



2025



Welcome

Education & Industry
Consortium
and Talent Pipeline

March 24, 2025

10:00- 11:30 AM

Polk State College

LTB 1100





Dr. Amy Bratten

Provost
Academic Affairs and
Workforce Education
Polk State College



Stacy Campbell- Domineck

President & CEO
Career Source Polk

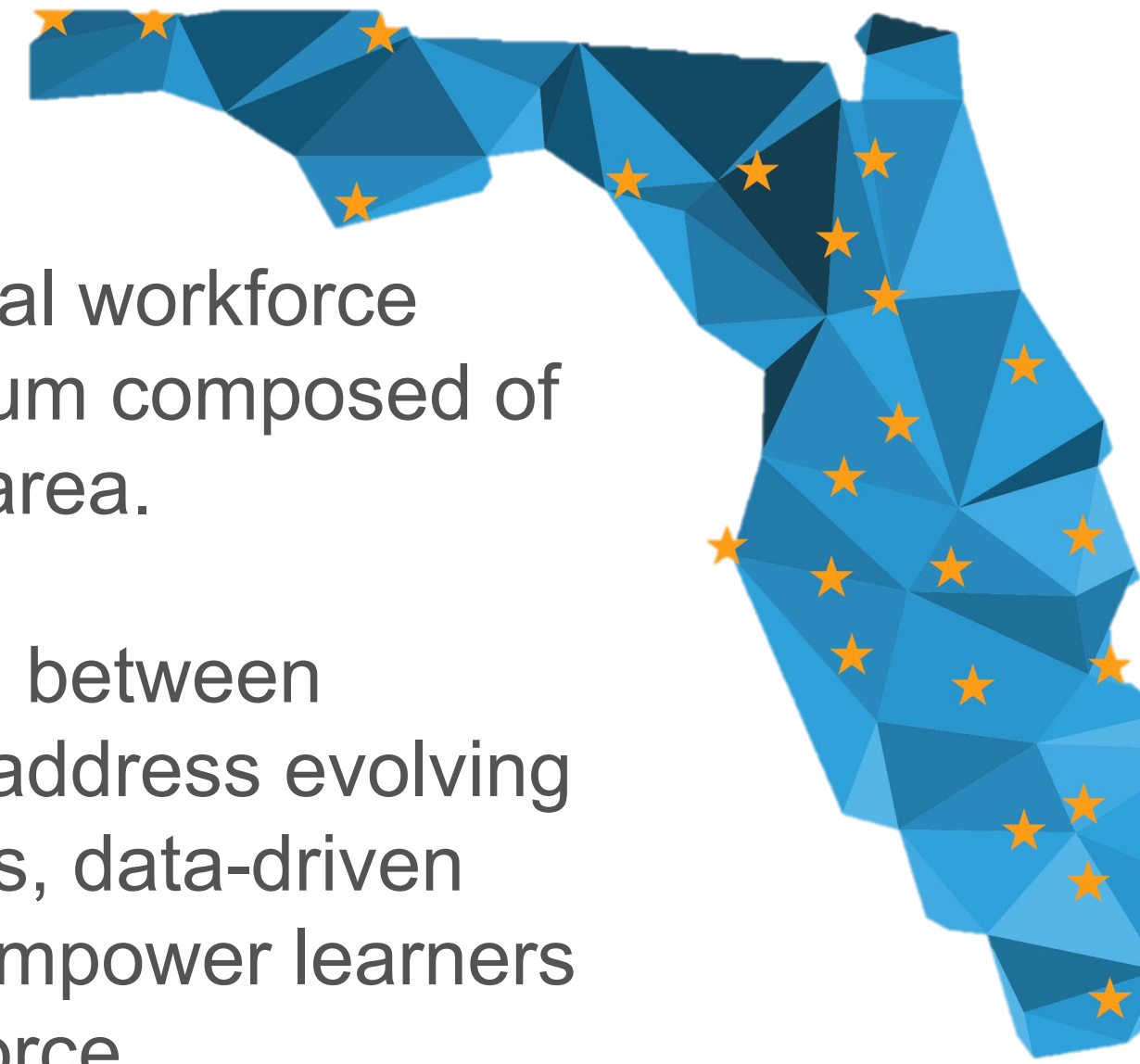
Education and Industry Consortium Appointees

Education	Ana Ayala	Director of Career Services	Southeastern University
Education	Amy Bratten, Ed.D.	Provost, Academic Affairs & Workforce Education, Academics	Polk State College
Advanced Manufacturing	Steve Campbell	Advisor to the Board	S&B Metal Products
Entertainment, Arts & Tourism	Cindy Collins	Director	RP Funding Center
Logistics, Supply Chain & Distribution	Michael De Marzo		Walmart E-commerce
Health Sciences	Diane Gibbs	Director of Operations	BayCare Health Systems
Research & Technology	Alex Lucio	CEO and Founder	Assure Infusions
Agri-business & Agri-technology	Carole McKenzie	Executive Director	Polk County Farm Bureau
Business Services	Rusty Mouton	Senior Vice President Real Estate	South State Bank
Aviation	Orathai Northern, Ph.D.	Enrichment Director	SUN 'n FUN Aerospace Expo & Aerospace Center for Excellence
Education	Andy Oguntola, Ed.D.	Assistant Vice President of Enrollment Management	Florida Polytechnic University
Entertainment, Arts, & Tourism	Alex Rich, Ph.D.	Executive Director	AGB Museum
Health Sciences	Linda Williams, Ph. D.	Director, Learning & Organizational Development,	Lakeland Regional Health

CONSORTIUM BACKGROUND

Signed into law May 15th, 2024, Senate Bill 240 requires each local workforce development board to create an Education and Industry Consortium composed of representatives of education and businesses in the local service area.

Purpose: The purpose of the consortium is to foster collaboration between education and industry to help align educational programming to address evolving workforce needs in our community. Through strategic partnerships, data-driven insights and innovative solutions, we aim to create strategies to empower learners and support businesses in building a skilled and adaptable workforce.



Talent Needs of Local Industry
Targeted Sectors



Education Offerings Available



Labor Market Information
Talent Pipeline

Grow, Retain, Attract



Targeted Sectors Polk County

		Current			5-Year History		5-Year Forecast		
NAICS	Industry	Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Empl Growth	Ann % Growth
11	Agriculture & Agritechnology	2,790	\$42,665	0.81	-755	-4.7%	2,081	290	2.0%
31-33	Advanced Manufacturing	20,049	\$70,065	0.89	1,949	2.1%	12,727	2,139	2.0%
48,49	Logistics, Supply Chain & Distribution	32,097	\$52,244	2.24	11,673	9.5%	22,512	4,116	2.4%
481*	Aviation & Aerospace	833	\$68,550	0.14	105	2.7%	521	87	2.0%
62	Health Sciences	36,294	\$59,532	0.84	5,562	3.4%	23,861	5,081	2.4%
	Total - All Industries	182,161	\$48,549	1.00	17,847	2.1%	115,607	13,529	1.4%

Source: JobsEQ

Data as of 2024Q3

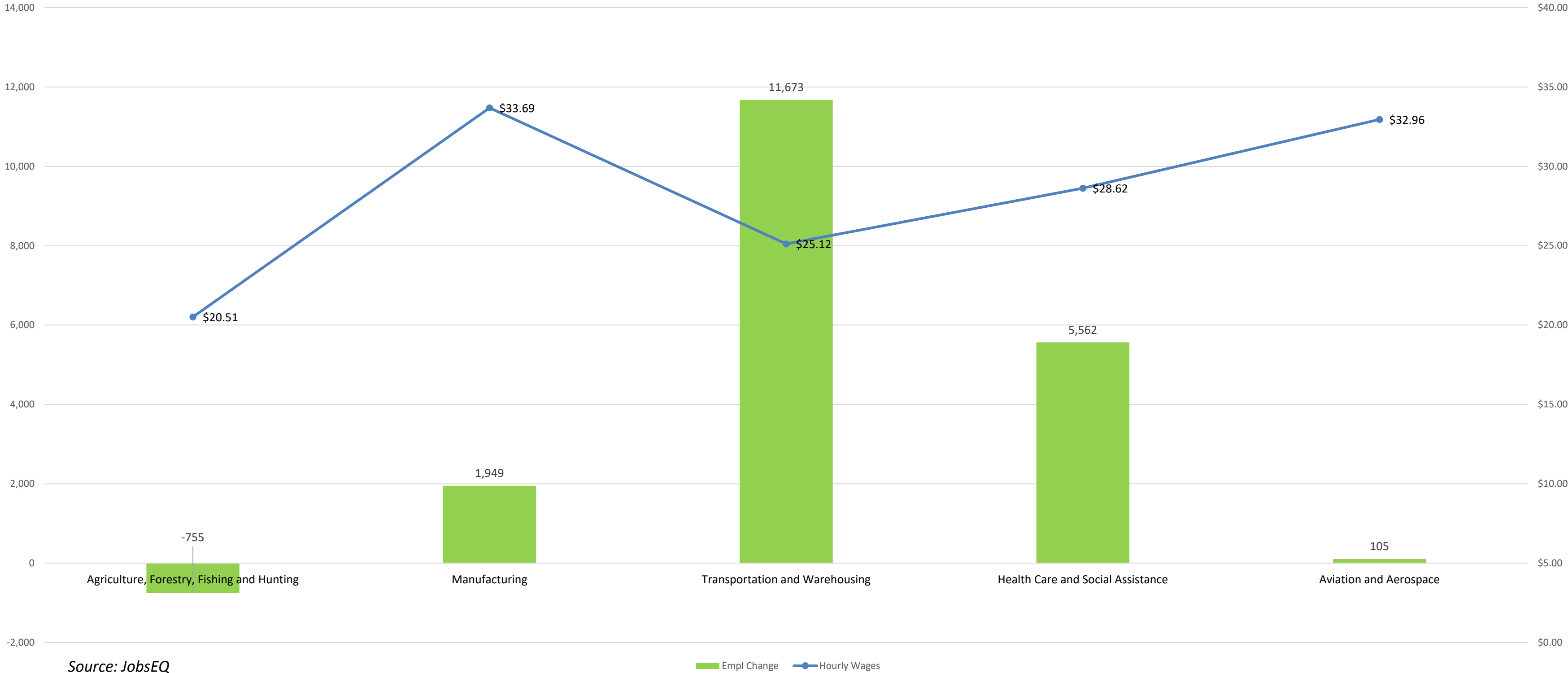
Note: Figures may not sum due to rounding.

1. All data based upon a four-quarter moving average

Exits and transfers are approximate estimates based upon occupation separation rates.

*Aviation and Aerospace is a custom sector comprised of NAICS 334511, 336411,336412, 336413, 481 and 4881

Employment Change - Last 5 Years



Source: JobsEQ

Data as of 2024Q3

Note: Figures may not sum due to rounding.

1. All data based upon a four-quarter moving average

Exits and transfers are approximate estimates based upon occupation separation rates.

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
11	Agriculture & Agritechnology	2,790	\$42,665	0.81	-755	-4.7%	2,081	290	2.0%

Top Agriculture Occupations by Total 5 Year Demand

SOC	Occupation	Current		5-Year Demand			
		Empl	Avg Ann Wages	Exits	Transfers	Empl Growth	Total Demand
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	913	\$31,200	314	449	87	851
11-9013	Farmers, Ranchers, and Other Agricultural Managers	778	\$85,400	289	157	73	519
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	122	\$38,600	41	59	9	109
45-2091	Agricultural Equipment Operators	77	\$36,800	28	40	12	79
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	70	\$51,900	20	34	9	63
53-7064	Packers and Packagers, Hand	52	\$27,700	16	25	7	48
11-9199	Managers, All Other	74	\$127,000	12	19	10	41
45-2041	Graders and Sorters, Agricultural Products	43	\$27,100	15	19	3	37
53-3032	Heavy and Tractor-Trailer Truck Drivers	36	\$54,500	8	12	5	25
39-2011	Animal Trainers	27	\$43,600	6	15	3	25
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	31	\$57,200	6	12	3	21
11-1011	Chief Executives	41	\$248,100	6	9	5	20
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	22	\$34,100	6	11	3	19
37-3011	Landscaping and Groundskeeping Workers	21	\$36,300	6	10	3	18
39-2021	Animal Caretakers	14	\$34,800	5	9	2	15

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
31-33	Advanced Manufacturing	20,049	\$70,065	0.89	1,949	2.1%	12,727	2,139	2.0%

Top Advanced Manufacturing Occupations by Total 5 Year Demand									
SOC	Occupation	Current		5-Year Demand					
		Empl	Avg Ann Wages	Exits	Transfers	Empl Growth	Total Demand		
51-2092	Team Assemblers	1,263	\$39,400	285	529	127	941		
51-9111	Packaging and Filling Machine Operators and Tenders	853	\$39,100	205	315	108	628		
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	628	\$38,200	160	292	71	523		
51-1011	First-Line Supervisors of Production and Operating Workers	849	\$69,800	149	279	82	509		
51-3011	Bakers	469	\$35,400	188	234	72	494		
51-3092	Food Batchmakers	515	\$41,100	158	246	74	477		
53-7064	Packers and Packagers, Hand	372	\$28,300	114	174	43	331		
53-3032	Heavy and Tractor-Trailer Truck Drivers	484	\$56,500	110	164	56	330		
49-9041	Industrial Machinery Mechanics	480	\$62,700	95	126	100	321		
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	436	\$47,000	93	178	39	309		
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	463	\$79,100	79	142	45	265		
53-7051	Industrial Truck and Tractor Operators	377	\$43,600	63	140	42	244		
49-9071	Maintenance and Repair Workers, General	397	\$51,700	93	106	45	244		
11-1021	General and Operations Managers	411	\$128,100	50	132	47	229		
51-4121	Welders, Cutters, Solderers, and Brazers	315	\$49,700	47	124	36	208		

Source: JobsEQ

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
48,49	Logistics, Supply Chain & Distribution	32,097	\$52,244	2.24	11,673	9.5%	22,512	4,116	2.4%
Top Logistics Occupations by Total 5 Year Demand									
SOC	Occupation	Current		5-Year Demand					
		Empl	Avg Ann Wages	Exits	Transfers	Empl Growth	Total Demand		
51-2092	Team Assemblers	1,263	\$39,400	285	529	127	941		
51-9111	Packaging and Filling Machine Operators and Tenders	853	\$39,100	205	315	108	628		
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NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
481*	Aviation & Aerospace	833	\$68,550	0.14	105	2.7%	521	87	2.0%

Top Aviation and Aerospace Occupations by Total 5 Year Demand							
		Current		5-Year Demand			
SOC	Occupation	Empl	Avg Ann Wages	Exits	Transfers	Empl Growth	Total Demand
49-3011	Aircraft Mechanics and Service Technicians	106	\$72,100	16	28	12	56
53-2012	Commercial Pilots	60	\$119,500	12	26	8	46
53-6032	Aircraft Service Attendants	38	\$39,400	11	21	4	35
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	34	\$40,500	9	16	4	28
53-6061	Passenger Attendants	29	\$37,300	13	10	3	26
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	32	\$45,600	7	11	4	22
43-4051	Customer Service Representatives	22	\$44,100	6	9	1	16
53-2031	Flight Attendants	14	\$84,800	5	6	2	13
11-1021	General and Operations Managers	16	\$153,800	2	5	2	9
53-7061	Cleaners of Vehicles and Equipment	10	\$40,400	3	5	1	9
43-5011	Cargo and Freight Agents	14	\$44,200	2	5	2	8
49-2091	Avionics Technicians	15	\$75,400	2	4	2	8
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	11	\$62,100	2	4	1	7
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	12	\$74,900	2	4	0	7
13-1199	Business Operations Specialists, All Other	13	\$108,400	2	4	1	7

Source: JobsEQ



NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
62	Health Sciences	36,294	\$59,532	0.84	5,562	3.4%	23,861	5,081	2.4%

Top Healthcare Occupations by Total 5 Year Demand									
SOC	Occupation	Current		5-Year Demand				Total Demand	
		Empl	Avg Ann Wages	Exits	Transfers	Empl Growth			
31-1122	Personal Care Aides	2,155	\$31,600	935	822	412		2,168	
31-1131	Nursing Assistants	2,285	\$36,200	748	1,014	263		2,025	
29-1141	Registered Nurses	4,673	\$81,700	757	575	580		1,912	
31-9092	Medical Assistants	1,639	\$39,500	421	803	289		1,512	
43-6013	Medical Secretaries and Administrative Assistants	2,145	\$40,300	537	644	254		1,435	
39-9011	Childcare Workers	976	\$30,300	381	519	86		986	
43-4171	Receptionists and Information Clerks	935	\$36,100	299	370	81		750	
31-1121	Home Health Aides	764	\$31,600	242	260	146		648	
11-9111	Medical and Health Services Managers	814	\$132,400	124	229	193		545	
31-9091	Dental Assistants	572	\$46,700	156	272	81		509	
29-2061	Licensed Practical and Licensed Vocational Nurses	919	\$54,900	197	202	93		491	
29-1171	Nurse Practitioners	591	\$120,600	80	92	223		396	
25-2011	Preschool Teachers, Except Special Education	492	\$35,000	119	186	67		372	
43-9061	Office Clerks, General	516	\$43,400	150	176	41		367	
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	450	\$64,900	92	130	96		317	

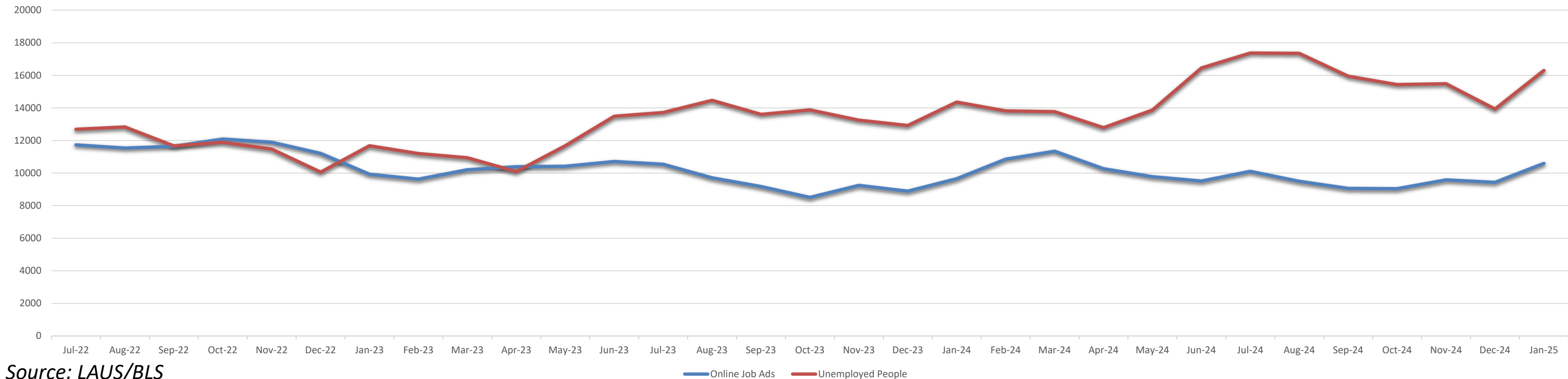
Source: JobsEQ

818,330
County Population (2023)

360,687
Labor Force (January 2025)

16,298
Regions Unemployed (January 2025)

Online Job Ads vs Unemployed People



Source: LAUS/BLS

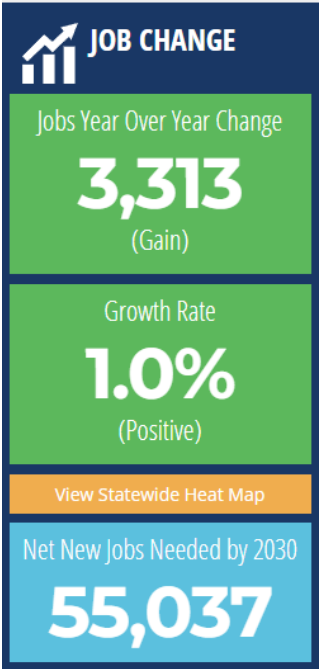
Job Openings Vs Unemployed
by County:

Source: Florida Scorecard



Job Change
Year Over Year:

Source: Florida Scorecard



Talent Pipeline Tactical Plan



PRIMARY FOCUS AREA Education: K -20

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FOCUS AREA VISION A collaborative educational network that connects students, families, academic institutions, community members and local businesses in support of holistic, inclusive and dynamic learning opportunities.

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VISION STRATEGY Promote alignment, awareness and engagement with community academic, and industry resources that advance educational attainment to strengthen employability for individuals in Polk County.

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Education and Industry Consortium

- Education and industry consortiums are composed of local leaders who provide independent information from stakeholders in their local area.
- Career Source Polk shall consider this information in creating strategies and local plans that describe efforts to provide educational and workforce opportunities to businesses and job seekers.
- The goal is to align educational programming with industry needs at the local level.

Adult Education

- Industry Responsive Training includes ESOL and GED.
- Comprehensive Guide to financial aid, programs, and institutions
- Pathway Planning
- Employability Skills

Post Secondary

- Workforce Education
 - Industry Advisory Boards
- Workforce Development
 - Multiple pathways
 - Forecasting
- Workforce Retention
 - Student engagement

K-12

To Be Determined



Thank You!

Next Talent Pipeline meetings:

Monday, April 28, 2025, from 10:00 to 11:30 AM

In- person – PCPS Career Technical and Adult Education Annual Update
at Polk State College, Lakeland Campus LAC1133

Monday, May 19, 2025, from 10:00 to 11:30 AM

In- person - Tactical Plan Design: K- 12
at Polk State College, Lakeland Campus LAC1133

Next Education and Industry Consortium meeting:

Monday, June 23, 2025, from 10:00 to 11:30

In- person - Educational Programs by Industry Sector
Location TBD