

Agenda Backup

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

**Meeting
#251**

**Join Zoom Meeting
Details:**

Meeting ID:
862 8276 5765
Passcode:
203057

Call-in number:
+1 646 876 9923

**CareerSource Broward
Ft. Lauderdale, FL 33309**

**THURSDAY
October 26, 2023
12:00 P.M.**

CareerSource Broward mission is to provide innovative solutions through the professional delivery of quality services which consistently and effectively meet workforce needs.

A G E N D A

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

**Partnership Meeting #251
Thursday, October 26, 2023
CareerSource Broward Boardroom
2890 West Cypress Creek Road, Ft. Lauderdale, FL 33309**

This meeting is being held in person. This meeting is also accessible via Zoom video conference.

<https://us02web.zoom.us/j/86282765765?pwd=THFrUU9kVHFvMkd5bGRpeldxQjhzdz09>

PROTOCOL FOR TELEPHONE/ZOOM MEETING

1. Please state your name when making or seconding a motion. Such as “I move the item, and your name – “Jane Doe.” Please also identify yourself when asking a question.
2. Put your phone/microphone on mute when not speaking. Don’t forget to take it off when you wish to speak. Telephone users must press *6 to mute or unmute yourself.
3. Votes in the affirmative should be “aye” and in opposition should be “no” (delays in responding sometimes make it difficult to determine the intent of the vote).
4. Please be in a quiet area free of background noise, so we may hear you clearly when you are speaking. When using Zoom, please make sure the background is appropriate or choose one of their virtual backgrounds.
5. If you are calling and must leave the call, please don’t put your phone on hold. In some cases, we will get music or recorded messages, and we will not be able to conduct business.
6. If you are using your phone for audio, please identify yourself on the screen and state the last 4 digits of the number you are calling from.
7. Please note the chat function has been disabled.

The Board and Council are 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 whether or not you are able to attend the meeting if you have a conflict with any agenda items.

PLEDGE OF ALLEGIANCE

IDENTIFICATION AND INTRODUCTION OF ANY UNIDENTIFIED CALLERS

MISSION MOMENT

APPROVAL OF MINUTES

Approval of the minutes of the 8/24 BWDB meeting #250.

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

Pages 12 – 24

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. The data reflects that within the Big 7 Regions, CSBD is in a five-way tie for 1st in WIOA Entered Employment Rate (EER), 1st in Veterans EER, 1st in Welfare Transition (WT) All Family participation rate and Two-parent participation rate, and 2nd WT EER.

ACTION	None
EXHIBIT	Performance Report for August

Pages 25 – 36

2. Letters of Support

Letters of support were written for 1) Complete Turbine Services, LLC Quick Response Training grant application to assist in the creation of 121 new jobs with an average salary of \$78,660 2) Keith and Associates, Inc.'s grant application to assist in the creation of 50 new jobs with an average salary of \$85,800 3) the Urban League of Broward County's application for the Multipurpose Community Facilities Program 4) Atlantic Technical College's postsecondary NCCER Carpentry Level 3 and 4 credentials and 5) Broward College's SHRM Certified Professional, Microsoft Office Specialist Excel Expert, and QuickBooks Certified User certifications to the state's Master Credential list.

ACTION	None
EXHIBIT	None

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. Registered Apprenticeship On-the-Job Training (OJT) Contract with Advanced Roofing

Consideration to approve entry into an upgrade OJT training contract with Advanced Roofing to train up to ten (10) employees participating in their registered apprenticeship program. The apprentices will receive training in roofing, including handling asphalt equipment, detail sheet metal fabrication, and installation. The contract will provide up to a 75% reimbursement for wages paid to the apprentices while in training, totaling up to \$150,000. Because Board member Kevin Kornahrens is employed by Advanced Roofing, this recommendation must be approved by a 2/3 vote of the Board members present at a meeting with an established quorum. Approved at the 9/11 Employer Services and 10/9 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, youth, individuals with disabilities, older workers, and ex-offenders).*

RECOMM	Approval
ACTION	2/3 Vote for Approval
EXHIBIT	None

2. Increase the Threshold for Single-Item Purchases From \$50,000 to \$100,000

Consideration to increase the threshold for single item purchases/contract by the President/CEO from \$50,000 to \$100,000. Following a procurement targeting business associations that would offer OJT, IWT, and work experience directly to their employer members, we received proposals from 3 Chambers. The review committee is recommending contracting with all 3 entities. Under the Florida Statutes §445.007 the legislature has provided a process under which Florida Commerce can approve contracts between the board and its members. The Florida Statutes at § 112.313 prohibits public officials, which includes workforce board members, from doing business with their own agencies. Many of our board members are dues-paying members of the Chambers, which the Commission on Ethics (COE) considers doing business with one's own agency. Our Legal Department conferred with the COE regarding the application of the 2 statutes. COE indicated that elected officials, appointed to Chamber boards in their official capacity have been determined not to be doing business with their own agency when they vote on the award of funds to the Chambers. However, the COE, not being familiar with process set forth in Fla. Stat. §445.007 said they would need time to study the matter as it relates to Board members. The General Counsel shared with the COE that the President/CEO has authority to make single-item purchases/contracts of up to \$50,000 for day to day operations and asked whether increasing that limit to \$100,000 could be a solution. The COE stated that could be an acceptable option. If an increase to the threshold is approved, CSBD will report the purchases/contracts to the board. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, youth, individuals with disabilities, older workers, and ex-offenders).*

**RECOMM
ACTION
EXHIBIT**

Approval
Motion for Approval by CSBD Council of Elected Officials
None

3. 2024 Draft BWDB Legislative Agenda

Consideration to 1) approve the 2024 draft BWDB Legislative Agenda and 2) identify Committee members who can reach out to our local delegation to present our agenda. Approved at the 10/3 Strategic Planning and 10/9 Executive Committee Meetings. *(This is in alignment with the Board goal to develop and utilize a legislative agenda to improve employment services and opportunities in Florida.)*

**RECOMM
ACTION
EXHIBITS**

Approval
Motion for Approval
2024 BWDB Legislative Agenda
Legislative Committee Meeting & Session Dates
Legislative Delegation & County Commission Contact Tracker

4. **2024 Community Partner Legislative Agenda**

To fulfill our role as conveners, we have collected a community partner legislative agenda for reference and consideration. As of 10/18, only 1 community partner agenda has been available with items related to workforce development. Approved at the 10/3 Strategic Planning and 10/9 Executive Committee Meetings. (*This is in alignment with the Board goal to develop and utilize a legislative agenda to improve employment services and opportunities in Florida.*)

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Workforce Excerpts of FL Manufacturing & Supply Chain Agenda

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5. **Accept Summer Youth Employment Program Funds**

Consideration to accept \$2,815,656 plus an additional \$1.4 million for a total of \$4,215,656 from the Children's Services Council for the 2024 Summer Youth Employment Program. The funds will enable us to serve 913 economically disadvantaged youth ages 16-18 years old at a wage of \$14.00 per hour. The program will provide each youth with three days of employability skills training and an eight-week meaningful summer work experience. Approved at the 9/27 Youth and 10/9 Executive Committee Meetings. (*This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, youth, individuals with disabilities, older workers and ex-offenders).*)

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	None

6. **President/CEO Evaluation**

In accordance with the Broward Workforce Development Board, Inc. (BWDB) and CareerSource Broward Council of Elected Officials' policy, the Executive Committee evaluates the President/CEO annually using an instrument developed by the Organizational Resources Committee. The Evaluation Form was distributed to the Executive Committee members by the Legal Department on 9/18. As is the custom, a composite of all the scores and members' comments were provided for discussion and consideration. The Executive Committee is recommending a 4% merit increase and an annual employer-discretionary contribution to the President's retirement. Approved at the 10/9 Executive Committee meeting. (*This is in alignment with the Board goal to maintain our role as workforce development leaders through advocacy by the board, collaboration, and providing information and intelligence to stakeholders with feedback from the community.*)

RECOMM	Review of President/CEO Evaluation
ACTION	Discussion
EXHIBIT	Memo #03 – 23 (LS)

Pages 43 – 45

7. Accept Florida Healthcare Training Initiative Funds

Consideration to accept \$916,666 in Florida Healthcare Training funds. This discretionary grant is for 2 years and will end 6/30/25. CSBD was one of two Boards in the state selected by FloridaCommerce to receive this funding. The purpose of the award is to support the healthcare industry by funding initiatives to reduce the shortage of employees in healthcare occupations and reduce turnover in these occupations. Approved at the 9/26 One Stop Services and 10/9 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, youth, individuals with disabilities, older workers and ex-offenders)).*

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	None

8. Accept Non-Custodial Parent Employment Program Funds

Consideration to accept \$772,447 in Non-Custodial Parent Employment Program funds, which is slightly less than what the state initially awarded. This discretionary grant is for one year and ends 6/30/24. CSBD was one of three Boards in the state selected by FloridaCommerce to receive this funding. The purpose of the award is to assist non-custodial parents who are under or unemployed and have difficulty meeting child support obligations to obtain employment. CSBD will dedicate funds to provide core services such as occupational and work-based training and support services to remove barriers to employment. Approved at the 10/9 Executive Committee meeting. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, youth, individuals with disabilities, older workers and ex-offenders)).*

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	None

9. Accept Hope Florida – Pathway to Promise Funds

Consideration to accept \$217,815.45 Hope Florida – Pathway to Promise funds. This discretionary grant is for two years and ends 6/30/25. CSBD will use these discretionary grant funds to provide navigators to deliver staff-assisted guidance and to launch new career pathways that lead to self-sufficiency for customers referred to us by the Florida Department of Children and Families. Through this initiative, customers will be referred to community service providers based on their needs, and we will foster community collaboration among the private sector, faith-based community organizations, and non-profits. Board members Heiko Dobrikow, Kevin Kornahrens, and Shane Strum have embraced their roles as leaders by agreeing to become Hope Florida employers to support referrals. Approved at the 9/26 One Stop Services and 10/9 Executive Committee Meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, youth, individuals with disabilities, older workers and ex-offenders)).*

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	None

10. Continued Eligibility – Hollywood Career Institute

Consideration to approve 1) current eligible training provider Hollywood Career Institute's (HCI) continued eligibility status for the period 12/1/23 through 12/1/25 and 2) retention of all of their current programs on the Individual Training Account list. The State requires that eligible training providers be renewed every 2 years. HCI has met continued eligibility requirements that include but are not limited to, licensure, accreditation, issuance of an industry-recognized credential, and reporting to the Florida Education and Training Placement Information Program. CSBD reviewed the applications for completeness and to ensure that CareerSource Florida requirements and board-mandated criteria are met. Approved at the 9/26 One Stop Services and 10/9 Executive Committee Meetings. *This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, youth, individuals with disabilities, older workers, and ex-offenders)).*

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	None

11. Distribution of Fully Depreciated Computers

Consideration to approve expanding the distribution of CSBD computers to include 1) summer youth 2) veterans' participants as well as 3) CSBD/ISG/DEO staff. CSBD cycles computers out of use every 5 years in accordance with our rotation policy. To date, per Board policy, we offer them to WIOA youth and Welfare program participants or other non-profit organizations. Because many of our participants in training receive technology through support services or from the training institution, we still have computers left after offering them to WIOA youth and Welfare participants. By expanding the distribution of the old computers, we can reach additional participants as well as staff who could benefit from being able to add technology to their homes. Approved at the 9/27 Youth and 10/9 Executive Committee meetings. *This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, youth, individuals with disabilities, older workers, and ex-offenders).*

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	None

REPORTS

1. Update on Meetings with Local Legislators and City Officials

To increase awareness about CSBD and to strengthen community relationships, Carol Hylton, President/CEO, and CSBD staff frequently meet with local legislators and city officials. This outreach involves meeting with local officials in person or via Zoom, including inviting them to 1) tour our career centers 2) employer job fairs and 3) workforce events that we host. These meetings also provide an opportunity to listen to their priorities and areas of focus and to reaffirm our value to their constituents by offering an array of customizable job seeker and employer workforce-related services that we can provide based on their specific circumstances. Since March 2023, Carol Hylton, President/CEO, and CSBD staff have met with 16 elected officials, with several more planned this month.

ACTION	None
EXHIBIT	Memo #05-23 (QA)

2. Hospitality Career Fair

To support employers in the hospitality industry as they prepare for peak season, which started in the Fall and runs through Spring, CSBD hosted a Hospitality Job Fair at the Urban League. Fourteen hospitality companies, including Riverside Hotel, Pelican Grand Resort, Holiday Inn Express Ft. Lauderdale Cruise Airport, and Margaritaville Resort, with job openings from entry-level to management. Board Chair, Heiko Dobrikow and Carol Hylton, President/CEO, welcomed the employers and almost 200 jobseekers. Employers at the event shared that they were pleased with the number, quality, and skill of applicants. Several on-the-spot offers of employment were made, and we are following up with the employers and the job seekers to obtain employment information and offer additional services.

ACTION	None
EXHIBIT	None

3. Update on WIOA Youth Performance for Program Year 23/24

This Youth Performance report provides the Youth Committee with provider performance as required under their agreements and in accordance with the Workforce Innovation and Opportunity Act. CSBD funds 4 Out-of-School and 2 In-School Youth programs. Since the beginning of the program year, which began on 7/1, CSBD staff has been meeting with each of the providers to discuss contract expectations, offer ongoing technical support, and receive updates on recruitment activities. The report shows that all of our youth providers are off to a great start and actively enrolling youth to meet their deliverables.

ACTION	None
EXHIBIT	Memo #06-23 (OPS)

Pages 48 – 50

4. CSBD's 2023 Paychecks for Patriots Veterans Hiring Fair

CSBD will host its annual Paychecks for Patriots Veterans Hiring Fair on 11/8 at The City of Plantation Central Park. The first two hours of the event will be reserved for veterans and family members of veterans. The event will be marketed to job seekers and employees through social media, radio advertisements, distribution of flyers to community partners, advertising in the career centers, and word of mouth. To date, over 80 employers have expressed interest in recruiting at this year's event.

ACTION	None
EXHIBITS	P4P Flyers

Pages 51 – 52

5. Update on the First Annual State of the Workforce Breakfast

CSBD, in partnership with the Broward County Council of Chambers, will host the inaugural State of Our Workforce Breakfast on 01/24/24 at the Broward County Convention Center. Initially, we planned to hold the breakfast in October, but all event organizers agreed a January date was better suited for the event. Businesses will learn about the latest workforce trends and available tools to grow their business. Staff would like to thank BWDB Chair Heiko Dobrikow for cultivating the idea for this event.

ACTION	None
EXHIBIT	None

6. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 3.0 percent in September 2023. This rate was 0.4 percentage points higher than the region's year-ago rate. In September 2023, Broward County's unemployment rate was equal to the State's rate. Out of a labor force of 1,117,567 up 39,246 (+3.6 percent) over the year, there were 33,791 unemployed Broward County residents. CSBD also created a dashboard allowing website visitors to review the current and historical economic and workforce status of Broward County. The dashboard is a value-added resource allowing businesses and those looking to move to Broward the ability to make data-informed decisions.

ACTION	None
EXHIBIT	Broward County Labor Market Information CareerSource Broward Dashboard

Pages 53 – 54

7. Heiko Dobrikow Honored

Board Chair, Heiko Dobrikow, will be an Ally Award recipient at the upcoming Greater Fort Lauderdale Chamber of Commerce GLBX Business Community Ally Award ceremony on Thursday, 11/2. Congratulations Heiko!

ACTION	None
EXHIBIT	None

8. Sandy McDonald Honored

Board member, Sandy McDonald, Director of the Office of Economic and Small Business, Broward County, received the Minority Business Advocate of the Year for Broward County Award at the Minority Enterprise Development Week (MEDWeek) Conference - the nation's premier event for small and minority businesses, at the national, regional, and local level. Congratulations Sandy!

ACTION	None
EXHIBIT	None

MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL OF ELECTED OFFICIALS

MATTERS FROM THE BROWARD WORKFORCE DEVELOPMENT BOARD CHAIR

MATTERS FROM THE BOARD

MATTERS FROM THE FLOOR

MATTERS FROM THE PRESIDENT/CEO

ADJOURNMENT

<p><i>THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE BROWARD COUNCIL MEETING WILL BE HELD ON DECEMBER 14, 2023.</i></p>

MEETING MINUTES

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

**Partnership Meeting #250
Thursday, August 24, 2023
CareerSource Broward Boardroom
2890 West Cypress Creek Road, Ft. Lauderdale, FL 33309**

The Board and Council are 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 whether or not you are able to attend the meeting if you have a conflict with any agenda items.

Attendees via Zoom/in person: Mayor Josh Levy, Commissioner Tim Ryan, Zac Cassidy, Dr. Ben Chen, Paul Farren, Cynthia Gaber, Dr. Lisa Knowles, Dawn Liberta, Felipe Pinzon, Cynthia Sheppard, Jim Ryan, Francois Leconte, Shane Strum, Marjorie Walters, Tara Williams, Robert Swindell, Mark Schaunaman, Rick Shawbell, Dr. Stacy Volnick, Rufus James, and Heiko Dobrikow, who chaired the meeting.

Guests: Dr. Peter Licata, Tamika Lloyd, Gabriela Gracia, Eugene Bold and Jason Kruszka, Commissioner Ryan's office.

Staff: Carol Hylton, Ron Moffett, Mark Klinecicz, Rochelle Daniels, Tony Ash, Kim Bryant, Kaminnie Kangal, Latema King, and Natalie Joseph-Cauley.

MISSION MOMENT

Tamica Lloyd, a manager at Exclusive Property Management, who hosted youth for the Summer Youth Employment Program, provided the mission moment. Ms. Lloyd shared her wonderful experience with the program and thanked the board for their support.

APPROVAL OF MINUTES

Approval of the minutes of the 6/22 BWDB meeting #249.

On a motion made by Jim Ryan and seconded by Dawn Liberta, the BWDB/CSBD Council of Elected Officials unanimously approved the minutes of the 6/22 Meeting #249.

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 Mayor Josh Levy and seconded by Zac Cassidy, the BWDB/CSBD Council of Elected Officials unanimously approved the Consent Agenda of 8/24.

1. Monthly Performance Report

The current performance for the month of June was provided. The data reflects that within the Big 7 Regions, CSBD is in a four-way tie for 1st in WIOA Entered Employment Rate (EER), 1st in Veterans EER, 1st in Welfare Transition EER, All Family participation rate and Two-parent participation rate and ranks 2nd in Wagner Peyser EER.

2. Letters of Support

Letters of support were written for 1) OIC of South Florida's application to the US DOL for the Critical Sector Job quality grant 2) the David Posnack Jewish Community Center for their HIRE-Ability initiative 3) Junior Achievement to add their Marketing Innovation certification to the Master Credentials List 4) Florida Atlantic University's application for the Social and Economic Mobility grant 5) Nova Southeastern University application for the Medical Technology Hub Grant and Quick Response Training Grants for 6) Berkowitz Pollack Brant Advisors to support the creation of 98 jobs 7) West Marine to support the creation of 25 jobs 8) Premier Healthcare Centers to support the creation of 207 jobs and 9) total Network Consulting to support the creation of 2 jobs.

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. Broward Workforce Development Board Appointment

Considered approval of the appointment of Dr. Peter Licata, Superintendent of Broward County Public Schools to fill the mandatory core partner Adult Basic Education and Family Literacy Act seat on the BWDB. The CSBD Council of Elected officials appoints board members by a vote of the Council following a recommendation from the Board. *(This is in alignment with the Board goal to maintain our role as workforce development leaders through advocacy by the board, collaboration, and providing information and intelligence to stakeholders with feedback from the community.)*

Mr. Dobrikow introduced Dr. Peter Licata to the board and thanked him for his commitment to youth. Mr. Dobrikow informed Dr. Licata that the board is focused on rebuilding the workforce, beginning with the youth.

Dr. Licata highlighted his experience working with CareerSource Palm Beach and thanked the members for their consideration of him to join the Board.

Ms. Hylton expressed appreciation to Dr. Licata for his willingness to join the board. She stated that CSBD has a long history of partnership with the school board and is looking forward to working with Dr. Licata on future initiatives. Ms. Hylton informed the members that a meeting has been scheduled to meet with the new head of the CTACE program to discuss strengthening our relationship with the Technical Colleges.

On a motion made by Mayor Josh Levy and seconded by Commissioner Tim Ryan, the CSBD Council of Elected Officials unanimously approved the appointment of Dr. Peter Licata, Superintendent of Broward County Public Schools, to the BWDB.

2. WIOA Work Experience Contract Approval with Broward County

Considered approval of a WIOA Work Experience contract with Broward County for PY 23/24. WEX contracts are non-financial, as CareerSource Broward is the employer of record. Because Board members Tara Williams and Sandy Michael McDonald are employed by Broward County, they will need to declare a conflict of interest, and a 2/3 vote of the Board members present at a meeting with an established quorum is required. Approved at the 8/14 Executive Committee. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations veterans, youth, individuals with disabilities, and ex-offenders.)*

Mr. Dobrikow asked Ms. Hylton to introduce and present the item.

Ms. Hylton explained Broward County has an internship program that provides college students with human service experience. Providing this contract will expand the program into a paid work experience, and upon completion of the program, students will be eligible to be hired by Broward County government.

Board Member Tara Williams stated her conflict, abstained from voting and will be required to submit a conflict-of-interest form. Form 8B was sent to Sandy McDonald to declare his conflict.

On a motion made by Zac Cassidy and seconded by Jim Ryan, the BWDB/CSBD Council of Elected Officials unanimously approved the WIOA Work Experience Contract with Broward County for PY 23/24.

3. WIOA Work Experience Contract Approval for Broward Health

Considered approval of a WEX contract with Broward Health for PY 23/24. Healthcare is one of our targeted industries. WEX contracts are non-financial, as CSBD is the employer of record. Because Board member Shane Strum is employed by Broward Health, he will need to declare a conflict of interest and a 2/3 vote of the Board members present at a meeting with an established quorum is required. Approved at the 8/14 Executive Committee. *(This is in*

alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations veterans, youth, individuals with disabilities, and ex-offenders.)

Mr. Dobrikow asked Ms. Hylton to introduce the item and to present the recommendation.

Ms. Hylton provided an overview of the WEX program at Broward Health, pointing out that this initiative will target the Single Mothers grant program and our other participants to bring them into the healthcare industry where there are many opportunities for career advancement. Ms. Hylton thanked Mr. Strum for his support.

Mr. Strum stated his conflict and abstained from the discussion and vote. There was no further discussion.

On a motion made by Mayor Josh Levy and seconded by Paul Farren, the BWDB/CSBD Council of Elected Officials unanimously approved the WIOA Work Experience Contract with Broward Health for PY 23/24.

4. Selection of Fiscal Year Audit Firm Anthony Brunson, P.A.

Considered approval of Anthony Brunson P.A. as our Audit Firm. Their proposal provides for WatsonRice to provide the engagement partner in accordance with state rules which allows for the continuation of the same firm beyond 5 years as long as the engagement partner is rotated. We sent the Request for Quotes to 10 firms, including the firms registered to be noticed when an RFQ is issued, altogether 15 firms. We received a quote from Anthony Brunson, P.A. our current Audit Firm, and one (1) no bid from Tri Merge CPA. A Review Committee Meeting was held on 8/7. After hearing from Mr. Brunson and representatives from WatsonRice, the Committee rated and ranked the proposal. The Review Committee then voted to recommend the selection of Anthony Brunson, P.A. at a cost of \$34,000, a \$1,000 increase over last year. The contract if approved will allow for 4 one-year renewals subject to governing board approval. Approved at the 8/14 Audit and Executive Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, efficiency, technology, and relevancy.)*

Mr. Dobrikow asked Mr. Cassidy to introduce and present the item.

Mr. Cassidy provided an in-depth overview of the item and recommendation to the members. There was no further discussion.

On a motion made by Zac Cassidy and seconded by Rufus James, the BWDB/CSBD Council of Elected Officials unanimously approved the Selection of Anthony Brunson P.A. as our Audit Firm at a cost of \$34,000.

5. Renewal of Taylor Hall Miller Parker, P.A. Program Monitoring Contract for PY 23/24

Considered the renewal of the contract for program monitoring with Taylor Hall Miller Parker, P.A. for PY 23/24. The cost of the renewal is \$81,000 for 3 visits at \$27,000 per visit. This is the same cost as last year. CSBD is satisfied with the services. This will be the first of up to 4 one-year renewals. Approved at the 8/14 Audit and Executive Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, efficiency, technology, and relevancy.)*

Mr. Dobrikow asked Mr. Cassidy to introduce and present the item.

Mr. Cassidy reviewed the item and recommendation with the members. There was no further discussion.

On a motion made by Zac Cassidy and seconded by Rufus James, the BWDB/CSBD Council of Elected Officials unanimously approved the renewal of the contract for program monitoring with Taylor Hall Miller Parker, P.A. for PY 23/24.

6. Renewal of Cherry Bekaert Fiscal Monitoring Contract for PY 23/24

Considered the renewal of the contract for fiscal monitoring with Cherry Bekaert, LLP for PY 23/24. The cost of the renewal is \$73,500 for 3 visits at \$24,500 per visit. This is an increase of \$1,500 over last year. CSBD is satisfied with the services. This will be the first of up to 4 one-year renewals. Approved at the 8/14 Audit and Executive Committee meetings. (*This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, efficiency, technology, and relevancy.*)

Mr. Dobrikow asked Mr. Cassidy to introduce and present the item.

Mr. Cassidy reviewed the item and recommendation with the members. There was no further discussion.

On a motion made by Zac Cassidy and seconded by Dr. Lisa Knowles, the BWDB/CSBD Council of Elected Officials unanimously approved the renewal of the contract for fiscal monitoring with Cherry Bekaert, LLP for PY 23/24.

7. Region 22 Targeted Occupations List (TOL) for Program Year 23/24

Considered the approval of changes to our local area's TOL for PY 23/24. As we always do, we researched the State's preliminary list and compared it to the Board-approved criteria. To get input and feedback on the State's proposed list and gather additional relevant labor market data, we sent the preliminary TOL to local education and business stakeholders, community partners, business leaders, and industry intermediaries and invited them to a publicly noticed meeting held on 7/11. We provided an overview of the PY 23/24 TOL and the governing board's criteria for updating the TOL. Based upon our review and community input, CSBD recommends 1) adding twenty-one (21) new occupations proposed by the State and 2) retaining thirty-four (34) occupations proposed by the State for removal. Approved at the 8/7 Employer Services and 8/14 Executive Committee meetings. (*This is in alignment with the Board goal to maintain our role as workforce development leaders through advocacy by the board, collaboration, and providing information and intelligence to stakeholders with feedback from the community.*)

Mr. Dobrikow introduced the item and asked Mr. Moffett to provide an overview of the item and the recommendations.

Mr. Moffett explained we received the annual list from Florida Commerce, which we reviewed and compared to our current occupations on the in-demand list. We sent the preliminary TOL to local education and business stakeholders, community partners, business leaders, and industry intermediaries. He noted that this is one of the most

important things we do as conveners. Based on our analysis and community input, we are recommending adding 21 new occupations proposed by the State and retaining 34 of the 49 occupations proposed by the State for removal.

Mayor Levy recommended that as part of marketing efforts, a list of the 10 fastest-growing occupations be developed. Mr. Dobrikow suggested that a copy of the list be generated and provided to the career counselors in the high schools.

Mr. Ryan supported Mayor Levy's recommendation and expressed that it would be a good idea to add a thorough description of the jobs that are in the Information Technology sector when the list is compiled to generate interest in these occupations.

Ms. Hylton agreed and shared that CSBD and the school board are in the planning stages of a one-day event for 9th and 10th graders to dive into career exploration. We will bring the TOL and the list of the 10 fastest-growing occupations to the event. All of the logistics, such as the venue, transportation, and employers that will participate, are presently under review. Ms. Hylton explained that the purpose of the event is to provide youth an opportunity to learn more about the various industries, career paths, scholarships and employment services that we offer.

On a motion made by Paul Farren and seconded by Jim Ryan, the BWDB/CSBD Council of Elected Officials unanimously approved the Region 22 Targeted Occupations List for PY 23/24.

8. Addition of New Training Provider Universal Technical Institute

Considered the approval of Universal Technical Institute as an Eligible Training Provider and add 1) Automotive & Diesel Technology II 2) Diesel Technology II 3) Automotive Technology II and 4) Welding Technology II to the Workforce Innovation and Opportunity Act Individual Training Account List. CSBD adds schools and courses that meet federal, state, and local criteria to give customers more choices. State law prohibits consideration of cost in adding schools to the list. Approved at the 8/1 One Stop Services and 8/14 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, youth, individuals with disabilities, older workers and ex-offenders)).*

Mr. Dobrikow asked Mr. Shawbell to introduce and present the item.

Mr. Shawbell reviewed the item and recommendation with the members.

Mayor Levy stated his support for adding these programs to the ITA list, explaining that there is a shortage of automotive technicians in Broward County and nationwide.

On a motion made by Rufus James and seconded by Marjorie Walters, the BWDB/CSBD Council of Elected Officials unanimously approved the addition of Universal Technical Institute as an Eligible Training Provider and adding 1) Automotive & Diesel Technology II 2) Diesel Technology II 3) Automotive Technology II and 4) Welding Technology II to the WIOA ITA list.

9. Addition of New Courses for Existing Training Provider Hollywood Career Institute

Considered the addition of three (3) courses from current Eligible Training Provider Hollywood Career Institute: 1) Massage Therapy 2) Hemodialysis Tech and 3) Medical Assistant with Basic X-Ray to the WIOA Individual Training Account List. These programs provide opportunities to train for careers in the healthcare industry and are in high demand. CSBD reviewed the applications for completeness and to ensure that Board-mandated criteria have been met for the training programs and related occupational titles. Approved at the 8/1 One Stop Services and 8/14 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, youth, individuals with disabilities, older workers and ex-offenders)).*

Mr. Dobrikow asked Mr. Shawbell to introduce and present the item.

Mr. Shawbell reviewed the item and recommendation with the members. There was no further discussion.

On a motion made by Rufus James and seconded by Dr. Lisa Knowles, the BWDB/CSBD Council of Elected Officials unanimously approved the addition of 3 courses from current Eligible Training Provider Hollywood Career Institute: 1) Massage Therapy 2) Hemodialysis Tech and 3) Medical Assistant with Basic X-Ray to the WIOA Individual Training Account List.

10. Addition of QLM to Disaster Relief Staffing Vendor List

Considered the addition of QLM staffing company to the vendor list we use during times of disaster to fill Temporary Jobs. QLM was part of a procurement initiated by the state to provide staffing company options for the local workforce areas. We did our own procurement to be able to award contracts to local companies however, at this time, only EmpHire and ISG (our one-stop staffing company) are still participating. QLM has received excellent reviews from the other local boards, and we would like to add them to our vendor list to expand our outreach to individuals seeking Temporary Jobs as a result of a disaster. The contract amount is dependent upon the burden for individual positions as approved by the state and attached as a schedule to the contract as well as the number of temporary placements. We anticipate this will be over \$50,000.

Mr. Dobrikow asked Ms. Daniels to introduce and present the item.

Ms. Daniels explained that in an effort to keep the funds local CSBD invited local staffing companies to submit an RFP but did not receive an adequate response. QLM who was responsive to a procurement initiated by the state, has received excellent reviews from the other local boards and operates on a national level.

Ms. Hylton informed the board that Sandy McDonald expressed interest in sharing the procurement with small businesses located in Broward County so they can have the opportunity to be added to the vendor list.

On a motion made by Mayor Josh Levy and seconded by Dr. Lisa Knowles, the BWDB/CSBD Council of Elected Officials unanimously approved the addition of QLM to the Disaster Relief Staffing Vendor List.

REPORTS

1. CTS Engines (CTS) Incumbent Worker Training Grant Application

CTS Engines (CTS) applied for an Incumbent Worker Training (IWT) grant in the amount of \$114,939 to train 88 employees to earn job-related certifications. Pursuant to the Workforce Innovation and Opportunity Act (WIOA) requirements, CTS will contribute 50% to the cost of the training by paying employee wages while they are in training, as well as contributing to the tuition cost. CSBD funds a portion of the tuition and instructor costs. Employees will receive training in areas such as Pratt & Whitney Engine Repair and Maintenance, GE Aerospace Engine Repair and Maintenance, and Advanced Leadership Communication. In accordance with governing boards' policy, IWT grant applications of \$50,000 or more go to the Employer Services and the Executive Committees for consideration, with a report to the BWDB and CSBD Council of Elected Officials. Approved at the 8/7 Employer Services and 8/14 Executive Committee meetings.

Mr. Dobrikow asked Tony Ash, Vice President of Employer Services, to introduce and present the item.

Mr. Ash explained that this incumbent worker training grant will provide skills upgrade training in areas of aircraft power and engine systems. Mr. Ash informed the members the Greater Ft. Lauderdale Alliance provided the introduction of CTS Engines, to CSBD. Mr. Ash, on behalf of CSBD, expressed his appreciation to board member Bob Swindell for the introduction.

2. Update on the Single Mothers Grant

The Single Mothers grant is a two-year grant focused on assisting up to 100 single mothers with a child under 4 years old. As of July 2023, we have enrolled 62 women in the program. CSBD provides job search support, career training, and resource referrals. We have also added a financial assistance component by partnering with Locality Bank to provide bi-monthly financial workshops. CSBD is also finalizing Work Experience contracts with Broward Health at its 31 locations, flexible work schedules, benefits, and career paths are an excellent opportunity for our customers.

Mr. Dobrikow asked Ms. Hylton to review the item.

Ms. Hylton announced that CSBD is one of two boards that will be receiving almost one million dollars for a healthcare initiative discretionary grant. Ms. Hylton provided an overview of the program and the services we provide pursuant to the grant. She shared that the state has taken notice of the success of our program and has asked that one or more of the program participants attend the Department of Children and Families Dependency Summit in Orlando next month to share their testimonials.

Mr. Dobrikow thanked board members Keith Costello from Locality Bank for providing financial literacy and Shane Strum from Broward Health for providing the work experience component.

3. General Fund Balance

At the December 2022 Board meeting, we reported that the General Fund balance was \$901,711. From 11/1/22 through 6/30/23, we realized revenues of \$334,195 and incurred expenditures of \$215,625. The General Fund balance as of 06/30/23 is \$1,020,281 of this amount, \$497,870 is held in reserve, leaving a balance of \$522,411.

Mr. Dobrikow asked Mr. Cassidy to introduce and present the report.

Mr. Cassidy explained the General fund set-asides, revenues, and expenditures to the members. There was no further discussion.

4. Budget vs. Actual Expenditure Report

Each year, we budget to spend 100% of our grants. As the governing boards are aware WIOA funds are available for 2 years and also allow for a 20% allocation carry forward each year to avoid a cliff effect due to fluctuations in allocations as we experienced this year. The State extended the period for the expenditure of welfare transition program funds this year through August, and the funds are being invested in the summer program. The strategies we put in place last year are working.

Mr. Dobrikow asked Mr. Cassidy to introduce and present the item.

Mr. Cassidy reviewed the report with the members.

Dr. Licata inquired about the amount of formula funds CSBD is allowed to carry forward.

Ms. Hylton explained that WIOA allows us to carry forward 20% of the funds. While we budget to spend all our funds, carry forward assists us with staffing and enables us to provide services to the maximum number of customers in years where our allocation is reduced.

5. Cherry Bekaert LLP Fiscal Monitoring - Report #2 PY 22/23 Issued 5/2023

Cherry Bekaert conducted fiscal monitoring for the period 10/1/22 through 2/28/23. Cherry Bekaert reviewed a total of 921 elements during the review period. There were no findings or observations. Based upon the total elements reviewed, this was a 0% error rate.

Mr. Dobrikow asked Mr. Cassidy to introduce and present the item.

Mr. Cassidy reviewed the item with the members.

Led by Mr. Dobrikow, the members congratulated staff on a job well done. There was no further discussion.

6. Taylor Hall Miller Parker, PA Program Monitoring - Report #2 PY 22/23-22 Issued 2/2023

THMP conducted program monitoring for the period 11/18/22 through 2/21/23. They reviewed a total of 177 files consisting of 6,029 elements. There were 4 findings and 11 observations. This equates to an error rate of (.06%), or less than 1%. All findings and observations were corrected except where cases were closed, and no further action could be taken.

Mr. Dobrikow asked Mr. Cassidy to present the item.

Mr. Cassidy reviewed the item with the members.

Mr. Dobrikow again expressed his appreciation to the staff for the achievement of these monitoring results. There was no further discussion.

7. State Program & Fiscal PY 21/22

The Florida Department of Economic Opportunity (DEO) issued their Financial and Program Monitoring Report on 12/1/22 for the period 4/21 through 3/22. They reviewed a total of 166 program files consisting of 6,502 elements. There were 0 fiscal findings, observations, and technical assistance items. There were 9 program findings and 6 non-compliance issues. The program findings equate to an error rate of .14% less than 1%. All findings and non-compliance issues were corrected except where cases were closed, and no further action could be taken.

Mr. Dobrikow asked Mr. Cassidy to present the item.

Mr. Cassidy reviewed the item with the members.

Mr. Dobrikow noted the final report was actually just issued in June 2023 and again acknowledged the staff for all their hard work.

8. WIOA Youth Performance for Program Year 22/23

CSBD funds 4 Out-of-School (OSY) and 2 In-School Youth (ISY) programs. The youth receive case management, career pathway planning, occupational skills training, and job readiness preparation. This Youth Performance report provides an update on providers' performance as required under their agreements and in accordance with the Workforce Innovation and Opportunity Act. As reported previously, the providers implemented strategic recruitment, engagement, and placement plans and were successful. We congratulate our OSY and ISY providers on their successes during the program year.

Mr. Dobrikow asked Ms. Liberta to lead the presentation of the item.

Ms. Liberta provided an overview of the providers' performance and highlighted each of their successes. There was no further discussion.

Mr. Dobrikow expressed his appreciation and congratulated the OSY and ISY providers on their achievements during the past program year.

9. 2023 Tech Talent Fest Event

CSBD is participating in the South Florida Tech Hub “2023 Tech Talent Fest” on 8/30 at Florida Atlantic University in Boca Raton. South Florida Tech Hub is the local association representing employers and professionals across a wide range of industry verticals. The Tech Talent Fest is an industry job fair focusing on recruitment among occupations in artificial intelligence, cloud computing, cybersecurity, and more. Over 150 job seekers and industry professionals are expected to attend. CSBD’s technology industry intermediary will present our services, including how employers can unlock our funding for work-based training and scholarship opportunities for individuals seeking industry certifications. We will also have a booth to exhibit our services.

Mr. Dobrikow asked Ms. Hylton to present the item.

Ms. Hylton reviewed the item with the members and informed the committee that CSBD would be taking a regional approach and would be partnering with CareerSource Palm Beach to do a joint presentation at the event.

10. Renewal of Janitorial Services Contract

This is to report on the renewal of the janitorial services contract with AK Building Services for the main office. The agreement provides for 2 one-year renewals. This is the second and last renewal. The cost for the services for the renewal period is \$49,816/year, an increase of \$1,864 due to increases in the minimum wage. This is being reported in accordance with our board policy to report single purchases over \$10,000.

Mr. Dobrikow asked Ms. Hylton to present the item.

Ms. Hylton reported the item. There was no further discussion.

11. Economic and Workforce Indicators in Broward County

Currently, there are 42,424 jobs available in Broward and 33,544 unemployed individuals seeking a job. Should every jobseeker become employed, we still have a deficit in the labor force. The good news is that year over year shows that the number of individuals employed in Broward increased by 2.9 percent. The top advertised occupation in July of 2023 was Registered Nurse, with over 1,636 ads. CSBD has added a new tile to provide information regarding trade data for Port Everglades. The supporting chart for this tile shows month-over-month import and export data displayed as financial totals. Port Everglades is one of the busiest ports in the world and supports the region with receiving and shipping a vast array of goods. This data provides the value of imports and exports that flow through the port and can be used as a leading indicator of economic activity for the region.

Mr. Dobrikow reviewed the CSBD Dashboard with the members. He brought to everyone’s attention the addition of a new tile for Port Everglades import/export, which shows the data of what the port is producing in terms of revenue.

Felipe Pinzon inquired about the high school graduation rate data. He asked if the high school graduation rate on the dashboard is representative of public, charter, and private schools.

Dr. Licata explained that the data shown on the dashboard is related to charter and public schools only.

Mr. Pinzon also asked if graduation is a factor in the unemployment rate for those who do not graduate. Ms. Hylton stated yes and explained that the unemployment rate is not evenly spread across all populations and that the data shows unemployment among those without a high school diploma is greater than those who graduated.

Commissioner Ryan asked if the data captured related to the lower high school graduation rate was a long-term trend. Dr. Licata explained that presently, the graduation rate is changing each year due in part to changes in the standardized testing formula and courses required for graduation.

Ms. Hylton added that in the contract between CSBD and the school board, we fund a Master Recruiter position. The thought was to create a position with the ability to access the school board's data on seniors who did not graduate for the purpose of recruiting them into the school board's GED program.

12. Broward County Unemployment

The unemployment rate in Broward County was 3.0 percent in July 2023. This rate was 0.1 percentage points greater than the region's year-ago rate. In July 2023, Broward County's unemployment rate was 0.8 percentage points lower than the national rate (3.8 percent). The labor force was 1,102,534 up 33,344 (+3.1 percent) over the year. There were 33,544 unemployed Broward County residents.

Ms. Hylton reviewed the item. There was no further discussion.

13. Lan Infotech Ranked in Channel Futures 2023 MSP 501 List

Board member Michael Goldstein's company Lan Infotech was recently ranked on Channel Futures 2023 Managed Service Providers (MSP) 501, the tech industry's most prestigious list of managed service providers worldwide.

Ms. Hylton, joined by the Board, congratulated Michael Goldstein on this recognition for his company.

MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL OF ELECTED OFFICIALS

Commissioner Ryan announced to the board that September is Workforce Development Month, and he will be presenting a proclamation at the September 7th County Commission meeting honoring the work done by the professionals at CSBD.

Commissioner Ryan asked what was the effect on enrollment in the public schools now that the legislature passed legislation that provides additional funding to private schools.

Dr. Licata explained that enrollment fluctuates based on a number of factors, including student safety, and the student voucher system, which is now open to all parents. In addition, there has been an increase in private school enrollment based on the decrease in performance by the public schools.

MATTERS FROM THE BROWARD WORKFORCE DEVELOPMENT BOARD CHAIR

None

MATTERS FROM THE BOARD

None

MATTERS FROM THE FLOOR

None

MATTERS FROM THE PRESIDENT/CEO

Ms. Hylton thanked the board for their involvement with the Summer Youth program and reported we had over 1,000 youth enrolled in the program, and over 90% of the allocation was spent on wages. Ms. Hylton gave Broward Health a special thank you for assisting with taking care of the costs associated with drug screening of their applicants and having an enrollment of over 20 youth in the health care occupational track.

Ms. Hylton announced that CSBD is partnering with the Broward County Council of Chambers for the 1st annual State of Workforce Breakfast which is tentatively planned for October at the Broward County Convention Center.

Lastly, Ms. Hylton reminded everyone that, as approved by the board, all CSBD centers and the administrative office are scheduled to be closed to the public on September 13th for in-service staff training.

ADJOURNMENT - 1:35 p.m.

<p><i>THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE BROWARD COUNCIL MEETING WILL BE HELD ON OCTOBER 26, 2023.</i></p>
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Performance Report

Performance Report July to August 2023

Entered Employment Rate for the Month August 2023 across all Big Seven Regions

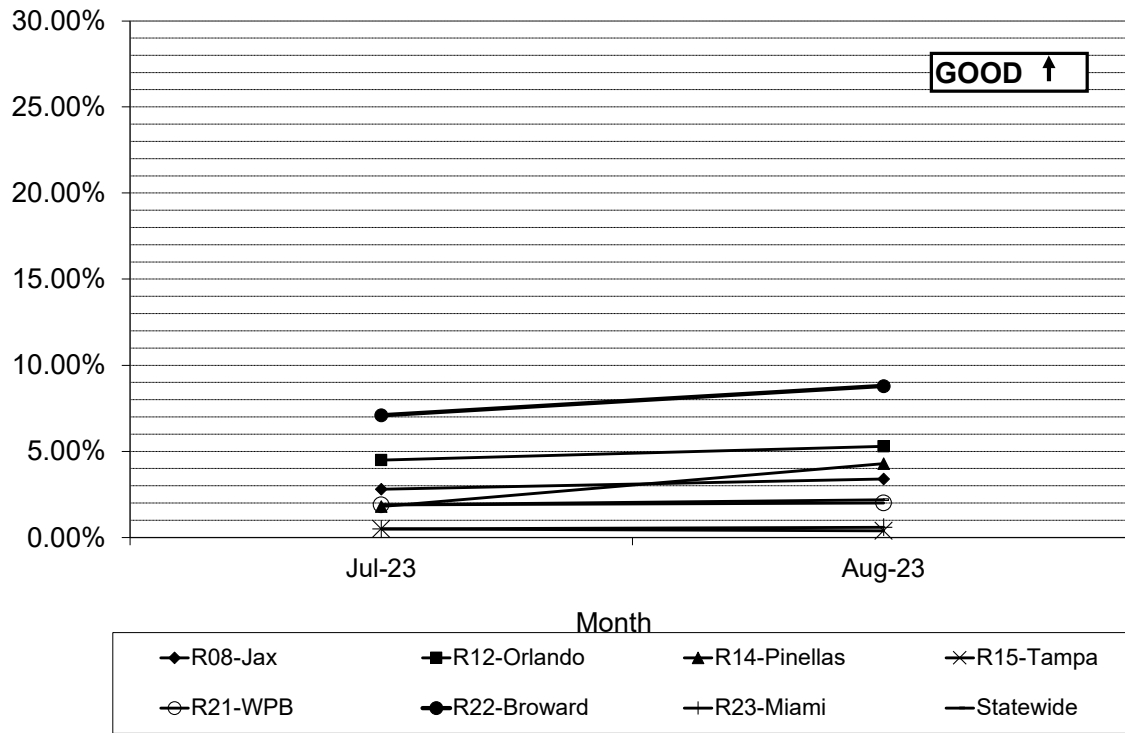
	WTP		Wagner-Peyser		Veterans		WIOA Adult/DW	
Region 8 - Jacksonville	25.90%	↑	28.70%	↓	19.30%	↓	100.00%	↑
Region 12 - Orlando	25.10%	↓	42.40%	↑	41.70%	↑	81.80%	↓
Region 14 - Pinellas	27.70%	↑	40.00%	↓	58.80%	↑	62.50%	↑
Region 15 - Tampa	28.40%	↑	31.50%	↑	40.80%	↓	100.00%	—
Region 21 - WPB	35.10%	↑	31.90%	↓	23.80%	↓	100.00%	↑
Region 22 - Broward	32.30%	↑	38.30%	↑	60.00%	↑	100.00%	—
Region 23 - Miami	30.10%	↑	60.40%	↑	44.40%	↑	100.00%	—
Statewide	26.40%	↑	38.80%	↓	40.00%	↓	78.80%	↓

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

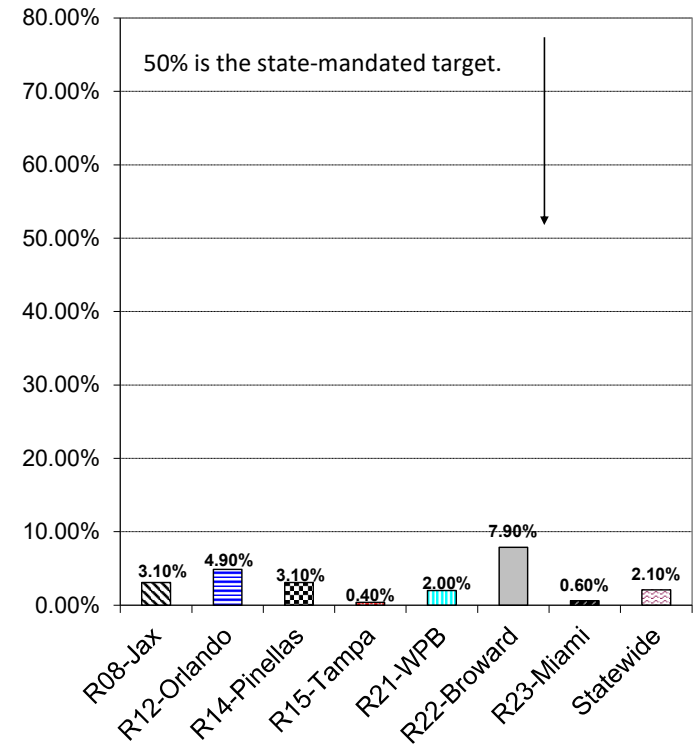
Legend / Abbreviation Key	WTP	Welfare-Transition Program	DW	Dislocated Worker
	WIOA	Workforce Innovation and Opportunity Act		

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

Month-to-Month Participation Rate from July 2023 to August 2023

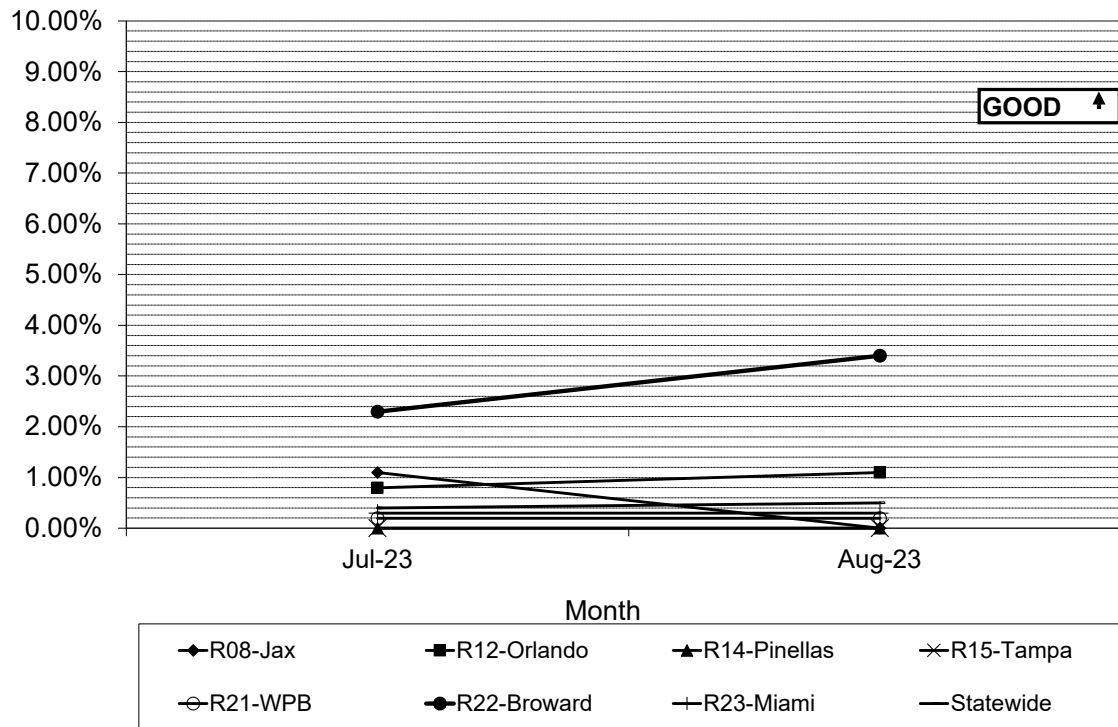


**Program Year-to-Date (YTD)
Participation Rate as of August 2023**

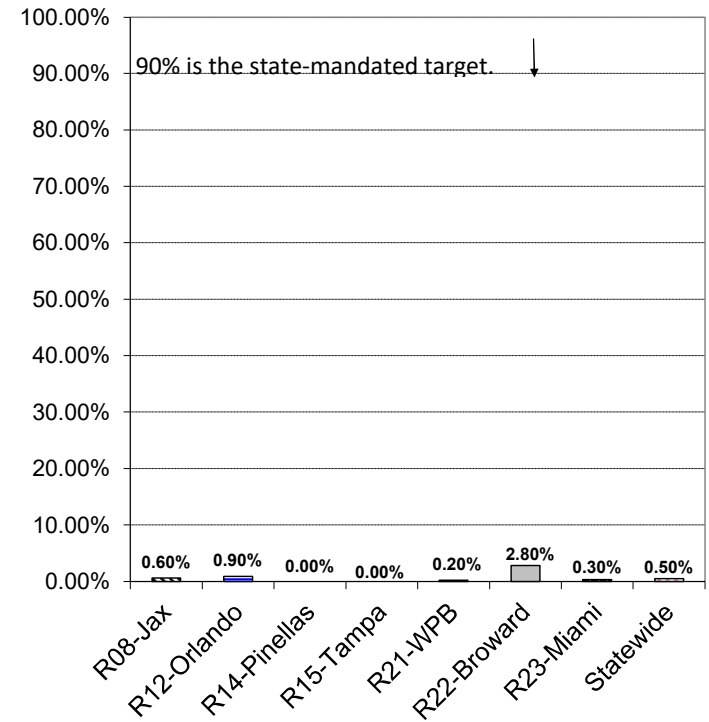


Welfare Transition Program (WTP) Two-Parent Family Participation Data for the Big 7 Regions

Month-to-Month Participation Rate from July 2023 to August 2023

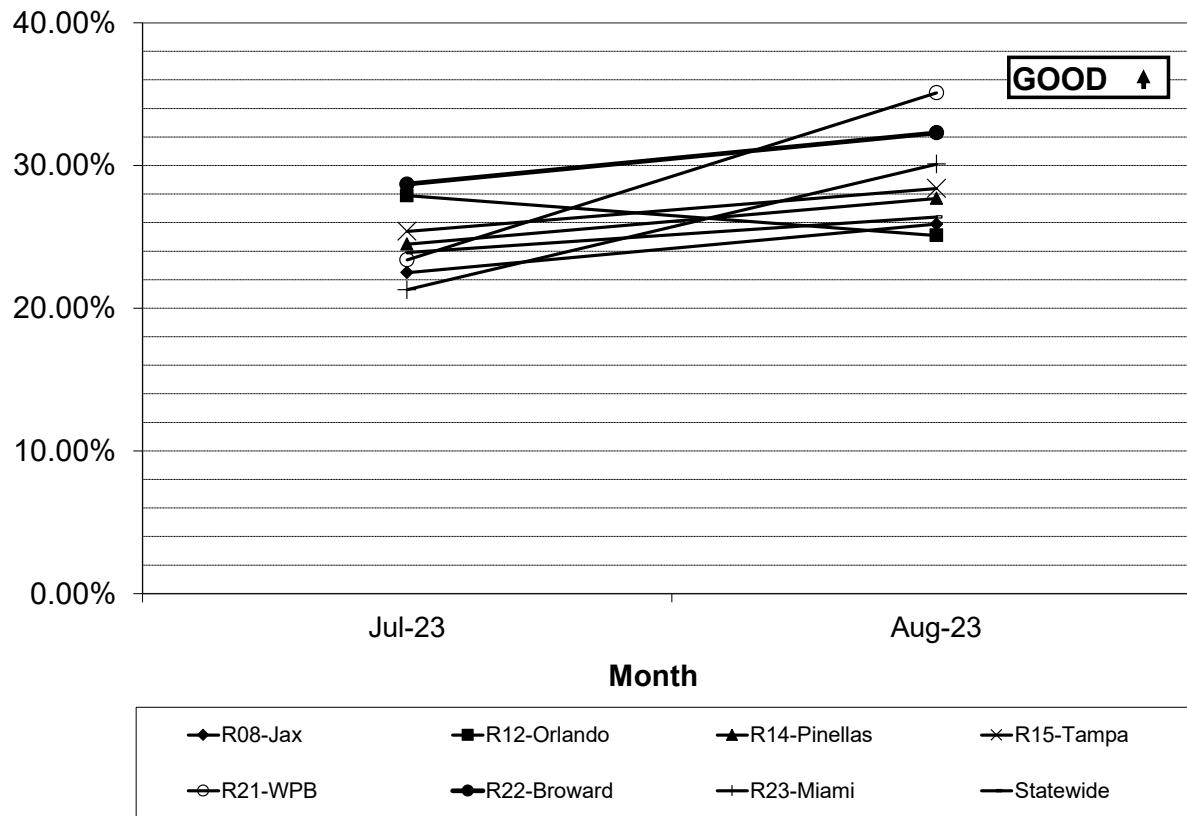


Program Year-to-Date (YTD) Participation Rate as of August 2023

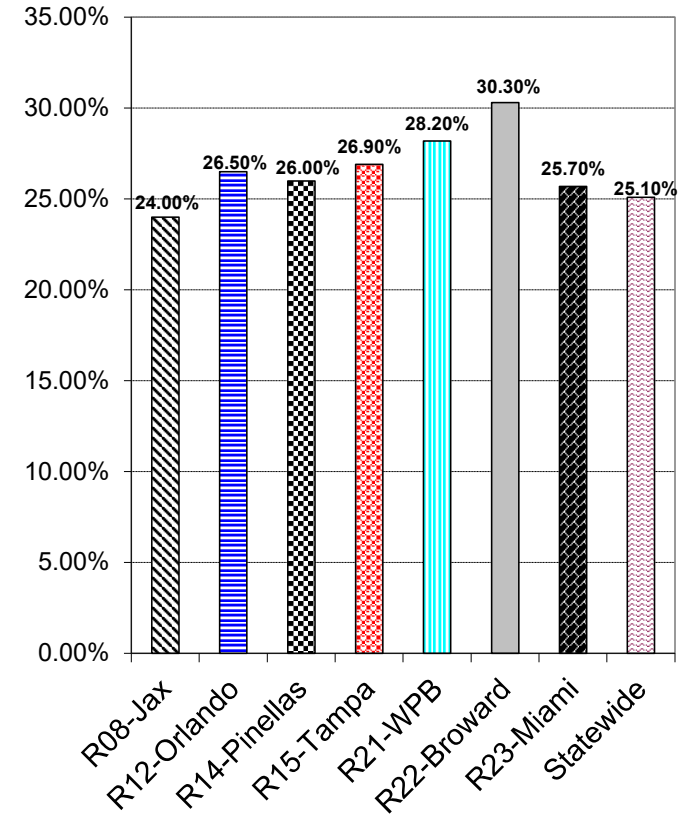


Welfare Transition Program (WTP) Entered Employment (EE) Data for the Big 7 Regions

Month-to-Month Entered Employment Rate from July 2023 to August 2023



Program Year-to-Date (YTD) EE Rate as of August 2023

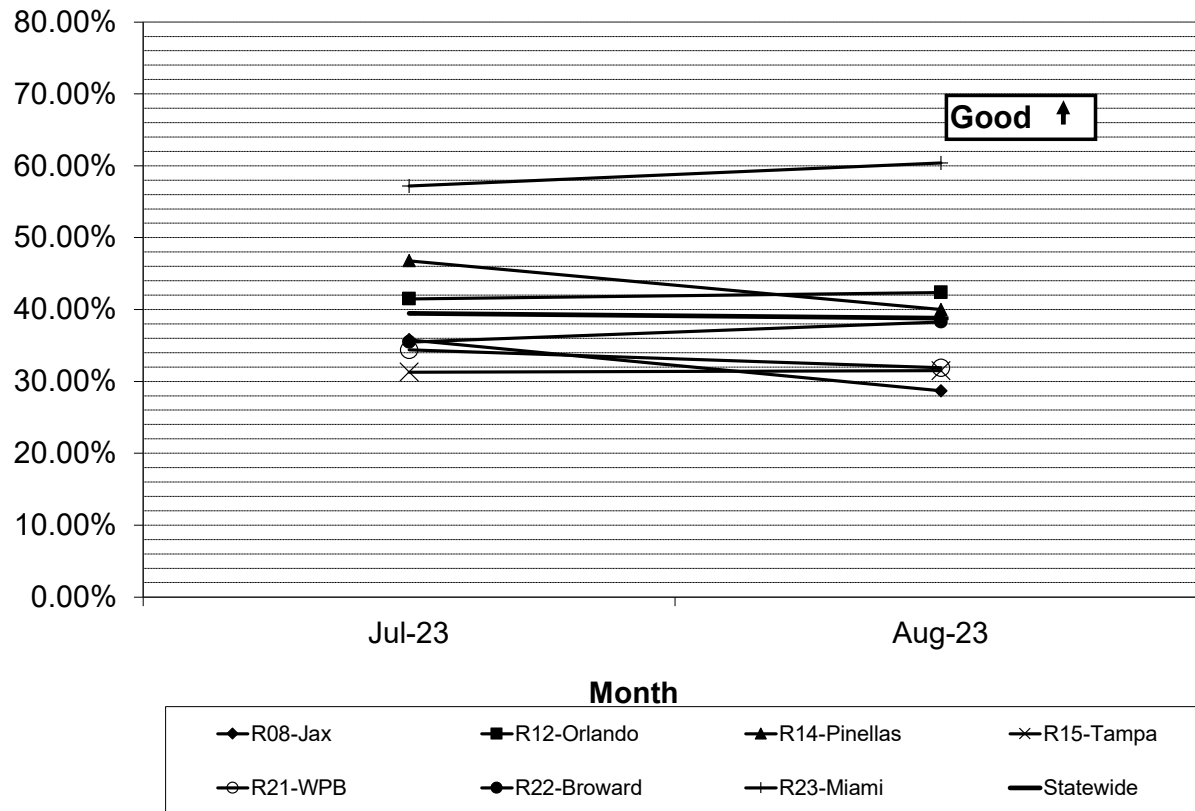


Analysis of Welfare Transition Program (WTP) Performance

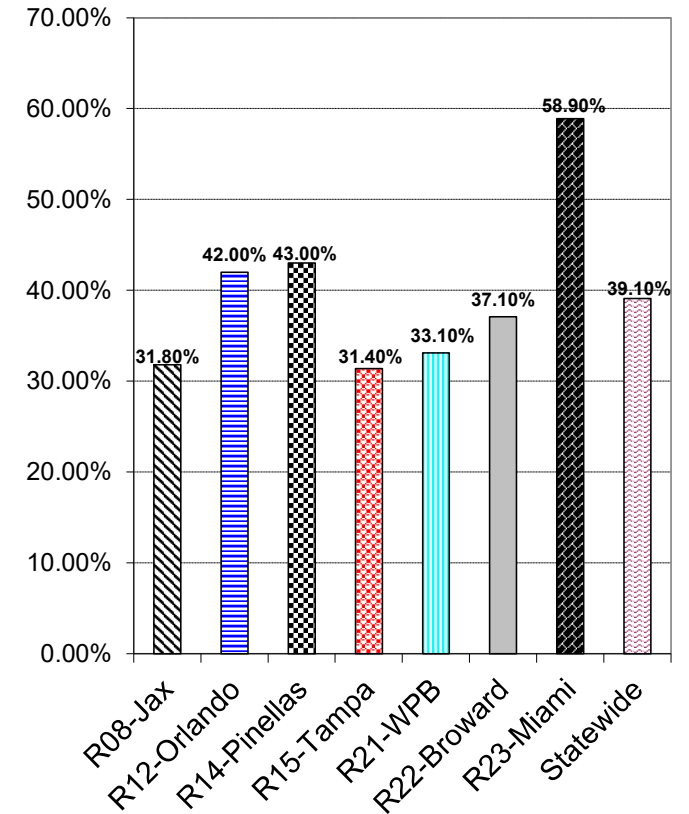
WTP Program Performance At-A-Glance	Measure	Goal	Month (August)	PYTD
	All Family Participation	50%	8.8%	7.9%
	Two-Parent Family Participation	90%	3.4%	2.8%
	Entered Employment Rate (EER)	39%	32.3%	30.3%
Current Situation and Performance Summary	<p>In relation to the Big 7 Regions:</p> <p>All Family Participation Rate CSBD ranks 1st in performance for the month and ranks 1st year to date.</p> <p>Two-Parent Participation Rate CSBD ranks 1st in performance for the month and ranks 1st year to date.</p> <p>Entered Employment Rate CSBD ranks 2nd in performance for the month and ranks 1st year to date.</p>			
Strategies and Action Steps	<p>To increase performance in all measures, we are taking the following steps:</p> <ul style="list-style-type: none"> • An analysis of recent monitoring results for WTP showed that additional training is needed for some recently hired staff. The refresher training will cover 1) proper case management and motivational interviewing techniques, and 2) the importance of accurate and timely data entry into the system and include mock role-playing and interactive table-top scenario-based exercises. To ensure the effectiveness of the training, staff will be monitored by supervisors and our quality assurance and training coordinators, who will provide real-time feedback. • CSBD's WTP Program Manager and the Business Services Manager have established biweekly meetings to review a Customer Relationship Management (CRM) spreadsheet that they developed to track the number, type, and sequence of employment services staff provide to job-ready WTP customers and those who may need additional occupational training. Analysis of this data will enable us to hone in on best practices for coaching and connecting customers with direct job placement and work-based learning opportunities such as OJT, and apprenticeship. 			

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

Month-to-Month Entered Employment Rate from July 2023 to August 2023



Program Year-to-Date (YTD) EE Rate as of August 2023

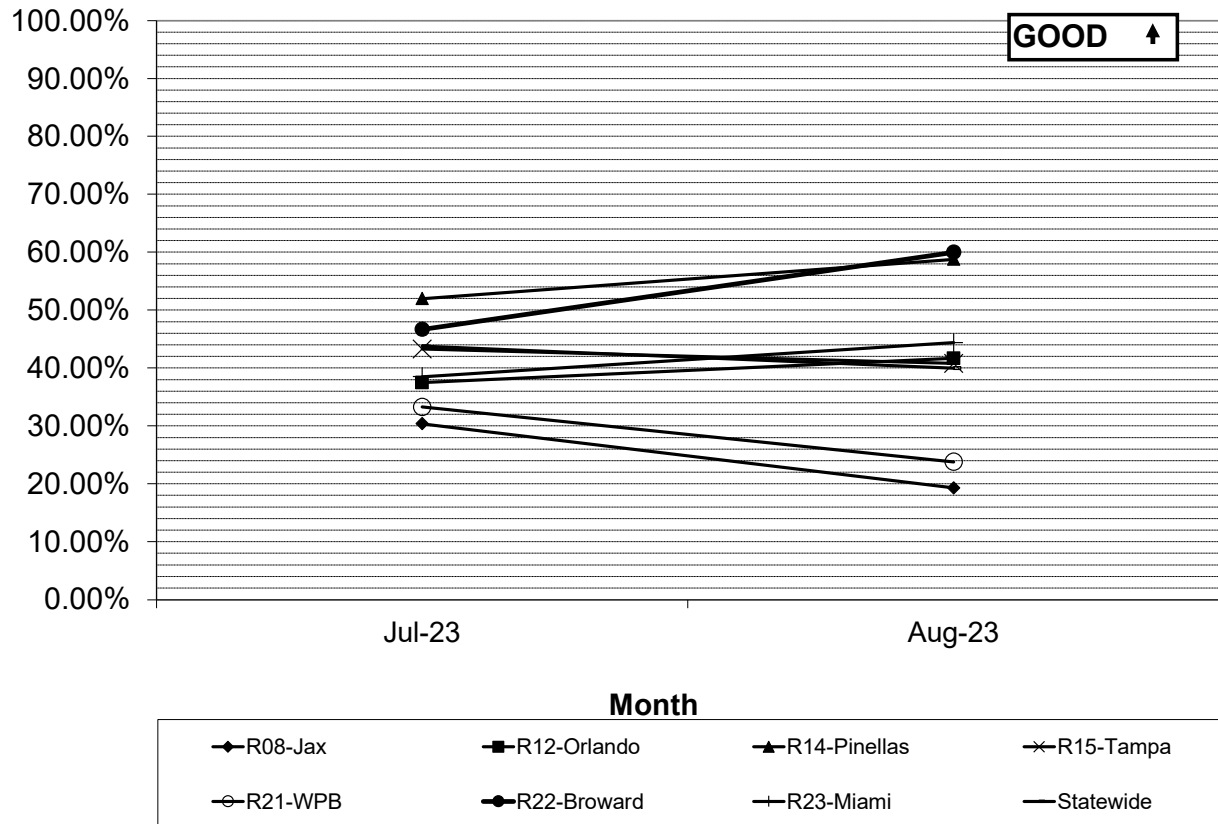


Analysis of Wagner-Peyser (WP) Performance

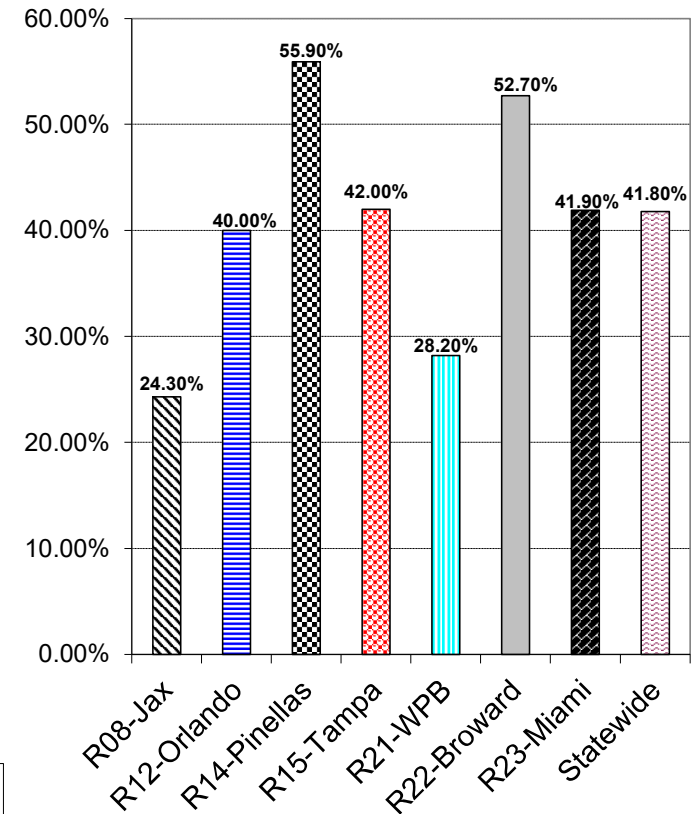
WP Program Performance At-A-Glance	<u>Measure</u>	Performance*	
		Month (August)	PYTD
	Entered Employment Rate (EER)	38.3%	37.1%
*Please note: The performance detail is based on the Monthly Management Report (MMR). Due to lagging data, our true YTD rate will adjust at the end of the program year.			
Current Situation and Performance Summary	<p>In relation to the Big 7 Regions:</p> <p>CSBD ranks 4th for the month and ranks 4th year-to-date in Entered Employment Rate.</p>		
Strategies and Action Steps	<p>To increase the number of job seekers engaged with us and improve our Entered Employment Rate, we have implemented the following strategies:</p> <ul style="list-style-type: none"> • Our recent, robust marketing campaign has resulted in an increase in foot traffic in the centers and new registrants in EmployFlorida requesting job search assistance and referrals. To ensure we can provide the best possible customer experience and serve their needs, we quickly pivoted and implemented strategies to 1) hire four additional staff through ISG and 2) cross-train existing center staff to build capacity. • The CSBD team attended and presented at the Small Business Summit to bring information to employers on the services available to them, including our ability to post their job orders in Employ Florida and screen/refer qualified candidates for them based upon their specific requirements and qualifications. An increase in job orders means more opportunities for our registered job seekers and will result in higher placements and improve our performance. 		

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

Month-to-Month Entered Employment Rate from July 2023 to August 2023



Program Year-to-Date (YTD) EE Rate as of August 2023

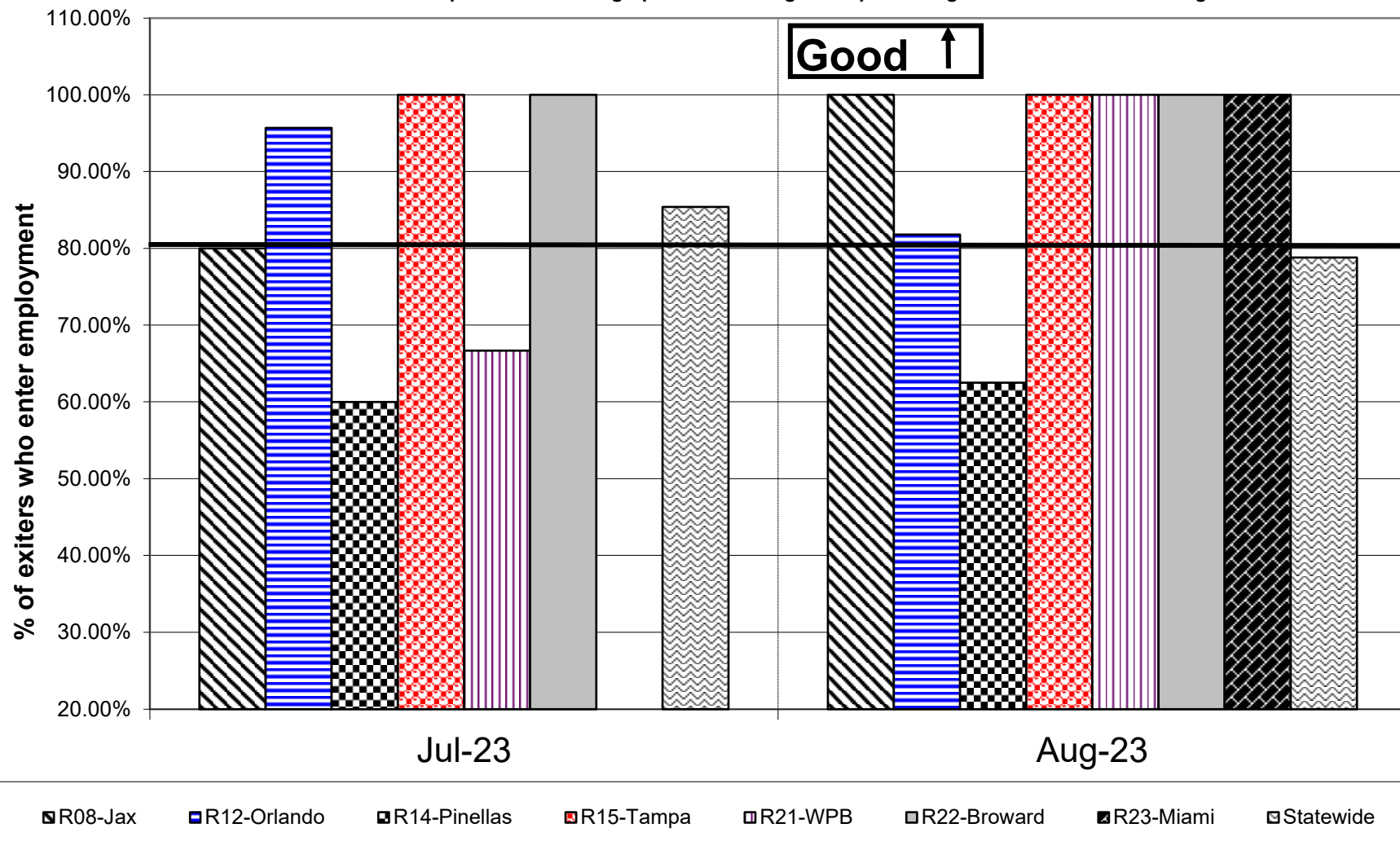


Analysis of Veterans' Performance

Veterans Program Performance At- A-Glance	<u>Measure</u>	Performance*	
		Month (August)	PYTD
	Entered Employment Rate (EER)	60.0%	52.7%
<i>*Please note: The performance detail is based on the Monthly Management Report (MMR).</i>			
Current Situation and Performance Summary	<p>In relation to the Big 7 Regions:</p> <p>CSBD ranks 1st for the month and 2nd for Program Year to date in Veteran's Entered Employment Rate.</p>		
Strategies and Action Steps	<p>To increase our EER the following strategies were implemented:</p> <ul style="list-style-type: none"> • The alignment of on-site recruitments with our business services teams for occupations in demand has increased veteran foot traffic in the centers and veteran onsite interviews, yielding an increase in veteran hires. Employers such as Hard-Rock, Teva Pharmaceuticals, Broward College and TWA Security have recently hired veteran job seekers who attended our onsite recruitment events. • Based on feedback from veteran staff on some of the challenges veterans who are long-term unemployed are experiencing, CSBD recommended and received FloridaCommerce approval to expand support services offered through the Get There Faster program for veterans. These expanded services include but are not limited to a rideshare allowance, minor auto repairs needed for job search and employment, emergency hotel stays, grooming services, and more. The CSBD communications department is developing a marketing campaign to increase awareness for veterans and their spouses of these expanded services. 		

Comparison of the Workforce Innovation and Opportunity Act (WIOA) Entered Employment Rate for Adult & Dislocated Workers across the 7 largest Regions in Florida from July 2023 to August 2023

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



Analysis of Workforce Innovation and Opportunity Act Adult and Dislocated Worker Performance

WIOA Program Performance At- A-Glance	<u>Measure</u>	Performance	
		Month (August)	PYTD
	Entered Employment Rate	100%	100%
Current Situation and Performance Summary	<p>Since the beginning of the new PY 23/24, CSBD has assisted 226 Adult and Dislocated Worker (DW) customers in obtaining employment or accessing training opportunities. This includes traditional classroom training and work-based training via internships, apprenticeships, and On-the-Job Training.</p> <p>CSBD is in a 5-way tie for 1st for the month and a 3-way tie for 1st year to date for WIOA Entered Employment Rate.</p>		
Strategies and Action Steps	<p>To increase WIOA customer satisfaction and training enrollments, we implemented the following strategies:</p> <ul style="list-style-type: none"> CSBD has been awarded over \$900,000 by FloridaCommerce under the Florida Healthcare Training Initiative. This funding will be used to expand career opportunities in the healthcare sector. We are in the process of planning a Healthcare training fair to launch this exciting initiative. This immersive experience will include guest speakers from the Healthcare Industry, our Healthcare Training Providers, and Healthcare Employers. Potential customers will have an opportunity to discover what jobs are available in the field, both in direct patient care and support occupations in this growing industry. Since implementing a robust advertising campaign, we have noticed a significant increase in interest, foot traffic, and website traffic from customers who want to attend training through WIOA. To ensure customers are assessed timely, we have added more WIOA orientation workshops to the calendar to meet customer demand. 		

Broward Workforce Development Board

2024 Draft Legislative Agenda

1. Support Legislation that Expands Workforce Development and Apprenticeship Programs

Continue to support legislation and funding for this work-based training option. Apprenticeship programs help recruit and develop a highly skilled workforce while improving an employer's productivity, profitability, and bottom line.

2. Support Legislation that Expands Welfare Transition Program Options under Chapters 414 and 445, F. S.

- To allow for year-round work experience for at-risk youth.
- To allow for the use of WTP funds for additional support services during transition for a period of time to address the cliff effect.

3. Support Workforce Housing Legislation/Initiatives

Support full use of dedicated revenues under the Sadowski Affordable Housing Act for Broward's housing programs and projects, along with modifying the current Sadowski distribution formula to recognize the demand in both the homeowner and rental markets.

4. Support the use of Opportunity Zones and Census Property Tracts in WIOA Reauthorization for Eligibility Determination for Youth and Adults

Support Federal legislation in WIOA reauthorization to allow the use of Opportunity Zones for Youth and Adult eligibility rather than household size and income to streamline enrollment, as by definition, opportunity zones are low-income communities certified by the U.S. Department of the Treasury.

5. Support Legislation that Provides Local Board Discretion in how Workforce Innovation and Opportunity Act (WIOA) Funds are Spent

Support Federal legislation to amend WIOA to allow local boards the flexibility to decide the percentage of funds budgeted to expend on in-school and out-of-school youth services in a manner that serves the maximum number of youth and best suits the needs of the local communities and economy.



2023 – 2024 Legislative Interim Committee Meeting Schedule

October 2023 — Week of the 9th

October 2023 — Week of the 16th

November 2023 — Week of the 6th

November 2023 — Week of the 13th

December 2023 — Week of the 4th

December 2023 — Week of the 11th

2024 BWDB Legislative Session Dates

- January 9, 2024 – Regular Session convenes (Article III, section 3(b), State Constitution)
 - 12:00 noon, deadline for filing bills for introduction (Senate Rule 3.7(1))
- February 24, 2024 - Motion to reconsider made and considered the same day (Senate Rule 6.4(4))
 - All bills are immediately certified (Senate Rule 6.8)
- February 27, 2024- 50th day – last day for regularly scheduled committee meetings (Senate Rule 2.9(2))
- March 8, 2024 – 60th day – last day of Regular Session (Article III, section 3(d), State Constitution)

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2024 Advocacy Agenda

The Florida Manufacturing & Supply Chain Advocacy Council is a coalition of manufacturing champions across the state of Florida united to elevate the issues that are most important to their manufacturing stakeholders. Its members collaborate to identify the advocacy agenda below and support the most pressing issues for the industry.

www.floridaMFGadvocacy.com

1

Support the development of a long-term strategic plan that will facilitate the growth and advancement of manufacturing in this state and enhance the competitive position of Florida in the national and international economy.

2

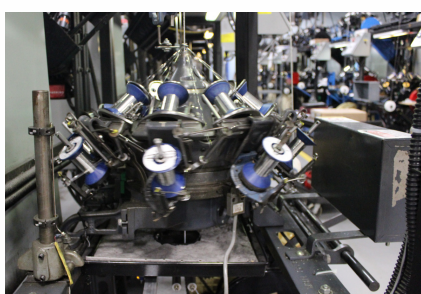
Invest in training and jobs programs: Prioritize investments in customized training, earn-to-learn apprenticeship programs, and training infrastructure (i.e. equipment, facilities, etc.) that target 21-century skills to fill high wage, high-skill career vacancies in advanced manufacturing.

3

Support Florida supply chain initiatives: Promote initiatives that encourage use and development of local suppliers and one that contributes to developing a more robust and resilient system of supply for the state.

4

Strengthen the resilience of Florida's manufacturing sector: Invest in initiatives focused on accelerating the adoption and use of advanced digital technologies and direct those investment at increasing the productivity and technological performance of Florida's manufacturing industry.



Memorandum #03-23 (LS) Revised

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

FROM: Rochelle J. Daniels, General Counsel

SUBJECT: President/CEO Evaluation

DATE: October 19, 2023

SUMMARY

In accordance with the Broward Workforce Development Board, Inc. (BWDB) and CareerSource Broward Council of Elected Officials' (Council) policy, the Executive Committee evaluates the President/CEO annually using an instrument developed by the Organizational Resources Committee. The Evaluation Form was distributed to the Executive Committee members by the Legal Department on 9/18. As is the custom, a composite of all the scores and members' comments were provided for discussion and consideration. The Executive Committee is recommending a 4% merit increase and an annual \$20,000 employer-discretionary contribution to the President's retirement. Approved at the 10/9 Executive Committee meeting.

BACKGROUND

Each year the President/CEO is evaluated, and the Executive Committee recommends the award of a merit increase. The evaluations were sent out to all the Executive Committee members 9/18. Members were provided with a copy of the Evaluation Instrument, and a copy of the Year in Review presentation.

As the Executive Committee members completed the evaluations, they were returned to the Legal Department to be tallied. All the Executive Committee members responded.

DISCUSSION

Prior to opening the discussion at the Executive Committee meeting, Ms. Hylton, stepped out of the room. The composite of all the scores were totaled for each category and was presented to the Committee along with the members' comments for their consideration. Ms. Hylton received an overall rating of 3.92 out of 4.

The Executive Committee also reviewed the comments from their members as cited below:

EXECUTIVE COMMITTEE MEMBER COMMENTS

Very proud AND SUPPORTIVE OF OUR CEO, She is our leader and someone I am willing to follow and work with

Great leader!

Above and Beyond

Our President & CEO has truly embraced the challenge to not only become a visionary leader for her team, but also an impactful powerhouse in our community...The last strategic planning session was one of the best we ever had and the engagement level was simply off the chart. This is truly, because our CSBD President & CEO opened the doors for everybody to contribute. The recent one day all staff service training retreat was very welcomed by everybody and a worthwhile investment.

Furthermore, Carol took the challenge to improve the exposure to our employers and build tremendous relationships through all chambers of commerce, economic development agencies and associations. This resulted in a tremendous buzz in our community and more and more employers are starting to use the services of CSBD...

Because of Carol's leadership, the CSBD organization is positioned to remain successful and being recognized as one of the best Workforce Development Boards in the County. This may have been also a reason why during the redistricting process CSBD was not merged with another region.

I am proud working with Carol, her team and this incredible group of servant leaders on our Board of Directors. And all thanks to Carol.

We are lucky to have Carol.

Awesome leadership – thank you!

Exceptional

Our success as a Board depends on Carol's leadership and she continues to deliver. Keep up the good work!

Amazing! Thinks outside the box, great relationships with the Board and community

In accordance with a request by some of the Executive Committee members Legal also provided a chart listing the wages and retirement benefits for the CEO's of the big six (6) local boards. At this time, the combination of Ms. Hylton, wages and benefits is the lowest of the Big 6 regions CEO's.

Following discussion and review of Ms. Hylton's evaluation and the comments received, Mr. Horkey moved to recommend a 4% merit increase for Ms. Hylton, along with an annual \$20,000 employer-discretionary contribution to the President's retirement account. The motion was unanimously approved. If the Council accepts and approves the Executive Committee's recommendation, Ms. Hylton's rank will move from 6th to 4th out of the 6 CEOs representing the large regions in the combination of wages and benefits.

RECOMMENDATION

For CSBD Council consideration.

Memorandum #05-23 (QA) Revised

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

From: Carol Hylton, President/CEO

Subject: Update on Meetings with Local Legislators and City Officials

Date: October 20, 2023

SUMMARY

To increase awareness about CareerSource Broward (CSBD) and to strengthen community relationships, Carol Hylton, President/CEO, and CSBD staff frequently meet with local legislators and city officials. This outreach involves meeting with local officials in person or via Zoom, including inviting them to take tours of our career centers and to employer job fairs and workforce events that we host. These meetings also provide an opportunity to listen to their priorities and areas of focus and to reaffirm our value to their constituents by offering an array of customizable job seeker and employer workforce-related services that we can provide based on their specific circumstances.

BACKGROUND

In an effort to “get the word out” on the great work that CSBD is doing in the community and to strengthen our relationships with local elected city and county officials and the Broward Legislative Delegation, Carol Hylton, President/CEO, and CSBD staff have met with 16 elected officials since March 2023, with several more planned this month.

DISCUSSION

The meetings with local officials include inviting them to tour our career centers and attend employer job fairs and workforce events that we host. These meetings also provide an opportunity to listen to their priorities and areas of focus and to reaffirm our value to their constituents by offering an array of customizable job seeker and employer workforce-related services that we can provide based on their specific circumstances.

Listed below are 16 local legislators, and elected city and county officials, since March 2023, Ms. Hylton and CSBD staff have met with to showcase our services and programs.

U.S. House of Representatives:

1. Congresswoman Debbie Wasserman Schultz.
Congresswoman Wasserman Schultz hosted a special Women's History Month reception honoring the ‘Determined Women’ who make a difference in our community. Carol Hylton received a Certificate of Special Congressional Recognition for her service.

Scheduled:

Congresswoman Sheila Cherfilus-McCormick.

Ms. Hylton has an in-person meeting scheduled with the Congresswoman on 10/31.

Florida Senators:

2. Rosalind Osgood (Appropriations Committee on Health and Human Services)

Florida House of Representatives:

3. Patricia Williams (Ranking Democrat on the Education & Employment Committee)
4. Marie Woodson (Education & Employment Committee)
5. Chip LaMarca (Commerce Committee)
6. Daryl Campbell (Justice Appropriations Subcommittee) and
7. Lisa Dunkley (Postsecondary Education & Workshop Subcommittee)
8. Christine Hunschofsky, Minority (Democratic) Whip

Scheduled:

Felicia Robinson (Infrastructure & Tourism)

A tour of our South Career Center meeting is scheduled for 10/23.

Robin Bartleman (Healthcare Regulation) Democratic Ranking Member

A meeting is scheduled for 11/1.

Broward County Commissioners:

9. Hazelle Rogers
10. Senator and Vice Mayor Nan Rich
11. Steve Geller

City Commissioners:

12. Idelma Quintana of Hollywood
13. Dr. Katrina Touchstone of West Park
14. Lawrence "Jabbow" Martin of Lauderhill
15. Nancy Metayer Bowen of Coral Springs
16. Vice Mayor Alexandra Davis of Miramar

Scheduled:

Coconut Creek Mayor Joshua Rydell is scheduled for a virtual meeting on 10/26.

Subsequent to the meetings, CSBD is connecting with a variety of other departments and staff for follow-up. In outreach to municipalities, CSBD also presented its job seeker and employer services to staff members of the Cities of Dania Beach, Hallandale Beach, North Lauderdale, Cooper City, Lauderhill, Lauderdale Lakes, Miramar, and Wilton Manors. Regular e-blasts are sent to promote CSBD special events.

The meetings and outreach have enabled CareerSource Broward to educate the legislative delegation and local community leaders about our services and the impact we have as convenors in connecting Broward residents and employers to workforce services.

RECOMMENDATION

None: For information purposes only.

Memorandum #06-23 (OPS) Revised

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

From: Carol Hylton, President/CEO

Subject: Update on WIOA Youth Providers' Performance for Program Year 23/24

Date: October 16, 2023

SUMMARY

This Youth Performance report provides the Youth Committee with provider performance as required under their agreements and in accordance with the Workforce Innovation and Opportunity Act. CSBD funds four (4) Out-of-School (OSY) and two (2) In-School Youth (ISY) programs. Since the beginning of the program year, which began on 7/1, CSBD staff has been meeting with each of the providers to discuss contract expectations, offer ongoing technical support, and receive updates on recruitment activities. The report shows that all of our youth providers are off to a great start and actively enrolling youth to meet their deliverables.

BACKGROUND

At the start of this program year, CSBD funded 4 OSY program contracts for the delivery of WIOA youth services. They are:

1. The School Board of Broward County (SBBC) – Career, Technical Adult, and Community Education (CTACE),
2. The Fort Lauderdale Independent Training and Education (FLITE) – Let's Get To Work Program,
3. Helping Advance and Nurture the Development of Youth (HANDY) – The LIFE Program; and,
4. Center for Independent Living (CIL) – Jobs for Youth Program.

CSBD also funded 2 ISY program contracts for the delivery of WIOA youth services. They are:

1. SBBC
2. Junior Achievement of South Florida

DISCUSSION

Our two ISY programs will begin enrollment of youth in January of 2024 for WIOA-eligible seniors who will be enrolled in work experience to keep them attached to school through graduation.

OSY engagement has begun for the 23/24 program year. Last program year, providers implemented strategic plans designed to increase outreach, enrollment, and youth engagement.

To build on these successful strategies, this year, there will be additional recruitment tactics that include the greater involvement of families and role models (influencers) to encourage enrollment and stick-to-itiveness to keep youth engaged, along with greater social media messaging using pictures, videos, and testimonials from peers who have achieved their success from the programs.

The charts below provide an overview of each provider's performance from 7/1 to 10/13.

SBBC CTACE OSY program provides youth with assistance toward obtaining their high school credentials together with individual pathway plans and employability skills training.

SBBC GED Program			
Contract Deliverables	Due Date	Current Performance	CSBD Comments
Enroll 135 youth.	6/30/24	56 youth. 29 youth were carried forward from PY 22/23.	The youth carried forward were enrolled toward the end of the previous program year.
90% of youth enrolled must achieve a Measurable Skills Gain (MSG).	6/30/24	31 youth have received an MSG.	
Of 94 youth that must exit by 6/30 80 youth (85%) must complete their GED by 6/30/24.	6/30/24	11 youth have obtained their GED.	

HANDY's The Life Program serves youth with barriers to employment and education through case management; referral to WIOA-funded services, career pathway planning, job placement and follow-up services.

HANDY – THE LIFE PROGRAM			
Contract Deliverables	Due Date	Current Performance	CSBD Comments
Enroll 30 OSY	6/30/24	15 youth. 12 youth were carried forward from PY 22/23.	The youth carried forward were enrolled toward the end of the previous program year.
100% of youth enrolled in training must 1) achieve a measurable skills gain and 2) obtain their GED or post-secondary credential in the year that they exit.	6/30/24	1 youth is enrolled in training.	

FLITE's Let's Get to Work program serves foster care youth with on-site GED preparation, employability skills training, and WEX to ensure the successful transition into adulthood.

THE FLITE CENTER			
Contract Deliverables	Due Date	Current Performance	CSBD Comments
Enroll 36 - 45 youth	6/30/24	25 youth. 9 youth were carried forward from PY 22/23.	The youth carried forward were enrolled toward the end of the previous program year.
100% of youth enrolled in training must 1) achieve a measurable skills gain and 2) obtain their GED or post-secondary credential in the year that they exit.	6/30/24	N/A - No youth are enrolled in training.	

CIL's Jobs for Youth program helps youth with disabilities achieve their career and occupational goals through help with peer counseling, WEX and employability skills training.

CILB			
Contract Deliverable	Due Date	Current Performance	CSBD Comment
Enroll 12 - 15 youth	6/30/24	14 youth. 6 youth were carried forward from PY 22/23.	The youth carried forward were enrolled toward the end of the previous program year.

RECOMMENDATION

None. For information purposes only.



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**Overview of the CareerSource Broward Region
Not Seasonally Adjusted
October 20, 2023**

- The unemployment rate in the CareerSource Broward region (Broward County) was 3.0 percent in September 2023. This rate was 0.4 percentage point greater than the region's year ago rate of 2.6 percent. The region's September 2023 unemployment rate was equal to the state rate of 3.0 percent. The labor force was 1,117,567, up 39,246 (+3.6 percent) over the year. There were 33,791 unemployed residents in the region.

Fort Lauderdale-Pompano Beach-Deerfield Beach Metro Division

- In September 2023, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Deerfield Beach MD was 911,800, an increase of 19,600 jobs (+2.2 percent) over the year.
- The Professional and Business Services (+4.5 percent); Financial Activities (+3.4 percent); Trade, Transportation, and Utilities (+3.0 percent); and Other Services (+2.4 percent) industries grew as fast or faster in the metro area than statewide over the year.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the second highest annual job growth compared to all the metro areas in the state in the Trade, Transportation, and Utilities (+6,100 jobs) industry.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the third highest annual job growth compared to all the metro areas in the state in the Professional and Business Services (+7,600 jobs); Financial Activities (+2,500 jobs); and Other Services (+800 jobs) industries.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the third fastest annual job growth rate compared to all the metro areas in the state in the Financial Activities (+3.4 percent) and Trade, Transportation, and Utilities (+3.0 percent) industries.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD was tied for the third fastest annual job growth rate compared to all the metro areas in the state in the Professional and Business Services (+4.5 percent) industry.
- The industries gaining jobs over the year were Professional and Business Services (+7,600 jobs); Trade, Transportation, and Utilities (+6,100 jobs); Education and Health Services (+4,400 jobs); Financial Activities (+2,500 jobs); Other Services (+800 jobs); and Leisure and Hospitality (+300 jobs).
- The industries losing jobs over the year were Construction (-1,600 jobs); Information (-300 jobs); and Manufacturing (-200 jobs).
- The Government industry was unchanged in jobs over the year.

Note: All data are subject to revision.

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

Unemployment Rates			
(not seasonally adjusted)	Sep-23	Aug-23	Sep-22
CareerSource Broward (Broward County)	3.0%	3.1%	2.6%
Florida	3.0%	3.1%	2.7%
United States	3.6%	3.9%	3.3%

Nonagricultural Employment by Industry (not seasonally adjusted)	Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division				Florida				Annualized Avg. Wages Broward County, Q1 2023
	Sep-23	Sep-22	change	percent change	Sep-23	Sep-22	change	percent change	
Total Employment	911,800	892,200	19,600	2.2	9,762,000	9,480,700	281,300	3.0	\$69,454.49
Mining and Logging	#N/A	#N/A	#N/A	#N/A	5,800	5,700	100	1.8	\$84,418.97
Construction	48,300	49,900	-1,600	-3.2	615,500	607,900	7,600	1.3	\$71,534.56
Manufacturing	30,200	30,400	-200	-0.7	420,200	412,700	7,500	1.8	\$73,863.11
Trade, Transportation, and Utilities	208,500	202,400	6,100	3.0	1,977,700	1,920,800	56,900	3.0	\$66,937.92
Wholesale Trade	53,600	52,900	700	1.3	394,100	380,300	13,800	3.6	\$103,473.72
Retail Trade	109,500	108,500	1,000	0.9	1,140,800	1,121,800	19,000	1.7	\$46,792.59
Transportation, Warehousing, and Utilities	45,400	41,000	4,400	10.7	442,800	418,700	24,100	5.8	\$76,239.83
Information	20,300	20,600	-300	-1.5	154,200	157,000	-2,800	-1.8	\$136,123.09
Financial Activities	75,200	72,700	2,500	3.4	688,300	669,600	18,700	2.8	\$134,433.97
Professional and Business Services	178,300	170,700	7,600	4.5	1,639,300	1,599,000	40,300	2.5	\$83,258.16
Education and Health Services	120,600	116,200	4,400	3.8	1,504,100	1,413,500	90,600	6.4	\$67,235.73
Leisure and Hospitality	93,600	93,300	300	0.3	1,271,600	1,243,200	28,400	2.3	\$36,582.50
Other Services	34,600	33,800	800	2.4	350,100	343,300	6,800	2.0	\$49,494.54
Government	102,100	102,100	0	0.0	1,135,200	1,108,000	27,200	2.5	\$80,883.11

Population	2022	2021	change	percent change
CareerSource Broward (Broward County)	1,947,026	1,935,729	11,297	0.6
Florida	22,244,823	21,828,069	416,754	1.9

Average Annual Wage	2022	2021	change	percent change
CareerSource Broward (Broward County)	\$66,749	\$63,542	\$3,207	5.0
Florida	\$63,811	\$60,299	\$3,512	5.8

Note: All data are subject to revision.

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