration beyond internal CareerSource operations to include community-based organizations such as Boys & Girls Clubs, technical colleges, HUD housing, and transportation partners.

Members were invited to email Terri Clark to be added to the partners meeting distribution list.

Discussion Item 2 – CareerSource Pasco Hernando Update

In Jerome Salatino's absence, Terri Clark and Brenda Gause provided program updates:

- CSPH held a Board of Directors meeting the prior week.
- Several new board members were approved.
- New training providers were added, including Rasmussen University and Ultimate Medical Academy, both offering nursing-related programs.
- The online WIOA training application portal is active, with 68 applicants currently in the pipeline. Once those are processed, the portal will close temporarily to assess funding availability.
- Active programs include SNAP, Hope Florida, TANF, and WIOA Adult/Dislocated Worker.

Terri noted that CareerSource provides not just training scholarships but also career readiness support, such as résumé writing, application assistance, and job placement.

She requested that education partners communicate internally—especially to financial aid and admissions teams—that the WIOA training scholarship portal will be paused until additional funding becomes available.

Terri assured members that once reopened, updates will be distributed promptly to all training providers.

Terri mentioned that CSPH is coordinating the Paychecks for Patriots Job Fair in November 2025 and invited Calvin Cooksey (FleetForce) to connect regarding participation.

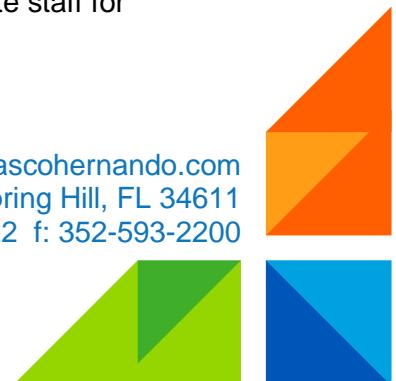
Discussion Item 3 – Round Table Member Update(s)

Terri highlighted that September is National Workforce Development Month, reminding members that every organization on the call contributes to the workforce system — not only training providers but also business, nonprofit, and community resource partners such as childcare and transportation agencies.

She shared that CareerSource Pasco Hernando is promoting awareness throughout September and offered to provide images and graphics to any partner organization that wants to participate. Terri thanked the group for their collaboration and commented that Pasco and Hernando counties are exceptional in the level of teamwork displayed among education, industry, and workforce partners.

Terri reiterated that CSPH is available to help connect partners to the appropriate staff for specialized services, such as:

- Veterans Services



- Reentry Programs
- Training Referrals

She encouraged members to email her directly for introductions to the right team members.

Discussion Item 4 – Labor Market Updates: EDC Survey Update

Sarah Alway (Pasco Economic Development Council) presented highlights from the 2025 Existing Industry Survey, completed in collaboration with CareerSource Pasco Hernando. Key points included:

- **Labor Force Growth:** Pasco County's labor force has grown by approximately 38% since 2015, while total jobs have grown 34%, creating a gap that calls for stronger employer recruitment in target sectors.
- **Business Expansion:** The county has seen a 45% increase in business establishments, rising from ~10,300 to nearly 15,000 between 2015 and 2024.
- **Expansion Plans:** About 65% of surveyed employers plan to expand within two years; only ~9% anticipate relocating.
- **Key Industries:** Professional & Technical Services, Manufacturing, Healthcare/Social Assistance, and Administrative Support Services are the most represented sectors.
- **Workforce Challenges:** Employers continue to report skill shortages—particularly in healthcare, skilled trades, and technical fields—and cite soft skills and professionalism as ongoing gaps.
- **Training Needs:** Businesses expressed increased interest in apprenticeships, on-the-job training, and short-term certifications, favoring flexible, business-friendly models over traditional career fairs.

Sarah noted that these insights align with statewide trends and underscore the importance of expanding work-based learning and rapid-credential programs that respond quickly to local employer needs.

Discussion Item 5 – Labor Market/ Industry Needs: Apprenticeship

Terri Clark facilitated a discussion on apprenticeship expansion as a strategic response to workforce shortages and employer demand for practical experience. She emphasized that apprenticeships are particularly valuable for youth and adult learners who need hands-on training while earning income.

Terri shared that CSPH's Apprenticeship Navigator continues to link referrals from state agencies and local employers to registered apprenticeship and pre-apprenticeship opportunities across industries such as manufacturing, healthcare, and transportation.

Members discussed opportunities to connect education partners' program completers with apprenticeship pipelines and agreed on the importance of continued collaboration with providers such as AmSkills, FleetForce, and Pasco Hernando State College to build sustainable, industry-aligned pathways.

With no further business to discuss, the meeting adjourned.

