


Save the Date
BWDB Planning
Session
December 12, 2019
8:00 A.M. – 2:00 P.M.

AGENDA

**BROWARD WORKFORCE DEVELOPMENT BOARD, INC. &
CAREERSOURCE BROWARD COUNCIL OF ELECTED OFFICIALS**

**Partnership Meeting #220
Thursday, October 24, 2019
CareerSource Broward, 2890 West Cypress Creek Road, Ft. Lauderdale 33309**

The Committee is reminded of conflict of interest provisions. In declaring a conflict please refrain from voting or discussion and declare the following information: 1) Your name and position on the Board, 2) the nature of the conflict and 3) who will gain or lose as a result of the conflict. Please also fill out form 8B prior to the meeting.

PLEDGE OF ALLEGIANCE

MISSION MOMENT

MEMBER SPOTLIGHT

Board member spotlight to get to know each member and the business/sector they represent.

Staff spotlight for Board to get to know various team members.

PRESENTATION ON TRANSPORTATION

At the request of the board, Bill Cross, Deputy Executive Director of Planning and Programming and James Cromar, Deputy Executive Director of Strategic Initiatives, will present on current short and long-range transportation planning efforts in the region.

PRESENTATION ON SOUTH FLORIDA MANUFACTURERS ASSOCIATION

Matt Rocco, President of the South Florida Manufacturers Association, will provide a presentation on job growth and workforce perspective in the manufacturing industry.

APPROVAL OF MINUTES

Approval of the minutes of the September 26, 2019, Broward Workforce Development Board/CareerSource Broward Council Partnership Meeting #219.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Minutes of the Partnership Meeting

Pages 6 – 14

CONSENT AGENDA

Consent Agenda items are items that may not need individual discussion and may be voted on as one item. Any member wishing to discuss an item may move to have it considered individually.

ACCEPTANCE OF CONSENT AGENDA

RECOMM	Approval
ACTION	Motion for Approval

1. Monthly Performance Report

The current performance for the month of August is provided. This month's data reflects that within the Big 7 Regions CSBD ranks 1st in WTP Two Parent Participation Rate, and ranks 2nd in WTP All Family Participation Rate and WTP Entered Employment Rate.

ACTION	None
EXHIBIT	Performance Report for August

Pages 15 – 26

2. **BWDB Committee Summary**

Summary of actions taken at the following meeting:

Executive Committee –10/7/19

ACTION None
EXHIBIT Memo #06 – 19 (Exec)

Page 27

REGULAR AGENDA

These are items that the Council and Board will discuss individually in the order listed on the Agenda. Individuals who wish to participate in these discussions may do so merely by raising their hand during the discussion and being recognized by the Chair. The Chair will determine the order in which each individual will speak and the length of time allotted.

NEW BUSINESS

1. **Appointment of New Board Member**

CSBD was recently notified by Superintendent Robert Runcie through Daniel Gohl, Chief Academic Officer, with Broward County Public Schools (BCPS) that they are replacing Enid Valdez as the designated representative on the Board. James Payne, Curriculum Supervisor, will be the new BCPS designee. Consideration to recommend James Payne to fill the Education slot formerly filled by Enid Valdez. CareerSource Broward Council of Elected Officials governing board appoint board members by a vote of the Council following a recommendation from the BWDB. *(This is in alignment with the BWDB goal to maintain our role as local workforce development leaders.)*

RECOMM BWDB to Recommend Approval
ACTION **Motion for Approval by CSBD Council**
EXHIBITS Memo #05 – 19 (Exec)
 Resume

Pages 28 – 29

2. 2020 BWDB Legislative Agenda

Review of the Proposed 2020 BWDB Legislative Agenda. Also, presented is the FWDA Legislative agenda which is largely the same except for the apprenticeship item. *(This is in alignment with the BWDB goal to maintain our role as local workforce development leaders.)*

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	BWDB Legislative Agenda and position papers FWDA Legislative Agenda Florida Legislative session dates

Pages 30 – 44

3. BWDB and Executive 2020 Schedule

Consideration of the 2020 meeting Schedule for the BWDB and Executive Committee meetings. Schedule is consistent with the Federal and Jewish Holidays. *(This is in alignment with the BWDB goal to maintain our role as local workforce development leaders.)*

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	BWDB and Executive Schedule

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REPORTS

1. Toni Brown Customer Service Award

CareerSource Broward Toni Brown Customer Service Award will be presented to Eric Ocasio, Disabled Veteran Outreach Program Specialist, in honor of a long time Career Counselor Toni Brown.

ACTION	None
EXHIBIT	None

2. Listing of Planned Job Fairs

CareerSource Broward participates in numerous community events throughout the year where employers, job seekers, and the general public are educated about the workforce solutions we offer.

ACTION None
EXHIBIT Upcoming job fairs and events

Pages 46 – 47

3. Broward County Unemployment

The unemployment rate in Broward County was 2.8 percent in September 2019. Lower by 0.3 percentage point over the year. In September 2019, Broward County's unemployment rate was 0.2 percentage point lower than the state rate (3.0) and 0.5 percent point lower than the national rate (3.3 percent). Out of a labor force of 1,060,561 there were 30,058 unemployed Broward County residents.

ACTION None
EXHIBIT Broward County Labor Market Information

Pages 48 – 49

MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL

MATTERS FROM THE BOARD

MATTERS FROM THE FLOOR

MATTERS FROM THE PRESIDENT/CEO

ADJOURNMENT

THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE BROWARD COUNCIL MEETING AND ANNUAL PLANNING SESSION IS SCHEDULED FOR DECEMBER 12, 2019 AT 8:00 A.M. TO 2:00 P.M. BREAKFAST AND LUNCH WILL BE PROVIDED.

MINUTES

**BROWARD WORKFORCE DEVELOPMENT BOARD, INC. &
CAREERSOURCE BROWARD COUNCIL OF ELECTED OFFICIALS**

**Partnership Meeting #219
Thursday, September 26, 2019
CareerSource Broward, 2890 West Cypress Creek Road, Ft. Lauderdale 33309**

The Committee is reminded of the conflict of interest provisions. In declaring a conflict please refrain from voting or discussion and declare the following information: 1) Your name and position on the Board, 2) the nature of the conflict and 3) who will gain or lose as a result of the conflict. Please also fill out form 8B prior to the meeting.

Attendees: Commissioner Tim Ryan (via phone), Gina Alexis (via phone), Gary Arenson, Josie Bacallao (via phone) Michael Carn, Zac Cassidy, Kristen Cavallini-Soothill, Dr. Mildred Coyne, Heiko Dobrikow, Paul Farren, Cynthia Gaber, Dr. Lisa Knowles, Francios LeConte, Ismael Martinez, Dr. Gertrudis Perez-Dusek (via phone), Sam Robbin, Jim Ryan, Pam Sands (via phone), John Simmons, Bob Swindell, Dr. Steve Tinsley, Marjorie Walters (via phone), Janet Wincko (via phone)

PLEDGE OF ALLEGIANCE

MOMENT OF SILENCE

For former BWDB member Robert P. Legg.

MISSION MOMENT

Michelle Alexander, a previous customer, through the Ticket to Work program provided the mission moment.

MEMBER SPOTLIGHT

Zac Cassidy gave the Board member spotlight.

Christina Johnson, Center Manager, gave the staff spotlight for Board.

APPROVAL OF MINUTES

Approval of the minutes of the July 25, 2019, Broward Workforce Development Board/CareerSource Broward Council Partnership Meeting #218.

A motion to approve the minutes of July 25, 2019, BWDB Partnership/CareerSource Broward Council meeting #218 was made by Michael Carn and seconded by Gary Arenson. The Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved the minutes.

CONSENT AGENDA

Consent Agenda items are items that may not need individual discussion and may be voted on as one item. Any member wishing to discuss an item may move to have it considered individually.

ACCEPTANCE OF CONSENT AGENDA

On a motion made by Gary Arenson and seconded by Dr. Mildred Coyne, the Broward Workforce Development Board, Inc. /CareerSource Broward Council of Elected Officials unanimously approved the Consent Agenda of September 26, 2019.

1. Monthly Performance Report

The current performance for the month of July is provided. This month's data reflects that within the Big 7 Regions, CSBD is in a five-way tie for 1st in WIOA Entered Employment Rate (EER), ranks 1st in WTP EER, ranks 2nd in Veterans EER and in WTP All Family Participation Rate and ranks 3rd in WTP Two-Parent Participation Rate.

2. BWDB Committee Summary

Summary of actions taken at the following meeting:

Executive Committee –9/9/19

3. Letters of Support

Letters of support were written for 1) OIC of South Florida for the U.S Department of Labor YouthBuild grant. Youth ages 17 - 24 will receive career placement services and continued post-secondary education and 2) Broward Technical Colleges to add 83 industry certifications for 2020 - 2021. All are occupations in demand and met the criteria to be on the targeted occupations list.

REGULAR AGENDA

These are items that the Council and Board will discuss individually in the order listed on the Agenda. Individuals who wish to participate in these discussions may do so merely by raising their hands during the discussion and being recognized by the Chair. The Chair will determine the order in which each individual will speak and the length of time allotted.

NEW BUSINESS

NOTE: One Stop Services and Employer Services had to be canceled due to Hurricane Dorian so items normally considered by them were brought straight to the Executive Committee. For all items, a backup was sent to the Committee members prior to the Executive Committee meeting. We received no comments or concerns prior to the Executive Committee's consideration.

1. Membership Renewals

Consideration of BWDB membership renewals of Broward Workforce Development Board members whose terms have expired in 9/19 and who are eligible for renewal for a two-year term. The renewal of there are is through September 2021. The two members are 1) Dr. Mildred Coyne of Broward College and 2) Cynthia Gaber of the Department of Vocational Rehabilitation. CareerSource Broward Council of Elected officials appoints board members by a vote of the Council following a recommendation from the Board. Approved at the 9/9 Executive Committee meeting. *(This is in alignment with the BWDB goal to maintain our roles as workforce development leaders.)*

On a motion made by Mayor Josh Levy and seconded by Commissioner Tim Ryan, the CareerSource Broward Council of Elected Officials unanimously approved the membership renewals.

2. Registered Apprenticeship Upgrade OJT contract with Advanced Roofing

Consideration to approve an upgrade On-the-Job Training (OJT) contract and/or a separate IWT contract if some of the 10 must be served as incumbent workers with Advanced Roofing for up to \$137,280. Advanced Roofing has requested an OJT contract with CSBD to train ten (10) employees as part of their registered apprenticeship program for roofing. The funding will be used to pay a portion of the employees' wages while in training. Each employee will receive up to one thousand forty (1,040) hours of training where they will advance in construction careers earning average wages of \$17 per hour. Because Kevin Kornahrens, is a Board member and employed by Advanced Roofing, this recommendation must be approved by a 2/3 vote of the members present with an established quorum at the Board meeting. Approved at 9/9 Executive Committee meeting. *(This is in alignment with the BWDB goal to Align Broward's services to maximize employment and training opportunities for targeted populations.)*

It was noted that Kevin Kornahrens had a conflict of interest for this item as he is employed by Advanced Roofing. He was not there but will be required to submit a conflict of interest form.

On a motion made by Michael Carn and seconded by Bob Swindell, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved registered apprenticeship upgrade OJT contract with Advanced Roofing by a 2/3 vote of the seated quorum.

3. Additional Courses for Existing ITA Provider – McFatter Technical College

Consideration to approve existing training provider McFatter Technical College applications to add 1) Electricity and 2) Professional Culinary Arts & Hospitality programs to the Workforce Innovation and Opportunity Act Individual Training Account (ITA) list and 3) Forklift Certification course to the Welfare Transition Program ITA list. CSBD reviewed the applications for completeness and to ensure that Board mandated criteria are met. Because Enid Valdez is a Board member and is employed by Broward County Public Schools, this recommendation must be approved by a 2/3 vote of the members present with an established quorum at the Board meeting. Approved at 9/9 Executive Committee meeting. *(This is in alignment with the BWDB goal to Align Broward's services to maximize employment and training opportunities for targeted populations.)*

Mason Jackson stated the Forklift certification program will provide WTP customers with a three (3)-year OSHA certification in the field.

Commissioner Tim Ryan inquired if this certification is the pathway to becoming a commercial electrician. Mason Jackson responded that this is an introductory to the field of becoming an electrician. This program prepares students for employment opportunities as electrician helpers, installing, maintaining, and repairing electrical wiring, equipment, and fixtures.

It was noted that Enid Valdez had a conflict of interest for this item as she is employed by the School Board of Broward County. She was not there but will be required to submit a conflict of interest form. President/CEO Mason Jackson was informed later that same day that Ms. Valdez had been transferred from her position effective the date of the meeting and would no longer be serving as the AEFLA representative to the BWDB. Therefore while a 2/3 vote was taken, we are unable to get the requisite conflict statement and have determined that there is no requirement for the same as there was no member on the board with a conflict at the time of the vote (Superintendent Robert Runcie will provide us the name of a new representative).

On a motion made by Heiko Dobrikow and seconded by Kristen Cavallini-Soothill, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved additional courses for existing ITA provider McFatter Technical College by a 2/3 vote of the seated quorum.

4. Broward Workforce Development Board, Inc. (BWDB) Planning Session 2019

As we have successfully done in the past, the BWDB and the CareerSource Broward Council of Elected Officials have traditionally set aside time each year in order to plan for the upcoming year. We recommend having it as an extension to the BWDB meeting set for Thursday, December 12th. *(This is in alignment with the BWDB goal to maintain our roles as workforce development leaders.)*

Mason Jackson stated that the planning session will be held here in our office. We will have a brief BOARD meeting beforehand and then go straight into the planning session.

On a motion made by Michael Carn and seconded by John Simmons, the Broward Workforce Development Board, Inc. /CareerSource Broward Council of Elected Officials unanimously approved the 2019 Planning Session.

5. Acceptance of the Wells Fargo Funds for Start-Up Now

Consideration to accept a grant award of \$5,000 from Wells Fargo for the Start-Up Now program. This was a Community Development grant and will be used to fund the costs of the program, which reaches out to lower and moderate-income individuals. In April 2017, the Board approved for CSBD to seek financial support for Start-Up Now. *(This is in alignment with the BWDB goal to improve the sustainability of the workforce system through increased funding, efficiency and relevancy).*

Mason Jackson stated we are prospecting out in the community.

On a motion made by Michael Carn and seconded by Gary Arenson., the Broward Workforce Development Board, Inc. /CareerSource Broward Council of Elected Officials unanimously approved the acceptance of the Wells Fargo funds for Start-Up Now.

6. Recommendation for Selection of the One-Stop Operator (OSO)

On 6/17/19, CSBD released a Request for Quotes for the OSO. We received three (3) proposals. A review committee composed of Board and One Stop Services members met to review, rate, and rank the proposals. Consideration to award the contract to the #1 ranked proposer, Workforce Guidance Associates, LLC with a budget not to exceed \$55,765. The contract will be for one (1) year with two (2) yearly renewals for a total of three (3) years. Approved at the 9/9 Executive Committee meeting. *(This is in alignment with the BWDB goal to maintain our roles as workforce development leaders.)*

Mason Jackson stated a notice was placed in three newspapers; the Sun-Sentinel, Westside Gazette, Daily Business Review and also posted on the CSBD website. We received 3 proposals. The proposals were distributed to the Review Committee for the One-Stop Operator. The Review Committee met on 8/9/19 and consisted of Board Chair, Dr. Lisa Knowles, former Board Chairs, Gary Arenson, Dr. Ben Chen, Frank Horkey, and Michael Carn, Board Member and One Stop Services Committee Co-Chair Gina Alexis and One-Stop Services committee member, Audrey Ljung. The One-Stop Operator will be Nadine Gregoire-Jackson. She previously worked as the One-Stop Senior Program Manager and knows WIOA and the local system very well.

On a motion made by Heiko Dobrikow and seconded by Pam Sands, the Broward Workforce Development Board, Inc. /CareerSource Broward Council of Elected Officials unanimously approved the recommendation for the selection of the Oe-Stop Operator.

7. Additional Courses for Existing ITA Provider – The Academy of South Florida

Consideration to approve existing training provider The Academy of South Florida applications to add 1) Cisco Certified Network Associate (CCNA) & Network+ Test Preparation 2) Cyber Security Professional 3) Helpdesk Technician and 4) Network Technician programs to the ITA list. CSBD reviewed the application for completeness and to ensure that Board mandated criteria are met for the training program and related occupational title. Approved at 9/9 Executive Committee meeting. *(This is in alignment with the BWDB goal to Align Broward's services to maximize employment and training opportunities for targeted populations.)*

On a motion made by John Simmons and seconded by Gary Arenson, the Broward Workforce Development Board, Inc. /CareerSource Broward Council of Elected Officials unanimously approved additional courses for existing ITA provider – The Academy of South Florida.

8. New Training Provider – Florida Vocational Institute

Consideration to approve 1) Florida Vocational Institute’s application to become an eligible training provider and 2) add Cyber Security and Network Technician and 3) Web Development training programs to the ITA list. Staff reviewed the applications for completeness and to ensure that Board mandated criteria are met for the school and the training programs and related occupational titles. Approved at 9/9 Executive Committee meeting. *(This is in alignment with the BWDB goal to Align Broward’s services to maximize employment and training opportunities for targeted populations.)*

Mason Jackson stated this is a new training provider.

On a motion made by Dr. Steve Tinsley and seconded by Sam Robbin, the Broward Workforce Development Board, Inc. /CareerSource Broward Council of Elected Officials unanimously approved the new training provider- Florida Vocational Institute.

9. New Training Provider – AAA School of Dental Assisting

Consideration to approve 1) AAA School of Dental Assisting to become a training provider and 2) add Entry Level Dental Assisting with Expanded Functions & Radiology program to the Individual Training Account (ITA) list. CSBD reviewed the application for completeness and to ensure that Board mandated criteria are met for the training program and related occupational title. Approved at 9/9 Executive Committee meeting. *(This is in alignment with the BWDB goal to Align Broward’s services to maximize employment and training opportunities for targeted populations.)*

Mason Jackson stated for the past 12 years, AAA School of Dental Assisting has been a training provider for CareerSource Central Florida. In March of 2018, the school opened a new campus in Pompano Beach.

On a motion made by Paul Farren and seconded by Gary Arenson, the Broward Workforce Development Board, Inc. /CareerSource Broward Council of Elected Officials unanimously approved the training provider – AAA School of Dental Assisting.

10. Life. Less Taxing – Life Sciences

Bob Swindell will present one of its series of industry marketing videos produced by the Alliance and Alliance CEO Council member company, Zimmerman Advertising. The latest video to be released is its “Life. Less Taxing - Life Sciences” video. Two other videos have been released - one is a general video about headquarters and another is about technology. They are available on the Alliance YouTube Channel and Facebook page. A fourth video on Aviation is forthcoming. *(This is in alignment with the BWDB goal to Align Broward’s services to maximize employment and training opportunities for targeted populations.)*

Mason Jackson stated that at the Greater Fort Lauderdale Executive Committee meeting they played this video. I asked Bob Swindell to present it at the Board meeting.

11. Staying On the Right Side Of The Law

General Counsel, Rochelle Daniels will provide a review of the related parties and conflict of interest rules applicable to our board members. *(This is in alignment with the BWDB goal to Align Broward's services to maximize employment and training opportunities for targeted populations.)*

Rochelle Daniels provided training.

REPORTS

1. Strategic Plan for Services to Bahamians

South Florida will be the initial impact area for Bahamian rescue. Securing employment will play a big part for those looking to recover from the storm's aftermath. The following is an initial plan for CSBD. We will take it through the One Stop Services Committee before bringing it for approval.

Mason Jackson stated that he wrote a plan for the Bahamians. We wanted the Board to know that we had a tentative plan for this disaster event. The plan will be brought back to the One Stop Services Committee for further input.

2. Employer Services Info-graph May - July 2019

CSBD hosted 55 mass recruitment events for employers seeking to fill over 900 vacant positions. Also, through the industry intermediaries, CSBD posted 78 available jobs for employers in Broward's targeted industries during this time period.

3. CSBD Info-graph Calendar YTD Through June 2019

CSBD's Info-graph was created to assist Board members with information to discuss with elected officials about CSBD. The info-graph summarizes key data points on Labor Market Information, customers served, business services delivered, community involvement, and reflects the numbers calendar year-to-date through June 2019.

4. Workforce Excellence Awards

During the Workforce Professional Development summit in Orlando this month, two of our staff received awards 1) Jack Bennings, Director, Workforce Services, was presented the Barbara K. Griffin Workforce Excellence Award - this award acknowledges superb customer service, results-driven innovator and 2) Samora Cunningham, Disability Program Financial Success Coach, was recognized as the Workforce Professional Champion for Broward.

Mason Jackson stated that Samora Cunningham was the Workforce Professional Champion and Jack Bennings was awarded the Barbara K. Griffin Workforce Excellence Award. He further noted that Dr. Lisa Knowles attended the FWCA during the Workforce Professional Development Summit

5. FLITE Center's 2nd Annual Heroes Luncheon

Mason Jackson, President/CEO of CareerSource Broward, will be presented with the Transitional Independent Living System of Care Impact Award, at the FLITE Center's Heroes Luncheon on 9/20. This award is paying tribute to the unsung heroes who provide support and dedicate their lives to changing the future of transitioning youth.

Mason Jackson stated that CSBD was honored on 9/20. FLITE is a great partner, they are one of our navigators and help about 1200 foster care children. Of the kids who graduate with their GED 100% go and get their certification for in an demand occupations.

6. Ft. Lauderdale Chamber of Commerce 2019 Hall Of Fame Award

Mason Jackson, President/CEO of CareerSource Broward, has been selected by the Greater Fort Lauderdale Chamber of Commerce to receive the 2019 Hall of Fame award at the Annual Salute to Business event at 5:30 p.m., on 10/29 at the Signature Grand. The award honors an individual and/or business organization that has made a significant impact in the community. Board members that wish to attend should let Amy Winer know by 10/15. Previous winners have been Wayne Huizenga, Terry Stiles, and Bob Swindell.

Heiko Dobrikow mentioned this is a legacy award. Mr. Dobrikow stated that Mason was born a leader. He is selfless and gives back to the community and his wisdom is amazing. He further noted that he is going to be purchasing a table at the Hall of Fame Award presentation to honor Mason.

Mason Jackson stated that he is honored to receive this award. We also have enough funds in what the Council of Elected Officials have already approved for food expense in the unrestricted funds to buy tickets for the event if any Board members that would like to attend.

Please let us know if you want us to register you for the event.

7. Janitorial Services

In January 2019, in accordance with our procurement process, CSBD reported that we would give the lowest bidder for janitorial services for our Administrative Offices, a three month trial for an annual cost of \$55,080. We extended the trial through June and prior to returning to the Board for contract approval, we resurveyed the market to obtain additional quotes. We received a lower-priced vendor of \$42,240 for a comparable array of services. We have entered into a one-year contract and are reporting this contract for Janitorial Services to the Board. Because it is a single purchase of over \$10,000, a report is required to the CSBD governing boards.

Mason Jackson stated because it is a single purchase of over \$10,000, a report is required to the CSBD governing boards.

8. Broward County Unemployment

The unemployment rate in Broward County was 3.3 percent in August 2019. Lower by 0.1 percentage point over the year. In August 2019, Broward County's unemployment rate was 0.2 percentage points lower than the state rate (3.5) and 0.5 percent point lower than the national rate (3.8 percent). Out of a labor force of 1,050,465, there were 34,956 unemployed Broward County residents.

MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL

None

MATTERS FROM THE BOARD

Sam Robbin mentioned that he is working with the American Cancer Society funding raising "Making Strides, the real men wear pink". He further noted that Heiko Dobrikow is one of the top persons raising money for the event.

Sam Robbin mentioned that the Wings of Rescue has been using National Jets for bringing endangered pets back from the Bahamas.

Michael Carn stated that the City of Oakland Park is hosting the 15th Annual Oktoberfest, October 4th – 6th at Jaco Pastorios Park.

Dr. Steve Tinsley mentioned that the 2019 Florida International Trade and Cultural Expo will be hosted at the Greater Fort Lauderdale Convention Center on October 9 -10th.

Bob Swindell stated the Ocean Exchange will be held at the Greater Fort Lauderdale Convention Center on October 28th – 30th.

Gina Alexis stated that the Bio Florida's Life Science Career Connections will be held at Nova Southeastern in Davie on Saturday, November 16th.

Mason Jackson asked them to forward the event information to him and we would forward it to the Board to reach Board members who were absent.

MATTERS FROM THE FLOOR

Nicole Willis with Atlantic Technical College mentioned there will be a community job fair on 10/18 at Arthur Ashe, Jr. Campus in Fort Lauderdale.

MATTERS FROM THE PRESIDENT/CEO

Mason Jackson stated that we are issuing an RFP for staffing agencies for humanitarian aid and relief. We have sent out worksite agreements for the RFP.

ADJOURNMENT: 9:34 am

<p><i>THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE BROWARD COUNCIL MEETING IS SCHEDULED FOR OCTOBER 24, 2019 AT 8:00 A.M.</i></p>



Performance Report

**Month-to-Month Rolling 12 Month Period &
Program Year-to-Date as of August 2019**

Entered Employment Rate Trending Summary across all Big Seven Regions

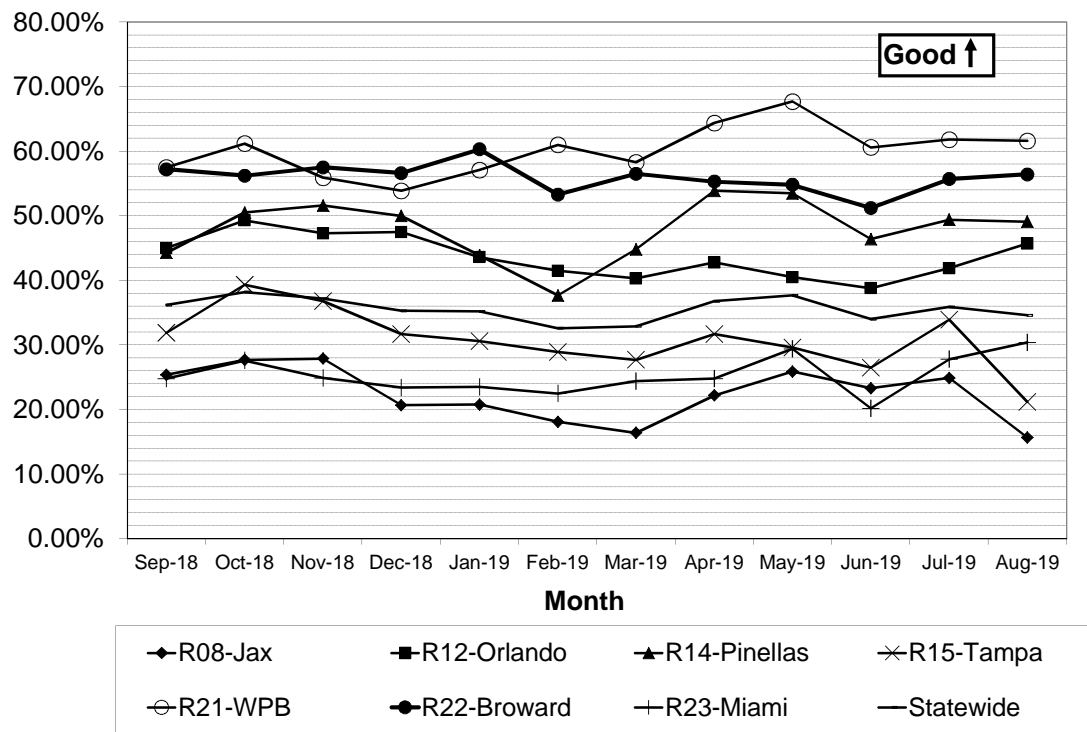
	WTP		Wagner-Peyser		Veterans		WIOA Adult/DW	
Region 8 - Jacksonville	31.20%	↑	45.80%	↑	34.20%	↑	98.90%	↓
Region 12 - Orlando	35.50%	↓	36.30%	↑	35.50%	↓	98.40%	↑
Region 14 - Pinellas	40.80%	↑	45.40%	↓	41.10%	↓	100.00%	—
Region 15 - Tampa	22.20%	↓	46.10%	↓	31.30%	↑	88.50%	↓
Region 21 - WPB	42.40%	↑	34.80%	↑	31.90%	↓	100.00%	—
Region 22 - Broward	44.00%	↑ 4.80%	37.90%	↓ -3.90%	36.90%	↓ -11.00%	97.70%	↓ -2.30%
Region 23 - Miami	28.20%	↑	46.20%	↑	46.90%	↓	100.00%	—
Statewide	32.80%	↑	41.20%	↓	38.00%	↓	94.30%	↓

Note: Arrows indicate direction of change since previous month's figures. Flat line indicates no change.

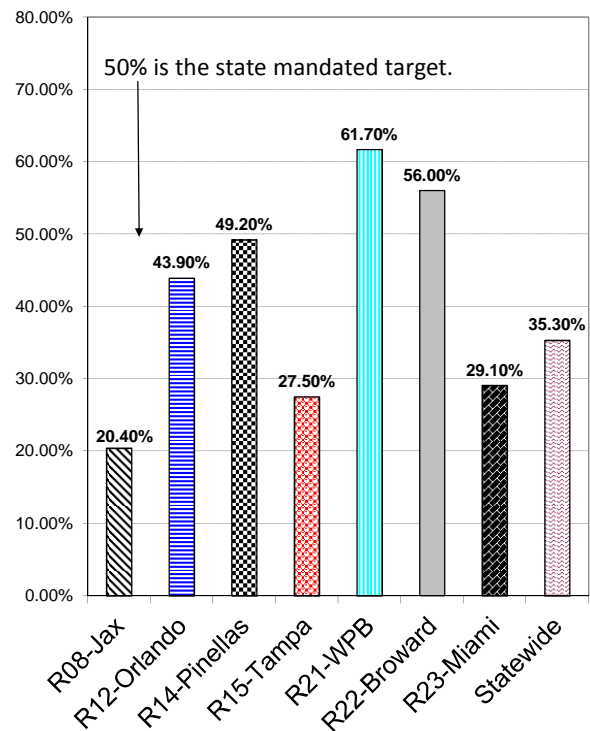
Legend / Abbreviation Key	WTP	Welfare-Transition Program	DW	Dislocated Worker
	WIOA	Workforce Innovation and Opportunity Act		

Welfare Transition Program (WTP) All-Family Participation Data for the Big 7 Regions

Month-to-Month Participation Rate for Rolling 12 Month Period

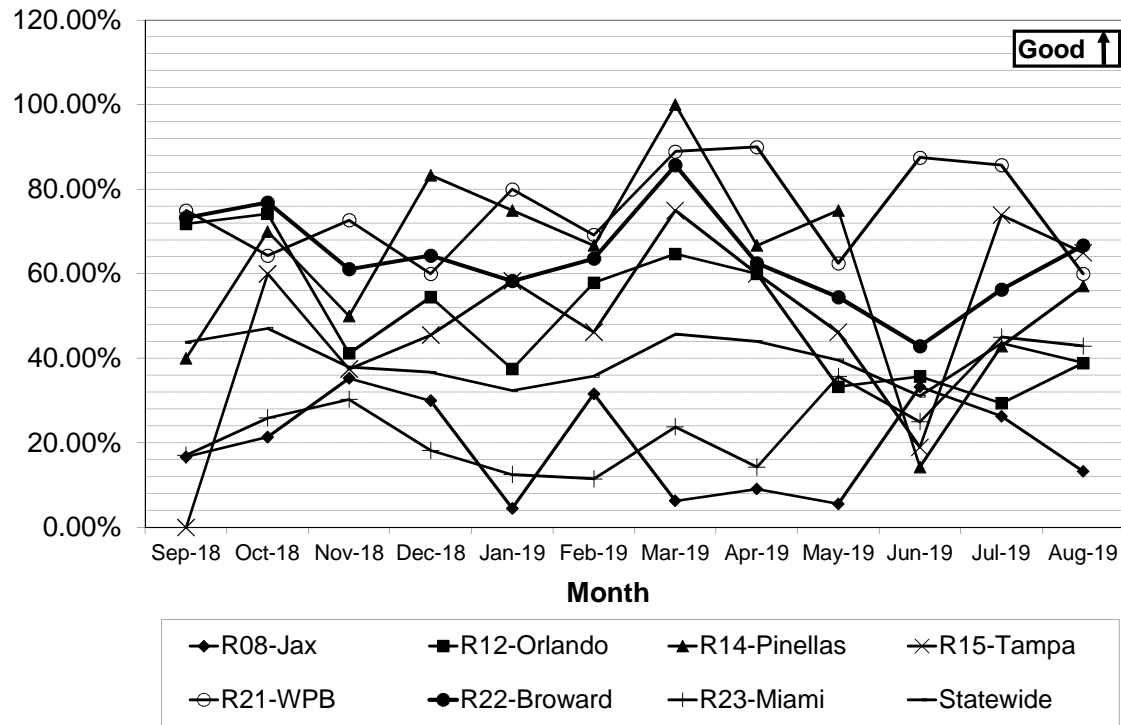


Program Year-to-Date (YTD) Participation Rate as of August 2019

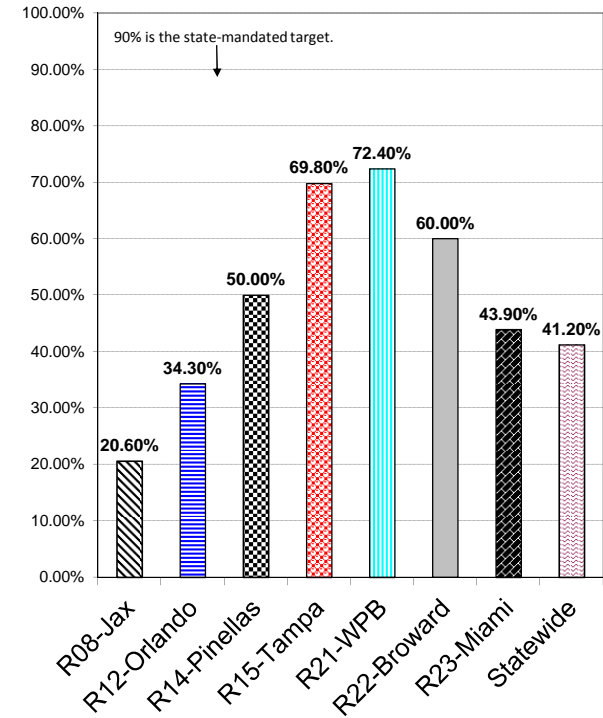


Welfare Transition Program (WTP) Two-Parent Family Participation Data for the Big 7 Regions

Month-to-Month Participation Rate for Rolling 12 Month Period

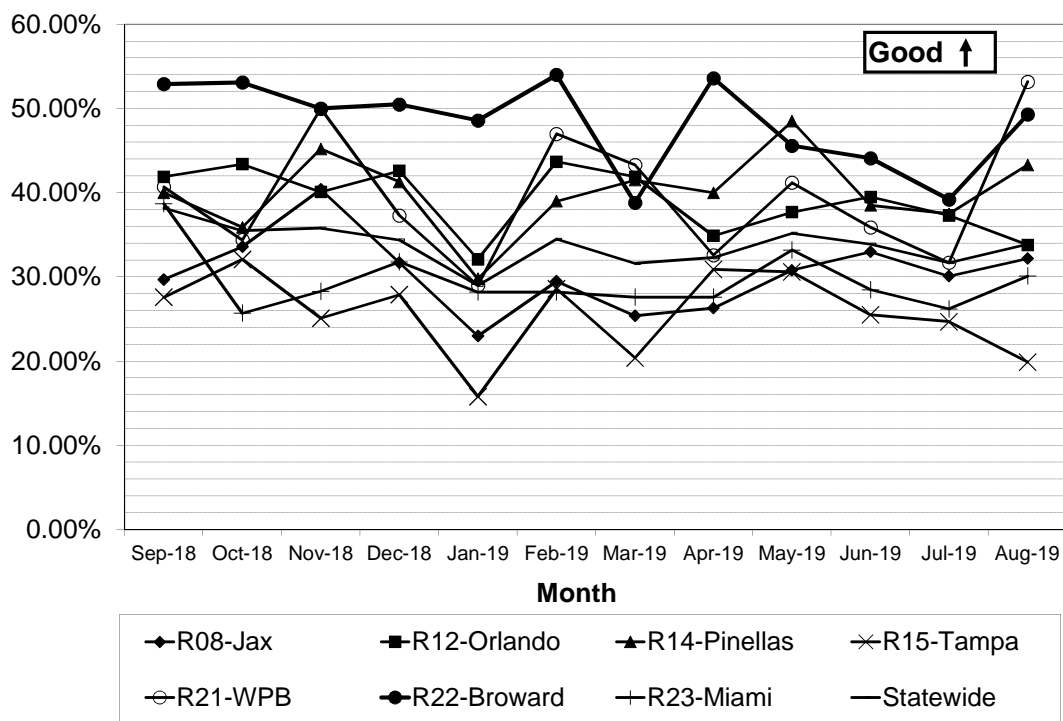


Program Year-to-Date (YTD) Participation Rate as of August 2019

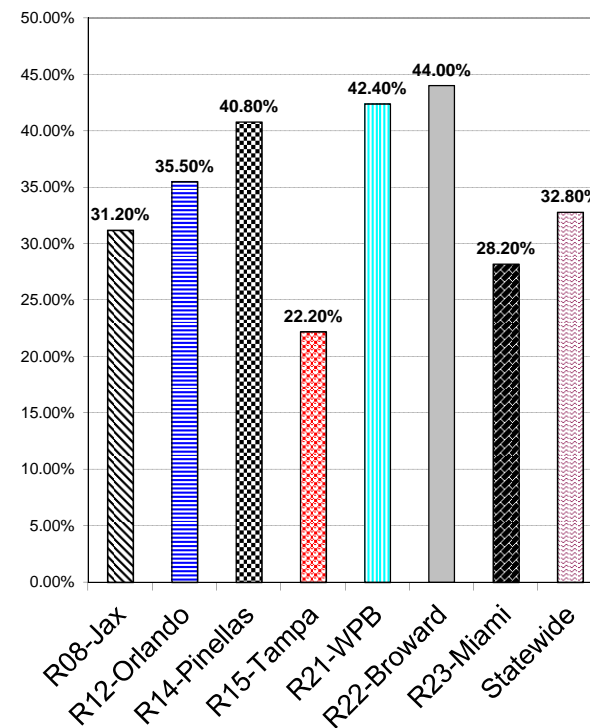


Welfare Transition Program (WTP) Entered Employment (EE) Data for the Big 7 Regions

Month-to-Month EE Rate for Rolling 12 Month Period



Program Year-to-Date (YTD) EE Rate as of August 2019

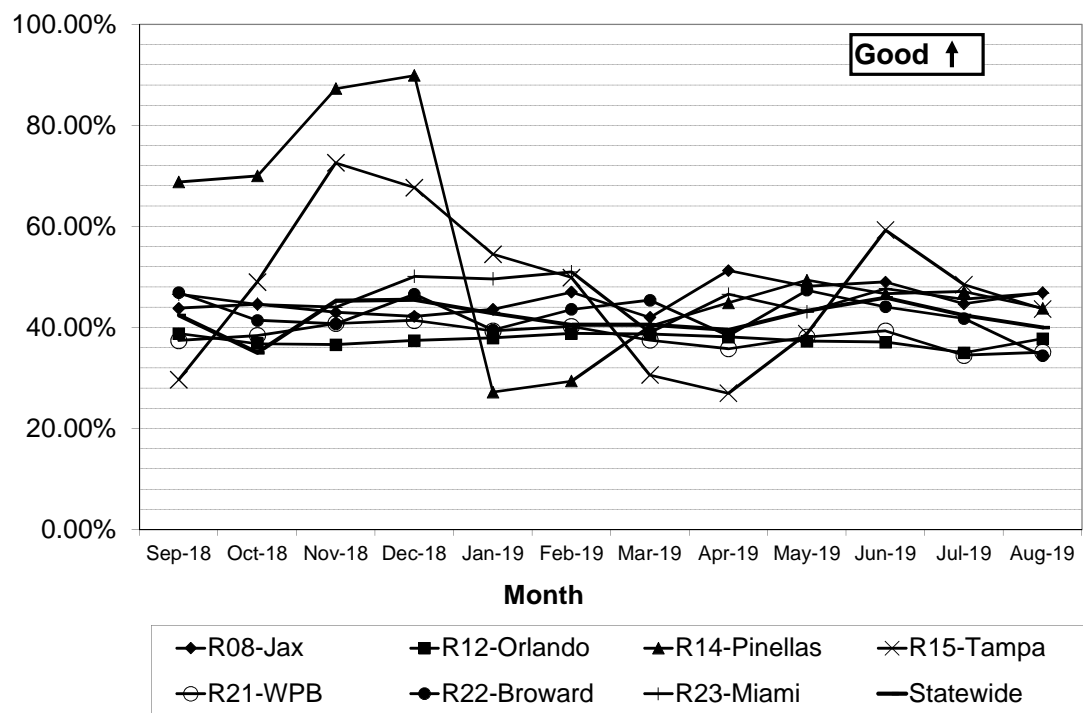


Analysis of Welfare Transition Program (WTP) Performance

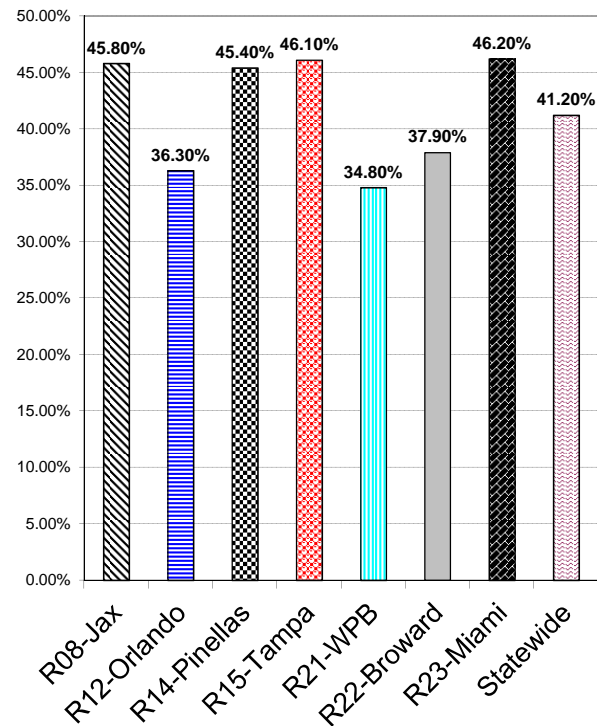
	Measure	Goal	Month (August)	PYTD
WTP Program Performance At-A-Glance	All Family Participation	50%	56.4%	56.0%
	Two-Parent Family Participation	90%	66.7%	60.0%
	Entered Employment Rate (EER)	39%	49.3%	44.0%
Current Situation and Performance Summary	<p>In relation to the Big 7 Regions:</p> <p><u>All Family Participation Rate</u> CSBD ranks 2nd place in performance for the month and ranks 2nd Program Year-To-Date.</p> <p><u>Two Parent Participation Rate</u> CSBD ranks 1st place in performance for the month and ranks 3rd Program Year-To-Date.</p> <p><u>Entered Employment Rate</u> CSBD ranks 2nd place in performance for the month and ranks 3rd Program Year-To-Date.</p> <p>The Entered Employment Rate (EER) is calculated by cases closed due to employment divided by the number of overall case closures during the month.</p>			
Strategies and Action Steps	<p>To increase performance in all measures, we identified an area where we can improve in the time it takes for the Early Learning Coalition (ELC) to approve childcare for customers to resolve their childcare barrier to employment. We did an analysis on customers that are working and found that the ELC would not approve childcare services without written employment verification from the employer. Getting this verification form timely from employers is oftentimes delayed and resulted in the ELC not approving the childcare. We met with ELC to propose that they accept our Verbal Employment Verification in order to expedite capturing new employment for customers who are in need of childcare services. ELC did accept our recommendation and as a result customers are now able to receive childcare services without delay. This will improve participation and allow customers that are working to maintain employment.</p> <p>WTP has been preparing our customers for the various Job and ITA Enrollment Fairs. For the Hospitality Job Fair in September, we prepped 20 WTP job seekers by providing updated resumes and mock interviews and 2 have already reported employment. We expect this number to increase as employers are in the process of hiring for the upcoming season.</p>			

Wagner-Peyser (WP) Program Entered Employment (EE) Data for the Big 7 Regions

Month-to-Month EE Rate for Rolling 12 Month Period



Program Year-to-Date (YTD) EE Rate as of August 2019

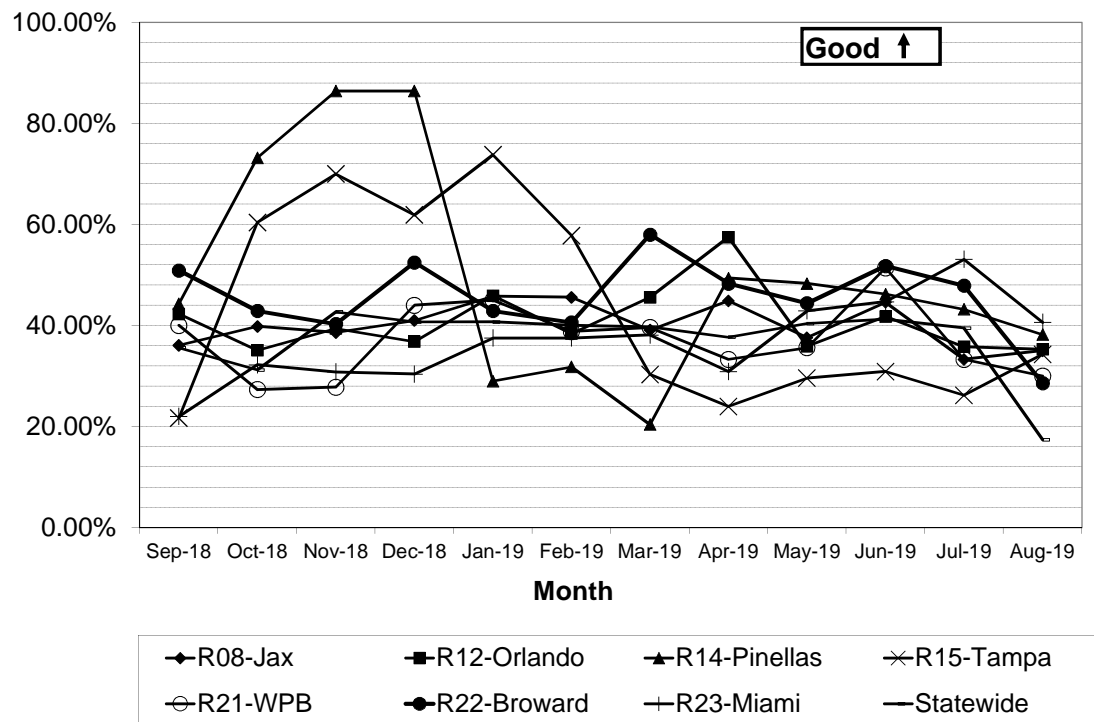


Analysis of Wagner-Peyser (WP) Performance

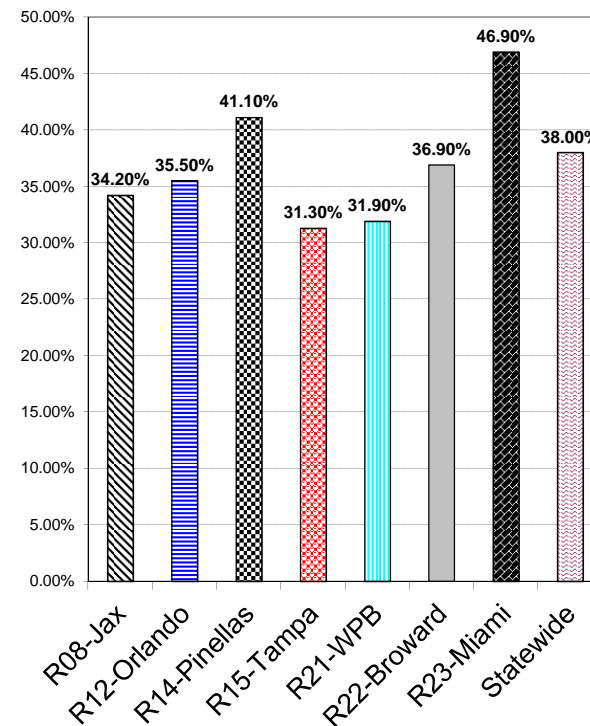
WP Program Performance At-A-Glance	Measure	Performance*	
		Month (Aug)	PYTD
	Entered Employment Rate	34.4%	37.9%
<p><i>*Please note: The performance detail is based on the Monthly Management Report (MMR). Due to lagging data, our true YTD rate will adjust at the end of the program year.</i></p>			
Current Situation and Performance Summary	<p>To understand better why our entered employment rate is declining we took a deeper dive into our Reemployment Services and Eligibility Assessments (RESEA) program – a cohort of WP. We found a change in that our RESEA customers who are mandatory are only coming in for their one scheduled appointment and are no longer coming back to our centers to use our extended employment services such as workshops and job referrals. Without additional one stop center activity these customers exit the system. We will research but we think they have quickly found employment and have not told us.</p>		
Strategies and Action Steps	<p>We will take a random sample of the WP customers who recently exited our system to test if many of them had quickly found employment with the assistance of our services but did not tell us so we could record it. Our hypothesis is that the extremely low unemployment rate in Broward is having an unintended consequence in that customers are not coming back for additional services or engaging with our success coaches to build a relationship. As noted above, “the system” will get credit once the lagging employment data is entered.</p>		

Veterans' Entered Employment (EE) Data for the Big 7 Regions

Month-to-Month EE Rate for Rolling 12 Month Period



Program Year-to-Date (YTD) EE Rate as of August 2019

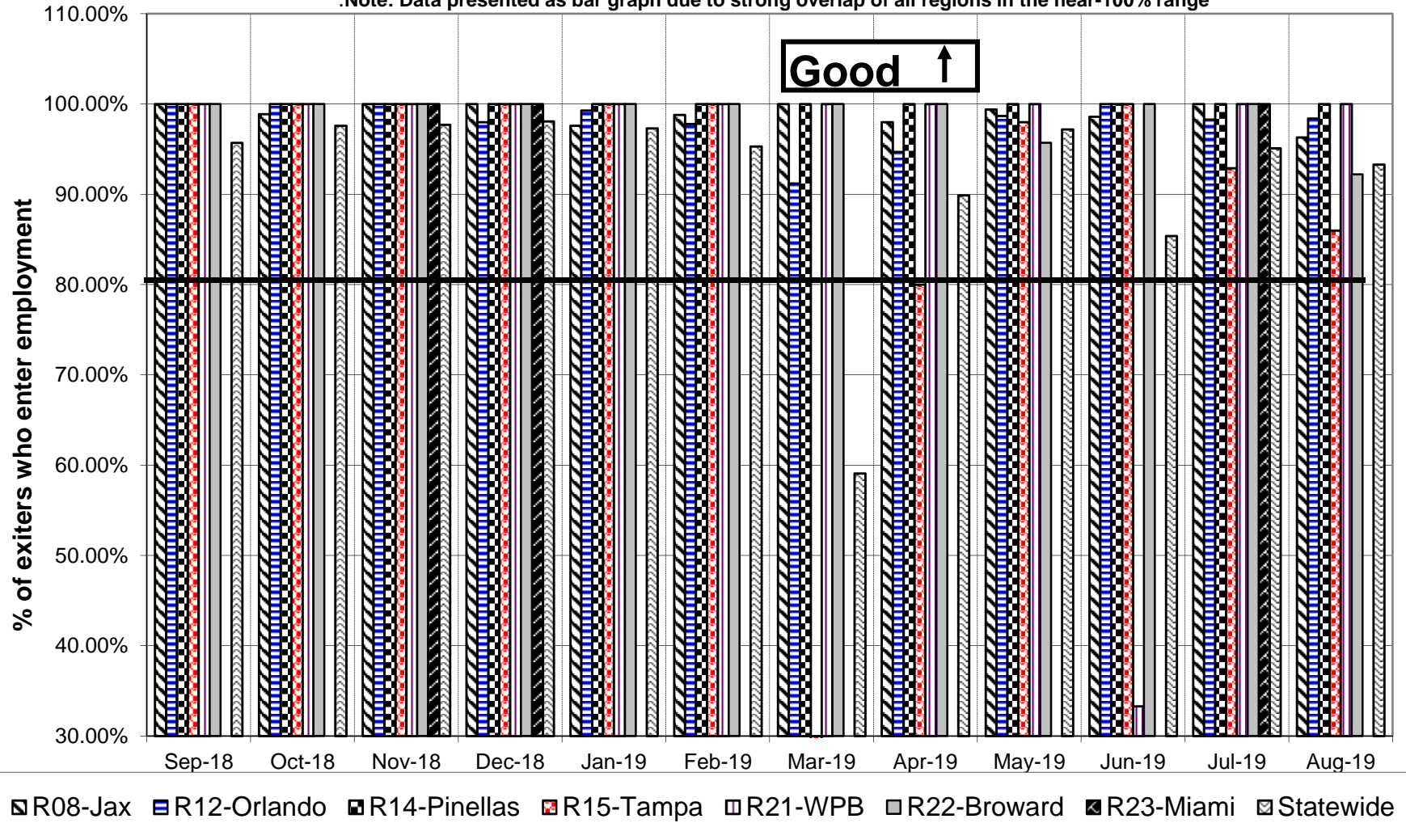


Analysis of Veterans' Performance

Veterans' Program Performance At-A-Glance	Measure	Performance	
		Month (Aug)	PYTD
	Entered Employment Rate	28.6%	36.9%
Current Situation	<p>CSBD is actively working with community partners to assist with Veteran only resource and hiring events. The hiring events enable our staff to assist Veterans by making direct connections with employers to obtain interviews and prepares them for their meeting with the employer. This increases their ability to secure employment. The resource events also provide us the opportunity to register additional active jobseekers in Employ Florida that may not be aware of our services.</p> <p>We are also gearing up for our annual Paychecks for Patriots job fair. This year we are partnering with Broward College and holding the event on their North Campus at the Omni Auditorium on November 6th. At this early stage we already have over 40 employers with open positions registered to attend!</p>		
Strategies and Action Steps	<p>Similar to our strategy for Wagner Peyser to understand better why our entered employment rate is declining we will take deeper dive into our Veterans who come in once for services (e.g. a career fair) but who are no longer coming back to our centers to use our extended employment services such as workshops and job referrals.</p> <p>We will research because with so many veteran friendly employers hiring we think they have quickly found employment and have not told us. We will take a random sample of the Veterans who recently exited our system to test if many of them had quickly found employment with the assistance of our services but did not tell us so we could record it. Our hypothesis is that the extremely low unemployment rate in Broward is having an unintended consequence in that customers are not coming back for additional services or engaging with our DVOPS, success coaches or placement staff to build a relationship.</p>		

Comparison of the Workforce Innovation and Opportunity Act (WIOA) Entered Employment Rate for Adult & Dislocated Workers across the 7 largest Regions in Florida for the Rolling 12 Month Period

.Note: Data presented as bar graph due to strong overlap of all regions in the near-100% range



Analysis of Workforce Innovative and Opportunity Act (WIOA) Adult and Dislocated Worker Performance

WIOA Program Performance At-A-Glance	<u>Measure</u>	<u>Performance*</u>	
		<u>Month (Aug)</u>	<u>PYTD</u>
	Entered Employment Rate	95.2%	97.7%
Current Situation and Performance Summary	<p>In relation to the Big-7 Regions:</p> <p>CSBD ranks 6th in performance for the month and ranks 4th Program Year-To-Date.</p> <p>Our slight dip in performance was due to one case closure that was for a medical reason and should not have counted in our performance as this is a global exclusion. We have since corrected the error.</p> <p><u>Since the beginning of the program year July, 2019:</u></p> <ul style="list-style-type: none"> • 43 WIOA customers entered employment • Average Wage Rate is \$15.24 for Dislocated Workers & \$23.66 for Adults • CSBD has enrolled 139 customers into WIOA-funded training <p><i>Note: While our rate is high we want to continue enrolling customers into basic and individualized services to increase the number special populations' customers receiving WIOA training related services to assist with increasing their employment and wage rates.</i></p>		
Strategies and Action Steps	<p>To increase the number of customers in the WIOA Training programs we:</p> <ul style="list-style-type: none"> • Created ITA Training Enrollment Fairs at each center. • Invited approved ITA Providers to participate and bring materials regarding current and newly approved programs to share with customers. • Marketed the fairs throughout our centers and on social media platforms. • Provided event information to our community partners in high poverty zip code areas to post and distribute in these communities. • Sent email blasts to Wagner Peyser and Welfare Transition customers as well as potential WIOA customers inviting them to attend the fairs. <p>The first fair was held in August and was well received by our customers, training partners, and staff and resulted in an increase in enrollments – up 49% over last year.</p>		

Memorandum #06 – 19 (Exec)

To: Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials

From: Mason Jackson, President/CEO

Subject: BWDB Committee Summary

Date: October 8, 2019

SUMMARY

This memorandum provides a summary of the BWDB Committee activity for October 2019.

DISCUSSION**Executive Committee Meeting – October 7, 2019**

Executive Committee Goal: Responsible for oversight of all functions. Membership is made up of the BWDB officers, Chairs of each of the committees and recent past chairs.

Chair: Dr. Lisa Knowles

October 7, 2019, Executive Committee Meeting met to approve and discuss:

- The Minutes of the 9/9/19 Executive Committee meeting
- 2020 BWDB Legislative Agenda
- BWDB and Executive 2020 Schedule

Reports presented to the committee included the: Presentation on Industry Profiles on CSBD Website, Presentations Broward County Public Schools, Appointment of New Board Member.

The next Executive Committee Meeting TBD.

RECOMMENDATION

For Informational Purposes only.

Memorandum #05 – 19 (Exec)

To: Executive Committee
From: Mason Jackson, President/CEO
Subject: Appointment of New Board Member
Date: October 7, 2019

SUMMARY

CSBD was recently notified by Superintendent Robert Runcie through Daniel Gohl, Chief Academic Officer, with Broward County Public Schools (BCPS) that they are replacing Enid Valdez as the designated representative on the Board. James Payne, Curriculum Supervisor will be the BCPS designee on the Board. Consideration to recommend James Payne to fill the Education slot formerly filled by Enid Valdez. CareerSource Broward Council of Elected Officials governing board appoint board members by a vote of the Council following a recommendation from the BWDB.

BACKGROUND

As per the BWDB by-laws, once appointed by the CareerSource Broward Council of Elected Officials, members shall serve a two-year term beginning with the date of their appointment. There is no limit to the number of terms that a member can serve. The by-laws state that once a member is appointed, even if their term of office is expired, the member shall continue to serve as a Board member until they resign, they are reappointed or a new member is elected to serve in their stead.

DISCUSSION

Superintendent Robert Runcie through Daniel Gohl, Chief Academic Officer, with Broward County Public Schools (BCPS) that they have designated James Payne, Curriculum Supervisor to be the BCPS designee to the BWDB replacing Enid Valdez.

For the BWDB to recommend the appointment of James Payne, Curriculum Supervisor to represent BCPS. CSBD Council of Elected Officials appoints Board members by vote of the Council following a recommendation from the BWDB.

RECOMMENDATION

That the Broward Workforce Development Board appoints James Payne, Curriculum Supervisor to fill the Education slot on the Board. CareerSource Broward Council of Elected Officials governing boards appoint board members by a vote of the Council following a recommendation from the BWDB.

James Robert Payne

4720 SW 62 Way #201, Davie, FL 33314 (954) 612-6753 James.Payne@BrowardSchools.com

Experience	<p>Lead Curriculum Supervisor, Broward County Public Schools Career, Technical, Adult & Community Education (Nov 2014 - Present)</p> <ul style="list-style-type: none"> Supervise CTE programs at all BCPS high, middle, and elementary schools to prepare students for post-secondary, workforce, and apprenticeship opportunities. Work directly with Industry, Community, and Economic groups to create programs that meet the needs of local industry.
	<p>Assistant Principal, Broward County Public Schools Plantation High School, Plantation, FL (Sept 2013 – Nov 2014)</p>
	<p>International Baccalaureate Diploma Programme Coordinator Plantation High School, Plantation, FL (April 2008 – Sept 2013)</p>
	<p>High School Teacher, Broward County Public Schools Stranahan High School (August 1997 – April 2008)</p>
	<p>High School Teacher American Heritage School (December 1996 – July 1997)</p>
	<p>Design Engineer, Drucker, Inc. Sunrise, FL (June 1993 – March 1995)</p> <ul style="list-style-type: none"> Design and test prototype laboratory centrifuge systems.
Education	<p>Florida Atlantic University, Davie, FL (June 2009 - January 2012)</p> <ul style="list-style-type: none"> Certification in Educational Leadership <p>Nova Southeastern University, Davie, FL (June 1997 – August 1998)</p> <ul style="list-style-type: none"> Master of Science in Math Education <p>Worcester Polytechnic Institute (WPI), Worcester, MA (Aug 1993 – May 1993)</p> <ul style="list-style-type: none"> Bachelor of Science in Mechanical Engineering
Certifications	<p>State of Florida Teacher Certifications</p> <ul style="list-style-type: none"> Math 6-12, Physics 6-12, TechEd 6-12: Industrial Arts, K-12 School Leadership, SBBC LEAD program
References	<p>Dan Gohl, Chief Academics Officer, BCPS Guy Barmoha, Director of Secondary Learning, BCPS</p>



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Broward Workforce Development Board Florida 2020 Legislative Agenda

Items one and two, in that order, are the top BWDB priorities.

1. Establish the Skills Training Allocation Assessment with a tax offset from the unemployment compensation trust fund's collection system or from the Penalty and Interest Fund: Target \$20 million
2. Support full use of the Sadowski Act funding for affordable housing benefiting employers, the workforce and seniors
3. Continue Apprenticeship Expansion by; covering workers' compensation insurance for pre-apprentices 18 years and younger; developing real-time funding for apprenticeships; and preserving flexibility in USDOL IRAPS; allowing Bright Futures Scholarships to apply to apprenticeship and post-secondary certificate programs
4. Designate the CareerSource system as a single-state platform for matching talent to job openings and connecting with other platforms in use by statewide entities

Broward Workforce Development Board

Florida 2020 Legislative Agenda

Items one and two, in that order, are the top BWDA priorities.

1. Florida Skills Training Allocation

Restrictions placed on federal dollars often hamper creativity and nimbleness when trying to respond to the training needs of businesses. Non-federal dollars would give us the flexibility and nimbleness to respond to employer needs in creative ways. For example, when using our workforce funding for Apprenticeships, we are limited to WIOA eligibility requirements which directs the funds to people with barriers to employment. This limits our capability to help many businesses. If you are a student living with your parents and going to school, you are usually under their income requirements.

Since Businesses pay into the unemployment compensation program, it makes sense to use some of the money collected to meet employers needs for talent. It would help put the unemployed back to work, move the underemployed up the wage ladder or help incumbent works add skills and avoid layoffs. The proposal seeks an assessment for contributory employers under the Reemployment Assistance (RA) system with a tax offset or to use some of the penalty and interest monies to help training unemployed underemployed and employed workers to increase their skills. No increase in taxes is recommended and would be suspended when a positive adjustment to the RA fund was needed. Target amount would be \$20 million allocated to the local Workforce Boards.

2. Support full use of the Sadowski Act funding for affordable housing benefiting employers, the workforce and seniors.

Lack of affordable housing has now been identified as a major barrier to attracting and retaining our workforce. The ALICE report shows that a significant number of households young and old are cost burdened in securing housing. We recommend full funding of the Sadowski Act for the purposes of affordable housing.

3. Continue Apprenticeship Expansion

The 2019 Legislature took bold steps to increase workforce competitiveness with changes to FS 446 to expand Apprenticeship Training. We believe additional changes would continue that expansion and would be in line with Gubernatorial and legislative intent. These changes are:

- a. Have pre-apprentices covered by state worker compensation coverage similar to that which is provided to work experience participants. This would be for pre-apprentices 18 and under.
- b. Develop a method to allow for real time funding of apprenticeships and post-secondary programs similar to the FTE system used in secondary education.
- c. Allow Bright Futures scholarships to be used to fund apprenticeships and career and technical education.
- d. Industry Recognized Apprenticeship Programs are a recent expansion of the path to apprenticeships by the US Department of Labor. We recommend no further restrictions at the legislative or administrative level. Please allow all the flexibility allowed under the new rules from the US Department of Labor.

4. The CareerSource network should be a single source for a wide range of talent within Florida.

Employ Florida should connect with graduates from our High Schools, State College and State University Systems. Current job banks systems they use or have developed should link with Employ Florida. This would improve the career links for all graduates of our educational system. It would also improve coordination and reduction of unnecessary duplication. Employers would have a single source for all their talent needs.



Florida Workforce Development Association

Florida 2020 Legislative Agenda

Items one and two, in that order, are the top FWDA priorities.

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- a. Have pre-apprentices covered by state worker compensation coverage similar to that which is provided to work experience participants. This would be for pre-apprentices 18 and under.
- b. Allow Bright Futures scholarships to be used to fund apprenticeships and career and technical education.
- c. Amend Statute 1009.25 to allow the State College system, University or School District to recover costs to support Apprenticeship programs. Currently the language exempts the payment of tuition or fees for apprenticeship programs. The following is suggested language to foster this change to State Statute 1009.25: This exemption does not include student apprentices enrolled in a degree-seeking program, or career certificate program of study, that specializes in highly technical academic coursework and lab training required in Advanced Manufacturing, Commercial Space, Aerospace, Defense, Aviation, IT, Cybersecurity, Supply Chain Logistics and Medical industries at a State university, Florida college institution, or school district.
- d. Develop a method to allow for real time funding of apprenticeships and post-secondary programs similar to the FTE system used in secondary education.
- e. Industry Recognized Apprenticeship Programs are a recent expansion of the path to apprenticeships by the US Department of Labor. We recommend no further restrictions at the legislative or administrative level. Please allow all the flexibility allowed under the new rules from the US Department of Labor.

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Skills Training Allocation

Background

Talent acquisition is the number one concern of businesses with far too many industries indicating that they can't find workers with the skills they need to fill vacant positions. Rapid advances in technology will continue to accelerate the gap between the level of skills and experience that employers need and the skill level of individuals seeking employment. This results in jobs that are available but not filled and workers that don't have the required skills needed to secure gainful employment who remain unemployed or underemployed for long periods of time.

Available talent rather than incentives has become the new economic development currency. Florida must have world class talent in order to attract and retain world class businesses that require higher skills and pay higher wages. Proactively and pragmatically addressing the existing skills gap to meet the needs of business by enhancing the talent level of Florida's workforce is the primary way to increase prosperity for all Floridians.

Objectives and Issues to address

- Create a funding source for "skills gap training" to support the continued growth of Florida businesses.
- Ensure the flexibility exists to meet the unique requirements of individual businesses in a timely manner.
- No additional costs for the business community or the creation of a cumbersome reporting/collection process.
- Implement a system that is aligned with and will complement other workforce development initiatives and programs.
- No federal conformity or compliance issues.
- Present the benefits of skills gap training and the mechanics of the assessment and the corresponding offset in an employer's Reemployment Assistance Tax Rate in a user friendly easy to understand manner.

Flexibility

- A source of non-federal dollars for "skills gap training" will provide additional flexibility and creativity to address the unique needs of businesses in Florida and facilitate timely responses.
- The dollars will be allocated to Regional Workforce Development Boards who understand the local workforce development conditions and are positioned to support and address the specific needs of the local business community.

Proposed Solution

Summary

Divert dollars that employers would otherwise have paid into the Unemployment Compensation Trust Fund into dollars that can be utilized for skills gap training. The concept is that a small portion of the dollars employers otherwise would pay in reemployment assistance taxes can best be utilized by providing skills gap training. Funds that go into the Unemployment Compensation Trust Fund can't be used for anything other than the payment of benefits. So the only cost neutral way to generate the funding is to create an assessment designated for skills based training and give employers a corresponding decrease in their Reemployment Assistance (unemployment compensation) tax rate. The dollars generated in this case are never in the UC Trust Fund. The assessment or diversion would trigger off when there was a positive adjustment to the employer tax rate and would not affect businesses at the maximum rate.

Alternative Interest Rate Approach - Use a portion of the interest earned on the balance in the Unemployment Compensation Trust Fund which goes quarterly into the Special Employment Security Trust Fund (Penalty and Interest Fund) in Section 443.221 (2) for skills gap training. The dollars earned through interest can be utilized by states for purposes other than the payment of Reemployment Assistance benefits. This would also be cost neutral and would not require the creation of an assessment and a corresponding offset or a trigger off mechanism.

Alignment with other Workforce Related Programs

- Florida's Reemployment Assistance (unemployment compensation) program is designed to provide temporary wage replacement to workers who are unemployed due to no fault of their own with the goal of facilitating their prompt return to suitable work. "Skills Based Training" supports and is aligned with this objective.
- Reemployment Assistance Tax Rates. Reemployment Assistance benefits are financed by a state tax on Florida employers. Employers paid a total of 514 million dollars in Reemployment Assistance taxes in 2018 that were deposited in Florida's Unemployment Insurance Trust Fund. Reemployment Assistance benefits in Florida are paid out of this Trust Fund to eligible unemployed workers. The use of funds to provide skills-based training will benefit both Florida employers and the workforce.
- Since Reemployment Assistance benefits are financed by a tax on Florida employers, reducing the amount of dollars that an employer would otherwise pay in Reemployment Assistance taxes and applying them to skills-based training is a way to utilize resources to help employers find the qualified workers they need to fill vacant jobs.
- Section 303 (a) (5) of the Federal Unemployment Tax Act (FUTA) requires the expenditure of all monies withdrawn from the state's unemployment fund be used only for the payment of unemployment compensation, exclusive of the expenses of administration. As a result, funding for training can't be paid out of the UI Insurance Trust. To avoid a federal conformity issue, a separate assessment for the skills-based training is needed with the funds going into a separate

dedicated fund. The skills-based training assessment is made cost-neutral by giving the employer a corresponding reduction in their state Reemployment Assistance (unemployment compensation) tax rate.

- It is important that Florida's Unemployment Insurance Trust Fund remain solvent to ensure the ability to pay Reemployment Assistance benefits in the event of an economic downturn. Florida's current UC Trust Fund balance meets USDOL solvency standards that compare the balance in the fund against the highest years of benefit payments.
- The balance in Florida's Unemployment Trust Fund as of September 2019 is over four billion dollars (4,090,030,795). Solvency concerns are addressed by providing that the "skills gap assessment" and corresponding offset will not be implemented during any year in which the balance in the Unemployment Compensation Trust Fund triggers the positive adjustment factor contained in 443.131 (3) (e) 2. a. (III). The positive adjustment factor is triggered if the balance in the fund is less than four percent of the total statewide taxable payrolls.
- In 2018 a total of 24.01 percent of the individuals exhausted their Reemployment Assistance claims before returning to work. A total of 337,730 claims were filed in 2018 with 81,073 individuals exhausting their benefits. "Skills Gaps Training" will provide the opportunity for some unemployed workers to return to work sooner than they otherwise would have which will reduce the amount of benefits that otherwise would have been paid to these individuals out of the Unemployment Compensation Trust Fund.
- Any expenses that are incurred in connection with the reporting and collection of the "Skills Gap Assessment Training" will have to come out of the funding provided and not come out of funding provided for the administration of the Reemployment Assistance program. This can be addressed in coordination with the Florida Department of Revenue.

Funding sources:

- Create a "Skills Gap Training Allocation" through an assessment of one-twentieth (1/20) of one percent (.05%) for contributory employers under Florida's Reemployment Assistance (unemployment compensation) program who have a tax rate below the maximum rate of 5.4%. The assessment would be collected quarterly using the same taxable wage base (\$7,000) and other criteria in Chapter 443.131 applicable to the payment of contributions under the Reemployment Assistance program.
- An assessment of one-twentieth (1/20) of one percent (.05%) based on data applicable to the one-year period covering the last two calendar quarter of 2017 and the first two calendar quarters of 2018 would generate in excess of twenty million dollars per year. The Florida Department of Revenue can perform an analysis to determine the amount of dollars that different assessment percentages would generate. The assessment percentage utilized would remain the same yearly but the amount of dollars generated annually would vary based primarily upon the number of businesses at the maximum tax rate of 5.4% for any given year.

No Additional Costs or Burden to Businesses

- To ensure that the quarterly assessment is cost-neutral, employers who pay the assessment (those with a tax rate under the maximum rate of 5.4%) will receive a corresponding decrease in their quarterly Reemployment Assistance tax.
- The “skills gap assessment” proposal excludes employers who are at the maximum tax rate of 5.4% from the assessment and the corresponding reduction in their state tax rate. The Federal Unemployment Tax Act requires that states have a maximum tax rate of at least 5.4% in order for employers to receive an offset against their federal unemployment tax rate. If the reduction in the state tax rate to offset the assessment was applied to those employers at the maximum rate then employers in Florida would not be able to receive the state offset against their federal tax rate since the maximum tax rate in Florida would be below 5.4%.
- Currently 11,293 (2 percent) of employers in Florida are at the maximum tax rate of 5.4% and would be exempt from the assessment and the corresponding offset. Currently 539,609 employers have a rate below the maximum tax rate and would potentially qualify for the assessment and the offset. A total of 342,473 (62%) employers are at the minimum rate of .1%, 132,476 (24%) at the initial tax rate of 2.7, and 64,660 (12%) at a rate between the minimum and the maximum.
- The mechanics of the assessment reporting and collection process should be coordinated with the Florida Department of Revenue to ensure that it is as seamless as possible and does not require additional paperwork or computation by employers. The assessment would be “merged” in with the quarterly Reemployment Assistance tax reporting and collection process.

Amend Section 445.015 Florida Statutes to:

- Create a separate quarterly assessment of 1/20th of one percent (.05%) that will be utilized for “Skills Gap Training” to address the existing gap between the skills and experience that employers need to fill vacant jobs and the skill level of individuals seeking employment.
- Provide that during any year in which the balance in the Unemployment Trust Fund does not require a positive adjustment factor (as provided in section 443.131 (3) (e) 2. a. (III) of the Florida Statutes) that every employer with a Reemployment Assistance Tax rate below the maximum contribution rate of 5.4% will be assessed one-twentieth of one percent of the wages paid by the employer under section 443.1217 Florida Statutes. The funds generated by the assessment will be deposited in the State Treasury for “Skills Gap Training.”
- Provide that the assessment will be collected in the same manner as employer contributions (taxes) under the Reemployment Assistant program.
- Provide that the dollars generated by the assessment will be allocated to Regional Workforce Development Boards and guidelines developed for evaluating applications for funding.

Amend Section 443.131 Florida Statutes to:

- Provide that the Reemployment Assistance tax rate of those employers who are charged with the quarterly “skills-based training assessment” will be reduced by the same percentage as the assessment.

Other State Initiatives: (A cursory review indicated the following)

Texas created a Skills Development Fund that is funded through general revenue dollars that is designed to provide training to employers.

Nebraska created a Training and Support Cash Fund that provides that the interest earned from its State Unemployment Insurance Trust fund that can be utilized to support job training programs to train, retrain, or upgrade the work skills of existing Nebraska workers for-profit and non-profit businesses.

Other Possible Solutions:

Allocate a percentage of the excess funds generated through the interest earned on the funds in Florida's Unemployment Compensation Trust Fund which is contained in Section 443.191 Florida Statutes) to the Regional Workforce Boards for the purpose of providing skills based training to Florida businesses.

- The interest earned on the Unemployment Compensation Trust Fund is transferred quarterly from Florida's Unemployment Compensation Trust Fund to Florida's Special Employment Security Administration Trust Fund which is contained in Section 443.211(2) of the Florida Statutes. This fund is commonly known as the Penalty and Interest Fund.
- This fund is managed by the Florida Department of Economic Opportunity. DEO would know the balance in this fund.
- The advantage of this approach is that it would not require an assessment for employers and a corresponding offset against employer Reemployment Assistance Tax rates.
- Utilizing these dollars in this manner would not create a federal conformity under Section 303 (a) (5) of the Federal Unemployment Tax Act since it does not involve monies from the state's unemployment fund that is used for the payment of benefits.
- Amend Section 443.211 (2) to provide that a percentage of any interest earned on money in Florida's Unemployment Compensation Trust Fund shall be utilized by Regional Workforce Boards to provide skills for skills based training to Florida's employers.
- Add by statute or rule if appropriate the criteria by which dollars would allocated to Regional Workforce Development Boards and the criteria by which Workforce Boards would evaluate applications for skills based related training funding.
- Target allocation would be \$20 million distributed among 24 local workforce development boards.

HOW ARE FLORIDA'S SADOWSKI HOUSING PROGRAMS FUNDED?

The doc stamp tax on all real estate transactions was increased in 1992. The additional money generated is dedicated to the state and local housing trust funds. 70% is directed to local governments (all 67 counties) and Florida's entitlement cities to fund the SHIP program. 30% is used by the Florida Housing Finance Corporation for programs such as SAIL.

\$352,378,000*

IS AVAILABLE FOR APPROPRIATION FROM THE SADOWSKI HOUSING TRUST FUNDS IN FY 2019-2020

THE FLORIDA LEGISLATURE CAN CREATE MORE THAN 30,000 JOBS AND OVER \$4 BILLION IN POSITIVE ECONOMIC IMPACT FOR FLORIDA IF IT APPROPRIATES THE HOUSING TRUST FUND MONIES FOR HOUSING.

*Based upon documentary stamp projection plus projected balance in housing trust funds as of December 2018 and the Governor's proposed budget.



CREATES 30,870 JOBS

From construction workers to retailers, an investment in housing creates jobs for Floridians. Housing dollars will put Florida's housing industry to work repairing homes and improving the real estate market. SHIP funds can be used for rehabilitation/renovation of existing empty housing stock to ready it for families to move in.

SHIP

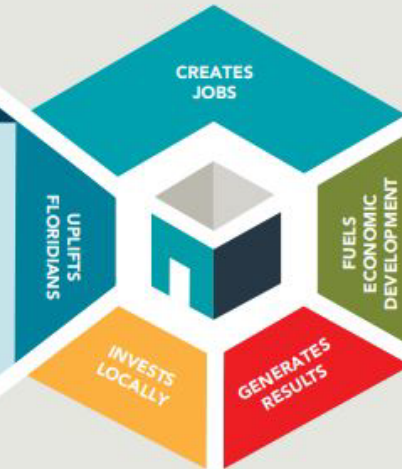
The State Housing Initiatives Partnership Program (SHIP) is a nationally-acclaimed model for effectively and efficiently meeting housing needs at the community level. SHIP provides sustainable homeownership for Florida's workforce, helps prevent homelessness, and provides emergency repairs and disaster recovery for Florida's most vulnerable residents, including the frail elderly, persons with disabilities and veterans.

SAIL

The State Apartment Incentive Loan Program (SAIL) produces apartments for Florida's workforce, rehabilitates existing apartments in dire need of repair, as well as apartments that house Florida's most vulnerable populations, including the frail elderly and persons with disabilities who might otherwise need to live in an institutional setting.

Fuels Florida's Economy

Using Florida's housing funds solely for housing creates a positive economic impact for Florida by fueling economic development, creating jobs, investing in our local communities, and contributing to the well-being of Florida's families, veterans, elderly, persons with disabilities, persons experiencing homelessness and deserving Floridians in need across the state. For more information, visit SadowskiCoalition.com.



FUELS ECONOMIC DEVELOPMENT

The appropriation would result in a positive economic impact of

\$4 BILLION

In Florida, the Fair Market Rent (FMR) for a 2-bedroom apartment is \$1,118. In order to afford this, a household must earn at least \$44,716 annually (\$21.50/hour). For that same 2-bedroom apartment, a minimum wage Floridian earning \$8.25/hour must work 104 hours/week/year round or the household must include 2.6 minimum wage earners working year round.



INVESTS LOCALLY

SHIP has been successfully operating statewide, from large urban areas to small rural communities for more than 20 years.

SHIP program flexibility allows local housing programs to meet their community's individual needs and revise strategies in accordance with changes in the local market, provided they continue to meet statutory criteria.

GENERATES RESULTS

The Florida Legislature can create more than 30,000 jobs and over \$4 billion in positive economic impact for Florida if it appropriates the housing trust fund monies for housing.

SHIP and SAIL have proven track records for performance, transparency, and accountability. Floridians need affordable housing. Using the housing trust fund monies solely for housing is the right thing to do-for Floridian's in need; for the benefit of all Florida taxpayers; and for the growth of Florida's economy.

BWDB 2020 Legislative Agenda

Apprenticeships

The 2019 Legislature took bold steps to increase workforce competitiveness with changes to FS 446 to expand Apprenticeship Training. The Florida Workforce Development Association (FWDA) representing CareerSource Boards throughout the state, believes additional changes and considerations would continue that expansion and would align with Gubernatorial and Legislative intent. They are as follows:

Legislative Considerations

- Cover registered pre-apprenticeship programs with state worker compensation similar to the coverage which is provided to the workforce system's work experience programs for apprentices 18 and younger.
- Develop a method to allow for real time funding of apprenticeships and post-secondary programs similar to the FTE system used in secondary education. Currently funding lags by three years which cannot track changes needed in the skills needed for today's jobs. If enrollment declines, local postsecondary and apprenticeship programs have surplus money but if job opportunities increase and the needs for post-secondary and apprenticeship programs increase then there is insufficient funding.
- Assure that when USDOL issues final guidance on Industry Recognized Apprenticeship Programs that all the flexibility inherent in the program is maintained at the Florida level. That is, no additional requirements are added in state law or administratively.
- Allow Bright Futures scholarships to also fund Apprenticeships and Career & Technical Education programs.

BWDB 2020 Legislative Agenda

CareerSource Florida And Employ Florida As Florida's Central Talent Source

Background

When Workforce Florida commissioned a brand survey prior to adoption of the “CareerSource” brand the two key customers- businesses and job candidates responded with these primary answers to the question of why they did not use Employ Florida: “You don’t have the talent I need” and “You don’t have the types of jobs I am looking for.”

At the local CareerSource board level, boards throughout Florida have tried to respond to this criticism by reaching out to their state colleges and the universities in their workforce areas. With varying degrees of success, local boards have connected to a broader array of talent graduating from these institutions. Similar efforts have produced similar results with local school districts throughout Florida

State College career centers, while connecting with their own business communities, have not established employment connections to today’s workforce “footprint”- a one and a half to two hour radius from their location. School districts, often focused on college preparation, have failed to connect their graduates seeking work to businesses other than those firmly connected with their individual high schools.

Universities, while connected with alumni and larger businesses through their career centers and career events, fail to effectively reach businesses seeking college graduates beyond these two core constituencies.

Florida businesses are by and far disconnected from the larger section of talented college and university graduates unless they can effectively navigate the array of college and university sites to find their career centers and post their jobs. This disconnect contributes to the impression that Florida does not have a strong talent stream that is easily accessible to all businesses. As school districts focus more on career and technical education, it fails to support the fine programs and skilled graduates that they offer.

Proposed Solution

The CareerSource Florida Network of twenty-four local workforce boards should be designated as “**Florida’s Central Talent Source.**”

This does not mean that those universities and colleges with career centers and placement functions should cease to exist. Nor should local school districts with such efforts give them up.

Rather, these institutions should partner with CareerSource Florida as it procures a new labor exchange and case management system to develop the labor exchange portion of that system to:

- Accept graduate/student information in a format that protects the privacy and personal information of those only seeking employment.
 - Minimal information should include a resume, with both telephone and email information and education and training information relevant to their job search.
 - Should they need intensive service, local boards can garner the additional information that is required to determine eligibility and enter them into the case management portion of the system.
- Develop a standard set of profile questions that accomplish the above to be used by the system.

CareerSource Florida can lead a marketing campaign aimed at educating graduates, students and businesses of the ***central talent source***.

The development of this central talent source will:

- Place Florida in the national forefront of talent development and marketing.
- Afford the economic development teams throughout Florida with a new tool to recruit higher skilled industries to Florida.
- Provide all Florida businesses with a means of searching for talent with a commuting radius of their businesses or an efficient means of reaching the graduates of every college and university with skills they require.
- Allow students to gain career opportunities within the state that they love or in which they chose to pursue their education.

Timing is critical as the procurement of the new system is currently underway.

2019 – 2020 INTERIM COMMITTEE MEETING SCHEDULE

September 2019 — Week of the 16th
October 2019 — Week of the 14th
October 2019 — Week of the 21st
November 2019 — Week of the 4th
November 2019 — Week of the 12th
December 2019 — Week of the 9th

2020 SESSION DATES

August 1, 2019 Deadline for filing claim bills (Rule 4.81(2))

November 22, 2019 5:00 p.m., deadline for submitting requests for drafts of general bills and joint resolutions, including requests for companion bills

January 10, 2020 5:00 p.m., deadline for approving final drafts of general bills and joint resolutions, including companion bills

January 14, 2020 Regular Session convenes (Article III, Section 3(b), State Constitution)
12:00 noon, deadline for filing bills for introduction (Rule 3.7(1))

February 29, 2020 Motion to reconsider made and considered the same day (Rule 6.4.(4))
All bills are immediately certified (Rule 6.8)

March 3, 2020 50th day – last day for regularly scheduled committee meetings (Rule 2.9(2))

March 13, 2020 60th day – last day of Regular Session (Article III, Section 3(d), State Constitution)

2020 MEETING SCHEDULE
Broward Workforce Development Board, Inc./CareerSource Broward
Council of Elected Officials and
Executive Committee

EXECUTIVE COMMITTEE MEETINGS

MONTH	DAY
JANUARY	13
FEBRUARY	10
MARCH	16
APRIL	13
MAY	11
JUNE	15
JULY	13
AUGUST	No meeting
SEPTEMBER	14
OCTOBER	12
NOVEMBER	No meeting
DECEMBER	No meeting

Unless otherwise indicated, all Executive Committee meetings are scheduled at 12 noon

*CareerSource Broward
2890 West Cypress Creek RD, Ft. Lauderdale, 33309*

BOARD MEETINGS

MONTH	DAY
JANUARY	23
FEBRUARY	20
MARCH	26
APRIL	23
MAY	28
JUNE	25
JULY	23
AUGUST	No meeting
SEPTEMBER	24
OCTOBER	22
NOVEMBER	No meeting
DECEMBER	Board & Planning Session 10

All BWDB, Inc/CareerSource Broward Council of Elected Officials Partnership Meetings are scheduled at 8:00 a.m.

*CareerSource Broward
2890 West Cypress Creek RD, Ft. Lauderdale, 33309*

CareerSource Broward In The Community



Date	Event	Location	Time	Description
10/18/19	5th Annual "Opening Doors in Broward" Community Job Fair	1701 NW 23rd Ave., Fort Lauderdale, FL 33311	10 a.m. to 1 p.m.	<p>The 5th Annual "Opening Doors in Broward" Community Job Fair will feature top employers, apprenticeship training programs, educational institutions, and community partners all in an effort to achieve your career goals. CareerSource Broward will be onsite to provide information about our job seeker and career training services.</p>
10/23/2019	Jersey College October Career Fair	Jersey College (7775 W. Oakland Park Blvd., Sunrise, FL 33351)	11 a.m. to 2 p.m.	<p>Each year, Jersey College welcomes healthcare related companies in the community to attend their career fairs. Employers get the chance to meet college students and recent graduates, and many go on to hire some of their top employees from the school.</p>
11/2/2019	2nd Annual Broward County Library Vet Fest	African-American Research Library and Cultural Center (2650 Sistrunk Blvd., Fort Lauderdale, FL 33311)	10 a.m. to 5 p.m.	<p>Broward County Library is hosting this annual event and welcomes veterans, their families and the community to a day of family fun and music. Information related to available resources and services will be shared with attendees. There will also be a virtual-reality and flight simulator demos. CareerSource Broward will be exhibiting at this event.</p>

11/4/2019	Lauderhill Central Park Library Veterans Fair	3810 NW 11th Place, Lauderhill, FL 33311	6 p.m. to 7:30 p.m.	The Lauderhill Central Park Library is honoring our Veterans this Veterans Day with a Veterans Fair featuring organizations and resources to help those who have served our country and their families. CareerSource Broward will be exhibiting at this event.
11/5/2019	Veteran Resource Expo	3810 NW 11th Place, Lauderhill, FL 33311	10 a.m. to 2 p.m.	The Veteran Resource Expo provides the opportunity for veterans to discover the many resources available to them from South Florida's veteran support organizations. These services include financial assistance, housing, healthcare, business start-up, education, legal services, employment and government services. CareerSource Broward will serve as an exhibitor at this event.
11/5/2019	Veterans Breaking Barriers Empowerment Expo	Emma Lou Olson Civic Center 1801 NE 6th St, Pompano Beach, FL 33060	9 a.m. to 2 p.m.	The Veterans Breaking Barriers Empowerment Fair provides homeless Veterans with the resources necessary to help them on the path to securing and maintaining employment. CareerSource Broward will provide information to assist homeless veterans with obtaining employment.

**Overview of the CareerSource Broward Region
Not Seasonally Adjusted
October 18, 2019**

- The unemployment rate in the CareerSource Broward region (Broward County) was 2.8 percent in September 2019. This rate was 0.3 percentage point lower than the region's year ago rate of 3.1 percent. The region's September 2019 unemployment rate was 0.2 percentage point lower than the state rate of 3.0 percent. The labor force was 1,060,561, up 16,583 (+1.6) over the year. There were 30,058 unemployed residents in the region.
- In September 2019 nonagricultural employment in the Ft. Lauderdale-Pompano Bch-Deerfield Bch Metro Division was 865,600, an increase of 12,600 jobs (+1.5 percent) over the year.
- The other services (+8.9 percent); education and health services (+4.7 percent); and financial activities (+3.4 percent) industries grew faster in the metro area than statewide over the year.
- The Ft. Lauderdale-Pompano Bch-Deerfield Bch Metro Division had the fastest annual job growth rate compared to all the metro areas in the state in other services (+8.9 percent) in September 2019.
- The Ft. Lauderdale-Pompano Bch-Deerfield Bch Metro Division had the highest annual job growth compared to all the metro areas in the state in other services (+3,400 jobs) in September 2019.
- The Ft. Lauderdale-Pompano Bch-Deerfield Bch Metro Division was tied for the highest annual job growth compared to all the metro areas in the state in information (+100 jobs) in September 2019.
- The Ft. Lauderdale-Pompano Bch-Deerfield Bch Metro Division had the second fastest annual job growth rate compared to all the metro areas in the state in information (+0.5 percent) in September 2019.
- The Ft. Lauderdale-Pompano Bch-Deerfield Bch Metro Division had the second highest annual job growth compared to all the metro areas in the state in education and health services (+5,200 jobs) in September 2019.
- The Ft. Lauderdale-Pompano Bch-Deerfield Bch Metro Division was tied for the second highest annual job growth compared to all the metro areas in the state in financial activities (+2,100 jobs) in September 2019.

Note: All data are subject to revision.

Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.

- The industries gaining in jobs over the year were: education and health services (+5,200 jobs); professional and business services (+4,300 jobs); other services (+3,400 jobs); financial activities (+2,100 jobs); leisure and hospitality (+1,100 jobs) and information (+100 jobs).
- The trade, transportation, and utilities (-2,800 jobs); government (-600 jobs); and construction (-200 jobs) industries lost jobs over the year.
- The manufacturing industry was unchanged over the year.

Unemployment Rates (not seasonally adjusted)			
	Sep-19	Aug-19	Sep-18
CareerSource Broward (Broward County)	2.8%	3.3%	3.1%
Florida	3.0%	3.5%	3.3%
United States	3.3%	3.8%	3.6%

Nonagricultural Employment by Industry (not seasonally adjusted)	Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division				Florida				Annualized Avg. Wages Broward County, Q1 2019
	Sep-19	Sep-18	change	percent change	Sep-19	Sep-18	change	percent change	
Total Employment	865,600	853,000	12,600	1.5	8,998,900	8,774,500	224,400	2.6	\$7,309.84
Mining and Logging	NA	NA	NA	NA	5,900	5,800	100	1.7	\$53,262.11
Construction	49,000	49,200	-200	-0.4	569,700	548,000	21,700	4.0	\$56,159.42
Manufacturing	28,100	28,100	0	0.0	379,900	373,500	6,400	1.7	\$65,313.78
Trade, Transportation, and Utilities	188,700	191,500	-2,800	-1.5	1,788,100	1,767,700	20,400	1.2	\$55,233.95
Wholesale Trade	47,600	49,600	-2,000	-4.0	352,300	346,000	6,300	1.8	\$97,456.08
Retail Trade	110,100	110,900	-800	-0.7	1,125,100	1,118,000	7,100	0.6	\$34,755.11
Transportation, Warehousing, and Utility	31,000	31,000	0	0.0	310,700	303,700	7,000	2.3	\$65,639.35
Information	20,100	20,000	100	0.5	135,700	137,700	-2,000	-1.5	\$141,850.21
Financial Activities	63,900	61,800	2,100	3.4	594,200	575,800	18,400	3.2	\$102,170.18
Professional and Business Services	156,500	152,200	4,300	2.8	1,414,800	1,368,000	46,800	3.4	\$62,954.28
Education and Health Services	116,700	111,500	5,200	4.7	1,367,500	1,309,600	57,900	4.4	\$51,163.58
Leisure and Hospitality	95,400	94,300	1,100	1.2	1,242,100	1,210,900	31,200	2.6	\$27,175.26
Other Services	41,500	38,100	3,400	8.9	364,300	353,200	11,100	3.1	\$35,716.48
Government	105,600	106,200	-600	-0.6	1,136,700	1,124,300	12,400	1.1	\$68,107.75

Population	2018	2017	change	percent change
CareerSource Broward (Broward County)	1,935,878	1,917,122	18,756	1.0
Florida	21,299,325	20,976,812	322,513	1.5

Average Annual Wage	2018	2017	change	percent change
CareerSource Broward (Broward County)	\$52,929	\$51,259	\$1,670	3.3
Florida	\$50,090	\$48,460	\$1,630	3.4

Note: All data are subject to revision.

Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.