
AGENDA

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

**Partnership Meeting #224
Thursday, March 26, 2020
Ft. Lauderdale, FL 33309**

Due to Coronavirus, in the interest of keeping our board, staff and public safe this meeting is being held via Adobe Connect and telephone. The CSBD Offices are closed, please do not attend in person.

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

ROLL CALL AND SELF INTRODUCTIONS

MISSION MOMENT

MEETING PROTOCOL FOR TELEPHONE 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. 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).
3. Please put your phone on mute if you are not directly speaking.
4. If you 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.
5. If you join after roll call, please announce your presence.

PRESENTATION TO THE BOARD

Daniel Harper of the Department of Economic Opportunity will provide the performance presentation via webinar.

APPROVAL OF MINUTES

Approval of the minutes of February 27, 2020, Broward Workforce Development Board/CareerSource Broward Council Partnership Meeting #223.

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

Pages 8 – 18

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

ACTION	None
EXHIBIT	Performance Report for January

Pages 19 – 30

2. BWDB Committee Summary

Summary of actions taken at the following meeting:

Executive Committee – 3/16/20

ACTION	None
EXHIBIT	Memo #19 – 19 (Exec)

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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

1. WIOA Local Plan for Program Years 2020/21 – 2023/24

Consideration to approve our Workforce Innovation and Opportunity Act (WIOA) Local Plan. WIOA requires each local workforce development board (LWDB) in partnership with the local chief elected official to develop and submit a comprehensive four-year plan to the state. Our LWDB plan addresses how we will coordinate service delivery with the core programs and is based on the current and projected needs of the workforce investment system in Broward County. As required, the plan was posted on our web page for 30-days for public review. There were no comments. Approved at the 3/16 Executive Committee meeting. *(This is in alignment with the BWDB goal to maintain our role as workforce development leaders through advocacy by the board, collaboration, providing information and intelligence to stakeholders with feedback from the community.)*

RECOMM Approval
ACTION Motion for Approval
EXHIBIT Memo #11 – 19 (QA)

Pages 32 – 39

2. Summer Youth Work Experience Contract Approval for Advanced Roofing, Inc.

Consideration to approve a Summer Youth Employment (SYEP) contract with Advanced Roofing for summer 2020. Advanced Roofing will serve as a worksite for one youth. Board member Mr. Kevin Kornahrens works for Advanced Roofing, Inc. State rules require the governing boards to approve this item by a 2/3 vote after a conflict has been declared at the Board meeting. Approved at the 3/16 Executive Committee meeting. *(This is in alignment with the BWDB 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).*

RECOMM Approval
ACTION **2/3 Vote for Approval**
EXHIBIT Memo #29 – 19 (OPS)

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3. National Dislocated Grant Award

The Florida Department of Economic Opportunity has requested local boards to let them know how much disaster relief funds in the form of National Dislocated Worker Grants will be needed to address the COVID 19 emergency. We have requested \$1.5M. Consideration to accept \$1.5M when awarded to employ individuals dislocated as a result of the COVID-19 virus. *(This is in alignment with the BWDB 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).*

RECOMM Approval
ACTION Motion for Approval
EXHIBIT Memo #12 – 19 (QA)

Pages 41 – 42

4. Additional Funds for Summer Youth Employment Program

Consideration to accept funds from the City of Fort Lauderdale in the amount of \$190,000 to serve 65 youth. Approved at the 3/16 Executive Committee meeting. *(This is in alignment with the BWDB 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).*

RECOMM Approval
ACTION Motion for Approval
EXHIBIT Memo #17 – 19 (Exec)

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5. WIOA State-level Funds

Consideration to accept \$33,523 in WIOA state-level funds. The funds will be used to enhance one-stop accessibility, assessment and training software as well as for basic and individualized participant services. Approved at the 3/16 Executive Committee meeting. *(This is in alignment with the BWDB 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).*

RECOMM Approval
ACTION Motion for Approval
EXHIBIT Memo #30 – 19 (OPS)

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6. President/CEO Retirement Plan

It is with mixed feelings that after 44 years I am tendering my resignation. I leave our organization in the hands of the best staff and the best governance Board and Council in the country. To make the transition smooth, if approved, I plan to stay with CSBD until the end of our program year, June 30 and to remain 20 hours a week until the end of September. I am also recommending that the Broward Workforce Development Board and CSBD Council of Elected Officials appoint Carol Hylton, our Executive VP to the position of President/CEO as she has the experience, ability, and talent to take CSBD forward into the next decade. Consideration of approval of the President /CEO's retirement plans and the appointment of Carol Hylton our Executive Vice President to the position of President/CEO. *(This is in alignment with the BWDB goal to maintain our role as workforce development leaders through advocacy by the board, collaboration, providing information and intelligence to stakeholders with feedback from the community.)*

**RECOMM
ACTION
EXHIBIT**

Approval
Motion for Approval by the CSBD Council of Elected Officials
Memo #20 – 19 (EXEC)

Pages 45 – 46

REPORTS

1. Precautions Related to the Corona Virus

Over the past few weeks, we have seen increasing information and concerns about the Corona Virus in Broward County, through its most recent declaration as Public Health Emergency in the state of Florida. We've taken steps to maintain a clean and safe work environment and are developing strategies to provide alternative means to the public for accessing our services.

**ACTION
EXHIBIT**

None
Memo #18 – 19 (Exec) Revised

Pages 47 – 49

2. Ticket to Work Report

As requested during the last board meeting, we have provided a report on the Ticket to Work Program (TTW). This program is sponsored by the Social Security Administration, which reimburses an Employment Network, such as CSBD, for placing eligible participants in a job. Since 2008 to date, CSBD staff has placed 519 customers, which has generated a total of \$2,558,924 for the General Fund. According to the Social Security Administration’s provider, Maximus, for the past seven (7) years the CSBD TTW program is ranked #1 in the nation among workforce board sponsored programs.

ACTION None
EXHIBIT Memo #09 – 19 (QA)

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3. BWDB State Legislative Agenda Update

Review of BWDB 2020 State Legislative Agenda and updates.

ACTION None
EXHIBIT 2020 BWDB State Legislative Agenda

Pages 51 – 53

4. Letter requesting flexibility to Broward County Unemployment

CareerSource Broward, on behalf of our Elected Officials, is requesting the State to ask for a waiver from the US Department of Labor to allow Florida the flexibility in the use of funds reserved by the Governor to provide statewide rapid response activities, to instead provide statewide employment and training activities, including disaster relief employment to affected areas. WIOA allows for use of funds for events that “precipitate substantial increases in the number of unemployed individuals, carried out in local areas by the State, working in conjunction with the local boards and the chief elected officials for the local areas.”

ACTION None
EXHIBIT Letter to Ruth Dillard, Director of Workforce Services

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5. Broward County Unemployment

The unemployment rate in Broward County was 3.0 percent in January 2020. Lower by .7 percentage point over the year. In January 2020, Broward County's unemployment rate was equal to the state rate (3.0) and 1.0 percent point lower than the national rate (4.0 percent). Out of a labor force of 1,043,924, there were 31,501 unemployed Broward County residents

**ACTION
EXHIBIT**

Discussion
Broward County Labor Market Information

Pages 55 – 56

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 IS SCHEDULED FOR APRIL 23, 2020 AT 12:00 P.M.***

MINUTES

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

**Partnership Meeting #223
Thursday, February 27, 2020
CareerSource Broward, 2890 West Cypress Creek Road, Ft. Lauderdale 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 before the meeting whether or not you are able to attend the meeting if you have a conflict with any agenda items.

Attendees: Mayor Josh Levy, Commissioner Tim Ryan, Mayor Dean Trantalis, Gina Alexis (via phone), Gary Arenson, Josie Bacallao, Micahel Carn, Zac Cassidy (via phone), Kristen Cavallini-Soothill (via phone), Dr. Ben Chen, Dr. Mildred Coyne, Heiko Dobrikow, Paul Farren, Cynthia Gaber, Frank Horkey, Francois LeConte, Dawn Liberta (via phone), Ismael Martinez, Mayor Frank Ortis, James Payne, Dr. Gertrudis Perez-Dusek (via phone), Sam Robbin, Pam Sands (via phone), Rick Shawbell, Cynthia Sheppard, Dr. Steve Tinsley, Marjorie Walters, and Janet Wincko

Moment of Silence held for Mayor Justin Flippen, Mayor of Wilton Manors who passed away.

PLEDGE OF ALLEGIANCE

MISSION MOMENT

Melinda Bradley-Lee, Deputy Circuit Administrator with the Florida Department of Corrections provided the mission moment.

MEMBER SPOTLIGHT

Rick Shawbell gave the Board member spotlight.

Carol Hylton, Executive Vice President, gave the staff spotlight.

PRESENTATION TO THE BOARD

Naomie Labaty, Program/Project Coordinator (CENSUS), Environmental Protection and Growth Management Department, presented on the importance of the Census and the work being done by the Full Count Committee.

Naomie Labaty stated that the Census is a county of all the people who live in the United States. The census helps decision-making in governments and communities. The U.S. Constitution requires a census every 10 years, in years ending in zero. A complete count of people living in your community helps to make sure that your community gets its fair share of more than 1.5 trillion dollars in federal funding per year. Census data helps communities decide on where and how to provide public housing, prepare for emergencies, build hospitals, and much more.

Paul Farren inquired how will a person who lives part-time in South Florida be counted? Naomie Labaty stated that the city and state you live in for six months and 1 day is where they will be counted.

Commissioner Tim Ryan inquired if the homeless and prisoners get counted? Naomie Labaty responded yes, the census does count the homeless and prisoners. On 3/30 - 4/1 the census will go out to the homeless locations and get a count. The prisoners are allocated to Broward County.

APPROVAL OF MINUTES

Approval of the minutes of January 23, 2020, Broward Workforce Development Board/CareerSource Broward Council Partnership Meeting #222.

A motion to approve the minutes of the January 23, 2020, BWDB Partnership/CareerSource Broward Council meeting #222 was made by Mayor Dean Trantalis and seconded by Mayor Frank Ortis. 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 Frank Horkey and seconded by Mayor Frank Ortis, the Broward Workforce Development Board, Inc. /CareerSource Broward Council of Elected Officials unanimously approved the Consent Agenda of February 28, 2020.

1. Monthly Performance Report

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

2. BWDB Committee Summary

Summary of actions taken at the following meeting:

Employer Services 2/3/20
One Stop Services Committee –2/4/20
Audit Committee – 2/10/20
Executive Committee – 2/10/20

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

1. Anthony Brunson, P.A. Audit for FY 2018- 2019 Presentation

Anthony Brunson, PA has completed its Audit Report for the 2018 – 2019 CareerSource Broward fiscal year. The audit is a clean opinion with no findings and no material weaknesses. Approved at the 2/10 Audit and Executive Committee meetings. *(This is in alignment with the BWDB goal to improve the sustainability of the workforce system through increased funding, efficiency and relevancy).*

Audrey Robinson, Audit Supervisor, stated the scope of the examination includes audit of financial statements pursuant to the generally accepted auditing standards and government auditing standards; review of internal controls governing financial operations, as well as laws and regulations.

Gary Arenson asked, so there are no recommendations from the auditors to change anything. ? Audrey Robinson responded that is correct.

Commissioner Tim Ryan suggested we consider using a “consultant” to come in to do a management study if the funds allow us to use it that way. Mason indicated we will look into it.

Frank Horkey thanked the staff for doing a great job.

Mason Jackson thanked Carol Hylton, Rochelle Daniels and Christine Azor for doing a great job.

On a motion made by Gary Arenson and seconded by Frank Horkey, the Broward Workforce Development Board, Inc. /CareerSource Broward Council of Elected Officials unanimously approved the 2018 – 2019 fiscal year audit report.

2. New Course Addition for Existing ITA Provider- Broward College

Considered approving Broward College’s request to add Marine Engine Technology AS Degree program to the Workforce Innovation and Opportunity Act - Individual Training Account List. CSBD reviewed the application for completeness and to ensure that Board mandated criteria are met for the training program and related occupational titles. Because Board member, Dr. Mildred Coyne, is employed at Broward College and Board Member, Francois LeConte serves on the Broward College Business Advisory Committee this recommendation must be approved by a 2/3 vote of the Board members at the Board meeting. Approved at the 2/4 One Stop Services and 2/10 Executive Committee meetings. *(This is in alignment with the BWDB goal to encourage job seekers to choose CSBD for comprehensive employment, education and training services, and to connect them to the workforce system using our central job bank.)*

Dr. Mildred Coyne declared a conflict of interest for this item as she is employed at Broward College. She abstained from voting and will be required to submit a conflict of interest form.

Francois LeConte declared a conflict of interest for this item as he serves on the Broward College Business Advisory Committee. He abstained from voting and will be required to submit a conflict of interest form.

On a motion made by Frank Horkey and seconded by Gary Arenson, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved new course addition for existing ITA provider- Broward College by a 2/3 vote of the seated quorum.

3. State Apprenticeship Expansion Grant Funds

Considered accepting \$100,000 in additional funding from the Florida Department of Economic Opportunity to fund the State Apprenticeship Expansion Grant for the period of 12/1/19 - 6/30/21. This Grant is a collaborative partnership between CareerSource Broward, the School Board of Broward County (SBBC) - Atlantic Technical College and the Marine Industries Association of South Florida to train up to 20 WIOA eligible apprentices as Yacht Service Technician for the marine industry. Because a Board member, James Payne is employed by SBBC, this recommendation must be approved by a 2/3 vote of the Board members at the Board meeting. Approved at the 2/4 One Stop Services and 2/10 Executive Committee meetings. *(This is in alignment with the BWDB 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).*

James Payne declared a conflict of interest for this item as he is employed by the School Board of Broward County. He abstained from voting and will be required to submit a conflict of interest form.

On a motion made by Michael Carn and seconded by Frank Horkey, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved state apprenticeship expansion grant funds by a 2/3 vote of the seated quorum.

4. Industry Employer Forums

Considered to 1) plan and implement seven employer forums to learn from employers about issues that impact recruiting, hiring and training decisions including what skills gaps exist and 2) use of up to \$2,000 per forum for a total of \$14,000 of the funds already reserved for food and beverage out of the general fund. Approved at the 2/3 Employer Services and 2/10 Executive Committee meetings. *(This is in alignment with the BWDB goal to encourage employers by engaging and identifying their needs, educating and connecting them to the workforce system to produce innovative workforce solutions.)*

Mason Jackson stated that from 2012 – 2015, CSBD held a series of employer forums specific to the targeted industries of Aviation, Marine, Automotive, Healthcare/Life Sciences, Construction, and Technology.

Josie Bacallao inquired if these will be tapped and if board members will be invited. Mason Jackson responded no this will not be tapped. He further noted that board members are welcome.

Mayor Dean Trantalis asked how many employers do we expect? Mason Jackson responded approximately 30. Mayor Trantalis stated that we need to do what we can to save money in the amount set aside for each forum. Mason indicated that it is up to \$2,000 per event, so we do not expect to expend that per event so it will remain in set aside for food.

Frank Horkey inquired if we needed to amend the motion to say that the number of forums is determined by staff but to limit the total amount of funds to \$14,000 for all forums.

On a motion made by Heiko Dobrikow and seconded by Gary Arenson the Broward Workforce Development Board, Inc. /CareerSource Broward Council of Elected Officials unanimously approved the number of forums to be determined by staff but to limit the amount of funds to \$14,000.

5. Start-Up Now Program

Considered of seeking governing board approval to 1) to request State approval which is required whenever a local board wants to deliver training services and to 2) allocate approximately \$205,405 from WIOA to support Start-Up Now from 3/1/20 - 2/29/21, serving 40 people. Current funding ends on 2/29/20, and we have not found additional community support. We have WIOA funds available and the enrollees would have to be WIOA eligible. CSBD could run the program for one year utilizing WIOA funding while it seeks out a partner to fund the program. *(This is in alignment with the BWDB 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).*

Mason Jackson stated that we aren't getting enough funding to keep the Start-Up Now Program going. We need a continuation of funds. The entrepreneurial training is an allowable WIOA activity and can be supported with WIOA funds for eligible individuals.

Commissioner Tim Ryan mentioned that he would reach out to the Florida Panthers to see if he can assist with their support for funding the Start-Up now program.

Commissioner Tim Ryan further inquired if we can reach out to Magic Leap for funding. Mason Jackson responded that he will get in contact with Bob Swindell to help with Magic Leap.

Jim Ryan stated that he can assist with contacts if we needed.

Michael Carn suggested that if funding is available we could have an alumni for Start-Up Now take part in a video where we highlight the program and it may help our efforts to get more funding.

On a motion made by Gary Arenson and seconded by Francois LeConte, the Broward Workforce Development Board, Inc. /CareerSource Broward Council of Elected Officials

unanimously approved the 1) to request State approval which is required whenever a local board wants to deliver training services and to 2) allocate approximately \$205,405 from WIOA to support Start-Up Now from 3/1/20 - 2/28/21, serving 40 people.

6. President/CEO Evaluation

In accordance with Broward Workforce Development Board, Inc. and CareerSource Broward Council of Elected Official's policy, the Executive Committee evaluates the President/CEO using an instrument developed by the Organizational Resources Committee. The evaluation instrument was distributed to the Executive Committee members by the Legal Department in December. The scores have been tabulated and averaged. Approved at the 2/10 Executive Committee meeting. *(This is in alignment with the BWDB goal to maintain our role as workforce development leaders through advocacy by the board, collaboration, providing information and intelligence to stakeholders with feedback from the community.)*

Mason thanked the Executive Committee for their taking their time to respond.

Gary Arenson stated that in the Executive Committee meeting he requested that in the future we explore expanding the rating scale to maybe 1 – 10 rating rather than a 1 – 4 scale.

Mason indicated that we will put the suggestion on the Executive committee to address.

On a motion made by Michael Carn and seconded by Heiko Dobrikow, the Broward Workforce Development Board, Inc. /CareerSource Broward Council of Elected Officials unanimously approved the President/CEO Evaluation.

7. Florida-95 / I-595 Construction Case Management Services Funding

Considered accepting up to \$35,850 from HNTB Corporation for case management services related to the I-95 / I-595 roadway construction project. CSBD will provide 1) provide case management services for 26 new hires for up to one year and 2) provide support services such as transportation assistance and safety attire (e.g., work boots) through the grant. Approved at the 2/10 Executive Committee meeting. *(This is in alignment with the BWDB 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).*

Michael Carn requested that we invite HNTB Corporation to a board meeting, as this is a wonderful initiative.

On a motion made by Gary Arenson and seconded by Frank Horkey, the Broward Workforce Development Board, Inc. /CareerSource Broward Council of Elected Officials unanimously approved the Florida-95 / 595 construction case management services funding.

8. Additional Funds for The FLITE Center Contract

Considered approving an increase of \$21,000 to the Fort Lauderdale Independence Training & Education (FLITE) Center contract. Funds are available in the youth allocation. The funds will

be used for an additional navigator who will be dedicated to working with youth affected by human trafficking. Approved at the 2/4 One Stop Services and 2/10 Executive Committee meetings. *(This is in alignment with the BWDB 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).*

Mason Jackson stated that the FLITE Center recently received a grant from the Broward County Children's Services Administration to serve chronically homeless youth which includes survivors of human trafficking as defined by the Trafficking Victims Protection Act. Youth will have access to FLITE services as well as the 14 WIOA elements such as but not limited to work experience, ITA's, case management, and support services.

On a motion made by Frank Horkey and seconded by Gary Arenson, the Broward Workforce Development Board, Inc. /CareerSource Broward Council of Elected Officials unanimously approved the additional funds for the FLITE Center contract.

9. Expand Out Of School Youth Eligibility

Considered to 1) expand "out of school" youth eligibility by defining the term, "needs additional assistance to enter or complete an educational program or to secure or hold employment." Youth in the distressed communities are often subject to stressors occasioned by their family circumstances. In looking toward the future and our services to the distressed communities, we researched ways to broaden the eligibility criteria and if approved 2) incorporate the changes to the CSBD 4-year plan. Approved at the 2/4 One Stop Services and 2/10 Executive Committee meetings. *(This is in alignment with the BWDB 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).*

Commissioner Tim Ryan asked what we are going to do to help the distressed community? Mason Jackson stated this will broaden the outreach in the distressed communities and expand our out of school program. By expanding the eligibility purposes. We will be able to provide additional tuition assistance so customers can complete educational programs, assist them to secure and hold employment.

On a motion made by Frank Horkey and seconded by Gary Arenson, the Broward Workforce Development Board, Inc. /CareerSource Broward Council of Elected Officials unanimously approved the expansion of out of school youth eligibility.

10. New Course Addition for Existing ITA Provider - South Florida Academy of AC

Considered approving South Florida Academy of Air Conditionings' request to add HVAC Maintenance Technician program to the ITA list. This training program provides students with the basic repair knowledge needed to gain employment in the Heating, Ventilation, and Air Conditioning (HVAC) field. 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 the 2/4 One Stop Services and 2/10 Executive Committee meetings. *(This is in alignment with the BWDB goal to encourage job seekers to choose CSBD for comprehensive employment, education and training services, and to connect them to the workforce system using our central job bank.)*

James Payne inquired if the 60-hour training program meets our criteria? Mason Jackson responded that while it is a short program, it will provide students with the basic HVAC repair knowledge needed to gain employment.

On a motion made by Frank Horkey and seconded by Marjorie Walters the Broward Workforce Development Board, Inc. /CareerSource Broward Council of Elected Officials unanimously approved the new course addition for existing ITA Provider- South Florida Academy of AC.

11. Selection of Staffing Companies for Disaster Relief

CSBD utilizes staffing companies who serve as the employer of record for temporary workers for clean-up, humanitarian aid and recovery efforts, including demolition, repair, renovation and reconstruction of damaged and destroyed structures, facilities and lands affected by a disaster. We issued an RFP and received five (5) proposals. All proposers are eligible to participate. Consideration to approve these staffing agencies to be a part of a vendor list to provide temporary disaster relief workers when a state of emergency is declared. Approved at the 2/4 One Stop Services and 2/10 Executive Committee meetings. *(This is in alignment with the BWDB goal to encourage job seekers to choose CSBD for comprehensive employment, education and training services, and to connect them to the workforce system using our central job bank.)*

Mayor Josh Levy asked if there is communication between the county and CSBD to find people to assist in pre-emergency preparations? Mason Jackson responded that our role is to come in after the disaster and work with the companies on our vendor's list to provide relief staff to do clean up, restoration and humanitarian work for the County, the municipalities and not for profit entities in the community.

Rochelle Daniels stated that we have sent out worksite agreements to the counties and municipalities. She further noted that we can help after a hurricane but not before the hurricane. We have to wait until we receive a notice of funding before we can start our recovery efforts.

The Red Cross tries to assist but does not have enough personal before or during the storm. Broward County has asked the City of Fort Lauderdale to help collaborate and find personal.

Commissioner Tim Ryan stated that the statue speaks to requirements for school districts to provide staff for the shelter but don't always get enough staff. Commissioner Ryan further noted that CSBD should ask the state if there is any way to provide funding before the emergency as people are needed to staff the shelters which open up before a hurricane. Mason Jackson stated that we could write a letter to the state asking for advanced funding.

Frank Horkey inquired if this was just to put vendors on the list for after a storm cleanup. Mason Jackson responded, yes, CSBD works with the companies on the vendor's list to provide relief clean up, restoration and humanitarian aid. Not every staffing company can provide cleanup, humanitarian aid, and recovery efforts.

On a motion made by Frank Horkey and seconded by Gary Arenson, the Broward Workforce Development Board, Inc. /CareerSource Broward Council of Elected Officials unanimously approved the selection of the staffing companies for disaster relief.

REPORTS

1. **Budget vs. Actual Expenditure Report**

As reported in December and as can be seen from the Budget vs. Actual memo we are working on increasing expenditures with respect to our WIOA Youth and Wagner Peyser funding streams. Reviewed at the 2/10 Audit Committee which meets directly prior to the Executive Committee meeting.

2. **General Fund Balance**

On 10/31/19 the General Fund balance was \$648,873. At this time the General Fund balance is \$569,126 (total revenues) – (minus) \$423,147 (annual set aside) which leaves \$145,979 in the General Fund. We expect to see continued revenues through TTW. Reviewed at the 2/10 Audit Committee which meets directly prior to the Executive Committee meeting.

3. **Employer Services Infograph November - December 2019**

CSBD hosted 28 mass recruitment events for employers seeking to fill over 700 vacant positions. Also through the industry intermediaries, CSBD posted 43 available jobs for employers in Broward's targeted industries during this time period.

4. **Individual Training Account (ITA) Performance Report**

ITA providers are required to have a minimum 70% training-related placement rate for graduates who complete their programs within 180 days of graduation. CSBD conducted the semi-annual analysis of ITA provider performance and found that The Academy of South Florida's Application Architect program did not meet the required performance. They are at a 64% placement rate and are working with several customers to secure employment to increase their placement rate. The Board has requested that CSBD take action to suspend programs when necessary and to report the action to the Board rather than waiting for a meeting. CSBD has suspended customer referrals until receipt of evidence to confirm the attainment of a 70% or better graduate training-related placement rate.

Mason Jackson stated that at the last meeting everyone asked to see a report. We provide the report every six months. We did take off one of the providers The Academy of South Florida's Application Architect program as they did not meet 70%.

5. **Targeted Community Outreach Infograph July 2019 – January 2020**

CSBD continues to bring services directly to residents in targeted zip codes that have the highest unemployment in Broward County. Through this initiative, CSBD has placed 220 customers that reside in the targeted communities into employment since July 2019. This is 29% of all customers placed during the same timeframe. Also, 118 customers who received a WIOA scholarship or received work-based training through CSBD were from the targeted zip codes. This represents 26% of all customers during the same timeframe. CSBD also held 10 job readiness workshops in the communities.

Mason Jackson stated that we have a new format, including different categories. We are giving you a running total. We will be advertising with the motor vehicle division in approximately 5-6 of their offices located in or around the distressed communities.

6. Legislative Update

FWDA session update on two bills being monitored. HB1271 and companion clarify roles of state board, CSF, inc. and DEO. Also, SB 1568 which includes pre-apprentices under the State's workers compensation packages. The latter was part of the BWDB legislative priorities.

Mason Jackson stated that it is a short report. HB1271 clarifies the roles between the State board, CareerSource Florida and DEO.

Mason Jackson stated the SB 1568 includes the pre-apprentice program under the state's workers' compensation package. They are asking for real-time funding for the apprenticeship program.

Mason Jackson mentioned that he and Dr. Lisa Knowles went to the Capital last week in Tallahassee and met with several legislators. They also met with the new advocate Marti Coley Eubanks. He said that Dr. Ben Chen also visited legislators in Tallahassee and met with the new FWDA advocate Marti Coley Eubanks as well.

7. Taylor Hall Miller Parker (THMP), P.A. Program Monitoring Report #3 PY 18-19 – Issued November 2019

THMP identified 5 findings and 23 observations during their program monitoring visit. They reviewed a total of 175 files consisting of 6,325 elements. The findings equate to an error rate of approximately .079%.

The findings equate to an error rate of approximately .079%.

Frank Horkey and Gary Arenson thanked the staff for doing a great job.

8. CSBD Info-graph Calendar YTD Through December 2019

CSBD's info-graph was created to assist BWDB 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 December 2019.

9. Broward County Unemployment

The unemployment rate in Broward County was 2.5 percent in December 2019. Lower by .6 percentage point over the year. In December 2019, Broward County's unemployment rate was equal to the state rate (2.5) and 0.9 percent point lower than the national rate (3.4 percent). Out of a labor force of 1,049,805, there were 26,705 unemployed Broward County residents.

Mason Jackson stated that we are keeping a close eye on the Coronavirus and what implications it will have over the courses of the next few months. At this time nothing is being canceled. We are concerned about hospitality and tourism layoffs. Mr. Jackson further noted that this could affect manufacturing layoffs as well.

Gina Alexis mentioned that pharmaceutical companies are in China and people should make sure they prepared.

MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL

None

MATTERS FROM THE BOARD

- Michael Carn stated that the City of Oakland Park is hosting Taste of Oakland Park on 2/28 from 6:00 p.m. – 9:00 p.m.
- Gina Alexis stated that the BioFlorida Life Science Career Event is hosted at Nova Southeastern University on 2/29 at 8:15 a.m.

MATTERS FROM THE FLOOR

None

MATTERS FROM THE PRESIDENT/CEO

- Mason wished Hispanic Unity of Florida a happy birthday.
- Mason mentioned that he will be in Charlotte, North Carolina with the Greater Fort Lauderdale Alliance Leadership Study February 29th through March 4th.
- Mason stated that the Sadowski fund was approved for 240 million dollars.

ADJOURNMENT

1:50 P.M.

THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE BROWARD COUNCIL MEETING IS SCHEDULED FOR MARCH 26, 2020 AT 12:00 P.M.



Performance Report

**Month-to-Month Rolling 12 Month Period &
Program Year-to-Date as of January 2020**

Entered Employment Rate for the Month of January across all Big Seven Regions

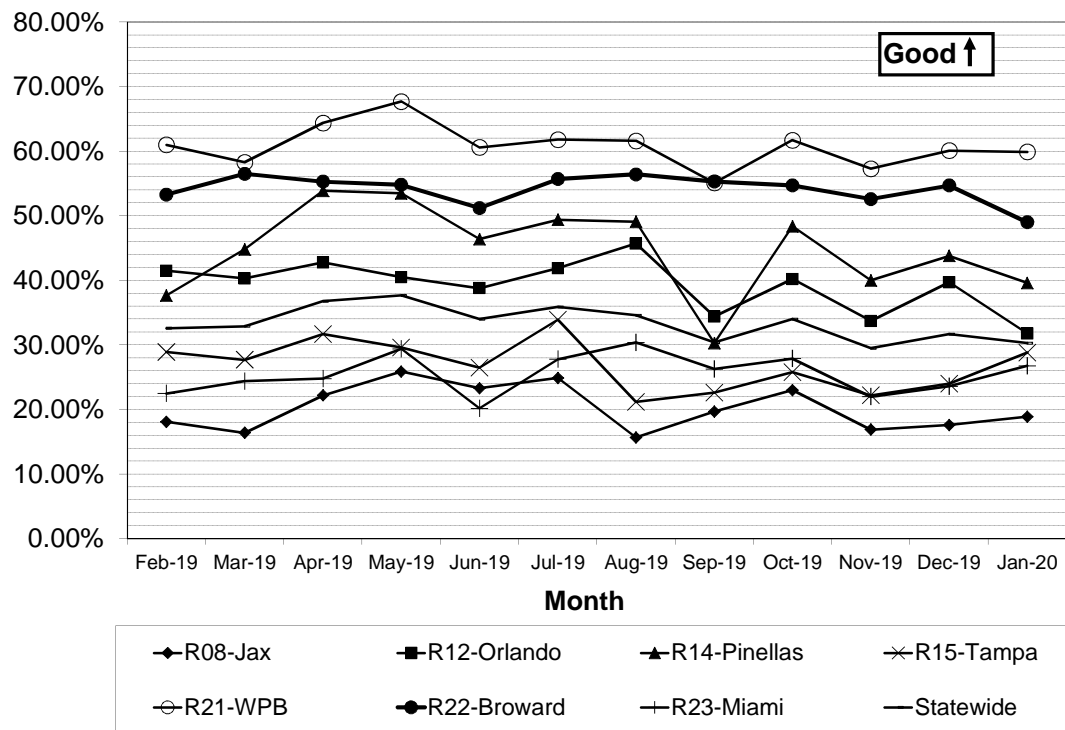
	WTP		Wagner-Peyser		Veterans		WIOA Adult/DW	
Region 8 - Jacksonville	27.00%	↓	33.40%	↓	27.60%	↓	96.80%	↑
Region 12 - Orlando	28.10%	↓	26.90%	↓	28.40%	↓	100.00%	—
Region 14 - Pinellas	29.80%	↓	34.00%	↓	43.20%	↑	93.80%	↓
Region 15 - Tampa	23.20%	↑	45.20%	↑	26.30%	↓	90.70%	↓
Region 21 - WPB	37.70%	↓	34.30%	↓	34.60%	↓	100.00%	—
Region 22 - Broward	49.60%	↓	38.70%	↑	30.60%	↓	100.00%	—
Region 23 - Miami	23.90%	↑	45.90%	↑	28.80%	↑		—
Statewide	28.00%	↓	37.30%	↑	31.30%	↓	96.00%	↑

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

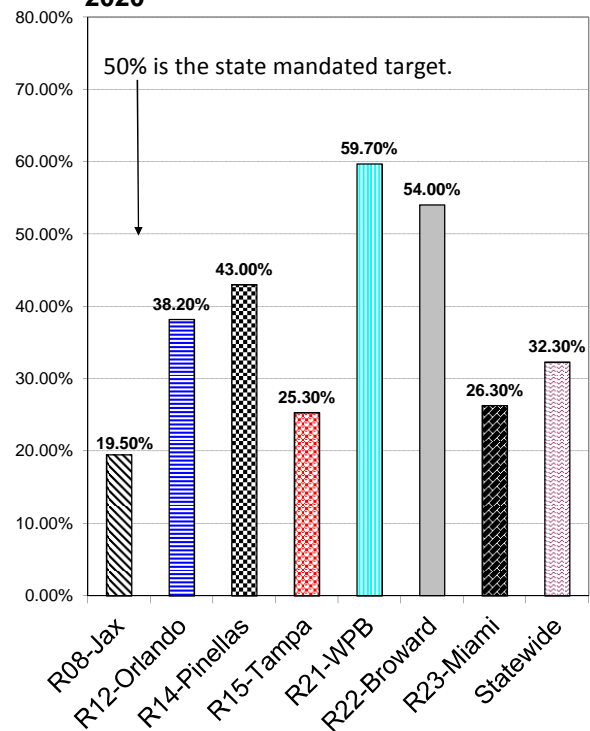
Legend / Abbreviation Key	WTP	Welfare-Transition Program	DW	Dislocated Worker
	WIOA	Workforce Innovation and Opportunity Act		

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

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

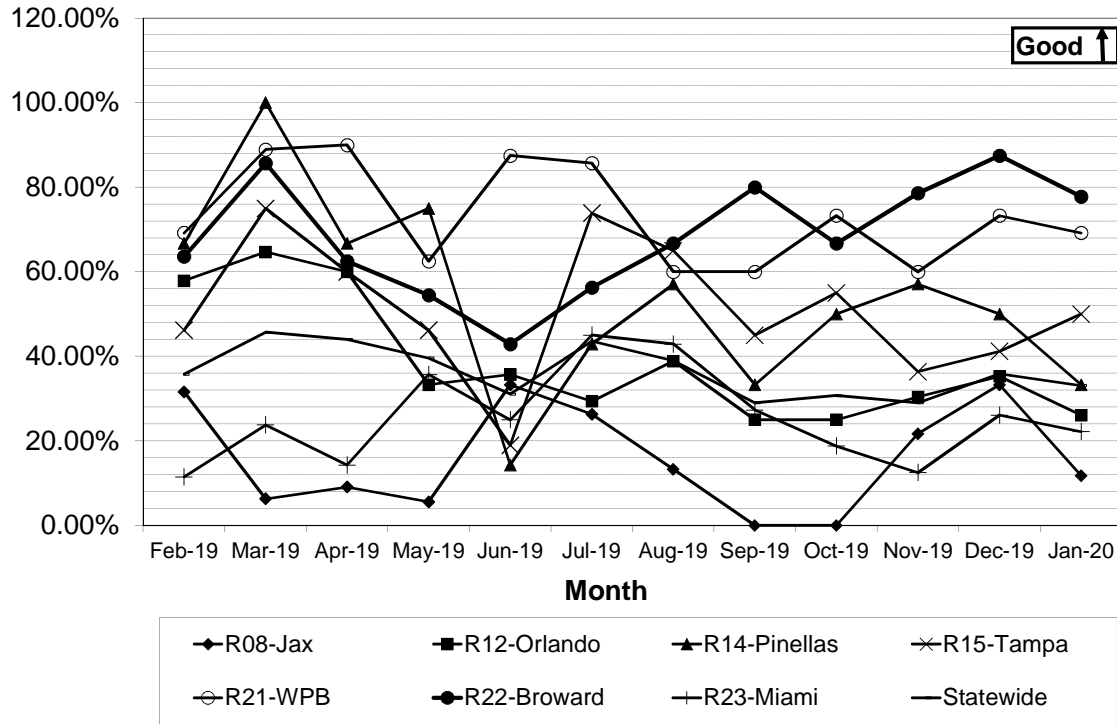


Program Year-to-Date (YTD) Participation Rate as of January 2020

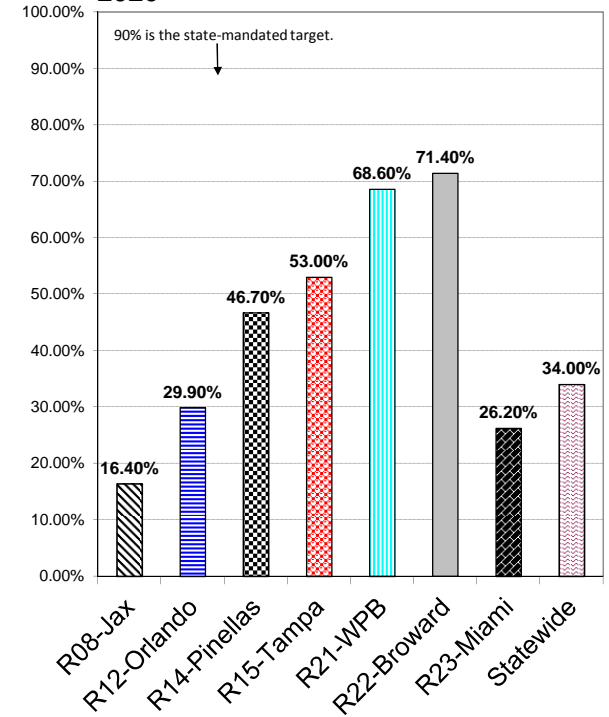


Welfare Transition Program (WTP) Two-Parent Family Participation Data for the Big 7 Regions

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

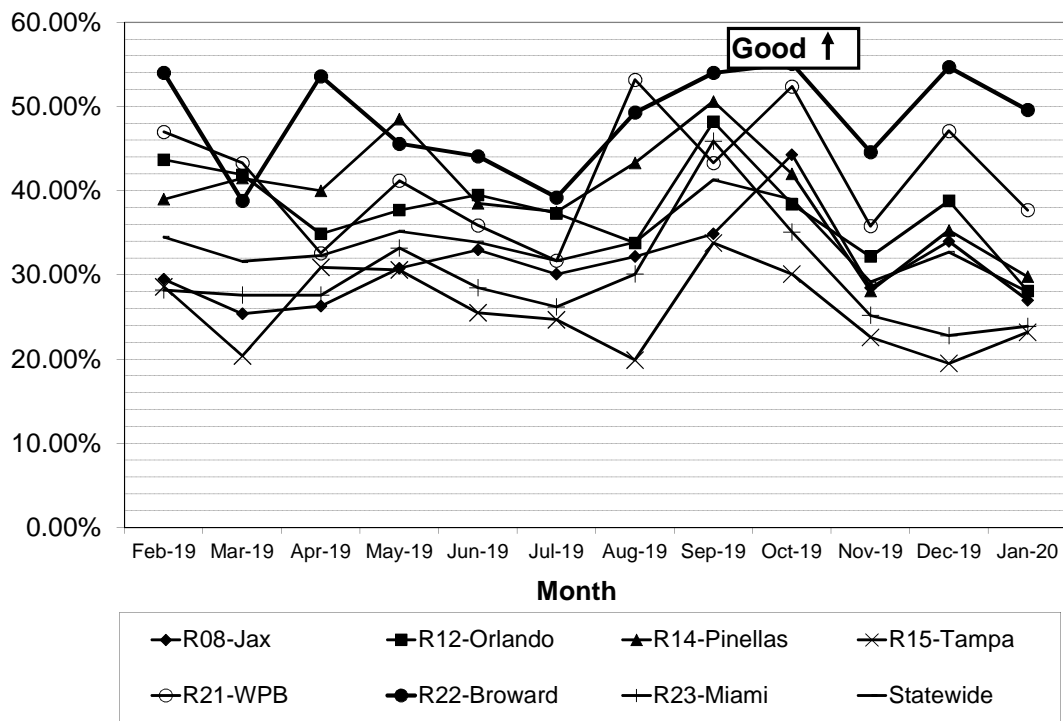


Program Year-to-Date (YTD) Participation Rate as of January 2020

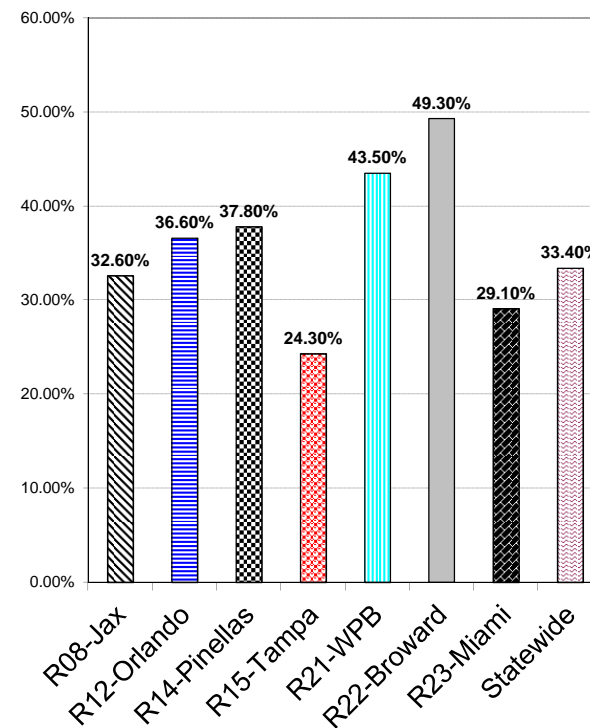


Welfare Transition Program (WTP) Entered Employment (EE) Data for the Big 7 Regions

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



Program Year-to-Date (YTD) EE Rate as of January 2020

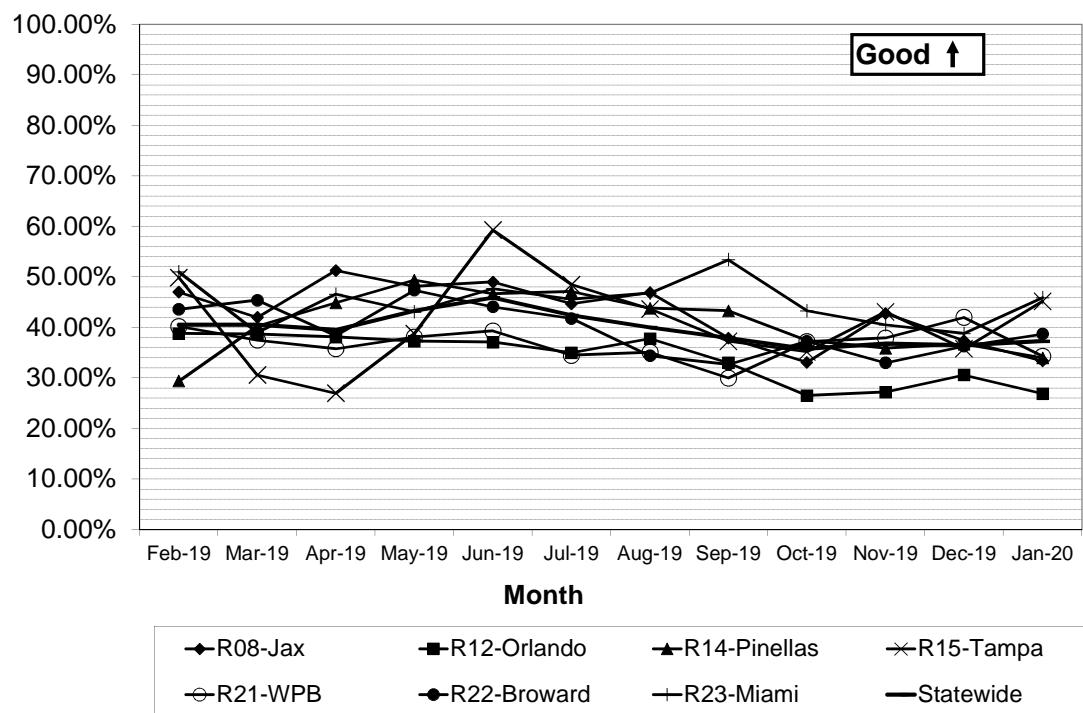


Analysis of Welfare Transition Program (WTP) Performance

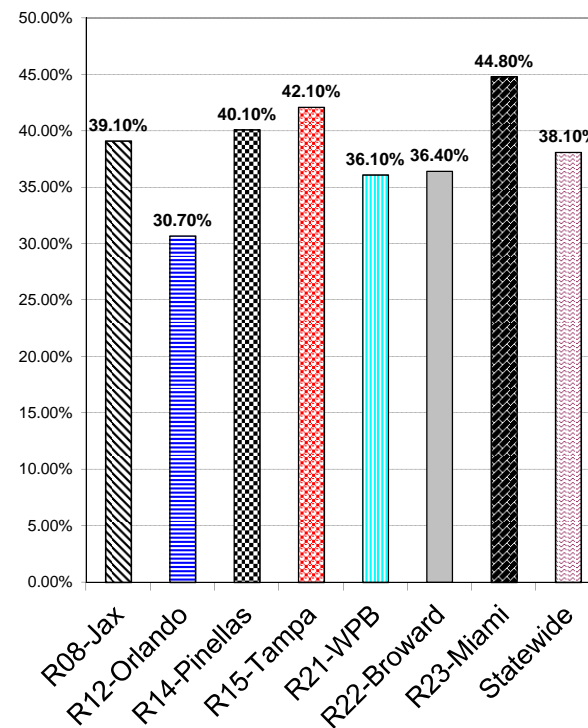
	Measure	Goal	Month (January)	PYTD
WTP Program Performance At-A-Glance	All Family Participation	50%	49.0%	54.0%
	Two-Parent Family Participation	90%	77.8%	71.4%
	Entered Employment Rate (EER)	39%	49.6%	49.3%
Current Situation and Performance Summary	<p>In relation to the Big 7 Regions:</p> <p><u>All Family Participation Rate</u> CSBD ranks 2nd in performance for the month and ranks 2nd Program Year-To-Date.</p> <p><u>Two Parent Participation Rate</u> CSBD ranks 1st in performance for the month and ranks 1st Program Year-To-Date.</p> <p><u>Entered Employment Rate</u> CSBD ranks 1st place in performance for the month and ranks 1st 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 are rolling out additional courses and certifications for our customers using our Metrix software.</p> <p>By expanding the use of this on-line platform customers now have access to over 20 certifications. Customers have the ability to get occupational training in area such as:</p> <ul style="list-style-type: none"> • Culinary/Food Service • Customer Service • Supply Chain Operations and • Information Technology <p>By having additional short-term training programs, customers can get certified and gain meaningful work that leads to self-sufficiency. This will improve our performance on all measures.</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 January 2020

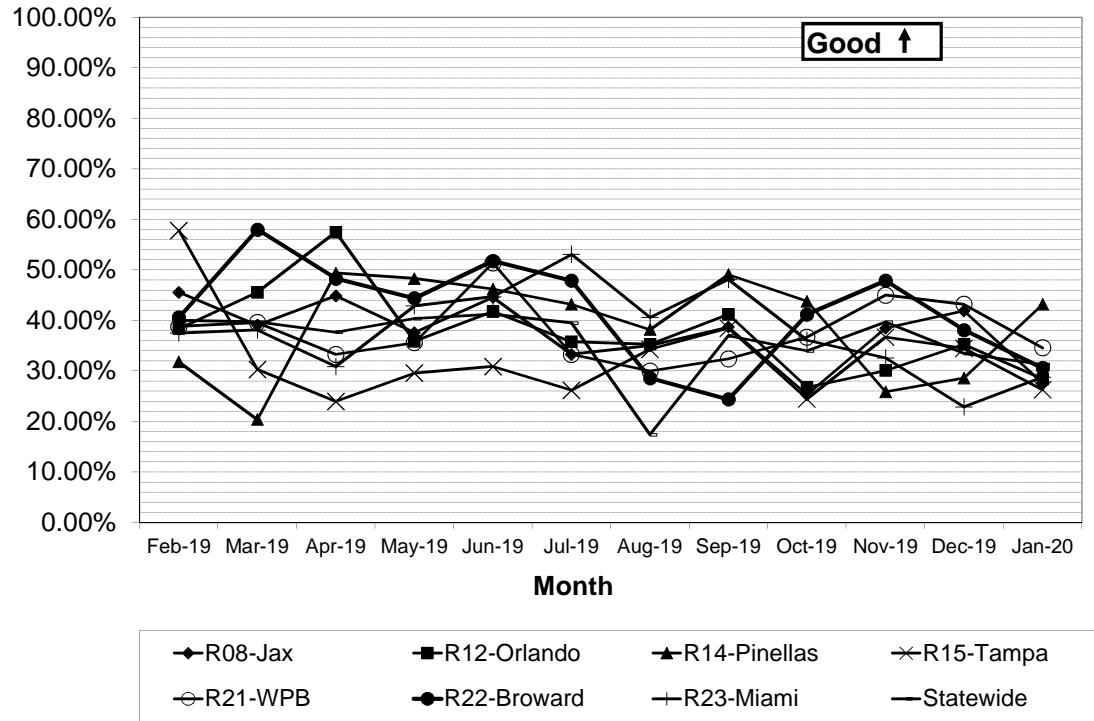


Analysis of Wagner-Peyser (WP) Performance

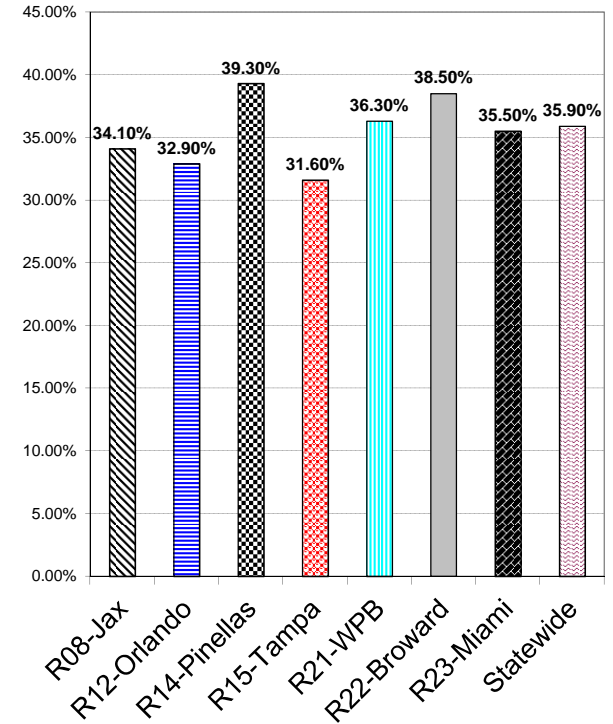
WP Program Performance At-A-Glance	Measure	Performance*	
		Month (January)	PYTD
	Entered Employment Rate	38.7%	36.4%
<p><i>*Please note: The performance detail is based on the Monthly Management Report (MMR). Due to lagging data, our true YTD rate will adjust at the end of the program year.</i></p>			
Current Situation and Performance Summary	<p>The data that captures the new wage record is still lagging behind. As stated above the Monthly Management Report will adjust at year end. Trends have shown that the MMR performance is usually 30-35% lower than the final year-end report.</p>		
Strategies and Action Steps	<p>We have developed several strategies to improve staff engagement with customers. We are putting great emphasis on more frequent in-depth follow up services to ensure customers remain engaged in the job search process and in touch with us. We implemented the following:</p> <ul style="list-style-type: none"> • We created a report that Supervisors are pulling on a weekly basis that shows the newly registered Jobseekers. The report is divided among staff who then reach back out to the customers and invite them back to the center to attend workshops or to tell them the exciting news that we have found a hot job for them so we can make the referral. • Welcome emails are sent if staff can't reach the jobseeker by phone. The email includes customer testimonials to showcase the benefits of using our services such as 1) workshops 2) referral services 3) one-on-one coaching and 4) upcoming on-site recruitments and job fairs. <p>We have put in place a way to monitor staff to ensure the new engagement strategies are being used. This will improve services to our Wagner Peyser jobs seekers and our entered employment rate.</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 January 2020

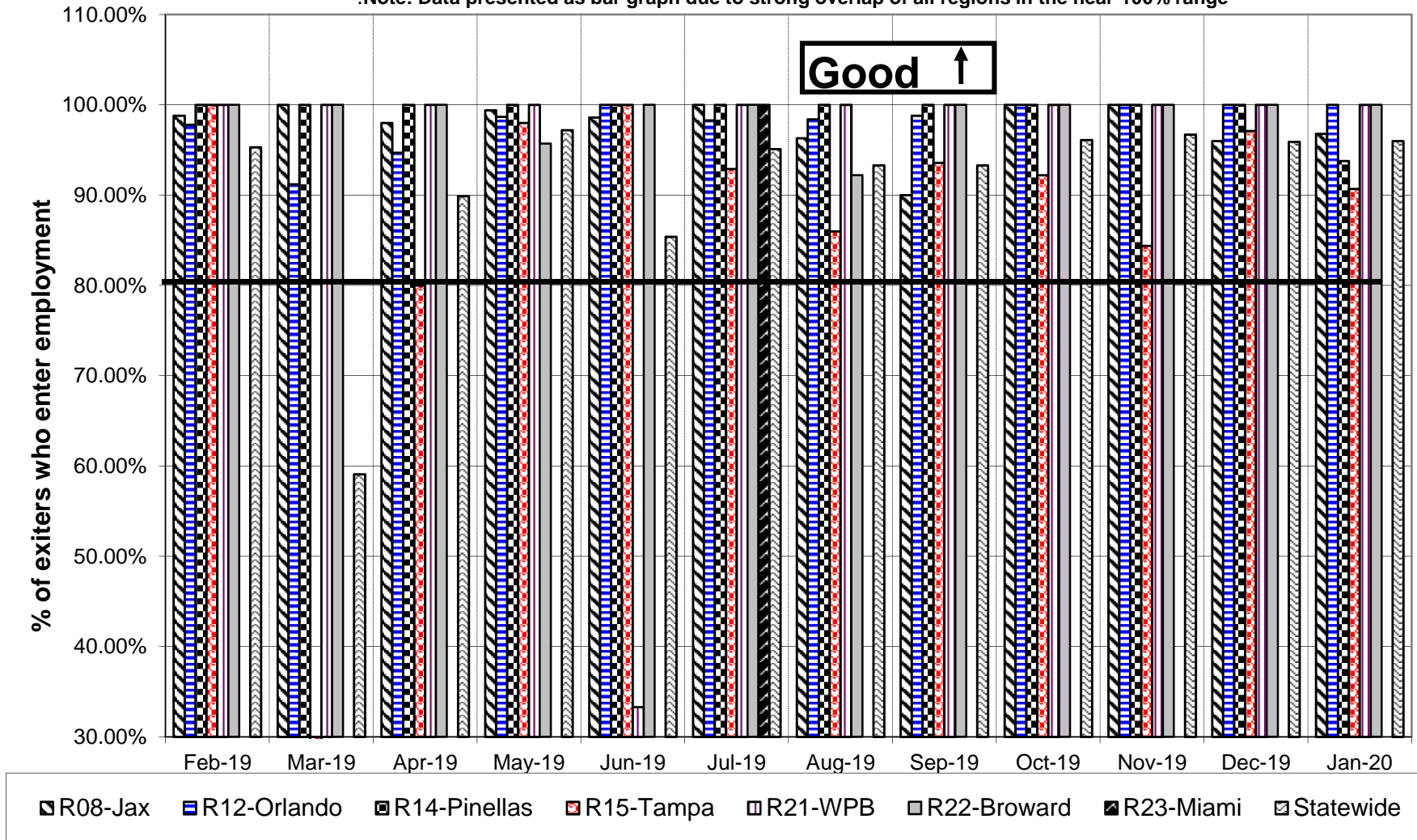


Analysis of Veterans' Performance

Veterans' Program Performance At-A-Glance	Measure	Performance	
		Month (January)	PYTD
	Entered Employment Rate	30.60%	38.5%
Current Situation and Performance Summary	<p>In relation to the Big 7 Regions, CSBD ranks 3rd in performance for the month and 2nd for Program Year-To-Date.</p> <p><u>Since the beginning of this program year:</u></p> <ul style="list-style-type: none"> • 187 Veterans placed in employment • 879 Veteran customers actively utilized CSBD employment services 		
Strategies and Action Steps	<p>To improve our performance we reviewed how employment services are provided by our Wagner Peyser placement and resource room staff since they assist the majority of our veteran job seekers. We found that with additional technical assistance they could better assist our Veterans.</p> <ul style="list-style-type: none"> • We requested our Regional Military Veterans' Program Coordinator from the state to conduct the training. The comprehensive day-long workshop covered responsibility areas such as 1) reviewing the Veterans initial intake process 2) conducting through objective assessments 3) creating individual employment plans and providing individualized career services 4) the case management framework and 5) proper referrals to Disabled Veterans' outreach program (DVOP) staff. • Staff participated in case study table top exercises and were provided a list of references and resources they can use. We have put in place a way to monitor staff to ensure the information and materials provided are being used. This will improve services to Veterans and our entered employment rate. 		

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>	Performance	
		Month (January)	PYTD
	Entered Employment Rate	100%	100%
Current Situation and Performance Summary	<p>CSBD is in a 3-way tie for 1st in performance for the month and is 1st in Program Year-To-Date.</p> <p><u>Since the beginning of the program year July 2019:</u></p> <ul style="list-style-type: none"> • 266 WIOA customers entered employment • CSBD has enrolled 626 customers into WIOA-funded training 		
Strategies and Action Steps	<ul style="list-style-type: none"> • To increase enrollments into training, several ITA Fairs were held in the centers. Customers were invited to meet with several providers to assist them in selecting which school they wanted to attend. Immediately after the ITA Fair, Success Coaches met with customers to begin the process of enrollment, thereby expediting the process. • We launched the ‘Did You Know’ informational campaign. This campaign highlights short term, high wage training programs and provides a customer’s own success story. We are emphasizing the inspirational success stories on the monitors in the centers and on social media to encourage and spark interest to bring in new customers. 		

Memorandum #19 – 19 (Exec)

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

From: Mason Jackson, President/CEO

Subject: BWDB Committee Summary

Date: March 17, 2020

SUMMARY

This memorandum provides a summary of the BWDB Committee activity for March 2020.

DISCUSSION**Executive Committee Meeting – March 16, 2020**

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

March 16, 2020, Executive Committee Meeting met to approve and discuss:

- The Minutes of the 2/10/20 Executive Committee meeting
- WIOA Local Plan for Program Years 2020/21 – 2023/24
- Summer Youth Work Experience Contract Approval for Advanced Roofing, Inc.
- Additional Funds for Summer Youth Employment Program
- WIOA State-level Funds

Reports presented to the committee included the: Ticket to Work Report, Precautions related to the Corona Virus, Presentations at the March Board meeting.

During the President's comments, Mason Jackson informed the committee that he would be retiring in the near future. His plan is to work full time until June and then go to 20 hours until September. He indicated he is recommending that Carol Hylton, the Executive Vice President be promoted to President.

The next Executive Committee Meeting Monday 4/13/2020.

RECOMMENDATION

For Informational Purposes only.

Memorandum #11 – 19 (QA) Revised

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

From: Mason Jackson, President/CEO

Subject: WIOA Local Plan for Program Years 20/21 – 23/24

Date: March 11, 2020

SUMMARY

Consideration to approve the CSBD Workforce Innovation and Opportunity Act (WIOA) Local Plan for Program Years 20/21 – 23/24. WIOA requires local workforce development boards (LWDB), in partnership with the chief local elected officials, to develop and submit a comprehensive four-year plan to the state. Pursuant to CareerSource Florida's (CSF) guidelines, our LWDB plan addresses how we will coordinate service delivery with the core partners and is based on the current and projected needs of the workforce development system in Broward County. In accordance with the law, we posted the plan on our website on 2/10 to allow for a 30-day public review period. The final plan will be submitted to the state on 3/26. Approved at the 3/16 Executive Committee meeting.

BACKGROUND

WIOA requires each LWDB, in partnership with the chief local elected officials, to develop and submit a comprehensive four-year plan to the state. The Plan follows the guidance received from CareerSource Florida (CSF). WIOA emphasizes the importance of collaboration and transparency in the development and submission of the plan, and requires that our partners and the public be given an opportunity to provide comments and input in the development of the plan.

On 2/7/2020 CSBD advertised in two community newspapers 1) the Sun-Sentinel and 2) the Broward Daily Business Review indicating the plan would be available for public review on 2/12/2020. No one attended the meeting. The plan was also published on our website in the section for public meeting notices.

DISCUSSION

The plan provides a complete view of the system-wide needs of the local workforce development area and addresses how we will 1) foster strategic alignment, 2) improve service integration and 3) ensure that the workforce system is industry-relevant; responding to the economic needs of our local workforce development area and matching employers with skilled workers. Our local plan explains how we will strive toward greater efficiencies by working to reduce duplication and maximizing financial and human resources. Lastly, our plan addresses current and future strategies to address the continuous improvement of our local and statewide workforce system by focusing on customer service excellence while aligning with the business and market-driven principles of the CSF network.

An Executive Summary of the Plan is attached to this memo. contains the sections listed below. We have also indicated changes and updates, as required by the planning guidance, for each section. The final WIOA four-year plan will be submitted to the state on 3/26/2020 and will be effective 7/1/2020 for Program Years 20/21 – 23/24.

RECOMMENDATION

Approval of Workforce Innovation and Opportunity Act (WIOA) Local Plan for Program Years 20/21 – 23/24.

Executive Summary

I. Organizational Structure

The elected officials entered into a Consortium Agreement which describes how they shall execute their duties and responsibilities. The Consortium Agreement was amended on January 28, 2016, at a publically noticed regularly scheduled combined elected officials and workforce board meeting to incorporate their WIOA responsibilities.

CSBD serves as staff to the local board and also as the fiscal agent. There is an agreement in place between the Board and the CSBD Council of Elected Officials. In accordance with the requirement that firewalls are to be in place to guard against conflict of interest, the Board, the CSBD Council of Elected Officials and CSBD have also implemented the following safeguards:

1. We have adopted a code of conduct applicable to the Board and to CSBD employees in accordance with the Uniform Guidance found at 2 CFR 200.
2. Because CSBD is a political subdivision under Florida Statutes 163.01, staff, the Board and the CSBD Council follow state statutes with respect to the application of conflict of interest policies, in accordance with the Florida state statutes and the code of ethics for public officials, and files Form 8B as required whenever there is a conflict, which arises in conjunction with a contract to be entered into by CSBD, or its governing boards.
3. CSBD follows the State Contracting Policy regarding conflict of interest, which is echoed by the Uniform Guidance that requires CSBD as a sub-recipient to notify the state (recipient) in the event of a conflict.
4. All issues concerning conflict of interest of board members or staff are also noted in the minutes of the meeting at which a vote is taken.
5. The BWDB has appointed an Audit Committee, which reviews all budget, monitoring and monetary issues.
6. CSBD contracts for external monitoring. All monitoring reports, state and external reports, as well as the annual audit appear on the Audit Committee Agenda and on the joint CSBD Council of Elected Officials and BWDB Board Regular Meeting Agendas for acceptance or action as appropriate.

Currently, CSBD procures a staffing company to manage and staff the one-stop career centers. CSBD will continue to use the staffing company model for the delivery of WIOA Title I adult and dislocated worker services and for the delivery of career services under any discretionary grants received. EmpHire Staffing is the staffing agency that was competitively procured to provide the staff who delivers the career services.

CSBD procured and contracted with a one-stop operator, Workforce Guidance Associates, LLC., to coordinate services among the partners.

II. Analysis of Need and Available Resources

This section provides an analysis of existing and emerging in-demand industry sectors and occupations, along with the knowledge and skills needed to meet the needs of the employers in the workforce area.

All youth program elements are available to youth as part of a menu of services based on their objective assessment and Individual Service Strategy (ISS). The 14 elements identified by WIOA are available to youth on an as-needed basis through our contracted youth services providers. CSBD continues to contract with out-of-school youth service providers using three different service models 1) Navigator, 2) Vendor and 3) Traditional Full Service.

CSBD combines funds provided by the CSC and various local units of government to serve an estimated 600 – 800 at-risk and low-income youth, ages 16 – 18, during the summer months. WIOA funds, when available, may be used to serve youth with employability skills and a work experience. Welfare Transition Program funds, when available, may serve youth through age 24 with employability skills and a work experience.

III. Local Workforce Development Area Vision and Strategic Goals

The Plan includes a description of the workforce development activities in the local workforce area, an analysis of the strengths and challenges experienced in the delivery of the services, and the capacity to provide services to meet the education and skill needs of job seekers and the employment needs of local employers.

The core partners all have seats on the BWDB as required by law and also serve on Board committees. CSBD has entered in a Memoranda of Understanding with both our core and legislative partners. Because of the presence of our core partners on the board and BWDB committees, they are a part of the decision-making process.

IV. Coordination of Services

To expand our function as strategists and community conveners to hear “the voice of the customer” on the workforce needs of Broward County, we participate in community and business initiatives to harness the expertise that exists within the local workforce area. The intent of our participation in these collaborative efforts is to meet local workforce area development needs, coordinate services as well as to find solutions for special populations with barriers to employment. Recommendations from the meetings move on to our governing boards, culminating in the roadmap, which are both incorporated into this workforce services plan and also into a strategic planning matrix, as applicable to each of the board’s committees, so that the members can work on the objectives throughout the year.

As is required by WIOA, secondary and post-secondary education is represented on the Board. This provides an opportunity for education to be aware of and have input into Board initiatives and activities. Education representatives are also invited to business forums so they can hear directly from the business community with respect to training needs and skills gaps. The Plan identifies the advantages of a single school district,

technical college and community district has when working to meet employer and student needs.

V. Description of Local One-Stop System

All required partners are co-located in the CSBD career centers. The partners make their core services available through the one-stop centers. All one-stops are American with Disabilities Act (ADA) compliant. Integrated Resource Teams (IRT) are assembled for special needs individuals. Each center has a Disability Specialist assigned to assist these customers with using the assistive technology, or to schedule an interpreter as needed. CSBD assistive tools include: screen readers, screen magnifiers, JAWS software, bigger keyboards, and a specialized mouse. Staff is trained annually on disability etiquette and serving customers with disabilities.

CSBD has also hired staff to go out into the distressed communities to bring them information about CSBD services and also to bring our workshops to where the customers live. WIOA allows local boards to set the rate of reimbursed for OJT up to 75%. CSBD's OJT reimbursement rate is 75% straight-time wage reimbursement for all employers, including those with 251 or more employees that are located in a distressed zip code or opportunity tax zone. As job seekers work close to their homes, especially in distressed communities, it makes sense to offer this type of reimbursement to these employers instead of basing it on job seekers' characteristics, which could be discriminatory.

VI. Description of Program Services

The one-stop system provides access to the career services, as required by WIOA section 134 and integrates Wagner-Peyser, Veterans, RA and RESEA, WIOA Title I, TAA, WT/TANF, SNAP Employment and Training, Vocational Rehabilitation, Adult Education and Family Literacy Act funding streams and programs.

A key CSBD partnership with the Greater Ft. Lauderdale Alliance helps to prioritize industry clusters through sharing types of businesses relocating to our local workforce area. CSBD also reviews various industries' hiring demands, references Enterprise Florida's Statewide Strategic Plan along with the Florida Chamber Foundation's Six Pillars of Florida's Future Economy™.

Intermediaries are utilized to engage the targeted industries of Healthcare, Technology, Marine, Aviation, Hospitality/Tourism, Retail and Construction to partner with trade and professional associations expanding its service delivery to employers.

To comply with the WIOA priority emphasis to recipients of public assistance, low-income, and basic skills deficient job seekers and USDOL ETA TEGL 3-15, guidance CSBD has included the following priorities of service:

ADULT PRIORITIES

1. Veterans and eligible spouses who are WIOA eligible and who also have one of the barriers in the priority list which follows.
2. Individuals who are not veterans or eligible spouses, but who have any one or more of the barriers in the priority list which follows.

3. Veterans and their eligible spouses who do not have any of the barriers listed as a WIOA priority in the chart below including:
 - a. Military spouses who have lost employment as a direct result of a relocation to accommodate a permanent change in duty station of the spouse.
 - b. Military spouses who are a dependent spouse of a member of the Armed Forces on active duty whose family income is significantly reduced, as determined by the State or local area, because of a deployment, a call or order to active duty, a permanent change of station, or the service-connected death or disability of the service member.
 - c. Military spouses who are unemployed or underemployed and are experiencing difficulty in obtaining or upgrading employment.
4. Individuals who are not veterans and do not have any of the adult barriers listed below.

The barriers referred to in the Adult Priorities chart are the barriers listed in WIOA, paragraph 24 (3) and below in alphabetical order and are defined pursuant to WIOA.

1. Disabled Individual
2. Displaced homemaker
3. Ex-Offender
4. Foster Care – dependent youth or who have aged out of the dependency system
5. Homeless or Runaway
6. Indian, Alaska Native, and Native Hawaiian as defined in WIOA Section 166
7. Individuals facing a substantial cultural barrier
8. Individuals within 2 years of exhausting lifetime eligibility under the Welfare Transition Program
9. Long-term unemployed individual (unemployed and looking for work 27 weeks or more)
10. Older individual
11. Migrant and seasonal farm worker
12. Single parent (including single pregnant women)

In addition to these priorities, customers must also meet income eligibility based on the BWDB Self-Sufficiency guidelines.

Dislocated workers have their own eligibility criteria.

CSBD supports the use of registered apprenticeships to enhance employment opportunities for job seekers. CSBD meets periodically with Atlantic Technical College to discuss additional ways we can partner to expand apprenticeship opportunities. CSBD added all the apprenticeships in Broward County to its ITA List, which is available to job seekers. CSBD has two representatives on its Board that provide training in the apprenticeship arena, which helps to enhance the awareness of apprenticeships and their use.

CSBD is providing entrepreneurial training to Broward County residents interested in starting their own businesses.

In PY 18-19, CSBD was awarded two CareerSource Florida Apprenticeship Grants; one is a pre-apprenticeship training in construction and the other is apprenticeship training in

the IT industry. Thirty-five (35) youth completed pre-apprenticeship training in administration, construction, culinary arts and horticulture. CSBD has also placed seven (7) individuals in a construction apprenticeship program with the Fort Lauderdale Housing Authority. In PY 19-20, CSBD was awarded a CareerSource Florida Apprenticeship Grant in the Marine Industry.

In addition to the Youth Program eligibility, CSBD wanted to expand the universe of youth able to be served under WIOA the One Stop Services Committee reviewed the current definition of “requires additional assistance.” Their recommendations were approved for inclusion in the plan by the CSBD governing boards as follows:

CSBD is defining the term “requires additional assistance” (for OSY) to enter or complete an educational program or to secure or hold employment as having low income (as referred by law) and one of the barriers listed below:

1. Historical or current personal or family substance abuse
2. Gang involved, affiliated, or affected due to family member involvement
3. Victim of abuse or domestic violence or family history of abuse or domestic violence
4. Victim of human trafficking
5. A youth who has a parent that is or was incarcerated within the past 24 months
6. A youth lacking a significant or positive work history based upon:
 - a. Their having been fired from one (1) or more jobs within the last six (6) months, or
 - b. Their having been employed in three (3) or more jobs within the last 12 months, and who is no longer employed or,
 - c. A youth who has actively been seeking full-time employment for at least two (2) months, but remains unemployed, or employed part-time. Includes a youth with no employment history.

VII. Public Comment Process

In accordance with the WIOA regulations, which require local areas to establish a public comment process consistent with state direction, CSBD made available this plan to the public on its website on 02/10/2020 with notice advising the community of the public hearing to solicit their comments on CSBD’s WIOA Local Plan.

A public hearing was held on 02/12/2020, pursuant to an advertised notice. Present at the public hearing and representing was CSBD’s Quality Assurance and Executive Office staff.

A draft of the proposed CSBD Local Plan was posted on the CSBD website on 2/10/2020, and the public had 30-days to submit comments, including at its publicly held hearing on 02/12/2020.

Entities represented on the Broward Workforce Development Board and its committees, which include economic development, public and private education, veterans groups, community based organizations, chambers, entities representing the disabled, to name a few provided input to the plan by appearing at committee and board meetings to share their thoughts and recommendations regarding the local workforce system.

CSBD also held a planning “retreat” to solicit ideas for the plan in November 2019. Questions were formulated as a guide for the Board members, which centered on how to make our services more accessible to employers and job seekers, and enhance the effectiveness of CSBD.

Memorandum #29 – 19 (OPS) Revised

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

From: Mason Jackson, President/CEO

Subject: Summer Youth Work Experience Contract Approval for Advanced Roofing, Inc.

Date: March 16, 2020

SUMMARY

Consideration to approve a Summer Youth Employment (SYEP) contract with Advanced Roofing for summer 2020. Advanced Roofing will serve as a worksite for one youth. Board member Mr. Kevin Kornahrens works for Advanced Roofing, Inc. State rules require the governing boards approve this item by a 2/3 vote, after a conflict has been declared at the Board meeting. Approved at the 3/16 Executive Committee meeting.

BACKGROUND

CSC has approved the placement of youth with private sector employers. Advanced Roofing has served successfully as a summer worksite in the past.

DISCUSSION

Advanced Roofing, Inc. is willing to serve as a host worksite for a summer youth. Board member, Mr. Kevin Kornahrens is employed by Advanced Roofing. Mr. Kornahrens is therefore required to declare his conflict and for us to get a 2/3 vote of approval.

RECOMMENDATION

Approve the recommendation for Advanced Roofing to serve as a host worksite for youth during the 2020 summer program.

Memorandum #12 – 19 (QA)

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

From: Mason Jackson, President/CEO

Subject: National Dislocated Worker Grant (DWG) Funds

Date: March 20, 2020

SUMMARY

The Florida Department of Economic Opportunity (DEO) has requested local boards to let them know how much disaster relief funds in the form of National Dislocated Worker Grants (DWG) will be needed to address the COVID 19 emergency. CareerSource Broward (CSBD) is requesting \$1.5M.

BACKGROUND

National Dislocated Worker Grants (DWGs) are discretionary grants awarded by the Secretary of Labor under Section 170 of the Workforce Innovation and Opportunity Act (WIOA) to provide employment-related services for dislocated workers due to:

- a. Layoffs
- b. Service-related layoffs
- c. Trade-related layoffs
- d. Disasters and emergencies

The grants allow us to provide transitional employment or temporary employment opportunities to individuals affected by the COVID 19.

DISCUSSION

In response to COVID-19, DEO requested local boards to anticipate the funding needed to respond to layoffs as a result of the virus. The Executive, Legal and Operations department estimate needing \$1.5M to assist individuals whose jobs were affected by COVID -19. This sum will cover the cost of participant wages, a program manager, disaster grant staff and related overhead as well as staffing company costs for serving as the employer of record for the participants, which is how participants are employed during a disaster. Workers' wages are paid by this grant and not by the public or private non-profit agencies to which they're assigned.

CSBD will use the staffing companies recently procured and approved by the CSBD governing boards, at its last meeting, for disaster relief employment.

Generally, disaster relief funds can be used to employ individuals with governmental and not for profit organizations needing workers to perform the following activities:

- Loading, unloading, packing, delivering food and emergency supplies (may include truck-driving)
- Delivering to and/or shopping for necessary food and emergency supplies for homebound individuals
- Backfilling and/or increasing volunteer and/or employee slots when governmental and nonprofit agencies lose volunteers/employees in high-risk categories and face an increased workload due to the emergency (e.g., 211, Guardian ad Litem, hospitals, food distribution centers, nursing homes, domestic abuse shelters)
- Healthcare professionals and aides
- Positions to assess needs and provide assistance and resources to individuals affected by the emergency
- Sanitation workers.

If USDOL awards the grants as a response to the increased layoffs we may also be able to place individuals in transitional jobs which are work experience in the private sector with up to 10% of the grant funds.

RECOMMENDATION

To accept up to \$1.5M when awarded we requested by DEO, to employ individuals dislocated as a result of the COVID-19 virus in Broward County.

Memorandum #17 – 19 (EXEC) Revised

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

From: Mason Jackson, President/CEO

Subject: Additional funding for Summer Youth Employment Program (SYEP)

Date: March 10, 2020

SUMMARY

The City of Fort Lauderdale (COF) awarded CareerSource Broward (CSBD) funding in the amount of \$190,000 to serve 65 youth in the Summer Youth Employment Program. The SYEP program will provide each participant with 3-days of employability skills training and an 8-week meaningful summer work experience. Consideration to accept the funds for the 2020 summer youth program from COF in the amount of \$190,000 to serve 65 youth. Approved at the 3/16 Executive Committee meeting.

BACKGROUND

This is the tenth year COF is funding the summer program. All youth receive 3-days of employability skills training and an 8-week meaningful work experience. Youth participating in the program are economically disadvantaged aged 16-18. The COF youth all reside in the boundaries of the City.

DISCUSSION

Each year we work with the COF to target and place City of Fort Lauderdale youth into worksites around the City. This year the City has awarded us \$190,000 to serve 65 youth. COF also provides the worksite for their youth each year. Some of the positions filled by the youth include, camp counselor aides, clerical, and landscaping. Each year the City provides an educational tour of the city's police, fire station, and the emergency operating center.

RECOMMENDATION

Consideration to accept funds for the 2020 summer youth program from the City of Fort Lauderdale for \$190,000 to serve 65 youth.

Memorandum #30 – 19 (OPS) Revised

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

From: Mason Jackson, President/CEO

Subject: Additional Workforce Innovation and Opportunity Act (WIOA) Funds

Date: March 11, 2020

SUMMARY

Consideration to accept \$33,523 in State WIOA funds. This is the Region 22 share of funds awarded by the State for WIOA performance under their performance model. The funds will be used to enhance one-stop accessibility, assessment and training software as well as for basic and individualized participant services. Approved at the 3/16 Executive Committee meeting.

BACKGROUND

CSBD received an additional \$33,523 of WIOA state-wide discretionary funds awarded for achievements in the employer penetration and adult / dislocated worker training rate. These were criteria under the State's experiment with a new Performance Attainment Model. Several years ago we had opted out of the pilot performance model because the measures were not aligned with the federal measures. Nevertheless, the state applied the pilot's criteria to each board and awarded all the boards some portion of the funds set aside for meeting the goals set by the pilot. CSBD excelled in 2 categories even though we were not participating. They were employer penetration and enollments in training.

DISCUSSION

The funds can be spent on any allowable WIOA expenditure. It is proposed that we use the funds to meet new one-stop accessibility requirements, including new website accessibility criteria, as well as any distance assessment, workshop or training needs, which may arise as a result of the Corona Virus. Any leftover would be used for participant individualized services.

RECOMMENDATION

Acceptance of \$33,523 in additional WIOA funds.

Memorandum #20 – 19 (Exec)

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

From: Mason Jackson, President/CEO

Subject: Mason Jackson's Retirement

Date: March 19, 2020

SUMMARY

It is with mixed feelings that after 44 years I am tendering my resignation. CareerSource Broward (CSBD) has been my home away from home for all that time, but it is time to "pass the baton." I leave our organization in the hands of the best staff and the best governance Board and Council in the country. To make the transition smooth, if approved, I plan to stay with CSBD until the end of our program year, June 30 and to remain 20 hours a week until the end of September. I am also recommending that the Broward Workforce Development Board (BWDB) and CSBD Council of Elected Officials (Council) appoint Carol Hylton, our Executive VP to the position of President/CEO as she has the experience, ability, and talent to take CSBD forward into the next decade.

BACKGROUND

Earlier this month, I met individually with each of the elected officials to tell them that after much consideration and 44 years of service I felt it was time for me to retire. I also announced my intention to retire at the end of the March 16, 2020, Executive Committee Meeting.

DISCUSSION

While the timing is not great in the midst of the Corona Virus pandemic, life must go on. I have been planning to retire over the last several years and realized that if I didn't take action steps to make it happen, it wouldn't. I have been with the agency for 44 years and its CEO for 34 years. I believe it is time.

The organization is in a great place with programs that are delivering outstanding services, excellent performance, and minimal if any monitoring findings. We have an outstanding board and elected officials who are supportive and provide great direction truly functioning in a partnership way. It has been my honor to serve our governing boards as their President/CEO. We have great staff who know and do their jobs extremely well. We now operate our "command center" from a new administrative office that is an asset of our Council and which has already appreciated in value.

We are on a very even keel and although we are in the midst of a pandemic, this too will pass. While I am making my announcement now, if the Council agrees, I would like to retire from full-time work at the end of the program year (June 30, 2020) and then go on half time status (at half pay, of course) for three months to ease the transition. Frequent predictions are that the virus should have tapered off by that time. I would then be fully retired at the end of September which is when I will have turned 73.

I will be able to travel, see family and friends and pursue other recreational interests while I am still healthy and able. I know this may be a shock but I have often talked about the inability of young people to move up in their careers because baby boomers won't move aside and let the younger generation have the jobs. I feel it is time I walked the talk.

In terms of executive leadership at CareerSource, it is my strong recommendation that you appoint Carol Hylton as the President/CEO. She has been the Executive Vice President for 13 years. She has the education, with a Master's degree from Columbia University in social work and now the experience to lead this agency. She knows the staff, the programs, the contractors, the community players, and the operations. She is familiar with all the monitoring and fiscal controls. Although everything at CSBD is a team effort, she has lead the development of many, if not most, of those processes. This would result in the smoothest transition for the organization. The selection of the President/CEO is the decision of the elected officials. As you may remember they also appoint the members of the Board. I know that they will want to hear the opinions of the Board members and I hope you can support me in my recommendation.

I cannot thank the elected officials and board members (both present and past) enough, I have appreciated enormous support and dedication over the years. It has been a career that many only dream about. I have enjoyed the work and the mission. Jobs are after all the ultimate way to help individuals, families including children, the community, the state, and the nation. I have been able to be flexible, nimble and exercise creativity in the development of programs. I could not have constructed or imagined a better job. I often said that I have the best job in Broward County. I thank you all. I have no immediate plans to leave Broward so I am sure I will be seeing all of you at one community gathering or another.

RECOMMENDATION

Consideration of approval of the President /CEO's retirement plans and the appointment of Carol Hylton our Executive Vice President to the position of President/CEO when I retire.

Memorandum #18 – 19 (Exec) Revised

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

From: Mason Jackson, President/CEO

Subject: Precautions Related to the Corona Virus

Date: March 18, 2020

SUMMARY

Summarized below are CareerSource Broward's (CSBD) actions and efforts related to the onslaught of the Corona Virus. We are managing what was previously in-person visits through technology and continue to explore additional methods of service delivery. Reviewed at the 3/16 Executive Committee meeting but revised since then with new information.

BACKGROUND

Over the past few weeks, we have seen the Corona Virus spread across the country including Broward County. Now a public health emergency we have closely followed the Governor and State public health officials' updates on the status of cases in our area. To date, The President, State of Florida and the Broward County Commission have declared a State of Emergency. The President of CSBD has taken a proactive stance in its efforts to keep staff and the public informed. As the virus continues to affect every aspect of our lives we have taken steps to provide the public with alternatives to person to person contact for accessing our services.

DISCUSSION

A key area of concern for us are workers who are being laid off applying for unemployment insurance and needing help with their online applications since our offices are physically closed. This is true not only here in Broward but also around the state and throughout the Country. We have asked made many suggestions to the State and have given them feedback about the problems being encountered.

In the interim as the Coronavirus Pandemic continues we are transitioning staff to telework from home and self-isolate to flatten the curve of positive cases in Broward County as we lead the state in cases. We have taken the following actions across all our offices:

- a) We took the lead in closing our offices to the public. The State has now mandated it for 2 of our 3 career centers as they are State buildings.
- b) The management team working with the One Stop Managers have transitioned the entire agency so they can work remotely and we can continue to provide services to job seekers, customers, and employers. We are using face time, texting and photo-imaging.
- c) The CSBD MIS staff prepped and distributed laptops, identified the software and database each staff person would need to be distributed over cell phones to everyone who did not have this equipment. They set up remote access for staff who did not have

remote access previously. This has enabled staff to work from home. They assisted staff in transferring their office phones to their cell phones to ensure that we stay in close contact with our customers.

- d) We have posted several workshops on-line, which will allow customers to complete on-line work registrations and orientations. Our customers can now access and complete:
 - o Work Registration
 - o Welfare Transition Program (WTP) Orientation
 - o Supplemental Nutrition Assistance Program (SNAP) Orientation
 - o Workforce Innovation and Opportunity Act (WIOA) Orientation
 - o Navigating Employ Florida Presentation
 - o Employ Florida workshop materials to our webpage for easy access
- e) We have sent out instructions to customers on how to utilize their phones to send us documents including their timesheets and other documents we may require.
- f) We have communicated with and made arrangements for the State, EmpHire Staffing and CSBD employees to be able to submit their time online.
- g) Participants including WIOA, SNAP, WTP, and RESEA have access to our virtual e-learning and assessment tools which also allow success coaches to validate customer participation. With access to our Metrix e-learning platform, customers can receive online training for over 100 in-demand occupational areas and receive certifications within 30-90 days.
- h) Employers have been notified and offered “virtual” recruitments. Our Job Developers, Business Development Specialists, and Intermediaries are assisting in disseminating information they will need as they recover from this pandemic.
- i) We have posted information on our website regarding the Short Term Compensation Program for employers and sent them emails so they are aware. The posting explains that employers can receive assistance in retaining their workforce in this time of temporary slowdown. The program permits prorated reemployment assistance benefits to employees whose work hours and earnings are reduced as part of a Short Time Compensation plan to avoid total layoff of some employees. We are also sharing information about the company layoff provision of the U.C.
- j) We are sharing information with employers about the Florida Small Business Emergency Bridge Loan Program, which is a short-term, interest-free working capital loan are intended to “bridge the gap” between the time a major catastrophe hits and when a business has secured longer-term recovery resources, such as sufficient profits from a revived business, receipt of payments on insurance claims or federal disaster assistance.
- k) We are sharing information about the U.S. Small Business Disaster Assistance Program, which is offering low-interest federal disaster loans for working capital to small businesses suffering substantial economic injury as a result of the Coronavirus (COVID-19).
- l) We have requested the State suspend mandatory participation during this difficult time in several programs such as WTP, Re-employment Services and Eligibility Assessment (RESEA), and SNAP. The state has informed us that they are working closely with DCF on the WTP and SNAP concerns. They have temporarily suspended the mandatory

RESEA program. We will provide counseling and assessment services remotely for customers already scheduled.

- m) We have held several conference calls with our training and youth providers to assure they are offering distance learning to youth in-classroom training.
- n) We have provided our training providers with the cell phone number of Success Coaches and informed them that staff will be available as they are working remotely.
- o) We have told our youth providers that they have the flexibility to offer online activities to keep youth engaged in a work experience. All providers have transitioned to teleworking. Broward College staff has created a process for youth to log in with Microsoft shifts and communicate with staff via Skype. The youth are working on a variety of projects and their work and time are being monitored. All other providers are using face time and other technology solutions like Microsoft Zoom or Microsoft Team to name a few.
- p) We are ordering 20 laptops for youth in our program currently attending Broward College as the college is shifting to on-line classes.
- q) We have transitioned the intake of our 750 summer youth to virtual intake. Instructions went out to youth via social media and emails, followed by individual phone calls to them.
- r) We have informed local Public Information Officers in the County of CSBD's transition to remote services and updated the cities and municipalities in Broward County on the available resources for both employers and job seekers based on federal and state updates.

With safety first and foremost we remain dedicated to serving the community and businesses every day with the same commitment to our core values. Our focus is to ensure we meet customer needs while doing our part to keep our customers, our employees and our community safe. The agency will continue to monitor this situation and act in the best interests of our staff and customers.

RECOMMENDATION

None for information only.

Memorandum #09 – 19 (QA) Revised

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

From: Mason Jackson, President/CEO

Subject: Ticket to Work (TTW) Report

Date: March 10, 2020

SUMMARY

Since 2008, the Ticket to Work (TTW) Program has generated over \$2.5M for the General Fund and has assisted 519 customers to secure employment. According to the Social Security Administration's provider, Maximus, for the past seven (7) years the CSBD TTW program is ranked #1 in the nation and in Florida of workforce board Employment Networks, based on dollars earned. Reviewed at the 3/16 Executive Committee meeting.

BACKGROUND

The TTW Program is an employment program for people with disabilities who are interested in working. This program is sponsored by the Social Security Administration, which reimburses an Employment Network, such as CSBD, for placing eligible participants in a job. When a customer elects to participate in the program, a Disability Program Success Coach helps them secure employment by providing resume assistance, developing a Career Plan, referring them to jobs, and following up with them for job retention.

According to the Social Security Administration's provider, Maximus, for the past seven (7) years the CSBD TTW program is ranked #1 in the nation and Florida of workforce board Employment Networks, based on dollars earned.

DISCUSSION

The program assists our customers with disabilities with obtaining employment, along with helping us increase our services to our special populations. Each customer who gets a job can allow us to earn up to \$26,855 over a five-year period if their employment is retained throughout that time.

As a result of continued outreach, marketing, and word of mouth, we continue to receive new customers, giving us the opportunity to earn even more revenue. To expand our outreach efforts, we recently provided training to Vocational Rehabilitation and the Division of Blind Services.

Since 2008 to date, CSBD staff has placed 519 TTW customers, which has generated a total of \$2,558,924 for the General Fund.

RECOMMENDATION

None. For informational purposes only.

Broward Workforce Development Board

Florida 2020 Legislative Agenda

Updated: 3/18/2020

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

Update: None; no related bills were filed.

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.

Update: Legislature to fully appropriate housing trust funds as of this writing. New session called. Fate unknown.

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.

Update: HB 1203 - Pathways to Career Opportunities/SB 1568 - Education, which recommended revising provisions relating to apprenticeship & pre-apprenticeship programs, including providing individuals enrolled in certain apprenticeship programs to be employees of the state for purposes of receiving certain medical care under workers' compensation, was **indefinitely postponed and withdrawn from consideration and died in appropriations** on 3/14/2020.

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.

Update: None; no related bills were filed.



Josh Levy
 Mayor, City of Hollywood
 Chair
 CareerSource Broward
 Council of Elected Officials

Dean Trantalis
 Mayor, City of Fort Lauderdale
 Vice Chair
 CareerSource Broward
 Council of Elected Officials

Tim Ryan
 Commissioner
 Board of County Commissioners
 Chair Pro Tem
 CareerSource Broward
 Council of Elected Officials

Dr. Lisa Knowles
 Chair
 Broward Workforce
 Development Board, Inc.

Mason C. Jackson
 President/CEO
 CareerSource Broward

March 16, 2020

Ruth Dillard
 Director of Workforce Services
 Department of Economic Opportunity
 Caldwell Building
 107 E. Madison Street
 Tallahassee, FL 32399

Dear Ms. Dillard:

CareerSource Broward (CSBD), on behalf of our Elected Officials, is respectfully asking the State to request a waiver from the US Department of Labor to allow Florida the flexibility in the use of funds reserved by the Governor to provide statewide rapid response activities to instead provide statewide employment and training activities, including disaster relief employment to affected areas. This waiver has already been approved for Illinois and Pennsylvania.

WIOA Section 134(a)(2)(A)(i)(II) Use of Funds for Employment and Training Activities – Required Statewide Employment and Training Activities – Statewide Rapid Response Activities, states In General – A State shall carry out statewide rapid response activities using funds reserved by the Governor for the State under section 133(a)(2), which activities shall include – *“provision of additional assistance to local areas that experience disasters, mass layoffs, or plant closings, or other events that precipitate substantial increases in the number of unemployed individuals, carried out in local areas by the State, working in conjunction with the local boards and the chief elected officials for the local areas.”*

This waiver request would include the ability to use these funds as soon as we are aware of an impending disaster. For example, funds could be used to supply humanitarian aid workers to assist with setting up shelters before a hurricane hits landfall. It is very important to be able to prepare for a disaster and be proactive, instead of being reactive and waiting to use these funds after a disaster occurs.

Thank you for your consideration in this matter. We look forward to hearing from you.

Sincerely,

Mason Jackson
 President/CEO

CareerSource Broward
 Administrative Office
 2890 West Cypress Creek Road
 Fort Lauderdale, FL 33309
 P: 954.202.3830

**Overview of the CareerSource Broward Region
Not Seasonally Adjusted
March 16, 2020**

- The unemployment rate in the CareerSource Broward region (Broward County) was 3.0 percent in January 2020. This rate was 0.7 percentage point lower than the region's year ago rate of 3.7 percent. The region's January 2020 unemployment rate was equal to the state rate of 3.0 percent. The labor force was 1,043,924, up 16,537 (+1.6) over the year. There were 31,501 unemployed residents in the region.
- In January 2020 nonagricultural employment in the Ft. Lauderdale-Pompano Bch-Deerfield Bch Metro Division was 869,300, an increase of 13,600 jobs (+1.6 percent) over the year.
- The professional and business services (+3.3 percent); trade, transportation, and utilities (+3.1 percent); financial activities (+2.2 percent); and other services (+2.2 percent) industries grew faster in the metro area than statewide over the year.
- 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 trade, transportation, and utilities (+6,100 jobs) in January 2020.
- 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 trade, transportation, and utilities (+3.1 percent) in January 2020.
- The Ft. Lauderdale-Pompano Bch-Deerfield Bch Metro Division had the third highest annual job growth compared to all the metro areas in the state in other services (+800 jobs) in January 2020.
- The industries gaining in jobs over the year were: trade, transportation, and utilities (+6,100 jobs); professional and business services (+5,000 jobs); financial activities (+1,400 jobs); construction (+900 jobs); other services (+800 jobs); government (+400 jobs); and manufacturing (+100 jobs).
- The leisure and hospitality (-500 jobs); information (-400 jobs); and education and health services (-200 jobs) industries lost jobs over the year.

Note: All data are subject to revision.

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

Unemployment Rates			
(not seasonally adjusted)	Jan-20	Dec-19	Jan-19
CareerSource Broward (Broward County)	3.0%	2.6%	3.7%
Florida	3.0%	2.5%	3.8%
United States	4.0%	3.4%	4.4%

Nonagricultural Employment by Industry (not seasonally adjusted)	Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division				Florida				Annualized Avg. Wages Broward County, Q3 2019
	Jan-20	Jan-19	change	percent change	Jan-20	Jan-19	change	percent change	
Total Employment	869,300	855,700	13,600	1.6	9,044,900	8,863,200	181,700	2.1	49,900.59
Mining and Logging	NA	NA	NA	NA	5,700	5,800	-100	-1.7	50,593.10
Construction	49,400	48,500	900	1.9	572,000	551,200	20,800	3.8	56,276.64
Manufacturing	28,500	28,400	100	0.4	386,500	378,700	7,800	2.1	60,439.89
Trade, Transportation, and Utilities	200,300	194,200	6,100	3.1	1,831,700	1,805,400	26,300	1.5	48,016.36
Wholesale Trade	52,000	50,100	1,900	3.8	356,300	349,400	6,900	2.0	71,176.63
Retail Trade	114,400	112,100	2,300	2.1	1,114,500	1,116,900	-2,400	-0.2	34,351.42
Transportation, Warehousing, and Utiliti	33,900	32,000	1,900	5.9	360,900	339,100	21,800	6.4	60,504.01
Information	19,600	20,000	-400	-2.0	136,800	138,200	-1,400	-1.0	98,180.99
Financial Activities	64,700	63,300	1,400	2.2	593,300	581,300	12,000	2.1	78,776.54
Professional and Business Services	155,200	150,200	5,000	3.3	1,404,600	1,367,800	36,800	2.7	57,805.66
Education and Health Services	110,600	110,800	-200	-0.2	1,356,600	1,322,000	34,600	2.6	51,824.19
Leisure and Hospitality	96,000	96,500	-500	-0.5	1,259,300	1,233,300	26,000	2.1	25,265.21
Other Services	37,900	37,100	800	2.2	353,900	351,200	2,700	0.8	36,293.74
Government	107,000	106,600	400	0.4	1,144,500	1,128,300	16,200	1.4	68,905.13

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.