



Quarterly Report

Business & Education Council Meeting

November 18, 2025
12:00 pm

Employers in Attendance:

, Lindsay Holzmacher (FSU-HR), Trish Andrews (GDLS), Claudia Foreman (CHP),

Education Providers in Attendance:

Phyllis Watson (FAMU), Regina Browning (Leon County ACE), Matt Roberson (Leon County Schools), Angela Sapp (Gadsden Technical College), Calandra Stringer (TSC),

Members Absent:

Sally Wheeler (Wakulla County Schools), Rocky Hanna (Leon County Schools K-12), Shyam Mistry (Keiser University), Kim Anders (Prime), Allie Salyer (LSCU), Gloria Pugh (AMWAT), BJ VanCamp (Lively Tech), Tanyisha Thomas (Big Bend Transit), Katie Harwood (Tallahassee Chamber

Others in Attendance:

Steve Capenos (FSU HR), Shawn Woodin (Southern Scholarship Foundation), Paula DeBoles-Johnson (Leon County Government), Nicole Kessler (Kessler Construction), Adrienne Wright (Abelita LLC), Luis Ramirez (Capital Health Plan)

Staff: Trish Yahn, Khari Harrison, Cat Spence, Lacy McMullen, Jim McShane

I. Welcome & Call to Order – Trish Yahn, staff liaison

Meeting called to order at 12:02 p.m. Trish told the group there were several people attending the meeting who were interested in joining the council. Each attendee introduced themselves, their role and title of their organization.

II. Labor Market Information – Trish Yahn

Labor Market information was provided to the members:
– Occupations by Projected Growth
- Currently Approved Training Programs

III. Other Discussion Topic:

Rural Initiatives Grant Information - Trish Yahn provided an overview of the Rural Initiatives grant, funding available for employers and career seekers located in Gadsden, Jefferson and Wakulla Counties.

IV. Educator/Employer Discussion

Employers:

- **Trish Andrews:** *Not hiring; going to experience reduction in force late 2026; need to reach out to Renee Williams-Walter; Steve Campenos may be able to help*
- **Adriene Wright** *working with small business looking for trained individuals and looking for good work ethic.*
- **Claudia Foreman** *(Leaving council after this meeting), we have a lot of physicians and hire degree*
- **Luis Ramirez** *(In coming for the council), patient care representatives, office skills, office soft skills, LPN's*
- **Lindsay Holzmacher** *(Leaving Council), wide range of positions from OPS to executive; looking for experience/transferrable skills to complete tasks; trade positions are the hardest to fill; Trish mentioned apprenticeships; looking at this but is long process to the training; Paula DeBoles-Johnson says that students would like someone to come in a pitch jobs to them with benefits of working for you; not willing to commit to more than 2 yrs; Paula's foundation dropped in the chat*
- **Steve Capenos** *(Incoming Council), he has met with the entire leadership team and apprenticeships are on the horizon*
- **Paula DeBoles-Johnson** *(Incoming Council): We are still hiring; looking for outside workers; post disaster; \$18-19; prefer HS/GED; clean background; consistent need for lower skill positions and EMS-Paramedic positions; constant turn over: Trish Andrews asked for job links; dropped in chat. Shared youth feedback: they want employers to actively recruit them, present opportunities, explain pay and promotion timelines, and demonstrate what "career progression" looks like.*
- **Shawn Woodin** *(Interested in joining council), accounting was a difficult search; mid-level fundraising position; ended up hiring a remote contract position.*
- **Nicole Kessler** *(Incoming to council), hard to fill construction positions; there are so many people trying to help with trades school it is very hard to know how to navigate; accountability and attendance is needed; technology is a challenge for field workers*

Education

- **Phyllis Watson** *Industry partners to come in and share what is needed to become workforce ready; AI swift changes make this additionally challenging*
- **Regina Browning:** *Gearing up for Spring 2026; would love to have Nicole or Paula come out to speak to students*
- **Matt Roberson** *WOW participation with big equipment; in Spring there will be WOW jobs; looking for assistance with resume writing and mock interviews*
- **Angela Sapp** *engaging with K-12 as well as adult population; struggles with transportation, day care; achieving clock hours for class work; not a lot of success with apprenticeships; spring enrollment*
- **Dr. Stringer** *offering bachelor's in auditing and compliance management; and analytics; have a lot of construction programs; looking for internship opportunities*

V. Other:

Post meeting, all employers and education providers were email the most recent ETPL and RDOL.

VI. Adjourn

Meeting adjourned at 12:52 p.m. by Trish Yahn. Next meeting will be via Zoom on February 10, 2026 12:00-1:00 pm