



CareerSource Northeast Florida

REGIONAL PLANNING AREA

CareerSource Citrus Levy Marion (CLM) (10)

CareerSource North Central Florida (NCF) (26)

CareerSource North Florida (NF) (6)

CareerSource Northeast Florida (NEFL) (8)



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CareerSource Northeast Florida (NEFL) (8)

Supporting Documentation

CareerSource North Florida (6); CareerSource Citrus Levy Marion (10); and CareerSource North Central Florida (26) are collectively identified as North Central Florida Regional Planning Area (RPA). The purpose of this document is to amend the previous RPA submission to also include CareerSource NEFL (8) as part of the North Central Florida RPA.

See attached Florida Workforce Regions Map which shows each of the regions and the counties represented. See page 18.

Single Labor Market

Four Metropolitan Statistical Areas (MSA) are included in the proposed regional planning area (RPA). These are:

- Gainesville MSA (Alachua, Bradford, and Levy Counties),
- Ocala MSA (Marion County); and
- Homosassa Springs MSA (Citrus County).
- Jacksonville MSA (Duval, St. Johns, Clay, Nassau, Baker Counties)

Lake City is a micropolitan statistical area covering Columbia County. Palatka is part of the Palatka micropolitan statistical area.

The key Labor markets within the proposed RPA include the Ocala, Gainesville, Lake City, Crystal River/Homosassa, Jacksonville, St. Augustine, Orange Park, Palatka, Macclenny, and Fernandina Beach. The Jacksonville, Ocala and Gainesville labor markets are the most diverse in terms of industry sectors. The Lake City micropolitan area also serves Live Oak/Suwannee County area. Levy County resident workforce commutes between Gainesville and Ocala. Madison County shows an influx and outflow of workers with Suwannee County.

The Jacksonville MSA, encompassing Duval, Clay, St. Johns, Nassau, and Baker Counties, serves as a significant regional economic hub, with a notable share of the surrounding rural counties' resident workforce commuting into the Jacksonville MSA for employment, particularly in the healthcare, logistics, financial services, and defense sectors, creating important labor

force interdependencies between the Jacksonville MSA and the broader North Central Florida RPA.

The inter-relationships of the workforce can be seen in the attached Inflow and Outflow Report for the North, Central, and Northeast Florida.

A review of the top employment sectors and regional workforce board targeted industries across the North Central Florida RPA reveals a strong alignment with CareerSource Northeast Florida's core economic priorities, supporting the case for regional integration. Healthcare and Social Assistance stands out as the most consistent shared priority. Nearly every county within the North Central Florida RPA — including Alachua, Marion, Columbia, Citrus, Madison, Suwannee, and Hamilton — identifies Healthcare as both a top employer and a targeted growth sector. Northeast Florida mirrors this emphasis, with Healthcare representing one of its largest and most strategically prioritized industries. This shared focus creates a natural foundation for regional workforce planning, training pipeline coordination, and healthcare career pathway development that could benefit workers across county lines.

Manufacturing and Logistics also emerge as strong points of alignment. Counties throughout the North Central Florida region, including Columbia, Taylor, Suwannee, Union, Bradford, and Marion, consistently identify Manufacturing and Distribution/Logistics as targeted sectors for workforce development. These priorities align directly with Northeast Florida's focus on Manufacturing and Logistics and Transportation — sectors anchored by the region's deep-water port, rail infrastructure, and proximity to I-10 and I-95 corridors. The overlapping interest in these industries suggests significant opportunity for a coordinated regional supply chain and workforce strategy that leverages Northeast Florida's logistics infrastructure while drawing on the available workforce across the broader planning area.

Where the targeted industries diverge, they do so in a complementary rather than competing manner. Finance and Information Technology — two of Northeast Florida's key targeted sectors — reflect the region's role as an urban economic anchor, offering higher-order services that support businesses and residents throughout the broader RPA and providing workers in surrounding counties access to career pathways that extend beyond what any single rural or micropolitan county could provide independently.

Taken together, the industry alignment between Northeast Florida and the North Central Florida RPA is substantial. Shared priorities in Healthcare and Manufacturing/Logistics provide an immediate basis for collaborative workforce investment, while Northeast Florida's strengths in Finance and Technology offer the broader region access to economic opportunities that strengthen the rationale for regional inclusion.

Common Economic Development Areas:

The proposed RPA is covered by two major regional economic development organizations.

- **The North Florida Economic Development Partnership (NFEDP)** is a regional organization dedicated to fostering economic growth across a 14-county area. NFEDP represents counties across all four LWDBs, including Baker, Bradford, Columbia, Dixie, Gilchrist, Hamilton, Lafayette, Levy, Madison, Putnam, Suwannee, Taylor, and Union.
- **The Florida Economic Development Council (FEDC)** is a statewide economic development organization. Its North Central Region includes all proposed RPA counties except Citrus.

All regions are members of NFEDP, with the Northeast Florida region holding additional representation through a seat on the board. CLM and NEFL are members of FEDC. In addition, each local workforce board works closely with the local EDOs in each county. This includes support on a less formal basis, such as the provision of LMI and workforce training for economic development prospects to more formal relationships where the EDO is part of their business outreach strategy.

CareerSource North Florida (NF) works with the Hamilton County Development Authority, the Madison County Development Council, the Suwannee County Development Council and the Taylor County Development Authority.

CareerSource North Central Florida (NCF) works closely with the Greater Gainesville Chamber of Commerce and the North Florida Regional Chamber of Commerce. NCF contracts with both chambers as a vendor in providing Intermediary business Services, which includes providing information to all Chamber Members, all businesses seeking LMI, newly locating businesses and “selling” Work Based Learning to eligible businesses.

Education and Training Resource to administer activities under WIOA:

The proposed RPA will have access to a vast network of training providers to administer activities under WIOA and ensure that individuals can obtain the training needed to have successful careers in high growth industries and industries have access to a skilled workforce. Below is the list of the public and private training providers in the proposed RFA. The following training providers represent a cross-section of educational resources available in the region; additional providers may also serve area residents and employers.

Public

- University of Florida
- University of North Florida

- Florida Community College at Jacksonville
- St. Johns River State College
- College of Central Florida
- North Florida College
- Gateway College
- Santa Fe College
- Big Bend Technical College
- RiverOak Technical College
- Withlacoochee Technical College
- Marion Technical College
- Alachua County School Board
- Baker County School Board
- Bradford County School Board
- Citrus County School Board
- Clay County School Board
- Columbia County School Board
- Dixie County School Board
- Duval County School Board
- Gilchrist County School Board
- Hamilton County School Board
- Lafayette County School Board
- Levy County School Board
- Madison County School Board
- Marion County School Board
- Nassau County School Board
- Putnam County School Board
- Union County School Board
- St. Johns County School Board
- Suwanee County School Board
- Taylor County School Board

Private

- Rasmussen University
- North Florida Technical College
- Jacksonville University
- Edward Waters University
- Jones College
- Trinity Baptist College
- Chamberlain University
- Florida Coastal School of Law
- Flagler College
- University of St. Augustine for Health Sciences

- First Coast Technical College
- Jones Technical Institute
- Fortis College

Many of the institutions listed above not only serve the Counties in which they are physically located, but also serve individuals and industries across counties thus supporting the integration across the RPA. For instance:

The University of Florida (Alachua) and its health system (UF Health/Shands) are not just local employers to Alachua County, they have major satellite facilities in Duval and Marion, creating a professional and educational loop for students and faculty.

Florida Gateway College is headquartered in Lake City (Columbia County) , however; it serves as an important training provider for residents of Baker County and surrounding communities along the regional border. This relationship is a practical example of the regionalism that defines workforce development in north Florida — service area boundaries do not always reflect how people live, work, and access education. CareerSource Northeast Florida maintains an active partnership with Florida Gateway College to ensure that customers in Baker County and adjacent areas have access to the full range of occupational training and career pathways the college offers, regardless of which workforce board's geography they reside in.

Population Centers:

(data source– U.S. Census, ACS, 2022 estimated population)

The following information describes the population centers within the proposed RPA as well as the relevant relationships among these population centers.

- Madison, pop. 2,960, and Perry, pop. 6,970, are the two key population and industrial centers in NF. Perry has Big Bend Technical College and a satellite campus of North Florida College, which is based in Madison.
- Live Oak is the home of RiverOak Technical College.
- Suwannee County is the largest county in NF.
- Lake City, pop. 12,449, and Live Oak, pop. 7,034, are separated by I 75 and share workforce dynamics which also link NF. Both have strong manufacturing sectors. They also share a state rural incubator site.
- Jasper, the county seat of Hamilton County, has a population of 3,661.
- Mayo is the largest city, pop. 1089, and the county seat of Lafayette County.
- Dixie County is a coastal county in the proposed RPA. Cross City serves as its county seat and has a population of 1,743.
- Trenton is the county seat of Gilchrist County and has a population of 2,070.
- Union County's County seat is Lake Butler, pop. 1,950
- Chiefland, pop. 2,382, Bronson, pop. 1,196, and Williston, pop. 3,089, form the three population centers of Levy County. Chiefland's retail and service growth draws residents

of both Gilchrist and Dixie County both as consumers and employees. Bronson is the county seat, mid-way between Williston and Chiefland. Williston's airport and adjacent industrial park serve as the industrial hub for Levy County.

- Starke, pop. 5,864, serves as the key center in Bradford County also drawing consumers from Union County. Starke is the center of two major north-south and east-west highways, US 301 and State Road 16.
- Gainesville and Alachua are key cities within Alachua County. Gainesville, pop. 145,214, home of the University of Florida. The University is an employment magnet for workers in all the surrounding counties- serving education, agriculture, healthcare, and manufacturing industries in both the surrounding counties as well as statewide. Alachua, pop. 10,773, adjacent to I 75 has both manufacturing and logistics employers.
- Inverness, pop. 7,766, Crystal River, pop. 3,485, are the key cities of Citrus County. Inverness, the county seat, is the governmental center. It is dissected by US41, a key north/south thoroughfare that also connects it to State Road 200, the key eastern highway to Marion County. Crystal River is the hub of the Nature Coast eco-tourism, fishing and aquaculture sectors.
- Ocala, pop. 65,478, the county seat of Marion County is also the center of its manufacturing, logistics, healthcare and other industry sectors. It is the major commercial/retail center for Marion County. The equine industry, which is spread through Marion County, is also served by businesses housed in the Ocala area.
- Jacksonville, pop. 1,009,833, is the county seat of Duval County and the economic anchor of the Northeast Florida region. As the most populous city in Florida, Jacksonville is the region's center for healthcare, financial services, logistics, manufacturing, and defense. JAXPORT is one of the busiest ports on the U.S. East Coast, and Cecil Commerce Center — located on the former NAS Cecil Field — provides premier aviation, logistics, and manufacturing development potential. The University of North Florida and Florida State College at Jacksonville provide a strong workforce talent pipeline.
- Fernandina Beach, pop. 13,648, is the county seat of Nassau County, supporting a strong tourism, manufacturing, and paper products sector anchored by WestRock. Nassau County, pop. 104,000, is home to the Port of Fernandina Beach and the Crawford Diamond in Callahan — one of only two Megasite Certified properties in Florida and the only dual-rail served Megasite in the state. Yulee serves as the county's fastest growing community, driven by its proximity to Jacksonville along the I-95 corridor.
- Green Cove Springs, pop. 10,270, is the county seat of Clay County, pop. 236,365, one of NEFL's fastest growing suburban counties. Orange Park serves as the county's primary commercial hub. Clay County is home to Camp Blanding, a major Florida National Guard installation, and has a strong and growing advanced manufacturing sector supported by one of Florida's top-rated school districts.
- Palatka, pop. 10,965, is the county seat of Putnam County and its primary population and industrial center, strategically positioned along the St. Johns River between Jacksonville, Gainesville, and St. Augustine. Putnam County was recognized as Florida's top per-capita job generator in 2024, driven by manufacturing growth. Saint Johns River

State College maintains a full campus in Palatka, supporting regional workforce development.

- St. Augustine, the county seat of St. Johns County, pop. 304,000, is the oldest continuously occupied European settlement in the United States and a major tourism and heritage destination. One of Florida's fastest growing counties, St. Johns ranks among the highest in the state for median household income and school performance, with rapid growth in healthcare, professional services, and retail reflecting broader regional economic expansion.
- Macclenny, pop. 8,113, is the county seat of Baker County, the most rural of the six NEFL counties. Situated along the I-10 corridor with five interstate interchanges, Baker County is strategically positioned for logistics and distribution. Baker County residents have strong commuting ties to Jacksonville, with the county serving as an affordable residential alternative within the regional labor market.

Except for Alachua County, Citrus County and Marion County, the counties within the current RPA are rural and included in the *rural area of opportunity* designated counties of Florida. In NEFL, Putnam, Baker, and Nassau Counties also carry rural designated status, further strengthening the regional alignment and shared priorities around rural workforce development and economic opportunity. By creating this RPA, the rural communities are now integrated by three primary employment hubs: Jacksonville, Gainesville and Ocala.

Commuting Patterns

Below are the commuting patterns across all 20 counties comprising the North Central, North, and Northeast Florida regions.

Top 5 Inflow			Top 5 Outflow	
Baker	Clay County, Florida	372	Duval County, Florida	2287
	Duval County, Florida	350	Columbia County, Florida	400
	Charlton County, Georgia	183	Clay County, Florida	308
	Nassau County, Florida	160	Alachua County, Florida	299
	Columbia County, Florida	119	Orange County, Florida	236
Clay	Duval County, Florida	4186	Duval County, Florida	30981
	St. Johns County, Florida	1717	St. Johns County, Florida	2518
	Putnam County, Florida	515	Orange County, Florida	2455
	Nassau County, Florida	502	Alachua County, Florida	1799
	Bradford County, Florida	347	Hillsborough County, Florida	1504
Duval	Clay County, Florida	30981	St. Johns County, Florida	5497
	St. Johns County, Florida	25310	Orange County, Florida	4669
	Nassau County, Florida	10898	Clay County, Florida	4186
	Orange County, Florida	4853	Hillsborough County, Florida	2974

	Broward County, Florida	3553	Broward County, Florida	1794
	Top 5 Inflow		Top 5 Outflow	
Nassau	Camden County, Georgia	1838	Duval County, Florida	10898
	Duval County, Florida	1473	Camden County, Georgia	1221
	Charlton County, Georgia	603	Orange County, Florida	776
	Clay County, Florida	373	St. Johns County, Florida	583
	St. Johns County, Florida	269	Clay County, Florida	502
Putnam	Clay County, Florida	740	Duval County, Florida	1259
	St. Johns County, Florida	578	St. Johns County, Florida	1221
	Duval County, Florida	236	Volusia County, Florida	939
	Flagler County, Florida	229	Orange County, Florida	725
	Volusia County, Florida	192	Alachua County, Florida	592
St. Johns	Duval County, Florida	5497	Duval County, Florida	25310
	Clay County, Florida	2518	Orange County, Florida	2394
	Flagler County, Florida	2180	Clay County, Florida	1717
	Putnam County, Florida	1221	Hillsborough County, Florida	1461
	Volusia County, Florida	628	Broward County, Florida	817
Alachua	Levy County, Florida	3103	Duval County, Florida	1020
	Columbia County, Florida	2478	Orange County, Florida	651
	Marion County, Florida	1984	Marion County, Florida	519
	Gilchrist County, Florida	1965	Hillsborough County, Florida	468
	Clay County, Florida	1799	Columbia County, Florida	326
Bradford	Clay County, Florida	558	Alachua County, Florida	1232
	Putnam County, Florida	144	Duval County, Florida	1058
	Union County, Florida	141	Clay County, Florida	347
	Duval County, Florida	134	Union County, Florida	306
	Alachua County, Florida	106	Columbia County, Florida	240
Citrus	Hernando County, Florida	949	Marion County, Florida	2349
	Marion County, Florida	773	Sumter County, Florida	1443
	Pasco County, Florida	613	Orange County, Florida	1165
	Levy County, Florida	380	Hillsborough County, Florida	1148
	Lake County, Florida	374	Hernando County, Florida	1026
Columbia	Suwannee County, Florida	1717	Alachua County, Florida	2478
	Duval County, Florida	466	Duval County, Florida	1898
	Baker County, Florida	400	Suwannee County, Florida	576
	Levy County, Florida	340	Orange County, Florida	401
	Gilchrist County, Florida	329	Hillsborough County, Florida	311
Dixie	Levy County, Florida	138	Alachua County, Florida	322
	Gilchrist County, Florida	95	Levy County, Florida	167
	Suwannee County, Florida	20	Gilchrist County, Florida	164
	Columbia County, Florida	19	Columbia County, Florida	139

	Jefferson County, Florida	12	Duval County, Florida	117
	Top 5 Inflow		Top 5 Outflow	
Gilchrist	Levy County, Florida	503	Alachua County, Florida	1965
	Dixie County, Florida	164	Levy County, Florida	342
	Columbia County, Florida	105	Columbia County, Florida	329
	Alachua County, Florida	87	Duval County, Florida	248
	Suwannee County, Florida	87	Marion County, Florida	208
Hamilton	Columbia County, Florida	304	Lowndes County, Georgia	342
	Suwannee County, Florida	300	Columbia County, Florida	257
	Lowndes County, Georgia	150	Suwannee County, Florida	174
	Jefferson County, Florida	51	Alachua County, Florida	113
	Echols County, Georgia	30	Duval County, Florida	88
Lafayette	Suwannee County, Florida	109	Suwannee County, Florida	194
	Columbia County, Florida	23	Columbia County, Florida	168
	Levy County, Florida	18	Alachua County, Florida	118
	Madison County, Florida	18	Taylor County, Florida	96
	Gilchrist County, Florida	14	Duval County, Florida	66
Levy	Gilchrist County, Florida	342	Alachua County, Florida	3103
	Marion County, Florida	263	Marion County, Florida	1258
	Citrus County, Florida	237	Duval County, Florida	528
	Alachua County, Florida	176	Gilchrist County, Florida	503
	Dixie County, Florida	167	Citrus County, Florida	380
Madison	Lowndes County, Georgia	156	Leon County, Florida	329
	Suwannee County, Florida	118	Lowndes County, Georgia	328
	Jefferson County, Florida	102	Suwannee County, Florida	201
	Leon County, Florida	77	Gadsden County, Florida	166
	Hamilton County, Florida	77	Jefferson County, Florida	128
Marion	Citrus County, Florida	2349	Sumter County, Florida	4110
	Lake County, Florida	2202	Orange County, Florida	2884
	Levy County, Florida	1258	Lake County, Florida	2247
	Orange County, Florida	1133	Alachua County, Florida	1984
	Pasco County, Florida	1003	Hillsborough County, Florida	1793
Suwannee	Columbia County, Florida	576	Columbia County, Florida	1717
	Madison County, Florida	201	Alachua County, Florida	725
	Lafayette County, Florida	194	Duval County, Florida	343
	Lowndes County, Georgia	182	Hamilton County, Florida	300
	Hamilton County, Florida	174	Orange County, Florida	245
Taylor	Madison County, Florida	123	Leon County, Florida	199
	Leon County, Florida	112	Gadsden County, Florida	42
	Jefferson County, Florida	102	Madison County, Florida	39
	Lafayette County, Florida	96	Duval County, Florida	38

	Suwannee County, Florida	83	Orange County, Florida	31
	Top 5 Inflow		Top 5 Outflow	
Union	Bradford County, Florida	306	Alachua County, Florida	487
	Columbia County, Florida	245	Duval County, Florida	307
	Clay County, Florida	125	Columbia County, Florida	304
	Baker County, Florida	120	Bradford County, Florida	141
	Duval County, Florida	107	Orange County, Florida	59

Industrial Composition and Location Quotients

Manufacturing and Logistics are shared sectors of strength for the regions in the proposed planning area due largely to our ideal placement along the I-75 distribution route. Large distribution centers continue to seek space along this “industrial” zone which has led to an increased need for qualified candidates in these sectors, a need which continues to grow as more businesses move to the area.

Construction has boomed recently across the state of Florida, and particularly in this northern Florida corridor where lower home prices and reduced hurricane danger has many looking to relocate to this area both from South Florida and from out of State.

Healthcare and Professional/Scientific/Technical Services are also important industries in the proposed planning area, with each region having significant inflow/outflow to support the high-demand Healthcare sector in the metro areas through the north Florida corridor.

CNEFL Workforce Inflow-Outflow Patterns

Industry	NAICS	RPA	CSCLM	CSNF	CSNCF	CSNEFL
Total - All Industries		1.00	1.00	1.00	1.00	1.00
Agriculture, Forestry, Fishing and Hunting	11	0.95	1.95	6.16	1.78	0.34
Mining, Quarrying, and Oil and Gas Extraction	21	0.20	0.59	0.29	0.31	0.09
Utilities	22	0.75	0.88	1.60	0.51	0.75
Construction	23	1.23	1.58	0.97	0.86	1.24
Manufacturing	31	0.64	0.79	1.77	0.52	0.60
Wholesale Trade	42	0.80	0.78	0.55	0.56	0.86
Retail Trade	44	1.19	1.57	1.33	1.09	1.13
Transportation and Warehousing	48	1.25	0.87	0.50	0.73	1.49

Information	51	0.69	0.32	0.26	0.55	0.82
Industry	NAICS	RPA	CSCLM	CSNF	CSNCF	CSNEFL
Finance and Insurance	52	1.23	0.49	0.42	0.55	1.59
Real Estate and Rental and Leasing	53	1.03	1.09	0.35	0.94	1.07
Professional, Scientific, and Technical Services	54	0.83	0.54	0.28	0.66	0.95
Management of Companies and Enterprises	55	0.45	0.23	0.18	0.28	0.55
Administrative and Support and Waste Management and Remediation Services	56	1.01	0.88	0.65	0.75	1.11
Educational Services	61	0.91	0.84	0.93	1.82	0.72
Health Care and Social Assistance	62	1.05	1.04	0.76	1.38	0.98
Arts, Entertainment, and Recreation	71	1.03	1.13	0.61	0.72	1.09
Accommodation and Food Services	72	1.09	1.12	0.92	1.06	1.10
Other Services (except Public Administration)	81	1.03	1.06	0.90	0.85	1.06
Public Administration	92	1.07	1.19	2.86	1.48	0.88
Unclassified	99	0.32	0.33	0.15	0.26	0.33

Areas in yellow denote a shared targeted sector between areas.

Source: Location Quotient data by industry is derived by Chmura JobsEQ using the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics. Data is updated through 2025Q3

In addition to these designations, we have on-going collaborations that deal with common emerging labor market issues.

Broadband Grant

CLM is the lead organization in a training grant that supports the rural broadband infrastructure funding in regions 6 and 7, and Levy County (Region 10), covering 11 rural counties in total. The implantation of this project along with the installation of high-speed fiber in these rural counties increases the capacity of telecommuting for these areas and provides residents access to more and better-quality jobs.

Clam Farmer Disaster Re-employment Grant

As a result of Hurricane Idalia, the clam industry, a subsector of the agriculture industry, off Dixie and Levy counties has been devastated. The Location Quotients for Agriculture in Dixie and Levy counties are 5.18 and 7.17 respectively (source: JobsEQ). CLM and NCF are working to assist the workers and growers affected through a National Dislocated Worker Grant. For Dixie County, CLM provides grant management and coordination of employment services. While Levy

County has 110 growers (leaseholders) Dixie County has 13 according to data provided by FDACS. provides the outreach support but collaborates with CLM to reduce administrative costs and create a more efficient and consistent approach to employment services.

The Ocala to Osceola Wildlife Corridor

This area directly impacts three counties within NEFL. In Putnam County, corridor conservation near Welaka, Rice Creek, and the Cross Florida Greenway sustains jobs in working forestry, land stewardship, and habitat restoration. In Clay County, buffer land conservation tied to Camp Blanding reinforces the long-term viability of the installation and the military and civilian jobs it supports. In Baker County, the Camp Blanding to Raiford Greenway project supports working timberland and land management employment in one of the region's most rural communities. Across all three counties, the corridor's emphasis on protecting working lands means conservation and employment are complementary, not competing, priorities.

Military Installations and the Transitioning Workforce

NEFL is home to one of the largest military concentrations in the country. Combined with Naval Submarine Base Kings Bay in adjacent Camden County, Georgia, the region ranks among the top three military communities in the United States — generating a continuous pipeline of skilled transitioning service members who represent one of the region's most significant workforce assets.

Military Installations Serving the Region

- **Naval Air Station Jacksonville** (Duval County) - Approximately 12,000 military personnel, 7,000 civilian employees, and 700 contractors. Home to Fleet Readiness Center Southeast and multiple aviation and logistics commands.
- **Naval Station Mayport** (Duval County) - Home port of the U.S. Navy's 4th Fleet, with approximately 13,000 military personnel and 3,600 civilian employees. The third largest naval fleet concentration in the country.
- **Naval Submarine Base Kings Bay** (Camden County, GA) - East Coast home of the Navy's ballistic missile submarine force, approximately 40 miles north of Jacksonville. Roughly 5,000 military personnel and 2,000 civilian employees; separating members represent a significant share of the regional talent pipeline.
- **Marine Corps Blount Island Command** (Duval County) - Strategic pre-positioning facility supporting combat-ready equipment for Marine Expeditionary Brigades and a skilled civilian maintenance workforce.
- **Camp Blanding Joint Training Center** (Clay County) - Florida's primary National Guard training facility, serving active-duty and reserve components across multiple branches.

The Separating Service Member Pipeline

These installations generate an estimated 5,200 or more separations annually, with members leaving at a median age of approximately 40. The vast majority wish to remain in the region if suitable civilian employment is available. Veterans currently make up approximately 12 percent of the regional workforce — roughly twice the national average. Transitioning service members bring highly transferable competencies including logistics and project management, technical

and mechanical skills, security clearance eligibility, and professional discipline that align directly with the region's key industry clusters.

The workforce impact of this military concentration extends well beyond NEFL. As transitioning service members evaluate employment opportunities, many look to communities across north and central Florida — including the Gainesville, Ocala, and Orlando metropolitan areas — where the cost of living, quality of life, and growing industry presence are strong draws. Industries in these areas that particularly benefit include healthcare and life sciences (anchored by UF Health and AdventHealth systems), manufacturing and defense contracting, logistics and distribution, agriculture and land management, and public safety. The University of Florida and other regional institutions actively court veteran talent, and CareerSource boards across north and central Florida coordinate with CSNEFL to ensure transitioning service members receive seamless employment services regardless of where they ultimately settle.

As expected, there is significant overlap in these sectors due to geographical similarities and shared commuting patterns. The chart below highlights where targeted sectors are shared and shows the competitiveness of each local area:

Labor Force Conditions

The proposed RPA — spanning 20 counties across northeast, north, and north-central Florida — has a combined population of approximately 2.85 million and a total labor force of nearly 1.36 million as of December 2025. The region's weighted unemployment rate of 5.0 percent reflects significant variation across its counties, with Baker, Nassau, and St. Johns counties posting the lowest rates at 4.5 percent and Taylor County posting the highest at 9.1 percent. Labor force participation rates tell a similar story of internal disparity — St. Johns County leads the region at 53.7 percent while Taylor County trails significantly at 26.6 percent, underscoring the structural workforce challenges facing the region's most rural communities. Duval County remains the dominant economic engine, accounting for nearly 39 percent of the region's total labor force at 528,739 workers. Taken together, the data reflect a region with a strong urban core, rapidly growing suburban counties, and a set of rural communities where expanding access to training, education, and employment services remains an important and ongoing priority.

LAUS Data, Latest Available Data

Population, Labor Force and Unemployment Rate

Region	Population	Labor Force	Unemployment Rate
Alachua County, Florida	281,751	142,237	5.3%
Baker County, Florida	28,186	12,237	4.5%
Bradford County, Florida	27,888	10,366	4.9%
Citrus County, Florida	158,693	53,855	6.9%
Clay County, Florida	223,436	115,945	4.7%

Region	Population	Labor Force	Unemployment Rate
Columbia County, Florida	70,755	28,773	5.4%
Dixie County, Florida	16,952	5,893	5.9%
Duval County, Florida	1,007,189	528,739	4.7%
Gilchrist County, Florida	18,494	8,108	4.9%
Hamilton County, Florida	13,445	4,160	6.2%
Lafayette County, Florida	8,035	2,663	5.8%
Levy County, Florida	44,276	18,924	5.4%
Madison County, Florida	18,113	6,920	6.1%
Marion County, Florida	387,697	161,307	5.6%
Nassau County, Florida	94,653	47,800	4.5%
Putnam County, Florida	74,235	30,227	5.7%
St. Johns County, Florida	292,243	157,028	4.5%
Suwannee County, Florida	44,484	17,959	5.4%
Taylor County, Florida	21,422	5,697	9.1%
Union County, Florida	15,551	4,360	6.0%

Source: JobsEQ®

Note: Figures may not sum due to rounding. Data as of December 2025.

Employment, Change In Employment Wages, Change In Wages

Region	Employment (4Q Mov Avg)	5 Year % Change in Employment (4Q Mov Avg)	Avg Ann Wages per Worker	1 Year % Change in Avg Ann Wages per Worker
Alachua County, Florida	149,350	7.9%	\$64,694	5.3%
Baker County, Florida	8,402	0.3%	\$45,600	7.0%
Bradford County, Florida	7,230	-0.3%	\$47,950	3.2%
Citrus County, Florida	39,539	10.8%	\$48,542	4.4%
Clay County, Florida	64,457	11.0%	\$57,524	10.1%
Columbia County, Florida	26,796	1.4%	\$51,068	2.6%
Dixie County, Florida	3,359	6.0%	\$45,389	4.8%
Duval County, Florida	599,336	9.7%	\$72,365	5.1%
Gilchrist County, Florida	4,463	4.8%	\$47,462	6.1%
Hamilton County, Florida	3,495	6.0%	\$56,763	3.8%
Lafayette County, Florida	1,701	4.6%	\$49,240	4.0%
Levy County, Florida	10,799	4.8%	\$44,836	7.4%
Madison County, Florida	5,622	7.5%	\$43,954	4.1%

Region	Employment (4Q Mov Avg)	5 Year % Change in Employment (4Q Mov Avg)	Avg Ann Wages per Worker	1 Year % Change in Avg Ann Wages per Worker
Marion County, Florida	134,562	14.3%	\$52,170	3.8%
Nassau County, Florida	31,065	18.6%	\$57,794	6.8%
Putnam County, Florida	19,433	7.7%	\$50,831	3.1%
St. Johns County, Florida	111,117	26.1%	\$60,477	2.5%
Suwannee County, Florida	13,508	6.6%	\$48,785	4.6%
Taylor County, Florida	6,128	-12.0%	\$46,546	3.0%
Union County, Florida	3,940	-4.3%	\$50,744	-0.1%

Source: JobsEQ®

Note: Figures may not sum due to rounding. Data as of December 2025.

Geographic Boundaries

The proposed RPA is made up of four contiguous local workforce areas that are connected via a robust transit system (Air, Interstate, and Waterway) that supports the movement of workers and industry across the region.

Key highways in the proposed region are Interstate 10 (I-10) and Interstate 75 (I-75), which provide critical east-west and north-south transportation corridors. In addition, US 441/301 provides north-south travel through the region's center. US 19 is the north-south roadway skirting the Gulf coastal area of the region. US 41 provides an east-west throughfare into Citrus County before turning north through Levy and into Alachua and Columbia County. State Road 40 links Florida's East and West Coasts, cutting through Ocala.

The NEFL is anchored by two of the most critical transportation corridors in the southeastern United States — Interstate 95, the primary north-south trade route along the East Coast, and Interstate 10, a key east-west corridor connecting the region to major freight hubs across the southern U.S. These two interstates intersect in Jacksonville, making it a premier logistics hub. I-295 serves as Jacksonville's beltway, connecting all quadrants of the region and providing direct access to JAXPORT. US 17 and US 301 provide additional north-south connectivity through Nassau and Putnam Counties, while US 1 runs the full length of the region along the Atlantic coast from Nassau County through St. Johns County. State Road 16 and State Road 100 serve as key east-west corridors connecting Putnam County to the broader region. The I-10 corridor through Baker County, with five interstate interchanges, provides critical logistics access for the region's most rural county.

Gainesville Regional Airport provides convenient air service for residents in the eastern and central sections of the region. Ocala International Airport provides service to the executive and equine needs of Marion County.

Jacksonville International Airport (JAX) serves as the primary commercial air gateway for the entire Northeast Florida region, providing nonstop service to dozens of major U.S. cities and serving as a key access point for business, healthcare, and leisure travel. Northeast Florida Regional Airport in St. Johns County, located just north of St. Augustine, serves general aviation and charter needs, with planned expansion to support growing industrial and aviation-related development. Cecil Commerce Center, on the former NAS Cecil Field in Duval County, offers one of the longest runways in Florida and serves as a strategic asset for aviation, cargo, and defense-related air operations.

The eastern edge of the region is bounded by the St. Johns River, fed by springs in Marion County through its Silver River. The Suwannee River approximately dissects the region on its journey to the Gulf of Mexico, fed by the Santa Fe River. At the southern end of the region, the Withlacoochee River travels west, exiting at the boundary of Citrus and Levy County near the former Cross-Florida Barge Canal site. Port Citrus is located at the mouth of the Barge Canal/Withlacoochee River.

The St. Johns River is the defining waterway of the Northeast Florida region, flowing northward through Putnam and Duval Counties before emptying into the Atlantic Ocean near Jacksonville. JAXPORT, a full-service international trade seaport situated at the crossroads of the nation's rail and highway network, operates three cargo terminals, two intermodal container transfer facilities, and a passenger cruise terminal along the St. Johns River. The Port of Fernandina Beach in Nassau County provides additional deep-water port access, further enhancing the region's role as a critical node in national and international trade.

Special Relationships

Due to the proximity of the local workforce areas, strong relationships already exist between boards to share knowledge and resources. The establishment of the RPA will only reinforce and grow these special relationships.

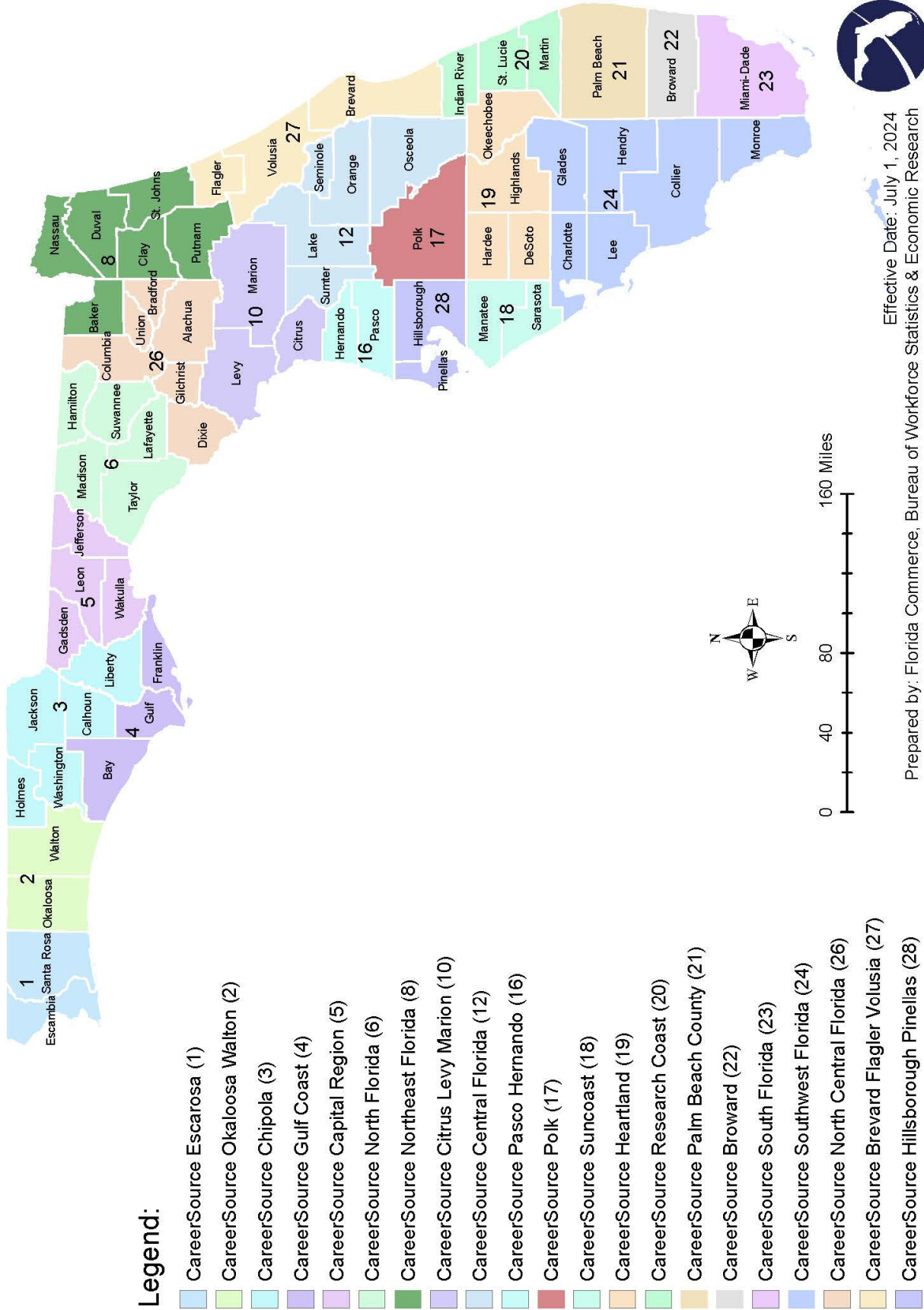
CLM and NF have had an on-going relationship that reduces administrative and overall staff costs since 2011. CLM provides financial management for NF reducing the need for NF to have a finance staff. CLM costs cover the costs of CLM to provide those services, enabling CLM to have a stronger finance team while reducing its own finance costs. While exploring this arrangement, both CLM and NF determined that staff benefit costs, primarily driven by healthcare costs could be significantly reduced by allowing CLM to be the employer of record for its staff. This would also allow CLM, because of the group size, to gain better data to manage its healthcare costs.

The management team of CLM has, over the years, worked with the governments and boards of NCF as they have worked on transitioning their local management teams and boards.

NEFL has supported local areas within the proposed RPA with critical and complicated IT related upgrades. For instance, NEFL worked closely with CSCLM and CSNCFL to aid in migration of local data to the cloud, PC and laptop replacement, procuring new data circuits and network modernization. NEFL was also involved in the interviewing and selection of the new IT manager for CSNCFL to ensure the correct person was hired and had the skillset to manage the modernized network.

These relationships have created natural working relationships that have also resulted in joint career fairs and on-going staff training situations.

Florida Workforce Regions



Signature Page

Local Workforce Development Board Executive Director "A"	
Name:	Marsha Durden LWDB 6
Signature:	<i>Marsha A. Durden</i>
Date of Submission:	03/13/2026

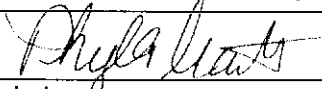
Chief Local Elected Official - LWDB "A"	
Name and Title:	County:
<i>Ronnie Moore, Chief Elected Official</i>	<i>Madison</i>
Signature:	Date:
<i>Ronnie L Moore</i>	03/13/2026

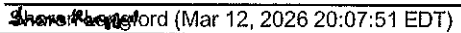
Chief Local Elected Official - LWDB "A"	
Name and Title:	County:
Signature:	Date:

Chief Local Elected Official - LWDB "A"	
Name and Title:	County:
Signature:	Date:

Chief Local Elected Official - LWDB "A"	
Name and Title:	County:
Signature:	Date:

Signature Page

Local Workforce Development Board Executive Director "B"	
Name:	Phyllis Marty LWDB 26
Signature:	
Date of Submission:	3/12/26

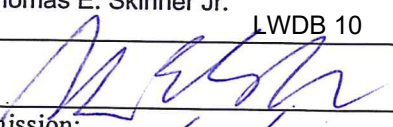
Chief Local Elected Official - LWDB "B"	
Name and Title: Sharon Langford, Gilchrist BoCC CSNCFL Council of Electeds, Chair	County: Gilchrist
Signature: 	Date: Mar 12, 2026

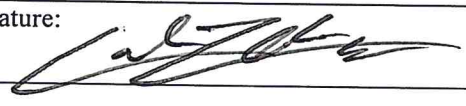
Chief Local Elected Official - LWDB "B"	
Name and Title:	County:
Signature:	Date:

Chief Local Elected Official - LWDB "B"	
Name and Title:	County:
Signature:	Date:

Chief Local Elected Official - LWDB "B"	
Name and Title:	County:
Signature:	Date:

Signature Page

Local Workforce Development Board Executive Director "C"	
Name:	Thomas E. Skinner Jr. LWDB 10
Signature:	
Date of Submission:	3/19/26

Chief Local Elected Official - LWDB "C"	
Name and Title: Carl Zalak, Chair	County: Citrus Levy Marion Workforce Development Consortium
Signature: 	Date: 3-20-26

Chief Local Elected Official - LWDB "C"	
Name and Title:	County:
Signature:	Date:

Chief Local Elected Official - LWDB "C"	
Name and Title:	County:
Signature:	Date:

Chief Local Elected Official - LWDB "C"	
Name and Title:	County:
Signature:	Date:

Signature Page

Local Workforce Development Board Executive Director "D"	
Name:	Cheryl Taylor LWDB 8
Signature:	<i>Cheryl A. Taylor</i>
Date of Submission:	March 23, 2026

Chief Local Elected Official - LWDB "D"	
Name and Title: Commissioner Renninger	County: Clay, Chair-FCWD Consortium
Signature: <i>Jim Renninger</i>	Date: <i>3/20/26</i>

Chief Local Elected Official - LWDB "D"	
Name and Title:	County:
Signature:	Date:

Chief Local Elected Official - LWDB "D"	
Name and Title:	County:
Signature:	Date:

Chief Local Elected Official - LWDB "D"	
Name and Title:	County:
Signature:	Date:

Request for Regional Planning Area Identification	
Proposed Name of Planning Region: Nature Coast Regional Planning Area	
Local Workforce Development Boards included (Two or more contiguous boards): LWDB 6 CareerSource North Florida LWDB 26 CareerSource North Central Florida LWDB 10 CareerSource Citrus Levy Marion LWDB 8 CareerSource Northeast Florida	
Date of Submission: 4/8/2026	
Contact Person Name(s): Cheryl Taylor	Phone: 904-213-3800 Email Address: CTaylor@CareerSourceNEFL.com

The request to be identified as a regional planning area (planning region) requires that the local workforce development boards have relevant relationships as evidenced by labor markets, economic development areas, education and training resources, population centers, commuting patterns, industrial composition, location quotients, labor force conditions, and geographic boundaries. By signing below, the chief local elected officials and the local workforce development board executive directors certify that the local areas request designation as a qualified regional planning area per CareerSource Florida Strategic Policy 2023.09.19.A.1. If the request for designation is approved, the local workforce development boards within the regional planning area will be required to engage in a regional planning process that will produce a Regional Plan to be added as an addendum to each local workforce development board plan per FloridaCommerce Regional Planning Instructions.

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