



Quarterly Report

Business & Education Council Meeting

February 11, 2025
12:00 pm

Employers in Attendance:

Trish Andrews (General Dynamics Land Systems), Allie Salyer (League of Credit Unions), Claudia Foreman (Capital Health Plan), Bonnie Burk (Integrissource), Gloria Pugh (AMWAT)

Education Providers in Attendance:

Phyllis Watson (FAMU), Regina Browning (Leon County ACE)

Members Absent:

Sally Wheeler (Wakulla County Schools), Angela Sapp (Gadsden Technical College), Rocky Hanna (Leon County Schools K-12), BJ Van Camp (Lively Technical College), Calandra Stringer (Tallahassee State College), Matt Roberson (Leon County Schools K-12), Shyam Mistry (Keiser University), Lindsay Holtzmacher (FSU HR), Corrie Melton (Greater Tallahassee Chamber, Tanysha Thomas (Big Bend Transit), Kim Anders (Prime Technological Services)

Staff: Trish Yahn, Khari Harrison, Jim McShane, Christopher Gabenski & Lacy McMullen

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

Meeting called to order at 12:00 p.m. Each attendee introduced themselves, their role and title of their organization.

II. Labor Market Information – Trish Yahn

- Tallahassee's average annual wage is below both the Florida and national averages.
- Major workforce gaps persist in healthcare, management, IT, and skilled trades.
- Priority industries for this region include IT, Healthcare, Education, Professional & Human Services, Retail, Hospitality, Manufacturing, Construction, Transportation and Logistics
- Employers are facing increasing hiring challenges due to demographic shifts (retiring boomers, lower birth rates).
- Employers must adapt strategies to do more with fewer workers.
- Employers are going to have to start examining opportunity areas such as Justice Involved individuals, apprenticeships, and on-the-job training.

III. Guest Speaker: Colleen Englert, Florida Ready to Work and FloridaHires

Florida Ready to Work:

- State-sponsored, no-cost credentialing program improving foundational job skills.
- Employers and career seekers can use the tool themselves or partner with CareerSource Capital Region.

- Research based soft skills, digital skills, and academic skills.
- Focus on math, reading, data literacy, and soft skills (communication, professionalism, teamwork, problem-solving).
- Credentialing process includes online coursework and proctored assessments.
- Digital skills training added to ensure job seekers understand workplace technology and cybersecurity.

FloridaHires:

- Collaboration with Florida Department of Corrections, pre-release workforce training programs focusing on skilled trades, IT, and logistics.
- Employers engaging in this program have seen higher retention rates and lower training costs.
- Businesses partnering with Florida Hires benefit from hiring incentives, training subsidies, and tax credits.
- Training offerings – important to ensure sure that they are aligned with business community demand.

IV. Educator/Employer Discussion Topics

Much of the discussion this quarter focused on the Ready to Work and Florida Hires presentation by Colleen. Several employers & one educator requested additional information (connections made by Trish Yahn following the meeting) on Ready to Work specifically.

One employer (AMWAT) is interested in learning more about FloridaHires as well, and Colleen will connect with Gloria from AMWAT.

Both employers and educators were encouraged to share any new talent needs or educational offerings, no updates since last meeting.

V. Other Discussion

For the next meeting, we will have a guest speaker, Ralph Aiello, from Xello.

Colleen agreed that her FL Ready to Work presentation could be shared with the group.

VI. Adjourn

Meeting adjourned at 12:59 p.m. by Trish Yahn. Next meeting will be via Zoom on May 20, 2025 12:00-1:00 pm