



CAREER SERVICES COMMITTEE MEETING

CareerSource Central Florida | 2/5/26

CareerSourceCentralFlorida.com

ISHMENT
BEGINS WITH A DREAM.



2/5/26 CAREER SERVICES COMMITTEE MEETING DETAILS

Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of Minutes

Information/
Discussion/
Action Items

Other Business

Adjournment

What: Career Services Committee Meeting

When: Thursday, February 5, 2026
3:00 p.m. – 4:30 p.m.

Where: Seminole State College / Automotive Center (“AT” Building)
100 Weldon Blvd., Sanford, FL 32273

or

Virtual Option via Zoom:

Link: <https://careersourcecf.zoom.us/j/81333281457?pwd=nRIUzFlgp5cAbaETOCgy3ze0x3abi9.1>

Dial In: 1 (305) 224-1968 / Meeting ID: 813 3328 1457 / Passcode: 327469

2/5/26 CAREER SERVICES COMMITTEE MEETING

Meeting Details	Agenda Item #"	Topic	Presenter	Action Item
Meeting Agenda	1.	Welcome	Andrew Albu	
Welcome	2.	Roll Call / Establishment of Quorum	Kaz Kasal	
Roll Call	3.	Public Comment	Andrew Albu	
Public Comment	4.	Approval of Minutes A. 11/20/25 Career Services Committee Meeting	Andrew Albu	X
Approval of Minutes	5.	Action Items / Information / Discussion A. Action Items: 1) Approval of Apprenticeship Programs Added to ETPL B. Information: 1) Quarter 2 Workforce Operations Scorecard 2) Spotlight: Sector Employment Outlook and Employer Engagement Signals 3) Education and Industry Consortium C. Interactive Discussion: 1) Sector Outlook – Momentum and Risk 2) Employer Engagement – Strengths and Gaps	Andrew Albu / Committee Discussion Gina Ronokarijo Andrew Albu / Committee Discussion	X
Information/ Discussion/ Action Items	6.	Other Business	Andrew Albu	
Other Business	7.	Adjournment	Andrew Albu	
Adjournment				



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WELCOME



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ROLL CALL / ESTABLISHMENT OF QUORUM



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PUBLIC COMMENT



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APPROVAL OF MINUTES



DRAFT
Career Services Committee Meeting
Thursday, November 20, 2025, 3:00pm
MINUTES

MEMBERS PRESENT: Molly Kostenbauder, Robert Bixler, Sean Donnelly, Casey Ferguson, Karen Hogans, Paula Mooney, Chris Pascal, Jonathan Schaefer and Richard Watford

MEMBERS ABSENT: Andrew Albu and Brinkley Ruffin

STAFF PRESENT: Gina Ronokarijo, Tadar Muhammad, Vince Bruno, Sean Masherella and Kaz Kasal

Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome <ul style="list-style-type: none"> • Dr. Kostenbauder, Committee Vice Chair, called the meeting to order at 3:05 p.m. 	
2	Roll Call / Establishment of Quorum <ul style="list-style-type: none"> • Ms. Kasal reported a quorum was present. 	
3	Public Comment <ul style="list-style-type: none"> • None offered. 	
4	Approval of Minutes <ul style="list-style-type: none"> • Reviewed minutes from the 9/11/25 Career Services Committee meeting (attachment). 	Mr. Donnelly made a motion to approve the minutes from the 9/11/25 Career Services Committee meeting. Mr. Schaefer seconded; motion passed unanimously.
5	Action / Information/Discussion <u>Action Items</u> <ul style="list-style-type: none"> • Designation of Direct Provider of Workforce Services (PY 26-29) (attachment). <ul style="list-style-type: none"> - Reviewed staff recommendation for CSCF's continued designation as a Direct Service Provider for the delivery of services to its career seekers and businesses for the period of three years: 7/1/26 through 6/30/29. 	Ms. Hogans made a motion to approve forwarding for Board's approval, the recommendation for CSCF's continued designation as a Direct Service Provider for the next program year beginning July 1, <u>2026</u> through June 30, 2029, and for this request to be submitted to Florida Commerce and CareerSource Florida Board. Mr. Watford seconded; motion passed unanimously.



	<ul style="list-style-type: none"> • Approval of Apprenticeship Programs Added to ETPL (attachment). <ul style="list-style-type: none"> - Reviewed staff recommendation for CSCF to use funds for new apprentice enrollments in three state-approved programs, as presented. - Committee had further discussion around the importance of making sure all sources of income go towards apprentices; that tools, equipment, etc. are provided to the apprentice and not training provider/employer. A question on benefits was also brought up. - Committee concurred to defer this action to next meeting, pending further information and where lines are drawn on funding programs. <p><u>Information</u></p> <ul style="list-style-type: none"> • Quarter 1 Workforce Operations Scorecard (attachment) <ul style="list-style-type: none"> - Reviewed workforce operations and businesses' measures during 1st quarter (July through September 2025) <ul style="list-style-type: none"> o Staff are looking to increase conversion from "Explore" to "Engage" at least at 50%. o HSCE (High School Career Express) goal is to provide this program to all counties in CSCF's region. <p><u>Committee Feedback:</u></p> <ul style="list-style-type: none"> > High school students should also be counted for "Engaged" > Trades are back in high schools – this should help with "Engage" then to "Experience" > Funnel HSCE participants to Summer Youth Program, Experience track > Track Youth data through journey to tell story > CSCF to reach out to students prior to leaving high school to help them navigate their next steps > CSCF should provide counseling support with college students, especially those newly enrolled, those taking general education, and those unsure of their career path. • Spotlight Community Hub as a Talent Access Point – Early Insights & Next Steps <ul style="list-style-type: none"> - Reviewed foot traffic in Quarter 1 at all CSCF locations. Also reviewed zip codes where most job seekers are coming from, of which many are from low-income areas. What the job seeker is coming for is also important. 	<p><i>Staff to send to Committee the standards on the three apprenticeships presented today.</i></p> <p><i>Staff to check about the benefits included to apprentices during OJT / internship training.</i></p>
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	<ul style="list-style-type: none"> • Digital Access Expansion – Strengthening Reach and Responsiveness <ul style="list-style-type: none"> - As Seminole and Southeast locations close, it is anticipated that virtual and hub services would increase. - CSCF plans to increase: “hub” locations at colleges and community organizations, and virtual services. <p><u>Committee Feedback:</u></p> <ul style="list-style-type: none"> ➤ Over last few years, Seminole College has noticed <u>youth</u> preferring a balance of remote and in-person classes. ➤ Start out with virtual service, and any further services could be in person. <p><u>Interactive Discussion</u></p> <p>1. Which area would most strengthen CSCF’s community access & employer impact?</p> <p>Committee Feedback:</p> <ul style="list-style-type: none"> ➤ Awareness and Visibility: 43% ➤ Employer Participation: 14% ➤ Tech and Virtual: 43% <ul style="list-style-type: none"> ○ Face-to-face is important - shows more care ○ CSCF is very present at job <u>fairs</u>, community events <p>2. Please indicate your level of agreement with these <u>statements?</u></p> <p>Committee Feedback:</p> <ul style="list-style-type: none"> ➤ Community hubs are most scalable way to expand CSCF’s reach: 7.5 ➤ Virtual services are equally critical to employers as physical location: 5.3 ➤ Students are an underutilized source of skilled talent: 5.3 <ul style="list-style-type: none"> ○ Presence is important – the more hubs the better ○ Don’t have enough data on virtual services – after 1 or 2 years will know more ○ CSCF could help new employees that have difficulty with digital onboarding, especially with contractors. ○ Youth not ready yet to decide on definite career – better for them to “try it” first– job shadowing, earn and learn, orientation to the trades
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	<p>3. If CSCF could invest in only one area this quarter, which creates the greatest value for employers and job seekers?</p> <ul style="list-style-type: none"> ➤ Expand community and education partnerships: 0% ➤ Increasing employer engagement and responsiveness: :71% ➤ Enhancing digital and virtual access: 0% ➤ Raise awareness and visibility of CSCF services: 29% <ul style="list-style-type: none"> ○ How do employers find us? Employers need to know what CSCF does, then employers can <u>make a decision</u> on how to engage ○ Tie CSCF with Florida Chamber of Commerce ○ Small Business Administration can refer businesses to CSCF 	
	<p>Other Business</p> <ul style="list-style-type: none"> • Ribbon cutting at Seminole Community Hub, located in Seminole State College, occurs on Tuesday, 12/9/25, 9:00 a.m. • Next committee meeting: 2/12/25. 	
7	<p>Adjournment Meeting adjourned at 4:33 p.m.</p>	

Respectfully submitted,

Kaz Kasal
Executive Board Coordinator



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ACTION ITEMS / INFORMATION / DISCUSSION



ACTION ITEMS



Registered Apprenticeship Program Support Approvals

Program Name	Apprenticeship	Sector
MPH Salud	Community Health Worker (12 months)	Healthcare
AICPA	Accounting Technician/Specialist (12 months) & Finance Business Partner (36 months)	Finance
FloridaMakes	Tool & Die Maker (12 months), Quality Control Technician (12 months), Industrial Maintenance Technician (18 months), Production Technologist (12 months)	Manufacturing



To: CareerSource Central Florida Career Services Committee
From: Gina Ronokarijo, Vice President of Workforce Operations
Subject: Request Approval for Registered Apprenticeship Programs
Date: November 20, 2025

Proposed Action:

The staff recommends to the Career Services Committee the approval of allowing program funds to support new apprentice’s enrollments based on current policies into the occupations listed below for a Registered Apprenticeship Program (RAP).

Each of these RAP have been approved at the state and listed on the statewide Eligible Training Provider List, and therefore eligible at the local level.

Registered Apprenticeship Program Recommendations

Registered Apprenticeship Name	Occupation / Length	Funding Category Request	Industry	Recommendation
MPH Salud	Community Health Worker – 12 months	Support Services, OJT or ITA	Healthcare	Recommend approval
Association of International Certified Professional Accountants	Accounting Technician/Specialist – 12 months Finance Business Partner – 36 months	Support Services, OJT or ITA	Finance	Recommend approval
Florida Makes	Tool & Die Maker – 12 months Quality Control Technician – 12 Months Industrial Maintenance Technician – 18 months Production Technologist – 12 months	Support Services, OJT, or ITA	Manufacturing	Recommend approval

Cc: Brenda Chrisman – Apprenticeship Navigator/Program Manager for Business Initiatives

[RETURN TO AGENDA](#)



INFORMATION



WORKFORCE OPERATIONS

Review of Q2

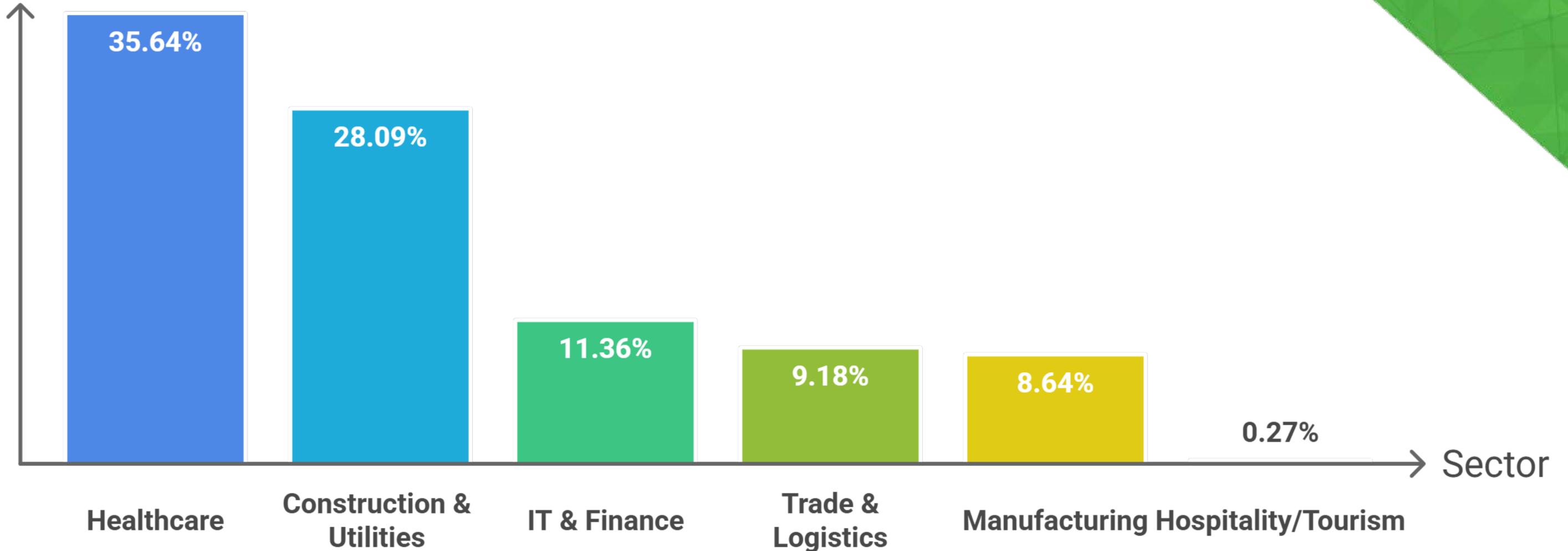
Target Goal: 50%

WORKFORCE OPERATIONS



Date Range: 07/01/2025 – 12/31/2025 (As Of This PY)
Data Source: Data Warehouse(EF&OSST), CareerEdge - LUO (as of 12/31/2025), Check-in Form

Percentage of Expenditure



Distribution of Training and Development Expenditures by Sector

BUSINESSES

Business Relationships
2,471



62%
OF 4K GOAL

Interviewed To Hired Ratio



3:1



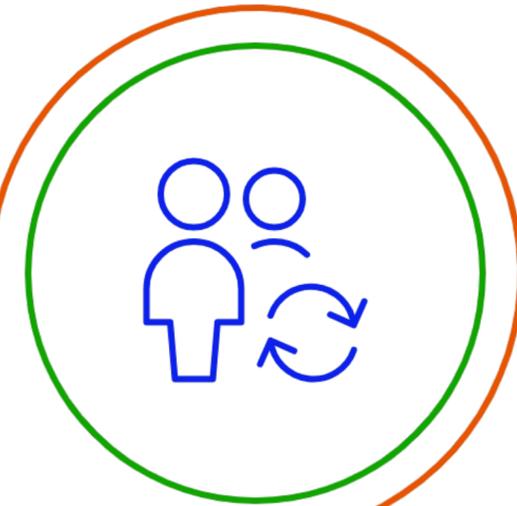


Healthcare Growth and Outlook



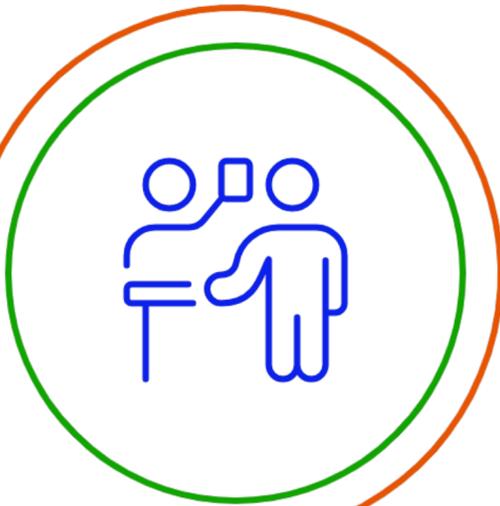
Consistent Demand

Healthcare shows consistent demand across Central Florida, influenced by population growth and demographic shifts.



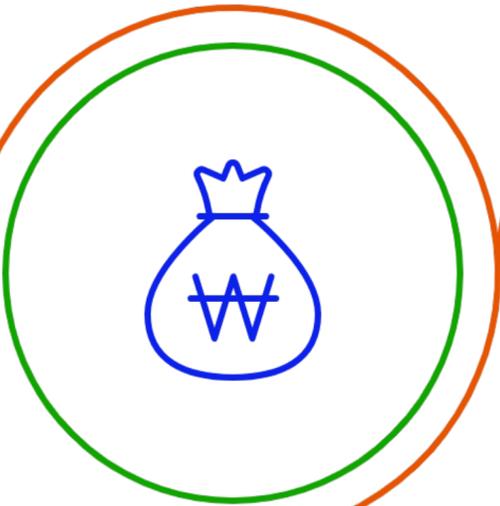
Workforce Needs

An aging population and retiree in-migration are shaping ongoing workforce needs, particularly in Lake and Sumter Counties.



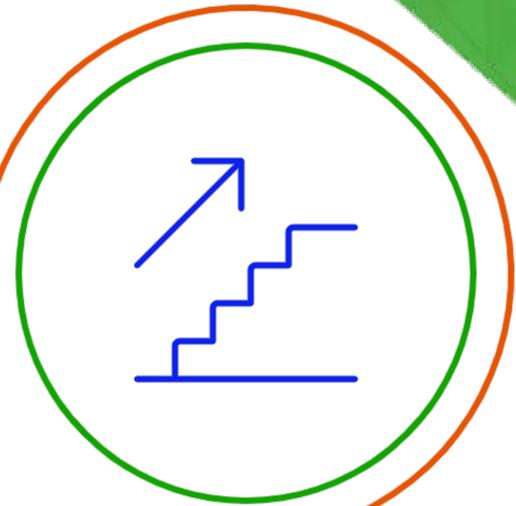
Employer Hiring

Employers are hiring across clinical, allied health, and support roles, while some systems adjust staffing models and structures.



Wage Variation

Wage levels vary widely by role, with higher wages typically associated with licensed clinical and specialized positions.

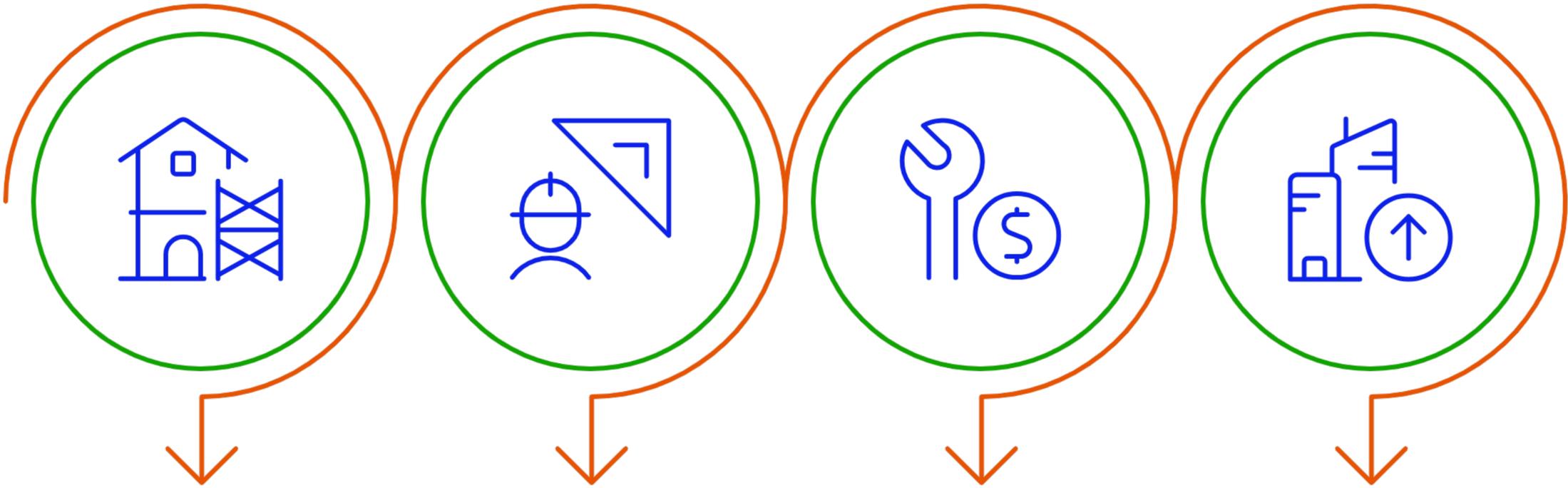


Advancement Pathways

Entry-level support roles tend to start lower but often connect to defined advancement pathways.



Construction Industry Insights



Strong Activity

Construction activity is strong, especially in Orange, Osceola, and Lake Counties. Ongoing projects drive demand.

Workforce Challenge

Workforce availability, especially in skilled trades, remains a persistent challenge. Employment fluctuates due to project-based nature.

Competitive Wages

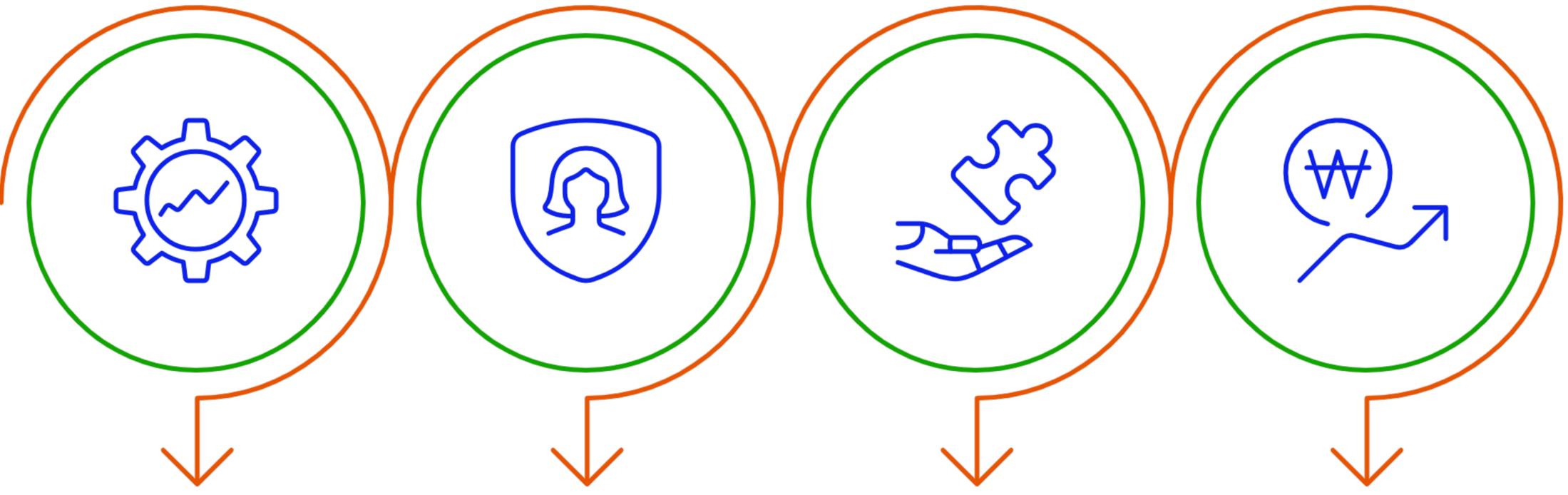
Many skilled trade roles offer competitive wages without requiring a four-year degree. Earnings increase with experience.

Near-Term Opportunity

Construction offers near-term opportunity, but depends heavily on workforce readiness and timing.



IT Sector Analysis



Demand

IT demand is spread across various sectors, not isolated. It's embedded within healthcare, manufacturing, logistics, and hospitality.

Employer Needs

Employers have the strongest needs in cybersecurity, software, data, and IT support. These are the key areas of focus.

Hybrid Skills

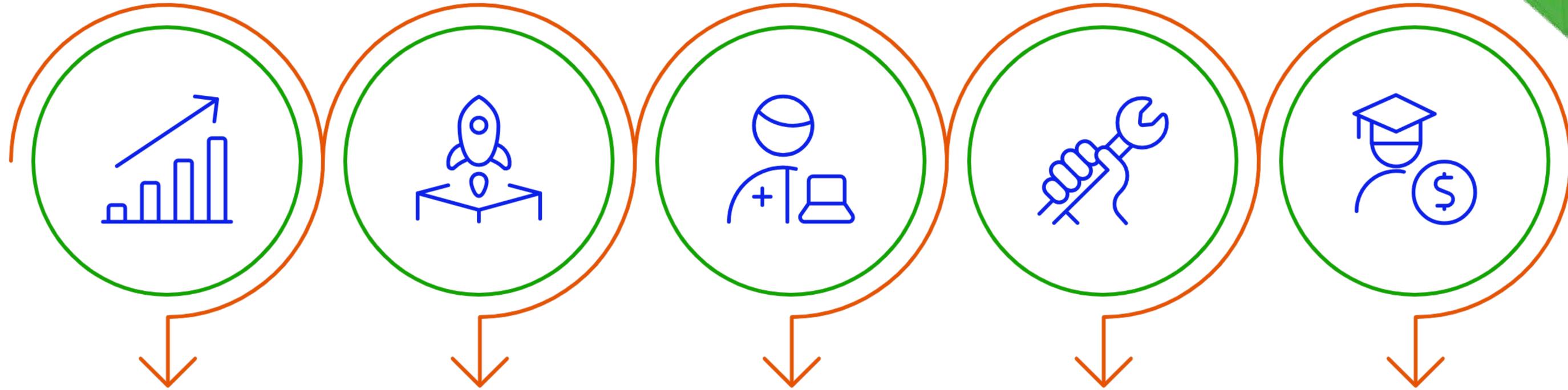
Technical expertise combined with industry knowledge is increasingly valued. Hybrid skill sets are in high demand.

Wage Alignment

IT roles consistently align with higher wage ranges in the regional labor market. Even early-career positions pay well.



Manufacturing Growth



Steady Growth

Manufacturing in Central Florida is steady, not rapidly expanding.

Concentrated Growth

Growth is concentrated in advanced manufacturing, aerospace, and specialized production.

Employer Focus

Employers are emphasizing efficiency, technology, and skill upgrades.

Hiring Focus

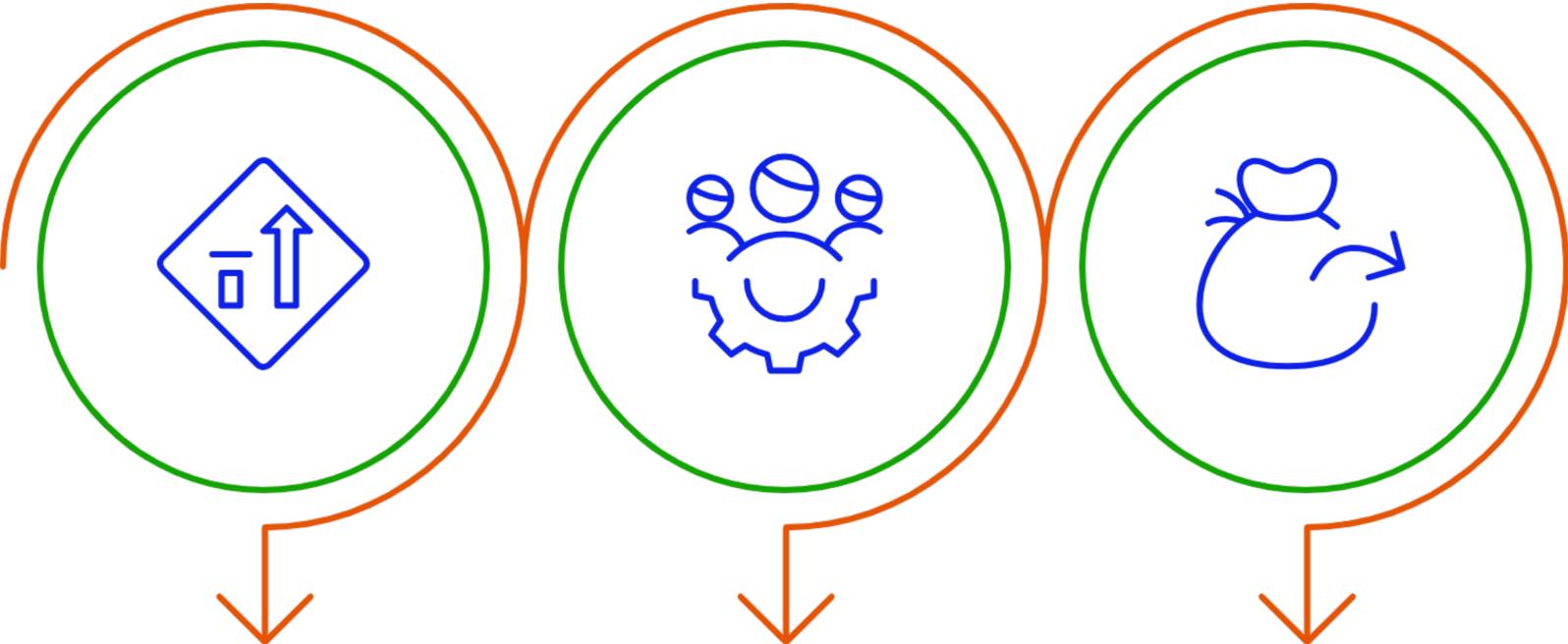
Hiring focuses on technical and skilled positions.

Wage Context

Skilled roles have competitive wages, entry-level positions advance with training.



Transportation & Logistics



Growth & Outlook

Central Florida's geography and infrastructure support logistics demand. Growth is ongoing but evolving, shaped by automation.

Employer Priorities

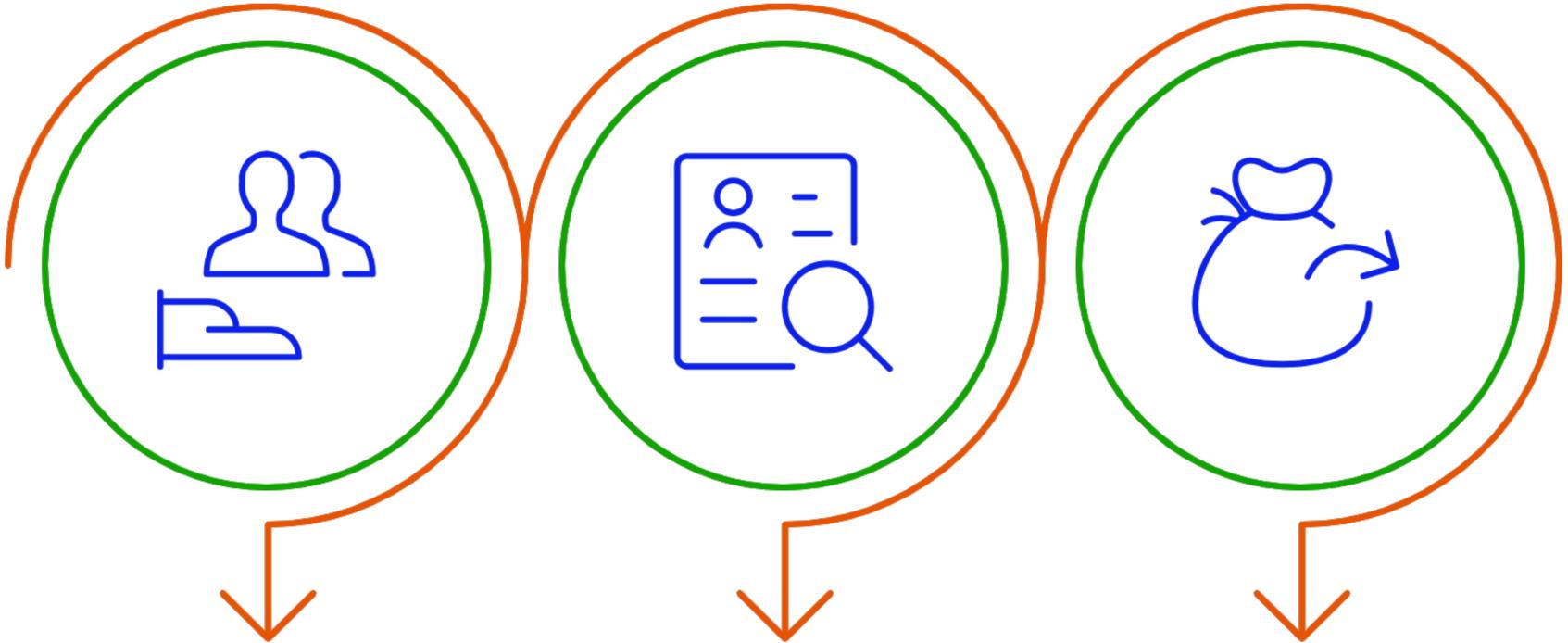
Employers value reliability, adaptability, and technical skills in logistics. These qualities are crucial for success in the industry.

Wage Context

Wage levels vary by role. Entry-level roles are moderate, while management and specialized roles command higher wages.



Hospitality Industry Insights



High-Volume Employer

Hospitality is a major employer, particularly in Orange and Osceola Counties. Employment is recovering but sensitive to external factors.

Employer Focus

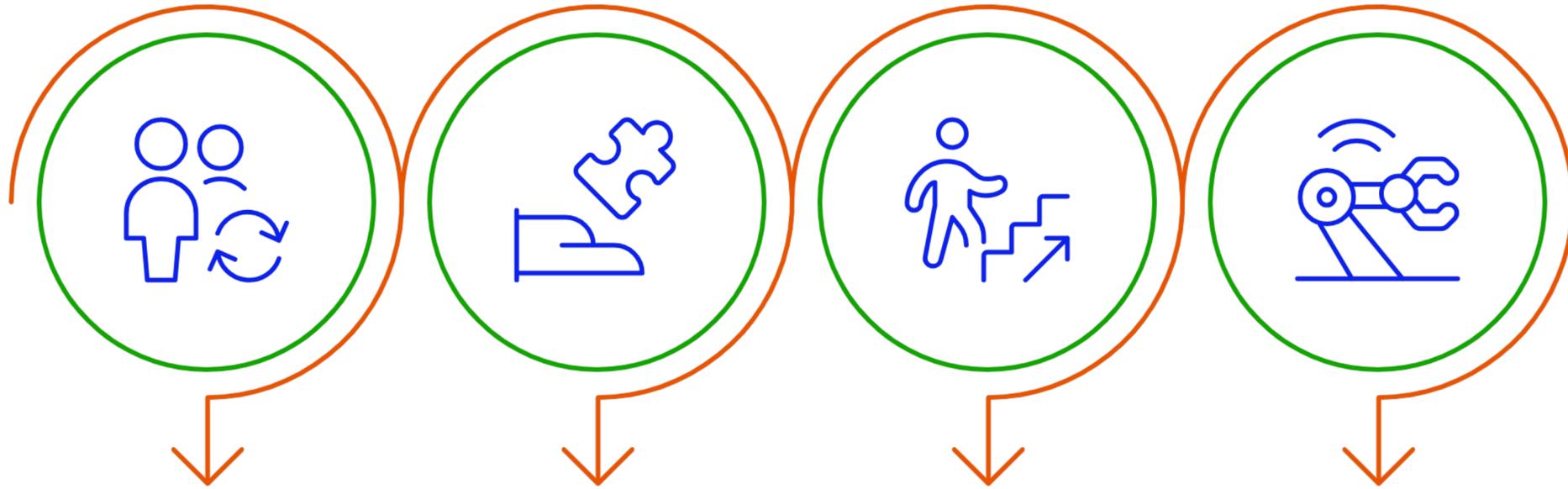
Employers prioritize retention, service quality, and operational efficiency. This helps them navigate the cyclical nature of the industry.

Wage Context

Entry-level wages are low, varying with tips, hours, and benefits. Wage growth is tied to advancement into supervisory or management roles.



Education & Industry Consortium December 2025- Hospitality Summary



Recruitment & Retention

Continued challenges with recruitment and retention. Increased importance of flexibility, workplace culture, and clear advancement pathways.

Skills Gaps

“Human skills” gaps include communication, adaptability, and professionalism. Mid-level gaps include leadership and supervisory readiness. Need for stronger education-to-employer alignment.

Youth Pathways

Hospitality provides strong entry points for youth with transferable skills like customer service, teamwork, and problem-solving. Early exposure, internships, and work-based learning are emphasized.

Technology Trend

AI and automation are increasingly influencing operations, scheduling, customer engagement, and data use.



DISCUSSION





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▶ Other Business

Adjournment

OTHER BUSINESS



UPCOMING CAREER SERVICES COMMITTEE MEETINGS:

- **4/2/26 (Thu): 3:00 p.m. to 4:30 p.m.**
Career Center Location: Osceola



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▶ **Adjournment**

ADJOURNMENT



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