

# North Florida Workforce Development Board

## Competitive Talent Council

### QUARTERLY REPORT

#### A. GENERAL INFORMATION

**Report quarter:** 1st

**Date of meeting:** 09/26/2025

**Report prepared by:** Latoria Jackson, Administrative Coordinator, CareerSource North Florida

**Local workforce development board contact:** Marsha Durden, E.D. **Date:** 9/26/2025

#### B. ATTENDANCE

Name	Organization	Industry or Education Organization	Contact Information
Audra Rutherford	Bass Assassin Lures/ Mayo Plastic Manufacturing	Manufacturing/ Distribution	386-294-1049 audra@bassassassin.com
Kim Scarboro	North Florida College	Education	850-973-9470 ScarboroK@nfc.edu
Clay Tomlinson	Hamilton County School District	Education	386-792-8105 Clayton.Tomlinson@hamiltonfl.com
Marsha Durden	CareerSource North Florida		850-973-7219 Marsha.Durden@careersourcenorthflorida.com
Irene Gaffori	CareerSource North Florida		850-843-3890 Irene.Gaffori@careersourcenorthflorida.com
Charles Fulmer	CareerSource North Florida		850-464-1450 Charles.Fulmer@careersourcenorthflorida.com

## B. SUMMARY REPORT

1. Summary analysis of the local labor market based on the industry representative needs and education offerings. (Provide summary)
  - a. Marsha Durden, Executive Director, presented an overview of the local area labor statistics. Her report highlighted key data points including the unemployment rates for July and August 2025 across the five local areas, with comparisons to the same period in the previous year. She also discussed trends in regional industrial employment growth, identified the fastest-growing industries, and provided insights into sectors that are currently gaining or losing jobs.
  - b. Irene Gaffori, Operations Director at CareerSource North Florida, provided a brief summary of recent changes to the Supplemental Nutrition Assistance Program Employment & Training (SNAP E&T). She highlighted key updates including an expansion of the mandatory participant age range to 18–64, the implementation of stricter timelines for the sanction process, and a reduction in exemption categories. These changes are expected to have a significant impact on unemployment services and workforce engagement across Florida.
2. Information on priority industry sectors and occupations for the local area. (Provide summary)
  - a. Charles Fulmer provided an overview of ongoing initiatives supporting veterans in North Florida. Florida ranks as the top state in the nation for veterans to retire, largely due to its extensive benefits and supportive infrastructure. As a Disabled Veterans Outreach Program (DVOP) specialist, Mr. Fulmer meets directly with veterans to assess their skills and match them with suitable employment opportunities. Key highlights included:
    - i. Vocational Readiness: Emphasis on reducing the time required to prepare veterans for the workforce through training programs. Employers are encouraged to

implement On-the-Job Training (OJT) and Apprenticeship programs to accelerate readiness.

- ii. Hire a Vet Medallion Program: Employers participating in this program may qualify for tax credits, incentivizing veteran hiring.
- iii. Coffee with a Vet: Local businesses host informal gatherings where veterans can connect with community resources and address unemployment concerns.
- iv. Paychecks for Patriots: A dedicated hiring fair spotlighting job opportunities for veterans seeking career transitions.
- v. Support for Veteran Spouses: Advocacy efforts ensure that benefits extend to spouses when veterans are unable to work.
- vi. Re-Entry Program: Initiatives begin 3–6 months prior to a veteran’s release, providing early access to resources and employment planning.
- vii. Skill Bridge Program: Active-duty service members may work with participating employers for up to six months while the state covers their salary, contingent upon the business being registered with Sunbiz.com.

3. Information on the status of existing talent pipelines for in-demand occupations. (Provide summary)

- a. Kim Scarsboro, Career and Workforce Education Coordinator at North Florida College (NFC), shared that students who complete NFC’s manufacturing programs are eligible to enter the armed forces at a higher rank due to the specialized training they receive. She also noted that NFC’s Veteran’s Affairs office actively supports student veterans and is informed about the resources available through CSNF, ensuring coordinated support for veterans pursuing education and career pathways.

