

AGENDA

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

**Meeting
#262**

Join Zoom Meeting Details:

Meeting ID:
899 9978 1275

Passcode:
236809

Call-in number:
+1 646 876 9923

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

**THURSDAY
April 24, 2025
11:30 A.M.**

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

2025 MEETING SCHEDULE

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

All BWDB, Inc./CareerSource Broward Council of Elected Officials Partnership and Executive Committee Meetings are scheduled at 12 noon.

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

All members are encouraged to attend in person. For accessibility, all meetings will also have a Zoom option.
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Executive Committee Meetings

Month	Day
February	2/10
April	4/15
May	5/12
June	6/9
August	8/11
October	10/13
December	12/1

Board Meetings

Month	Day
February	2/27
April	4/24 Board & Planning Session
May	5/22
June	6/26
August	8/28
October	10/23
December	12/11

A G E N D A

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

**Partnership Meeting #262
Thursday, April 24, 2025
CareerSource Broward Boardroom
2890 West Cypress Creek Road, Ft. Lauderdale, FL 33309**

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

<https://us02web.zoom.us/j/89999781275?pwd=pNBILEce4TLXig8WOW9gSQARozi4J6.1>

PROTOCOL FOR TELEPHONE/ZOOM MEETING

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

The Board and Council are reminded of the conflict-of-interest provisions. In declaring a conflict, please refrain from voting or discussion and declare the following information: 1) your name and position on the Board 2) the nature of the conflict and 3) who will gain or lose as a result of the conflict. Please also fill out form 8B prior to the meeting whether or not you are able to attend the meeting if you have a conflict with any agenda items.

PLEDGE OF ALLEGIANCE

IDENTIFICATION AND INTRODUCTION OF ANY UNIDENTIFIED CALLERS

MISSION MOMENT

APPROVAL OF MINUTES

Approval of the BWDB minutes of the 2/27 (#260) and 3/26 (#261) meetings.

**RECOMM
ACTION
EXHIBITS**

Approval
Motion for Approval
Minutes of the BWDB Meetings

Pages 10 – 26

Approval of the minutes of the 4/7 CSBD Council of Elected Officials meeting.

**RECOMM
ACTION
EXHIBIT**

Approval
Motion for Approval by CSBD Council of Elected Officials
Minutes of the CSBD Council Meeting

Pages 27 – 32

CONSENT AGENDA

Consent Agenda items 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
ACTION**

Approval
Motion for Approval

1. Monthly Performance Report

The current performance for the month of February is provided. The data reflects that within the Big 6 Regions, CSBD is in a three-way tie for 1st in WIOA Entered Employment Rate (EER), 1st in Veterans EER, 1st in Welfare Transition (WT) All Family Participation Rate and Two-Parent Participation Rate, and 2nd in Wagner Peyser and WT EER.

ACTION	None
EXHIBIT	Performance Report for February

Pages 33 – 44

2. Letters of Support

Letters of support were written for 1) Broward Health's Broward Earn And Learn (BEAL) program to create career pathways to better serve the healthcare workforce in Broward County 2) Bankers Healthcare Group, LLC Quick Response Training grant application and both applications for 3) Gang Alternative, Inc.'s and 4) Veterans Stand Together for the Homeless Veterans Reintegration Program.

ACTION	None
EXHIBIT	None

REGULAR AGENDA

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

NEW BUSINESS

1. Broward Workforce Development Board (BWDB) Appointment

Consideration to appoint Mr. Wally Utreras, Business Manager of the International Union of Operating Engineers Local 487, to fill the slot in the Organized Labor and CBO Category as a result of Mark Schaunaman's retirement. The CSBD Council of Elected Officials appoints board members following a recommendation from the BWDB. Approved at the 4/15 Executive Committee meeting. *(This is in alignment with the Board's goal to maintain our role as workforce development leaders through advocacy by the Board, collaboration, and providing information and intelligence to stakeholders with feedback from the community.)*

**RECOMM
ACTION
EXHIBIT**

Approval
Motion for Approval by CSBD Council of Elected Officials
None

2. 2025 BWDB Legislative Agenda

The Public Workforce System is performance-driven and welcomes changes that will make the programs and Broward County stronger. As Congress is planning to reauthorize WIOA, we are recommending small modifications to be incorporated into any WIOA reauthorization legislation. Consideration to 1) approve the 2025 BWDB Legislative Agenda 2) allow the President/CEO to support follow-up communications from other public interest groups such as US Conference of Mayors that address similar concerns and 3) support community partners' workforce-related legislative agendas. Approved at the 3/24 Strategic Planning and 4/15 Executive Committee meetings. *(This is in alignment with the Board goal to develop and utilize a legislative agenda to improve employment services and opportunities in Florida.)*

**RECOMM
ACTION
EXHIBITS**

Approval
Motion for Approval
2025 BWDB Legislative Agenda
Excerpts of Community Partner Legislative Positions

3. 2Lyons Aerospace Incumbent Worker Training (IWT) Grant Application

Consideration to award 2Lyons Aerospace an IWT grant in the amount of up to \$25,000 to train approximately 15 employees in the use of an AI-powered platform that streamlines operations by integrating CRM, ERP, marketing, packaging, shipping, and finance. CSBD will contribute 90% toward the total cost of the training. Because Board Member Vanessa Cantave is employed by 2Lyons Aerospace, a 2/3 vote of the Board is required. Approved at the 4/15 Executive Committee meeting. *(This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and education and connecting them to the workforce system to produce innovative solutions.)*

RECOMM	Approval
ACTION	2/3 Vote for Approval
EXHIBIT	None

4. Greater Fort Lauderdale Alliance Incumbent Worker Training (IWT) Grant Application

Consideration to award the Greater Fort Lauderdale Alliance (GFLA) an additional \$19,000 for their AI IWT grant for a total of \$30,000 to train about 22 employees whose jobs will be impacted by the advent of AI. GFLA submitted this request following approval of their initial request of \$11,000. CSBD will contribute 90% toward the total cost of the training. Because Board Member Bob Swindell is the President of GFLA, a 2/3 vote is required. *(This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and education and connecting them to the workforce system to produce innovative solutions.)*

RECOMM	Approval
ACTION	2/3 Vote for Approval
EXHIBIT	None

5. Summer Youth Work Experience Contract with the Fort Lauderdale Executive Airport

Consideration to approve a SYEP contract with the Fort Lauderdale Executive Airport (FXE) through 9/30/28. The SYEP contracts are non-financial; entities agree to serve as host work sites for the youth. CSBD is the youths' employer of record. Because Board Member Rufus James is employed by FXE, a 2/3 vote of the Board is required. Approved at the 3/18 Youth and 4/15 Executive Committee meetings. *(This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and education and connecting them to the workforce system to produce innovative solutions.)*

RECOMM	Approval
ACTION	2/3 Vote for Approval
EXHIBIT	None

6. PY 25/26 School Board of Broward County (SBBC) Out-of-School & In-School Youth Contract Renewals

Consideration to approve PY 25/26 renewals for the SBBC's contracts in the amount of 1) \$350,000 to serve 110 OSY and 2) \$200,000 to serve 75 ISY subject to negotiation. This is the 1st of 4 renewals under the current contracts. Because Board Member Dr. Howard Hepburn is employed by Broward County Public Schools, a 2/3 vote of the Board is required. Approved at the 3/18 Youth and 4/15 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations veterans, youth, individuals with disabilities, and ex-offenders.)*

RECOMM	Approval
ACTION	2/3 Vote for Approval
EXHIBIT	Memo #07-24 (OPS)

Pages 48 – 49

7. PY 25/26 Out-of-School Youth (OSY) & In-School Youth (ISY) Contract Renewals

Consideration to approve PY 25/26 contract renewals for 1) The Center for Independent Living, Broward (CILB) to serve 12-15 OSY in the amount of \$58,896 2) Helping Advance and Nurture the Development of Youth (HANDY) to serve 20 OSY in the amount of \$152,000 3) The Fort Lauderdale Independent Training and Education (FLITE) Center to serve 36 OSY in the amount of \$227,000 and 4) Junior Achievement of South Florida (JA) to serve 25 ISY in the amount of \$150,000. All contracts are subject to negotiation. This is the 1st of 4 renewals under their current contracts. Approved at the 3/18 Youth and 4/15 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations veterans, youth, individuals with disabilities, and ex-offenders.)*

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Memo #08-24 (OPS)

Pages 50 – 54

8. Accept Funds for the Summer Youth Employment Program (SYEP)

Consideration to accept 1) \$150,000 from the City of Fort Lauderdale and 2) \$22,500 from the City of Tamarac for the SYEP. The funding will serve 33 economically disadvantaged youth from Fort Lauderdale and 5 youth from Tamarac, aged 16-18 years old. The SYEP will provide each youth with three days of employability skills training and an eight-week meaningful summer work experience. Approved at the 3/18 Youth and 4/15 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, youth, individuals with disabilities, older workers and ex-offenders.)*

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	None

REPORTS

1. Taylor, Hall, Miller, and Parker (THMP) P.A. WIOA Youth Monitoring Results

THMP conducted Youth program monitoring in August and November 2024. They reviewed 40 WIOA Youth case files consisting of 2,480 elements. There were 0 findings and 0 observations, equating to a 0% error rate. CSBD commends the youth providers for their commitment to quality while providing valuable services to the community.

ACTION	None
EXHIBIT	None

2. Directors & Officers (D&O) Insurance with Employment Practices Liability

The Board has authorized the President/CEO to make the purchase of D&O Insurance to cover the governing boards and management with a report to the governing boards each year as it is a single purchase of over \$10,000. Working with our agent, we received a quote from our current carrier, Philadelphia Insurance, for \$13,755.19. This represents an increase of \$565.60 over last year's premium of \$13,190. Travelers, Hartford, and Berkley MP declined to quote. We have been very satisfied with the Philadelphia Insurance Company.

ACTION	None
EXHIBIT	None

3. Purchase of Workers' Compensation Insurance

This is to report on the renewal of our workers' compensation policy with Bridgefield Employers Insurance Company (BEIC) for 5/1/2025 - 4/30/2026 at a cost of \$51,376.27 which is consistent with the overall increase in payroll for the Summer Youth Program. Our procurement allows us to renew the policy for three (3) one-year periods. This will be the 2nd renewal under the current procurement. The policy covers CSBD employees and the youth in our summer employment program. This is being reported in accordance with our board policy to report single purchases over \$10,000.

ACTION	None
EXHIBIT	None

4. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 3.3 percent in March 2025. This rate was 0.4 percentage points higher than the region's year-ago rate. In March 2025, Broward County's unemployment rate was 0.2 lower than the State's rate. Out of a labor force of 1,086,217, up 3,739 (+0.3%) over the year, there were 35,362 unemployed Broward County residents. The dashboard is a value-added resource allowing businesses the ability to make data-informed decisions.

ACTION	None
EXHIBITS	Broward County Labor Market Information CareerSource Broward Dashboard

MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL OF ELECTED OFFICIALS

MATTERS FROM THE BROWARD WORKFORCE DEVELOPMENT BOARD CHAIR

MATTERS FROM THE BOARD

MATTERS FROM THE FLOOR

MATTERS FROM THE PRESIDENT/CEO

ADJOURNMENT

<p><i>THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE BROWARD COUNCIL MEETING IS MAY 22, 2025.</i></p>

CAREER SOURCE BROWARD COUNCIL OF ELECTED OFFICIALS

Mayor Dean Trantalis
City of Fort Lauderdale
Chair

Mayor Beam Furr
Broward County
Vice Chair

Mayor Josh Levy
City of Hollywood
Chair Pro Tem

BROWARD WORKFORCE DEVELOPMENT BOARD, INC. - EXECUTIVE COMMITTEE

Jim Ryan, Chair

Kevin Kornahrens
Vice Chair

Zac Cassidy
Secretary/Treasurer
Chair Audit Committee

Dr. Ben Chen
Vice Chair of
Legislative Affairs
(Board Chair, 2009-2010)

Francois Leconte
Chair Employer Services Committee

Richard Shawbell
Chair One Stop Services Committee

Kevin Kornahrens
Chair Organizational Resources Committee

Heiko Dobrikow
Member
(Immediate Past Chair)

Sandy-Michael McDonald
Chair Strategic Planning Committee

Frank Horkey
(Board Chair, 2021 - 2022)

Dr. Lisa Knowles
(Board Chair, 2019 - 2020)

Dawn Liberta
Chair Youth Committee

Marjorie Walters
Participant

BROWARD WORKFORCE DEVELOPMENT BOARD, INC (BWDB) MEMBERSHIP

Vanessa Cantave
Zac Cassidy
Dr. Ben Chen
Keith Costello
Heiko Dobrikow
Paul Farren
Michael Goldstein
Dr. Howard Hepburn
Frank Horkey

Rufus James
Dr. Lisa Knowles
Kevin Kornahrens
Francois Leconte
Dawn Liberta
Sandy-Michael McDonald
Felipe Pinzon
Catherina Rozario

Jim Ryan
Richard Shawbell
Shane Strum
Robert Swindell
Dr. Stacy Volnick
Marjorie Walters
Lori Wheeler
Tara Williams

“No member of any council shall cast a vote on the provision of services by that member (or any organization which that member directly represents) or vote on any matter which would provide direct financial benefit to that member.” Board and CareerSource Broward Council members should also avoid the appearance of a conflict of interest and apply any constraints applicable to them based on the Florida statutory conflict of interest prohibition.

An attendee may need to record this meeting if he/she intends to appeal.

PUBLIC COMMENTS

Public Comments are welcome; there is a signup sheet at the reception desk. Anyone wishing to comment on an agenda item is asked to sign up at the reception desk. The Board Chair will announce each item and will receive a motion and second from the Board. Then the Board Chair will ask if there are any public comments. Comments are not limited to those who have signed up to speak. Persons wishing to comment are asked to identify themselves before commenting. Comments will be limited to 2 or 3 minutes. Comments should be directed to the Board Chair, and not individual Board members. Board members may ask the commenter a question for clarification, but should not enter a dialog with the commenter. After the public comment period is closed, Board members will discuss the motion and vote.

Broward Workforce Development Board Committee Membership – 2025

EXECUTIVE COMMITTEE

Responsible for oversight of all functions, including membership nomination, bylaws, officers, Board structure and functions, and CSBD human resource policy. Membership is made up of the BWDB officers, Chairs of each of the committees, and recent past chairs

Jim Ryan, Board Chair

Kevin Kornahrens	Vice-Chair
Zac Cassidy	Secretary/Treasurer, Chair, Audit Committee
Dr. Ben Chen	Vice-Chair for Legislative Affairs (Board Chair – 2009-2010)
Heiko Dobrikow	Member – (Immediate Past Chair)
Richard Shawbell	Chair, One Stop Services Committee
Francois Leconte	Chair, Employer Services
Kevin Kornahrens	Chair, Organizational Resources Committee
Sandy McDonald	Chair, Strategic Planning
Dawn Liberta	Chair, Youth Committee
Frank Horkey	Member – (Board Chair 2021 - 2022)
Dr. Lisa Knowles	Member – (Board Chair 2019 - 2020)
Marjorie Walters	Participant Representative

AD HOC ORGANIZATIONAL RESOURCES COMMITTEE

Goal is to coordinate membership nominating, bylaws, officers, Board structure and functions, and CSBD human resource policy.

Kevin Kornahrens, Chair

Zac Cassidy	Dr. Lisa Knowles
Dr. Ben Chen	Jim Ryan
Frank Horkey	

STRATEGIC PLANNING COMMITTEE

Goal is to formulate strategic plans, shape and champion local policy aligned with state and federal workforce development legislation and statewide administrative issues: promote regionalism and collaborative partnerships.

Sandy-Michael McDonald, Chair

Dr. Ben Chen – Co-Chair	Shane Strum
Heiko Dobrikow	Dr. Stacy Volnick
Francois Leconte	

ONE STOP SERVICES COMMITTEE

Goal is to maximize employment and training opportunities for all job seekers, including those with multi-faceted barriers.

Richard Shawbell, Chair

Frank Horkey	Marjorie Walters
Dr. Howard Hepburn	Tara Williams
Felipe Pinzon	Melida Akiti
Catherina Rozario	Sheri Brown Grosvenor

EMPLOYER SERVICES COMMITTEE

Goal is to provide a broad range of workforce information, job matching, and employee training services customized to meet industry demands; develop initiatives that educate employers on best practices critical for maintaining a strong, stable workforce; foster collaborative partnerships with the business community.

Francois Leconte, Chair

Vanessa Cantave	Lori Wheeler
Paul Farren	Denise Jordan
Michael Goldstein	Marie Suarez

AUDIT COMMITTEE

To discuss and recommend audit monitoring protocols, establish policies and procedures, and provide monthly update and trend reports.

Zac Cassidy, Chair

Dr. Ben Chen	Frank Horkey
Keith Costello	Bob Swindell

YOUTH COMMITTEE

Goal is to promote the successful entry of youth into the workplace through the provision of training, education, and experiential activities.

Dawn Liberta, Chair

Rufus James	Joe Cox
Dr. Lisa Knowles	Jill Denis-Lay
	Traci Schweitzer

Agenda Backup

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

**Meeting
#262**

Join Zoom Meeting Details:

Meeting ID:
899 9978 1275

Passcode:
236809

Call-in number:
+1 646 876 9923

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

**THURSDAY
April 24, 2025
11:30 A.M.**

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

WHAT IS WIOA? (Federal)

The **Workforce Innovation Opportunity Act (WIOA)** - WIOA is, as the bill's statement of the Managers states: the "nation's primary programs and investments in employment services, workforce development, adult education and rehabilitation activities." WIOA asks states and local workforce areas to create a system of coordinated, integrated and regionalized service delivery so job seekers and business customers can have seamless access to services. WIOA can best be summarized as providing "workforce development activities, through statewide and local systems that increase the employment, retention, and earnings of participants, and increase attainment of recognized credentials by participants, and as a result, improve the quality of the workforce, reduce welfare dependency, increase economic self-sufficiency, meet the skill requirements of employers, and enhance the productivity and competitiveness of the Nation."

Job seekers, workers and employers are served through the career or one-stop centers. As funds are limited funds, the BWDB is able to provide job search assistance to the universal population, and funds one on one services, training and related costs only for dislocated workers and those most in need. **Dislocated workers** are people affected by a layoff or plant closing and displaced homemakers. Dislocated workers are not subject to income guidelines or have barriers to employment. Those most in need are defined as economically disadvantaged, receiving public assistance or having one or more barriers to employment as defined by WIOA.

Barriers to employment for adults are:

Basic Skills Deficient	Ex-Offenders	School Dropouts
Homeless	English Language Learners	Older Individuals
Substance Abuse	Disabled	Displaced Homemakers
Low Income	Indians	Native Alaskans
Native Hawaiian	Youth Aged Out of Foster Care	Migrant and Seasonal Farmworkers
Welfare Recipients Within 2 Yrs. of Losing Eligibility	Single Parents	Long Term Unemployed

Youth 14-24 may be served by programs funded by WIOA, which emphasizes services to out-of-school youth and requires that 75% of the local allocation be spent on out-of-school youth (OSY). Currently CSBD OSY programs serve youth between the ages of 17 – 24.

WHAT IS FLORIDA WIA 2000? (State)

The Florida Workforce Innovation Act 2000 merged state workforce development program under the federal Workforce Investment Act (WIA) and the welfare-to-work (WAGES) program. WIA 2000 creates a state employment, education and training plan that ensures that programs to prepare workers are responsive to present and future business and industry needs and complements the initiatives of Enterprise Florida. WIA 2000 changes the focus of workforce development to the employer as the customer and puts new emphasis on occupational forecasting, coordination with economic development agencies, and accountability. WIA 2000 created CareerSource Florida to oversee and coordinate workforce development in the State of Florida. It created the Department of Economic Opportunities (DEO) to be the administrative arm for the State.

WHAT ARE THE REQUIREMENTS AND BENEFITS OF WIA 2000 WELFARE TRANSITION?

Requires Work

WIA 2000 eliminates individual entitlement to benefits. At least one adult in each family must work the maximum number of hours allowed. Limited exemptions from work requirements are provided. People who do not comply with work requirements will receive immediate sanctions. WT provides for employer incentives to encourage job creation and retention.

Sets Strict Time Limits for Collecting Cash Assistance

Cash assistance Temporary Assistance for Needy Families (TANF) has a lifetime limit of 48 months. For most adults, temporary assistance (TANF) is limited to 24 months, consecutive or cumulative, out of any consecutive 60 months.

Requires Child Support

Strengthens Teen Pregnancy Prevention and Teen Parent Requirements

WIA 2000 creates aggressive local programs that reduce teen pregnancy. Teen parents must stay in school and live at home or with a responsible adult. Benefits are paid to an alternative payee.

Improves Transition and Support Services

Subsidized childcare and transitional medical benefits are available for participants for up to two years after they earn their way off TANF. Assistance can be provided with transportation, tools, uniforms and emergencies such as rent payments, auto repair, and other expenses that would result in the client not being able to participate in the program. Personal, family or substance abuse counseling or treatment is available.

Education and Training Requirements

WIA 2000 allows clients to participate in training for basic skills, GED preparation, and occupational training. Limits full-time education without employment to 12 months for any individual and to no more than 30% of all the participants at any given time.

MEETING MINUTES

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

**Partnership Meeting #260
Thursday, February 27, 2025
CareerSource Broward Boardroom
2890 West Cypress Creek Road, Ft. Lauderdale, FL 33309**

The Board and Council are reminded of the conflict-of-interest provisions. In declaring a conflict, please refrain from voting or discussion and declare the following information: 1) your name and position on the Board 2) the nature of the conflict and 3) who will gain or lose as a result of the conflict. Please also fill out form 8B prior to the meeting whether or not you are able to attend the meeting if you have a conflict with any agenda items.

Attendees: Mayor Dean Trantalis, Mayor Beam Furr, Mayor Josh Levy, Zac Cassidy, Dr. Ben Chen, Keith Costello, Heiko Dobrikow, Paul Farren, Michael Goldstein, Frank Horkey, Dr. Lisa Knowles, Kevin Kornahrens, Francois Leconte, Dawn Liberta, Catherina Rozario, Mark Schaunaman, Richard Shawbell, Shane Strum, Bob Swindell, Marjorie Walters, Lori Wheeler, Tara Williams, and Jim Ryan, who chaired the meeting.

Guests: Anthony Brunson, Clay Miller, Cynthia Sheppard, Charlie Sheppard, and Tameka Thomas

Staff: Carol Hylton, Ron Moffett, Mark Klinecicz, Rochelle Daniels, Tony Ash, Kim Bryant, Kaminnie Kangal, Dania McKinson, Gil Valme and Samantha Vazquez.

PRESENTATION

Board Chair Jim Ryan presented Mark Schaunaman and Cynthia Sheppard with plaques in recognition of their years of service to the Board and he thanked them for their contributions to workforce development in Broward County.

Mr. Schaunaman reflected on his time with the Board, emphasizing the importance of collaboration and the impact of CareerSource Broward (CSBD) in connecting job seekers with opportunities. He thanked the Board and staff for their dedication.

Ms. Sheppard shared that during her tenure, what stood out most to her was the culture of respect and professionalism among Board members and that decisions prioritized the best interests of the community. She expressed gratitude for the opportunity to serve on the Board.

Mr. Ryan invited President Carol Hylton to provide additional remarks. Ms. Hylton thanked Mr. Schaunaman and Ms. Sheppard for their leadership and partnership, emphasizing their impact on advancing CSBD's mission.

MISSION MOMENT

Jim Ryan showed a video recapping the 2nd Annual State of the Workforce Business Breakfast and Job Fair. Afterward, Mr. Ryan reflected on the success of the State of the Workforce Breakfast and Job Fair. He highlighted that over 200 employers and 2,200 job seekers participated and recognized the Fort Lauderdale, Hollywood, and Pompano Chambers of Commerce for their role in making the event possible. He commended Heiko Dobrikow for taking the lead during the networking breakfast.

Mr. Ryan acknowledged Visit Lauderdale for providing free parking and Broward County Transit for arranging dedicated transportation, which enabled over 400 job seekers from the economically distressed areas to attend. He praised the event's seamless execution, highlighting the CSBD team's efforts in guiding attendees throughout the event, including the use of innovative program booklets and the event app.

Heiko Dobrikow echoed Mr. Ryan's appreciation for the staff's role in making the event a success.

APPROVAL OF MINUTES

Approval of the minutes of the 12/12/24 BWDB meeting #259.

On a motion made by Keith Costello and seconded by Frank Horkey, the BWDB unanimously approved the minutes of the 12/12/24 meeting #259.

CONSENT AGENDA

Consent Agenda items 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

1. Monthly Performance Report

The performance for December is provided. The data reflects that within the Big 6 Regions, CSBD is in a two-way tie for 1st in WIOA Entered Employment Rate (EER), ranks 1st in Welfare Transition All Family Participation, and ranks 2nd in Wagner Peyser EER, Veterans EER and Welfare Transition Two Parent Participation.

2. Letters of Support

Letters of support were written for 1) Healthy Mothers, Healthy Babies Coalition 2) Early Learning Coalition's application to the City of Hollywood for their school readiness program 3) United Way's application for the Homeless Veterans Reintegration Project 4) Harmony Development Center's application to the Children's Services Council for the HEAL program and Quick Response Training grant applications for 5) Align1 Services, LLC 6) Kelly Kronenberg, P.A., and 7) Pixels on Target, LLC.

On a motion made by Frank Horkey and seconded by Lori Wheeler, the BWDB/CSBD Council of Elected Officials unanimously the Consent Agenda of 2/27.

REGULAR AGENDA

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

NEW BUSINESS

1. Anthony Brunson, P.A. Audit for FY 23/24 Presentation

Considered the acceptance of the Audit Report for the period ending 9/30/24. Anthony Brunson, PA, has completed its draft Audit Report for the 23/24 CareerSource Broward fiscal year. The audit is clean and has an unqualified opinion. There are no findings or management recommendations. Approved at the 2/10 combined Executive and Audit Committee meeting. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

Jim Ryan introduced Anthony Brunson, to present the FY 23/24 Audit Report. Mr. Brunson reported that the audit was clean, with an unmodified opinion, and contained no findings or management recommendations. Mr. Brunson expressed that the results are certainly a testament to the efforts of CSBD staff and commended them for their financial management and compliance with accounting principles.

On a motion made by Keith Costello and seconded by Francois Leconte, the BWDB/CSBD Council of Elected Officials unanimously approved the Audit Report for the period ending 9/30/24.

2. Set Aside in the General Fund for Capital Reserve

Considered the acceptance of the Audit Committee's recommendation to include capital expenditures as part of the current set-aside of \$250,000 in the Contingency Reserve in the General Fund. Capital expenditures are returned to the General Fund through depreciation charged to the grants; therefore, this will not reduce the overall set-aside amount but allow us to use the funds if needed. Mayor Trantalis requested that the Audit committee discuss budgeting funds for capital improvements to cover costs incurred in maintaining the 2890 West Cypress Creek Building. Approved at the 2/10 combined Executive and Audit Committee meeting. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

Jim Ryan asked Zac Cassidy, Chair of the Audit Committee, to present the item. Mr. Cassidy reviewed the item that came before the Audit Committee and discussed the rationale supporting the recommendation. There was no further discussion.

On a motion made by Mayor Josh Levy and seconded by Mayor Beam Furr, the BWDB/CSBD Council of Elected Officials unanimously approved the recommendation to include capital expenditures as part of the current set-aside of \$250,000 in the Contingency Reserve in the General Fund.

3. Summer Youth Work Experience Contract with the School Board of Broward County

Considered approving a SYEP contract with the School Board of Broward County (SBBC) through 9/30/28. The SYEP contracts are non-financial; entities agree to serve as host work sites for the youth. CSBD is the youths' employer of record. Because Board Member Dr. Howard Hepburn is employed by the SBBC, he will need to declare a conflict of interest, and a 2/3 vote of the Board members present at a Board meeting with an established quorum is required. Approved at the 11/18 Youth and 2/10 combined Executive and Audit Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations veterans, youth, individuals with disabilities, and ex-offenders.)*

Jim Ryan asked Dawn Liberta, Chair of the Youth Committee, to present the item. Ms. Liberta reviewed the recommendation and noted that Dr. Howard Hepburn has a conflict of interest regarding this item as he is employed by SBBC. Ms. Liberta announced that even though Dr. Hepburn was not in attendance, he would be required to submit a conflict-of-interest form. There was no further discussion.

On a motion made by Heiko Dobrikow and seconded by Lori Wheeler, the BWDB/CSBD Council of Elected Officials unanimously approved a SYEP contract with the SBBC through 9/30/28.

4. Summer Youth Work Experience Contract with Broward County

Considered approving a SYEP contract with Broward County through 9/30/29. The SYEP contracts are non-financial; entities agree to serve as host work sites for the youth. CSBD is the youths' employer of record. Because Board Members Sandy-Michael McDonald and Tara Williams are employed by Broward County, a 2/3 vote of the Board members present at a Board meeting with an established quorum is required. Approved at the 11/18 Youth and 2/10 combined Executive and Audit Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations veterans, youth, individuals with disabilities, and ex-offenders.)*

Jim Ryan asked Dawn Liberta to present the item. Ms. Liberta reviewed the recommendation and noted that both Tara Williams and Sandy Michael McDonald have a conflict of interest as both are employed by the County.

Tara Williams declared her conflict of interest and she abstained from the discussion and vote and completed a conflict-of-interest form at the meeting.

Mr. Ryan stated that Sandy Michael-McDonald was not in attendance but will be required to submit a conflict-of-interest form. There was no further discussion.

On a motion made by Heiko Dobrikow and seconded by Francois Leconte, the BWDB/CSBD Council of Elected Officials unanimously approved a SYEP contract with Broward County through 9/30/29.

5. Accept City of Pompano Beach Career Pathways Funds

Considered the acceptance of \$199,948 from the City of Pompano Beach to fund work experience opportunities for up to 18 Pompano Beach residents. The funds will be used to address skill gaps in the city's workforce by providing targeted work-based training opportunities in high-demand trades such as 1) electrical 2) welding 3) carpentry 4) HVAC and 5) plumbing. In addition to paid internships, participants will receive financial assistance to purchase attire, tools, and other materials related to the internship. CSBD's outreach team will work with prime contractors to identify internship opportunities and facilitate job placement. Approved at the 1/13 Employer Services and 2/10 combined Executive and Audit Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

Jim Ryan asked Francois Leconte, Chair of the Employer Services Committee, to present the item. Mr. Leconte reviewed the recommendation. Carol Hylton indicated that funding resulted from a CSBD center tour with City of Pompano Beach officials.

On a motion made by Paul Farren and seconded by Zac Cassidy, the BWDB/CSBD Council of Elected Officials unanimously approved the acceptance of \$199,948 from the City of Pompano Beach.

6. Accept Supplemental Nutrition Assistance Program (SNAP) Funds

Considered the acceptance of \$204,018 from FloridaCommerce to serve customers receiving food assistance. The goal of the SNAP is to help customers secure employment and/or training services. Participants are referred to us by the Department of Children and Families to participate in work activities as a condition to continue receiving benefits. Approved at the 11/5 One-Stop Services and 2/10 combined Executive and Audit Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

Jim Ryan asked Rick Shawbell, Chair of the One-Stop Services Committee, to present the item. Mr. Shawbell reviewed the recommendation. There was no further discussion.

On a motion made by Rick Shawbell and seconded by Heiko Dobrikow, the BWDB/CSBD Council of Elected Officials unanimously approved the acceptance of \$204,018 from FloridaCommerce to serve customers receiving food assistance.

7. Accept Welfare Transition Program (WTP) Funds

Considered the acceptance of supplemental WTP award of \$200,000 from FloridaCommerce. These funds will be used to help Welfare Transition participants gain and/or retain employment through assistance with 1) job skills training 2) job search and 3) support services and 4) for youth at risk with summer youth employment. Approved at the 2/10 combined Executive and Audit Committee meeting. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

Jim Ryan asked Rick Shawbell to present the item. Mr. Shawbell reviewed the item and stated his support of the recommendation to accept this supplemental award of WTP funds.

There was no further discussion.

On a motion made by Rick Shawbell and seconded by Francois Leconte, the BWDB/CSBD Council of Elected Officials unanimously approved the acceptance of additional WTP funds in the amount of \$200,000 from FloridaCommerce.

8. Transfer of WIOA Dislocated Worker Funds to WIOA Adult Funds

Considered approving the transfer of up to \$1,500,000 from the Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker funding stream to the WIOA Adult funding stream. WIOA allows local boards 100% transferability between the two funding streams. We are seeing more adult-eligible customers than dislocated workers. These funds will be used to provide adult customers with employment services that include 1) occupational skills training 2) work experience 3) Incumbent Worker Training and 4) On-the-Job Training. Approved at the 1/28 One Stop Services and 2/10 combined Executive and Audit Committee meetings. *(This is in alignment with the Board goal to align Broward's services to improve the sustainability of the workforce system through increased funding, efficiency, and relevancy.)*

Jim Ryan asked Rick Shawbell to present the item. Mr. Shawbell stated that this transfer is allowable under WIOA. He added that the recommendation is based on CSBD's monitoring of the budget and expenditures and that the transfer of funds will allow us to serve the maximum number of customers. There was no further discussion.

On a motion made by Rick Shawbell and seconded by Mayor Dean Trantalis, the BWDB/CSBD Council of Elected Officials unanimously approved the transfer of up to \$1,500,000 from the WIOA Dislocated Worker funding stream to the WIOA Adult funding stream.

9. Program Year (PY) 24/25 Revised Budget

Considered approval of the annual update from the preliminary budget presented in June. This is the adjusted budget based on the final grant awards we received. The formula grants for PY 24/25 total \$16,152,373 an increase of \$24,754 from the planning numbers presented in June as we received slightly more formula funds than anticipated. Dedicated grants total \$12,960,002, an increase of \$1,600,634. Our total available budget is \$29,112,375 (\$16,152,373 + \$12,960,002) for PY 24/25. Approved at the 1/28 One Stop Services and 2/10 combined Executive and Audit Committee meetings. *(This is in alignment with the Board goal to align Broward's services to improve the sustainability of the workforce system through increased funding, efficiency, and relevancy.)*

Jim Ryan asked Rick Shawbell to introduce and present the item. Mr. Shawbell reviewed the budget with the members.

Carol Hylton reminded the Board that CSBD maintains administrative costs at 9%, below the 10% statutory limit, in accordance with the Board's request. Francois Leconte inquired whether maintaining administrative costs below 10% allows for competitive staff compensation. Ms. Hylton responded that the admin rate primarily covers human resources and fiscal operations, while all other staffing costs are allocated under program funding. She affirmed that CSBD is able to maintain competitive compensation within this structure and noted that if adjustments become necessary, the matter will be brought back for Board consideration.

On a motion made by Rick Shawbell and seconded by Keith Costello, the BWDB/CSBD Council of Elected Officials unanimously approved the revised annual budget.

REPORTS

1. Upcoming 2025 Board Planning Session

The 2025 Board Planning Session is scheduled for 4/24 following a short board meeting as we have done in previous years. Workgroup thought questions will include topics covering 1) local labor market conditions 2) steps we should take based on the effect of AI on the labor force 3) the silver tsunami and 4) WIOA reauthorization.

Jim Ryan reviewed the item and invited Carol Hylton to provide additional remarks.

Ms. Hylton stated that, as we customarily do, guests have been invited to participate. She noted that 1) Matt Rocco, President of the South Florida Manufacturers Association 2) Mark Wilson, President of the Florida Chamber 3) Kirk Brown, CEO of HANDY and 4) Dr. Henry Mack III, Nominee for Assistant Secretary, Employment and Training Administration, U.S. Department of Labor will be joining us for the Board Planning Session.

Mayor Dean Trantalis requested that we include research on the impact of undocumented workers leaving the workforce for discussion. He noted that an aggressive push to remove undocumented workers could lead to significant workforce shortages, particularly in certain industries, and raised the question of how CSBD could support employers facing these potential gaps.

Ms. Hylton responded that staff will research how these workforce shifts may impact Broward County employers. She stated that if workforce deficits arise due to these changes, CSBD can explore additional ways to assist businesses affected by labor shortages by using our work-based training programs to assist employers to gain the talent they need.

Heiko Dobrikow added that small businesses with fewer than 10 employees are not required to use E-Verify, and it would be important to assess how many such employers in Broward County might currently rely on undocumented workers. He suggested this be examined as part of the discussion at the planning session. Mr. Ryan agreed, stating that these workforce changes could also impact the families of these workers and create broader economic challenges.

Frank Horkey inquired if potential federal funding cuts could impact CSBD's programs. Ms. Hylton shared that when funding freezes were initially proposed, there was uncertainty regarding our funding status. However, the State confirmed that WIOA funding remains stable for the current program year. She added that changes could occur with the next program year, and CSBD will monitor developments closely. She also noted that unemployment rates influence WIOA funding formulas, which could further impact future allocations.

Keith Costello shared that he recently met with members of the House and Senate in Washington, D.C., where similar questions were raised. He stated that lawmakers currently do not have clear answers, as many deciding factors remain unresolved.

2. General Fund Balance

As we reported to the governing boards, the General Fund balance was \$1,278,905 as of 6/30/24. From 7/1/24 through 12/31/24, we realized revenues of \$137,514 and incurred expenditures of \$83,525. The General Fund balance as of 12/31/24 is \$1,332,894. Of this amount \$566,681 is held in reserve leaving a balance of \$766,213.

Jim Ryan asked Zac Cassidy to present the item. Mr. Cassidy reviewed the memo with the members.

Frank Horkey inquired if we needed to transfer funds to cover salaries or whether this was already reflected in the budget. Carol Hylton confirmed that this allocation is included in Chart 2 under "Board Approved Budget Items" on page 43 of the agenda backup.

3. Budget vs. Actual Expenditure Report

Pursuant to Board request we report on Budget vs Actual expenditures. Each year we budget to spend 100% of our grants. CSBD receives some of its funds based on its program year which is 7/1 – 6/30 and some of its funds based on the federal fiscal year 10/1 – 9/30 which is also the CSBD fiscal year. While WIOA Youth, Wagner Peyser, and Veterans expenditures appear low, we have plans to expend the funds. For SNAP, we have adjusted the budget accordingly to bring it into alignment.

Jim Ryan asked Zac Cassidy to present the item. Mr. Cassidy reviewed the report with the members. Mr. Ryan then invited Carol Hylton to provide additional comments.

Carol Hylton reported that youth program expenditures are at 34% at the mid-year mark. While this appears slightly low, she explained that two of the youth programs serve in-school participants. We expect expenditures to increase in the coming months as spending for work experience typically begins around this time of year. Ms. Hylton also addressed the Wagner-Peyser funding, indicating that it is due to CSBD's request to the State to carry forward funds from the previous program year to support a potential relocation at the One Stop Center located on Oakland Park Blvd. Since the move has not yet occurred, the funds remain available and are expected to be utilized before the end of the program year.

4. Property & General Liability Insurance Report

This is to report on the 24/25 insurance coverage for CSBD. We received quotes from multiple carriers in each category but are remaining with our current carriers as they offered the lowest rates which are as follows: 1) Commercial general liability, Nautilus Insurance Company Inc., \$71,589 2) Commercial Property and Windstorm coverage for the Cypress Creek Office, Frontline Insurance Unlimited, \$61,774 3) Commercial Property and Windstorm coverage for the career center offices, Lloyds of London, \$11,688 4) Window coverage for the North Center as required by the lease, US Plate Glass Insurance Co., \$1,610 5) Electronic Data Processing, AGCS Marine Insurance Company, \$15,206 and 6) Umbrella coverage, Scottsdale Insurance Co., \$7,572. Please note that while our general liability insurance premium increased by \$13,857, our commercial property insurance premium decreased by \$26,377 this year. Each policy is under \$100,000.

Jim Ryan asked Zac Cassidy to present the item which he did.

Mayor Dean Trantalis inquired about the coverage provided under CSBD's commercial property insurance, specifically whether it includes hazard, fire, and windstorm coverage. Rochelle Daniels, General Counsel, clarified that windstorm coverage is not included in standard commercial property insurance and must be purchased separately. She explained that the \$61,774 allocation for the Cypress Creek administrative building covers both commercial property and windstorm insurance, while an additional \$11,688 is allocated for commercial property and windstorm coverage for the career center offices.

Mayor Trantalis asked whether all CSBD locations have impact windows. Ms. Daniels confirmed that the administrative building has impact windows, as they were installed during renovations. However, our other centers where we are renting do not have impact windows. Carol Hylton clarified that while CSBD's general liability insurance premium increased by \$13,857, the commercial property insurance premium decreased by \$26,377.

5. Update on Worlds of Work (WOW) Youth Career Exploration Event

CSBD, in partnership with the School Board, will host the 2025 WOW on 3/11 at the Amerant Bank Arena. WOW is an immersive experiential learning event where youth in the 9th and 10th grades will learn about in-demand career pathways that align with their interests. New this year, we are adding 1) education 2) government and 3) professional services "worlds" that will include occupations in legal services, marketing and finance/banking.

Jim Ryan asked Dawn Liberta to present the item. Dawn Liberta encouraged Board members

to attend this upcoming WOW event on 3/11, stating that those who have not attended before would be amazed by the interactive exhibits and hands-on experiences. She commended CSBD staff for their exceptional work in organizing the event.

Carol Hylton shared that WOW will feature approximately 60 immersive exhibits. Representatives from local governments, including Miramar, Sunrise, and Oakland Park, will be present, along with agencies such as the FBI and FPL. She expressed appreciation that several Board members will not only be attending but also serving as exhibitors.

6. The Children's Services Council (CSC) Monitoring Report

The CSC of Broward County conducted an administrative and fiscal review of the CSBD 2024 summer program, and we were commended for having no findings.

Jim Ryan expressed his appreciation for an excellent monitoring report and congratulated staff.

7. Taylor Hall Miller Parker, (THMP) P.A. Program Monitoring - Report #3

THMP conducted program monitoring for the period 3/15/24 through 7/26/24. They reviewed a total of 177 files consisting of 6,998 elements. There were 5 findings and 14 observations. This equates to an error rate of .07%, or less than 1%. All findings and observations were corrected except where cases were closed and no further action could be taken.

Jim Ryan asked Ron Moffett to present the report. Mr. Moffett requested that the Chair allow him to review this and the following four reports at the same time. Mr. Ryan gave permission to do so. Mr. Moffett went over the reports, highlighting the various monitoring periods, the high number of files and elements reviewed, and the extremely low error rate, which in several cases equated to 0%. Mr. Ryan expressed his appreciation for the excellent monitoring reports and congratulated the staff.

8. Cherry Bekaert LLP Financial Monitoring - Report #3 for PY 2024

Cherry Bekaert conducted financial monitoring for the period 3/1/24 through 6/30/24. Cherry Bekaert reviewed a total of 809 elements during the review period. There were no findings or observations for a 0% error rate.

9. Cherry Bekaert LLP Financial Monitoring - Report #1 for PY 2025

Cherry Bekaert conducted fiscal monitoring for the period 7/1/24 through 9/30/24. Cherry Bekaert reviewed a total of 1,047 elements during the review period. There were no findings or observations for a 0% error rate.

10. FloridaCommerce PY 22/23 Financial and Programmatic Monitoring Report

FloridaCommerce conducted its annual fiscal and programmatic monitoring for the review period of 4/1/22 to 3/31/23 and issued its report on 8/15/24. There were 1) zero (0) fiscal findings, observations, and technical assistance items, equating to a 0% error rate, and 2) a total of 200 program files consisting of 4,637 elements were reviewed, with seven (7) program findings and two (2) other non-compliance issues identified, equating to an error rate of .15%, less than 1%. All findings and other non-compliance issues were corrected except where cases were closed, and no further action could be taken.

11. FloridaCommerce Financial Monitoring Report

FloridaCommerce conducted its annual fiscal monitoring for the review period of 10/1/22 to 9/30/23 and issued its report on 11/14/24. The scope of the financial review included an examination of CSBD's internal controls, financial management systems, procurements, contract management processes, sub-recipient monitoring, cost allocations, payroll, disbursement testing, and reporting and reconciliation of financial data. In all areas,

FloridaCommerce determined that CSBD has appropriate processes, procedures, and controls in place and that they are properly implemented. There were zero (0) findings, non-compliance issues, or observations.

12. CSBD Infograph January 2024 – December 2024

CSBD's Infograph was created to convey information quickly and clearly through visual elements about the delivery of our services to employers, community stakeholders and job seekers. During the period covered, CSBD hosted 177 recruitment events and job fairs, assisted Broward employers with nearly \$4.9 million in work-based training and provided over \$5 million in scholarships for training. The infograph has been distributed throughout Broward County including 1) our community partners 2) Public Information Officers and 3) the Broward Legislative Delegation.

Carol Hylton shared that during her recent attendance at the National Association of Workforce Boards (NAWB) conference, she presented CSBD's infograph, which was well received by other workforce directors.

Jim Ryan expressed his enthusiasm for the infograph, stating that it serves as a valuable resource not only for engaging with legislators but also for networking with potential employers and industry colleagues. He emphasized that the document effectively highlights key performance metrics, including employer engagement, funding allocations, and testimonials, making it a useful and accessible summary of CSBD's impact.

13. CSBD Hosts Broward County Public Schools

CSBD hosted a meeting with over 50 School Board Career Champions at our South Career Center on Wednesday, 11/6. The Champions help students prepare for life after high school. We showcased the marine and healthcare videos to gain more exposure for these industries. A tour of the center followed the meeting as it is important that they see first-hand the job seeker services CSBD offers to students and their parents. The idea for this collaboration stemmed from an Education and Industry Consortium meeting.

Carol Hylton explained that the strategy behind the initiative is to engage career champions by familiarizing them with CSBD's mission and services and showcasing the industry videos that have been developed.

14. Heiko Dobrikow Honored

Board Member Heiko Dobrikow, General Manager and Executive Vice President of Riverside Hotel & Las Olas Company, was recognized in Florida Trend's January 2025 edition as one of the "People to Know in Florida." This recognition highlights his leadership and profound impact on Florida's business and tourism landscape. Congratulations, Heiko!

Jim Ryan introduced the item and asked all of the members to join him in congratulating Heiko Dobrikow on receiving this recognition.

15. Michael Goldstein Honored

Board Member Michael Goldstein, President and CEO of LAN Infotech, was awarded the 2024 Soteria Award as the Most Trusted Managed Service Provider in North America at the Titans of the Industry Awards Gala on 12/4. This award recognizes his leadership, client satisfaction, and innovative IT solutions. Congratulations, Michael!

Jim Ryan introduced the item and asked all of the members to join him in congratulating Michael Goldstein on his award.

16. Sandy-Michael McDonald Honored

Board Member Sandy-Michael McDonald, Director of the Office of Economic and Small Business Development for Broward County, will receive the 2024 Visionary Award from the Greater Hollywood Chamber of Commerce at The Diplomat Beach Resort's Business Excellence Awards on 2/28. Congratulations, Sandy!

Jim Ryan introduced the item and asked all of the members to join him in congratulating Sandy-Michael McDonald on his award.

17. Broward County Unemployment and Economic Dashboard

There is no report this month due to "benchmarking" which happens each year at this time when the previous year's statistics are "trued up." The January report will be issued on March 17th. February labor statistics for Florida will be released on March 28th. CSBDs Economic and Workforce Dashboard allows website visitors to review the current and historical economic and workforce status of Broward County. The dashboard is a value-added resource allowing businesses and those looking to move to Broward the ability to make data-informed decisions.

Jim Ryan asked Mark Klincewicz, Executive VP of Operations, to present the item. Mr. Klincewicz shared that inflation appears to be stabilizing, housing prices have begun to level off, and the cruise industry set a record in December with over 600,000 passengers.

Heiko Dobrikow noted that while the economy remains strong, there is an 11.6% labor supply-demand deficit, meaning job openings are outpacing available workers, a trend expected to continue through the summer. He also mentioned that more than 1,000 new hotel rooms are expected to open in the next three years, increasing workforce demands. Mr. Dobrikow emphasized the need for technology-driven solutions to address labor shortages and noted that workforce housing efforts will take time to make a significant impact.

MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL OF ELECTED OFFICIALS - None.

MATTERS FROM THE BROWARD WORKFORCE DEVELOPMENT BOARD CHAIR

Jim Ryan reflected on his recent walkthrough as a job seeker at one of our One-Stop centers, registering in the system to better understand the customer experience. He found the process insightful and identified areas for improvement, particularly noting that EmployFlorida, the State platform could benefit from enhancements to improve the end user experience.

Mr. Ryan went on to emphasize the need to prepare for AI's impact on the workforce, stating that automation will affect jobs across multiple sectors, from frontline roles to professional industries. He highlighted the importance of working with academia and civic leaders to understand and address these workforce disruptions. He also stressed the need to enhance financial literacy education for youth, ensuring that young workers understand how to manage and invest their earnings effectively. He noted that events like the upcoming WOW event help to support this effort. Lastly, he expressed his enthusiasm for serving as Board Chair and thanked the Immediate Past Chair, Heiko Dobrikow, for his leadership, particularly in driving momentum for the State of the Workforce event. He commended the CSBD staff for their role in making that event a success and looked forward to collaborating with the Board members in the years ahead.

MATTERS FROM THE BOARD

Dawn Liberta announced that Healthy Mothers, Healthy Babies is hosting its 32nd Annual Mother's Day Luncheon, with tickets and sponsorships available on their website.

Francois Leconte informed the Board that his company has undergone a name change and will now operate as Findal Media and Technology Group.

Mr. Dobrikow also praised the staff for their outstanding performance in the recent audit and monitoring reports, emphasizing the complexity of CSBD's operations and the potential for errors.

He noted that the "whistle clean" audit reflects the organization's high standards and strong leadership under Carol Hylton. He expressed his pride in the team's dedication and commitment to excellence.

MATTERS FROM THE FLOOR - None.

MATTERS FROM THE PRESIDENT/CEO

Carol Hylton congratulated Dawn Liberta and Healthy Mothers, Healthy Babies for receiving a \$726,000 award from a major pharmaceutical company to support the Mahogany Project, which provides critical health resources to high-risk pregnant women in Broward County.

She reported that CSBD recently held its staff planning session, where employees engaged in discussions on increasing the use of technology and improving operational efficiency.

She shared that Mayor Joyce Davis of Dania Beach recently toured a CSBD One-Stop center and expressed interest in expanding our partnership. As a result of the visit, Dania Beach has committed \$50,000 to SYEP.

Carol Hylton announced that CSBD is planning to implement an electronic timesheet system for SYEP participants, enhancing payroll efficiency. She also highlighted CSBD's efforts to teach youth fiscal responsibility through issued bank cards, reducing reliance on check-cashing services. This financial literacy lesson is integrated into the program's three-day employability skills training. CSBD expects to serve 1,165 youth this year out of 3,300 applicants and is working to maximize participation.

Ms. Hylton further encouraged Board members to attend the upcoming WOW Youth Career Exploration Event on 3/11 and the Board Planning Retreat on 4/24.

ADJOURNMENT 1:21

<p><i>THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE BROWARD COUNCIL MEETING IS APRIL 24, 2025.</i></p>

MEETING MINUTES

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

**Partnership Meeting #261
Wednesday, March 26, 2025
CareerSource Broward Boardroom
2890 West Cypress Creek Road, Ft. Lauderdale, FL 33309**

This meeting was held via Zoom video conference.

The Board and Council are reminded of the conflict-of-interest provisions. In declaring a conflict, please refrain from voting or discussion and declare the following information: 1) your name and position on the Board 2) the nature of the conflict and 3) who will gain or lose as a result of the conflict. Please also fill out form 8B prior to the meeting whether or not you are able to attend the meeting if you have a conflict with any agenda items.

Attendees: Vanessa Cantave, Zac Cassidy, Keith Costello, Paul Farren, Dr. Lisa Knowles, Francois Leconte, Felipe Pinzon, Catherina Rozario, Rick Shawbell, Shane Strum, Tara Williams, and Jim Ryan, who chaired the meeting.

Guests: None.

Staff: Carol Hylton, Ron Moffett, Mark Klineciewicz, Rochelle Daniels, Tony Ash, and Samantha Vazquez.

REGULAR AGENDA

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

NEW BUSINESS

1. Accept Artificial Intelligence (AI) Incumbent Worker Training (IWT) Pilot Program Funds

Considered the acceptance of \$300,000 from FloridaCommerce to assist eligible incumbent workers whose jobs are at risk due to automation and AI advancements with upskilling and reskilling to retain employment. These IWT funds will be used to cover a percentage of the training costs pursuant to the Workforce Innovation and Opportunity Act requirements and must be used by 6/30/25, the end of the grant period. (*This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.*)

Board Chair Jim Ryan asked President Carol Hylton to present the item.

Ms. Hylton stated that following a conversation with Chair Ryan, she contacted CareerSource Florida (CSF) to request the availability of training funds for employers whose workers were being impacted by AI. CSF contacted Ms. Hylton to let her know that they had \$300,000 available however the funds had to be spent by June 30, 2025.

Vanessa Cantave and Francois Leconte commented that securing the funds would be very helpful to local employers.

Ms. Hylton went on to say that to make employers aware of this training opportunity, we informed our board members and asked our business intermediaries, including the chambers, to contact their roster of employers. Several Board Members immediately expressed their interest in training their employees. To comply with the FloridaCommerce Related Party requirements applicable to board members, and given the limited time to spend the funds, we called this meeting to expedite the acceptance and approval process. As our elected officials were not available to meet today, they will meet separately.

Mr. Ryan thanked Ms. Hylton, and acknowledged the team's efforts to mobilize quickly. He noted that the grant, represents a valuable opportunity for the region.

On a motion made by Keith Costello and seconded by Dr. Lisa Knowles, the BWDB unanimously approved accepting an award of \$300,000 from FloridaCommerce to assist eligible incumbent workers whose jobs are at risk due to automation and AI advancements with upskilling and reskilling to retain employment.

2. Broward Health Incumbent Worker Training (IWT) Grant Application

Considered awarding Broward Health an IWT grant in the amount of up to \$25,000. The funds will be used for about 25 employees who need AI training to perform their job duties. CSBD will contribute 50% toward the total cost of the training. Because Board Member Shane Strum is the President/CEO of Broward Health a 2/3 vote of the Board is required. (*This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and education and connecting them to the workforce system to produce innovative solutions.*)

Jim Ryan asked Carol Hylton to present the item, which she did.

Shane Strum declared his conflict of interest as he is employed by Broward Health and abstained from the discussion and vote, and will complete a conflict-of-interest form.

On a motion made by Francois Leconte and seconded by Keith Costello, the BWDB unanimously approved awarding Broward Health an IWT grant of up to \$25,000.

3. Advanced Roofing Incumbent Worker Training (IWT) Grant Application

Considered awarding Advanced Roofing an IWT grant in the amount up to \$26,500 to train about 30 employees on AI impacts on the roofing sector through AI-powered inspections, automated estimates, and predictive maintenance. CSBD will contribute 50% toward the total cost of the training. Because Board Officer Kevin Kornahrens is employed by Advanced Roofing, a 2/3 vote of the Board is required. (*This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and education and connecting them to the workforce system to produce innovative solutions.*)

Jim Ryan asked Carol Hylton to present the item.

Ms. Hylton stated that Mr. Kornahrens was not in attendance and, as an employee of Advanced Roofing, has a conflict of interest and will be asked to complete the required form.

On a motion made by Francois Leconte and seconded by Dr. Lisa Knowles, the BWDB

unanimously approved awarding Advanced Roofing an IWT grant of up to \$26,500.

4. Locality Bank Incumbent Worker Training (IWT) Grant Application

Considered awarding Locality Bank an IWT grant in the amount of up to \$25,000 to train about 15 employees with respect to AI fraud prevention and to enhance concierge banking services. CSBD will contribute 90% toward the total cost of the training. Because Keith Costello, is a partner, and Heiko Dobrikow, is the Chair of the bank's advisory board and a shareholder a 2/3 vote of the Board is required. *(This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and education and connecting them to the workforce system to produce innovative solutions.)*

Jim Ryan introduced the item and asked Carol Hylton to present it.

Keith Costello declared his conflict of interest as he is employed by Locality Bank, abstained from the discussion and vote, and will complete a conflict-of-interest form.

Ms. Hylton stated Mr. Dobrikow was not present and that as a member of the Locality Bank board he will be asked to complete the required conflict of interest form.

On a motion made by Francois Leconte and seconded by Dr. Lisa Knowles, the BWDB unanimously approved awarding Locality Bank an IWT grant of up to \$25,000.

5. LAN Infotech Incumbent Worker Training (IWT) Grant Application

Considered awarding LAN Infotech an IWT grant in the amount of up to \$25,000 to train about five (5) Help Desk Engineers who need training in the deployment of tools such as Remote Monitoring Management Tool. Professional Automation Tool, Azure Virtual Desktop Specialty. SonicWall Network Security Professional (SNSP) to maintain their jobs. CSBD will contribute 90% toward the total cost of the training. Because Board Member Michael Goldstein is the President of LAN Infotech, a 2/3 vote of the Board members is required. *(This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and education and connecting them to the workforce system to produce innovative solutions.)*

Jim Ryan asked Carol Hylton to present the item.

Ms. Hylton stated that Michael Goldstein was not in attendance and, as he is employed by Lan Infotech, he will be asked to complete the required conflict of interest form.

On a motion made by Francois Leconte and seconded by Zac Cassidy, the BWDB unanimously approved awarding LAN Infotech an IWT grant of up to \$25,000.

6. Riverside Hotel Incumbent Worker Training (IWT) Grant Application

Considered awarding the Las Olas Company, Inc., the parent company of the Riverside Hotel, an IWT grant in the amount of up to \$20,000 to train about 9 employees whose jobs will be impacted by the advent of AI. CSBD will contribute 50% toward the total cost of the training. Because Board Member Heiko Dobrikow is the EVP & General Manager of the Las Olas

Company a 2/3 vote of the Board is required. *(This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and education and connecting them to the workforce system to produce innovative solutions.)*

Jim Ryan asked Carol Hylton to present the item.

Ms. Hylton stated that Heiko Dobrikow was not in attendance and, as he is employed by the Las Olas Company, Inc., he will be asked to complete the required conflict of interest form.

On a motion made by Francois Leconte and seconded by Jim Ryan, the BWDB unanimously approved awarding LOC, the parent company of the Riverside Hotel, an IWT grant of up to \$20,000.

7. Greater Fort Lauderdale Alliance Incumbent Worker Training (IWT) Grant Application

Considered awarding the Greater Fort Lauderdale Alliance (GFLA) an IWT grant in the amount of up to \$11,000 to train about 22 employees whose jobs will be impacted by the advent of AI. CSBD will contribute 90% toward the total cost of the training. Because Board Member Bob Swindell is the President of GFLA, a 2/3 vote is required. *(This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and education and connecting them to the workforce system to produce innovative solutions.)*

Jim Ryan asked Carol Hylton to present the item.

Ms. Hylton stated that Bob Swindell was not in attendance and, as an employee of GFLA, has a conflict of interest and will be asked to complete the required form.

On a motion made by Francois Leconte and seconded by Dr. Lisa Knowles, the BWDB unanimously approved awarding GFLA an IWT grant of up to \$11,000.

8. The School Board of Broward County Incumbent Worker Training (IWT) Grant Application

Considered awarding the School Board of Broward County (SBBC) an IWT grant in the amount of up to \$50,000 to train about 35 teachers who are required to be adept in the use of AI in the classroom or be at risk of being replaced. CSBD will contribute 50% toward the total cost of the training. Because Board Member Dr. Howard Hepburn is the Superintendent of Schools, a 2/3 vote is required. *(This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and education and connecting them to the workforce system to produce innovative solutions.)*

Jim Ryan asked Carol Hylton to present the item.

Ms. Hylton stated that Dr. Howard Hepburn was not in attendance and, as an employee of the School Board of Broward County, he will be asked to complete the required conflict of interest form.

On a motion made by Francois Leconte and seconded by Paul Farren, the BWDB unanimously approved awarding the School Board of Broward County an IWT grant of up to \$50,000.

REPORT

1. Upcoming 2025 Board Planning Session

The 2025 Board Planning Session is scheduled for 4/24 following a short board meeting as we have done in previous years. Please plan to arrive at 11:30 a.m. Workgroup thought questions will include topics covering 1) local labor market conditions 2) steps we should take based on the effect of AI on the labor force 3) the silver tsunami and 4) WIOA reauthorization.

Carol Hylton told the members that the Strategic Planning Session will include a fireside chat with Mark Wilson, President/CEO Florida Chamber, and Dr. Henry Mack III, USDOL Assistant Secretary of Labor, ETA (Nom).

MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL OF ELECTED OFFICIALS

None.

MATTERS FROM THE BROWARD WORKFORCE DEVELOPMENT BOARD CHAIR

None.

MATTERS FROM THE BOARD

Rick Shawbell thanked Jim Ryan for his leadership in encouraging CSBD to request the AI grant stating that the AI initiative will benefit businesses and workforce development in Broward County. He commended Carol Hylton and her team for their efforts.

Ms. Hylton expressed her appreciation.

MATTERS FROM THE FLOOR

None.

MATTERS FROM THE PRESIDENT/CEO

None.

ADJOURNMENT 12:17 p.m.

<p><i>THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE BROWARD COUNCIL MEETING IS APRIL 24, 2025.</i></p>



CareerSource Broward
Council of Elected Officials
Monday, April 7, 2025
12:00 p.m. – 1:00 p.m.

Zoom Meeting ID: 840 9211 9103
Zoom Password: 319343
Zoom Call-In: +1 646 876 9923

MEETING MINUTES

CareerSource Broward
2890 West Cypress Creek Road, Ft. Lauderdale, FL 33309

The Council was reminded of the conflict-of-interest provisions.

ATTENDEES IN-PERSON: Mayor Beam Furr, Mayor Josh Levy, and Mayor Dean Trantalis, who chaired the meeting.

STAFF: Ron Moffett, Rochelle Daniels, and Samantha Vazquez.

At the start of the meeting, Ron Moffett, Executive Vice President, reminded the Council that he would be representing Carol Hylton, President, as she could not attend.

NEW BUSINESS

1. Accept Artificial Intelligence (AI) Incumbent Worker Training (IWT) Pilot Program Funds

Considered the acceptance of \$300,000 from FloridaCommerce to assist eligible incumbent workers whose jobs are at risk due to automation and AI advancements with upskilling and reskilling to retain employment. These IWT funds will be used to cover a percentage of the training costs pursuant to the Workforce Innovation and Opportunity Act requirements and must be used by 6/30/25, the end of the grant period. Approved at the 3/26 BWDB meeting. (*This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.*)

Mayor Josh Levy asked Ron Moffett to present the item.

Mr. Moffett explained that following a conversation between President/CEO Carol Hylton and Board Chair Jim Ryan, she contacted CareerSource Florida (CSF) to request the availability of training funds for employers whose workers were being impacted by AI. CSF contacted Ms. Hylton to let her know that they had \$300,000 available however the funds had to be spent by June 30, 2025.

Mr. Moffett added that to make employers aware of this training opportunity, we informed our board members and asked our business intermediaries, including the chambers, to contact their roster of employers. Several Board Members immediately expressed their interest in training their employees. To comply with the FloridaCommerce Related Party requirements applicable to board members, and given the limited time to spend the funds, we called this meeting to expedite the acceptance and approval process. Mr. Moffett noted that the recommendation to accept the funds was approved at the 3/26 Board meeting.

On a motion made by Mayor Josh Levy and seconded by Mayor Beam Furr, the CareerSource Broward Council of Elected Officials unanimously approved the acceptance of \$300,000 from FloridaCommerce to assist eligible incumbent workers whose jobs are at risk due to automation and AI advancements with upskilling and reskilling to retain employment.

2. Broward Health Incumbent Worker Training (IWT) Grant Application

Considered awarding Broward Health an IWT grant in the amount of up to \$25,000. The funds will be used for about 25 employees who need AI training to perform their job duties. CSBD will contribute 50% toward the total cost of the training. Because Board Member Shane Strum is the President/CEO of Broward Health a 2/3 vote of the Board was required. Approved by a 2/3 vote of the Board members present after a quorum was established at the 3/26 meeting. (*This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and education and connecting them to the workforce system to produce innovative solutions.*)

Mayor Josh Levy asked Ron Moffett to introduce and present the item. Mr. Moffett reviewed the grant application and the process for approving IWT grant applications from companies represented on the BWDB stating that regardless of the amount requested, the award must be approved by a 2/3rd vote of the BWDB which they did at their meeting on 3/26. Mr. Moffett added that such contracts over \$10,000 must also be approved by Florida Commerce prior to the contract start.

On a motion made by Mayor Beam Furr and seconded by Mayor Josh Levy, the CareerSource Broward Council of Elected Officials unanimously approved awarding Broward Health an IWT grant of up to \$25,000.

3. Advanced Roofing Incumbent Worker Training (IWT) Grant Application

Considered awarding Advanced Roofing an IWT grant in the amount up to \$26,500 to train about 30 employees on AI impacts on the roofing sector through AI-powered inspections, automated estimates, and predictive maintenance. CSBD will contribute 50% toward the total cost of the training. Because Board Officer Kevin Kornahrens is employed by Advanced Roofing, a 2/3 vote of the Board was required. Approved by a 2/3 vote of the Board members present after a quorum was established at the 3/26 meeting. (*This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and education and connecting them to the workforce system to produce innovative solutions.*)

Mayor Josh Levy asked Ron Moffett to introduce the item and review the recommendation which he did. There was no further discussion.

On a motion made by Mayor Beam Furr and seconded by Mayor Josh Levy, the CareerSource Broward Council of Elected Officials unanimously approved awarding Advanced Roofing an IWT grant of up to \$26,500.

4. Locality Bank Incumbent Worker Training (IWT) Grant Application

Considered awarding Locality Bank an IWT grant in the amount of up to \$25,000 to train about 15 employees with respect to AI fraud prevention and to enhance concierge banking services. CSBD will contribute 90% toward the total cost of the training. Because Keith Costello, is a partner, and Heiko Dobrikow, is the Chair of the bank's advisory board and a shareholder a 2/3 vote of the Board was required. Approved by a 2/3 vote of the Board members present after a quorum was established at the 3/26 meeting. (*This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and education and connecting them to the workforce system to produce innovative solutions.*)

Mayor Josh Levy asked Ron Moffett to introduce the item and review the recommendation which he did. There was no further discussion.

On a motion made by Mayor Beam Furr and seconded by Mayor Josh Levy, the CareerSource Broward Council of Elected Officials unanimously approved awarding Locality Bank an IWT grant of up to \$25,000.

5. LAN Infotech Incumbent Worker Training (IWT) Grant Application

Considered awarding LAN Infotech an IWT grant in the amount of up to \$25,000 to train about five (5) Help Desk Engineers who need training in deployment of tools such as Remote Monitoring Management Tool. Professional Automation Tool, Azure Virtual Desktop Specialty. SonicWall Network Security Professional (SNSP) to maintain their jobs. CSBD will contribute 90% toward the total cost of the training. Because Board Member Michael Goldstein is the President of LAN Infotech, a 2/3 vote of the Board members was required. Approved by a 2/3 vote of the Board members present after a quorum was established at the 3/26 meeting. (*This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and education and connecting them to the workforce system to produce innovative solutions.*)

Mayor Josh Levy asked Ron Moffett to present the item.

Before doing so, Mr. Moffett acknowledged that Mayor Dean Trantalis had joined the meeting.

Mayor Josh Levy welcomed Mayor Trantalis and provided an update on the actions already taken by the Council. Mayor Trantalis affirmed his vote in support of the previous items.

Mr. Moffett then proceeded to review the recommendation. There was no further discussion.

On a motion made by Mayor Josh Levy and seconded by Mayor Beam Furr, the CareerSource Broward Council of Elected Officials unanimously approved awarding LAN Infotech an IWT grant of up to \$25,000.

6. Riverside Hotel Incumbent Worker Training (IWT) Grant Application

Considered awarding the Las Olas Company, Inc., the parent company of the Riverside Hotel, an IWT grant in the amount of up to \$20,000 to train about 9 employees whose jobs will be impacted with the advent of AI. CSBD will contribute 50% toward the total cost of the training. Because Board Member Heiko Dobrikow is the EVP & General Manager of the Las Olas Company a 2/3 vote of the Board was required. Approved by a 2/3 vote of the Board members present after a quorum was established at the 3/26 meeting. *(This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and education and connecting them to the workforce system to produce innovative solutions.)*

Mayor Dean Trantalis asked Ron Moffett to introduce the item and review the recommendation which he did. There was no further discussion.

On a motion made by Mayor Beam Furr and seconded by Mayor Josh Levy, the CareerSource Broward Council of Elected Officials unanimously approved awarding LOC, the parent company of the Riverside Hotel, an IWT grant of up to \$20,000.

7. Greater Fort Lauderdale Alliance Incumbent Worker Training (IWT) Grant Application

Considered awarding the Greater Fort Lauderdale Alliance (GFLA) an IWT grant in the amount of up to \$11,000 to train about 22 employees whose jobs will be impacted by the advent of AI. CSBD will contribute 90% toward the total cost of the training. Because Board Member Bob Swindell is the President of GFLA, a 2/3 vote was required. Approved by a 2/3 vote of the Board members present after a quorum was established at the 3/26 meeting. *(This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and education and connecting them to the workforce system to produce innovative solutions.)*

Mayor Dean Trantalis asked Ron Moffett to present the item. Mr. Moffett provided a summary of the recommendation stating that the item was similar in nature to the previous grant applications from Board members. There was no further discussion.

On a motion made by Mayor Josh Levy and seconded by Mayor Beam Furr, the CareerSource Broward Council of Elected Officials unanimously approved awarding GFLA an IWT grant of up to \$11,000.

8. The School Board of Broward County Incumbent Worker Training (IWT) Grant Application

Considered awarding the School Board of Broward County an IWT grant in the amount of up to \$50,000 to train about 35 teachers who are required to be adept in the use of AI in the classroom or be at risk of being replaced. CSBD will contribute 50% toward the total cost of the training. Because Board Member Dr. Howard Hepburn is the Superintendent of Schools, a 2/3 vote was required. Approved by a 2/3 vote of the Board members present after a quorum was established at the 3/26 meeting. *(This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and education and connecting them to the workforce system to produce innovative solutions.)*

Mayor Dean Trantalis asked Ron Moffett to introduce the item and review the recommendation which he did. There was no further discussion.

On a motion made by Mayor Beam Furr and seconded by Mayor Josh Levy, the CareerSource Broward Council of Elected Officials unanimously approved awarding the School Board of Broward County an IWT grant of up to \$50,000.

Rochelle Daniels commented that a press release was also issued to inform the community about the availability of these funds, generating additional interest. She noted that while several Board members expressed interest in participating, based on past experience, not all may submit the required documentation. As a result, a significant portion of the funds is still expected to be awarded throughout the general business community.

REPORT

1. Upcoming 2025 Board Planning Session

The 2025 Board Planning Session is scheduled for 4/24 following a short board meeting as we have done in previous years. Please plan to arrive at 11:30 a.m. Workgroup thought questions will include topics covering 1) local labor market conditions 2) steps we should take based on the effect of AI on the labor force 3) the silver tsunami and 4) WIOA reauthorization.

Ron Moffett reminded the Council about the Board Planning Session scheduled for Thursday, 4/24, noting that Mark Wilson and Henry Mack III are confirmed speakers. He shared that we hope the Council will be able to attend and stated that the minutes from this meeting will be presented for approval during the Board Meeting immediately preceding the Planning Session.

Mayor Beam Furr confirmed that the invitation was on his calendar and that he plans to attend.

MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL OF ELECTED OFFICIALS

Mayor Josh Levy raised a question about the scope and depth of the AI training funded by the grant. He noted that while many are familiar with casual applications like ChatGPT, it would be valuable for decision-makers to better understand the magnitude and substance of the training. He suggested that CSBD arrange for a presentation to the Council and Board to assess its potential impact on Broward County industries and to determine whether to increase support for such efforts.

Mayor Beam Furr agreed, referencing a recent Broward Workshop presentation that highlighted more advanced applications of AI and the need for training. He emphasized the importance of understanding AI's broader workforce potential and noted that Carol Hylton, who attended the workshop, would be familiar with the opportunities it presents.

Ron Moffett stated that the training content varies depending on the worker's role and background, ranging from general awareness to technical deep dives. He stated that he would speak with Ms. Hylton to discuss the next steps in arranging a presentation to the governing boards at an upcoming meeting.

MATTERS FROM THE FLOOR

None.

MATTERS FROM THE PRESIDENT/CEO

None.

ADJOURNMENT 12:18 p.m.

<p><i>THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/ CAREERSOURCE BROWARD COUNCIL MEETING IS APRIL 24, 2025.</i></p>
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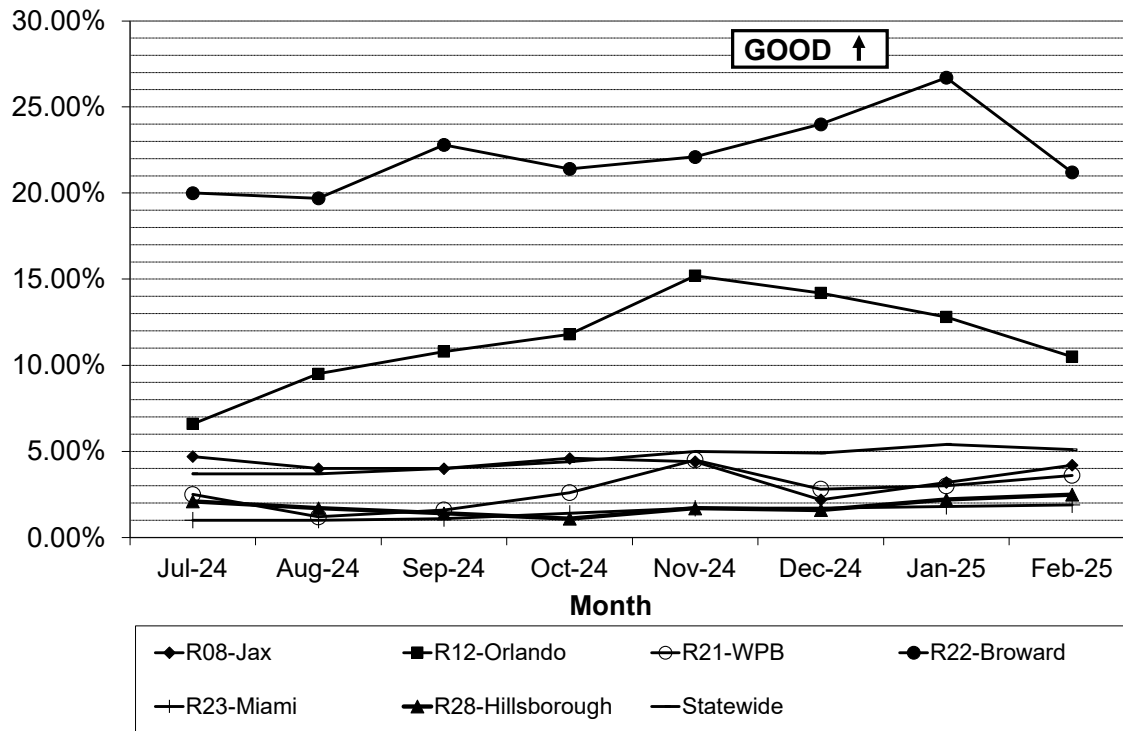
Performance Report

Performance Report July to February 2025

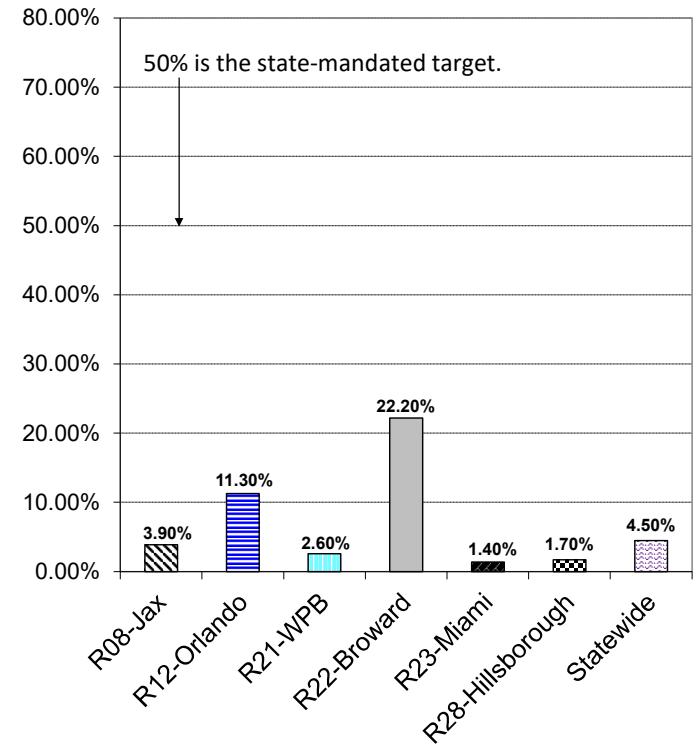
Entered Employment Rate for the Month February 2025 across all Big Six Regions								
	WTP		Wagner-Peyser		Veterans		WIOA Adult/DW	
Region 8 - Jacksonville	29.70%	↑	12.00%	↓	15.40%	↓	90.00%	↓
Region 12 - Orlando	29.90%	↑	21.40%	↑	26.20%	↑	62.50%	↓
Region 21 - WPB	23.90%	↓	15.50%	↓	6.10%	↓	100.00%	↑
Region 22 - Broward	40.20%	↑	36.70%	↑	43.80%	↑	100.00%	—
Region 23 - Miami	44.90%	↑	42.30%	↑	43.80%	↑	100.00%	—
Region 28 - Hillsborough Pinellas	32.60%	↑	21.70%	↓	31.60%	↑	53.30%	↓
Statewide	35.90%	↑	27.20%	↑	31.60%	↑	85.40%	↓
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 6 Regions

Month-to-Month Participation Rate from July 2024 February 2025

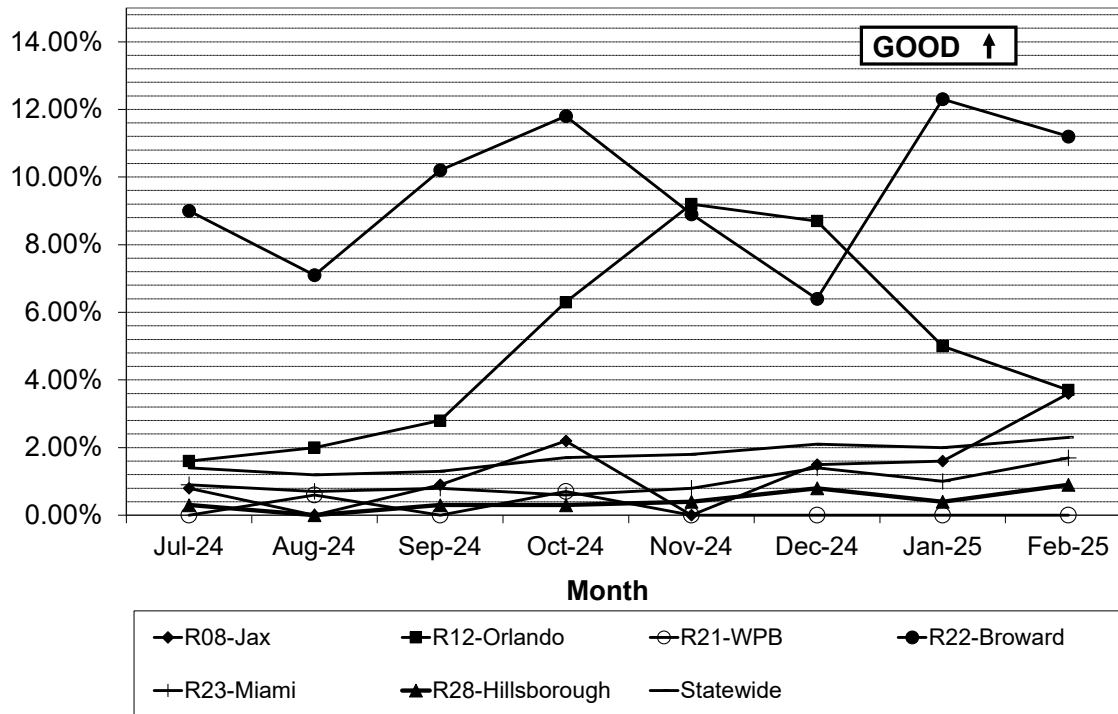


**Program Year-to-Date (YTD)
Participation Rate as of February 2025**

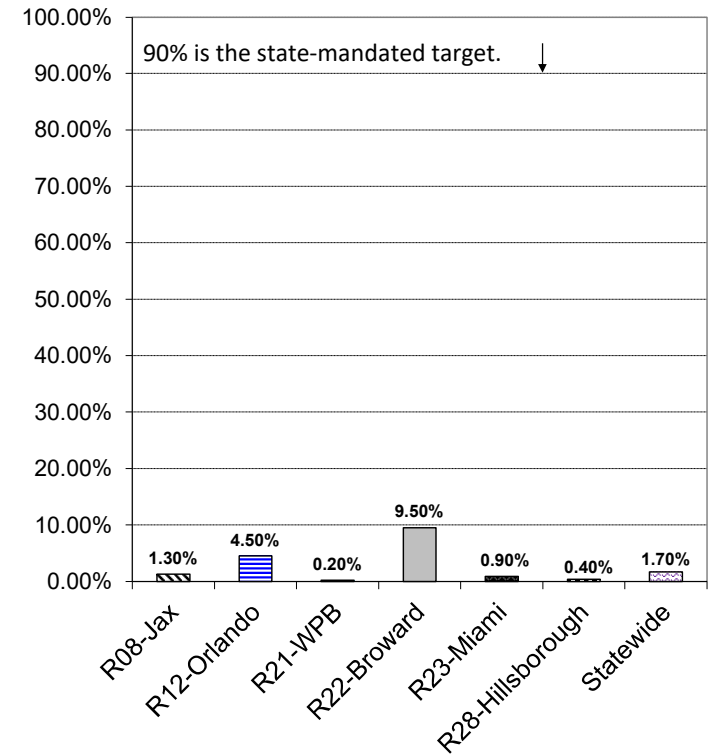


Welfare Transition Program (WTP) Two-Parent Family Participation Data for the Big 6 Regions

Month-to-Month Participation Rate from July 2024 to February 2025

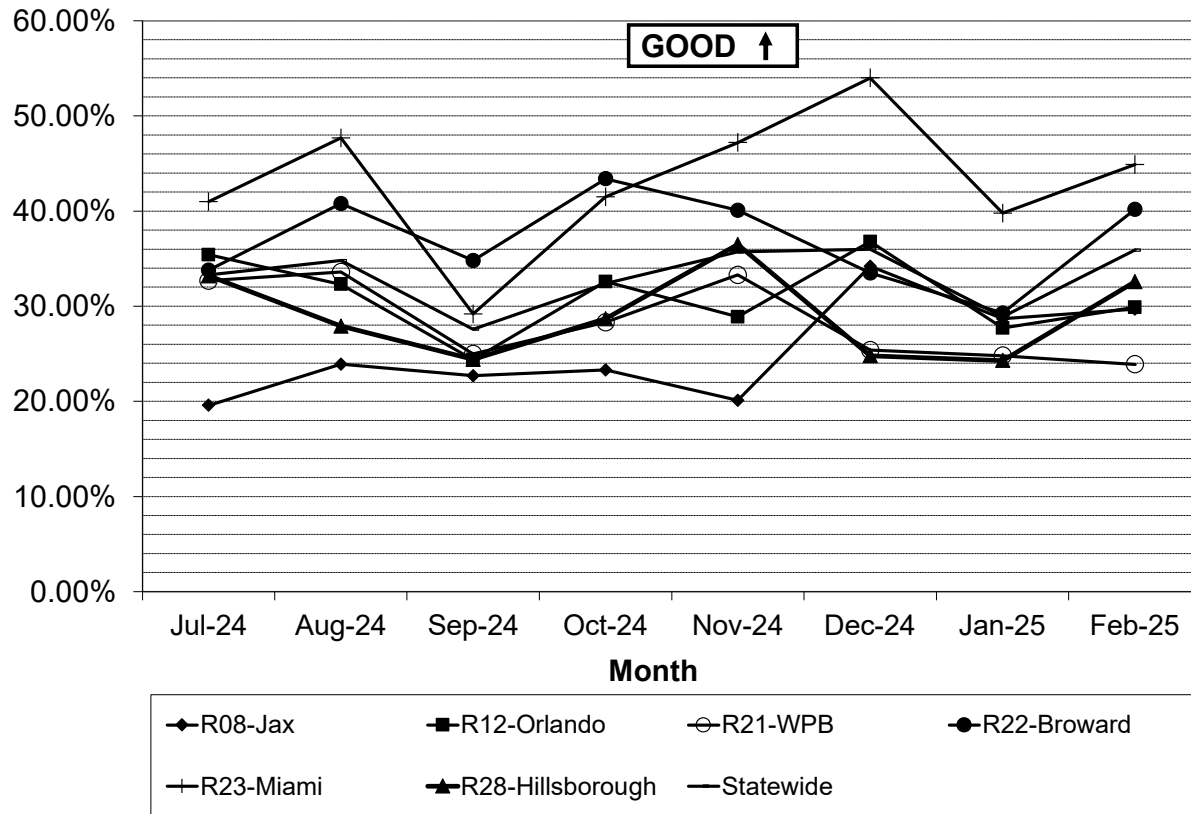


Program Year-to-Date (YTD) Participation Rate as of February 2025

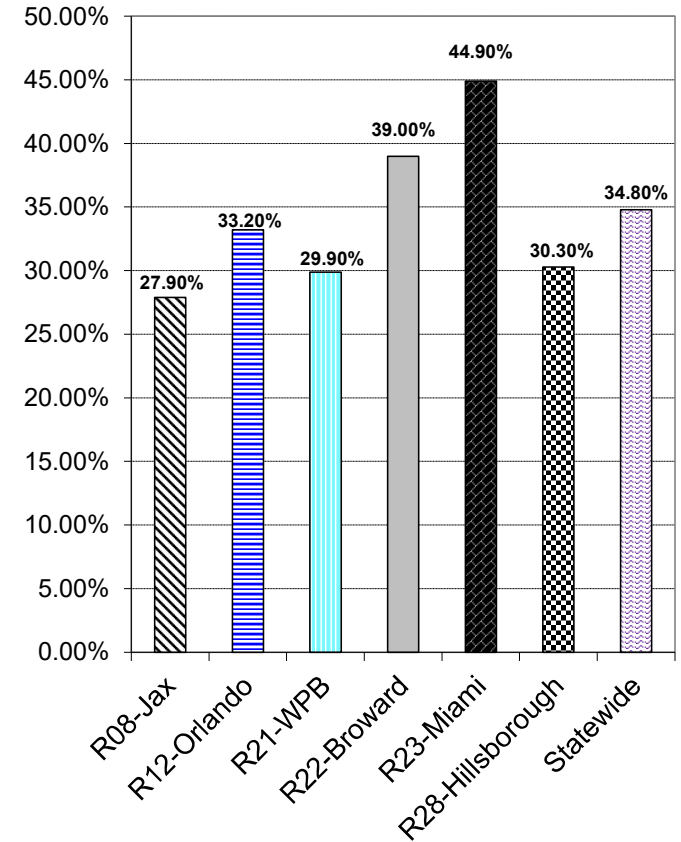


Welfare Transition Program (WTP) Entered Employment (EE) Data for the Big 6 Regions

Month-to-Month Entered Employment Rate from July 2024 to February 2025



Program Year-to-Date (YTD) EE Rate as of February 2025

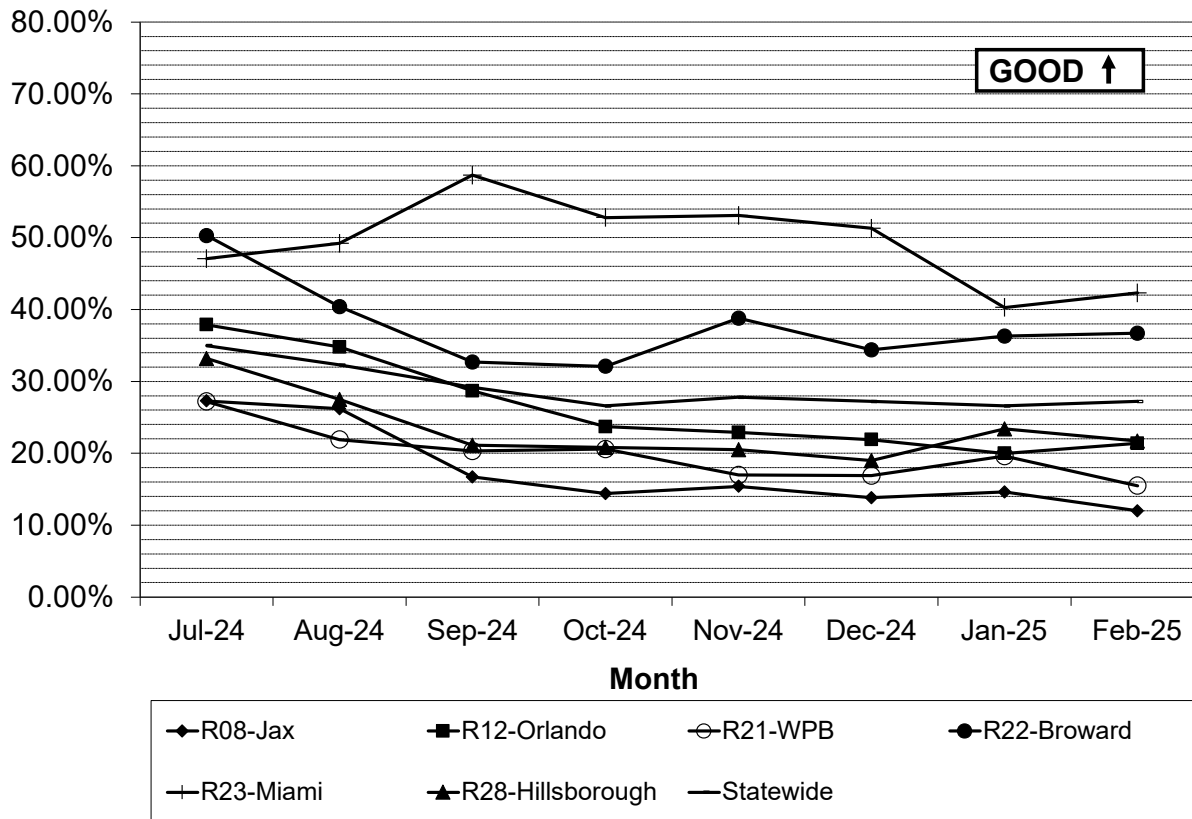


Analysis of Welfare Transition Program (WTP) Performance

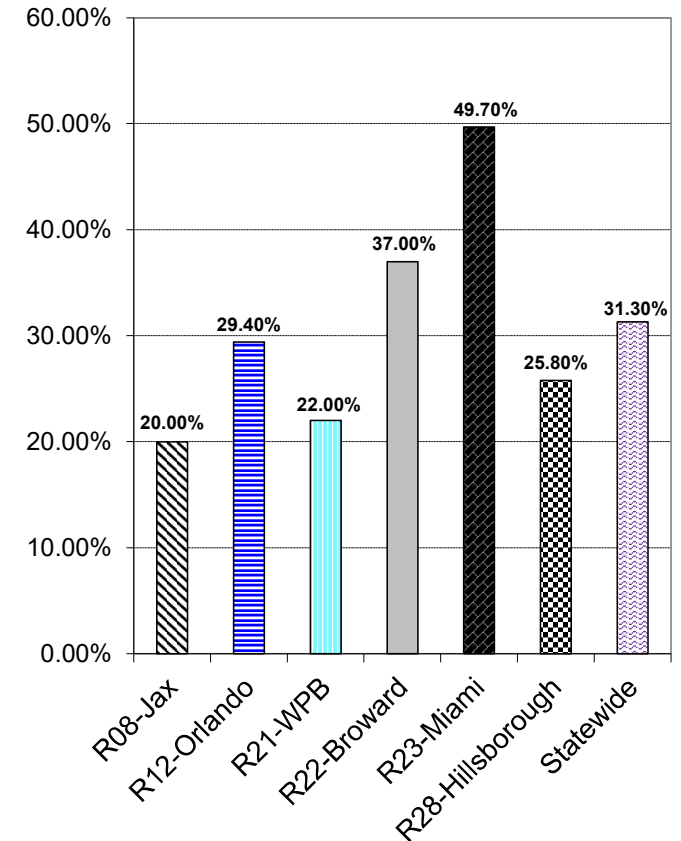
WTP Program Performance At-A-Glance	<u>Measure</u>	<u>Goal</u>	<u>Month (February)</u>	<u>PYTD</u>
	All Family Participation	50%	21.2%	22.2%
	Two-Parent Family Participation	90%	11.2%	9.5%
	Entered Employment Rate (EER)	39%	40.2%	39.0%
Current Situation and Performance Summary	<p>In relation to the Big 6 Regions:</p> <p>All Family Participation Rate CSBD ranks 1st in performance for the month and ranks 1st for Program Year 24/25</p> <p>Two-Parent Participation Rate CSBD ranks 1st in performance for the month and ranks 1st for Program Year 24/25</p> <p>Entered Employment Rate CSBD ranks 2nd in performance for the month and ranks 2nd for Program Year 24/25.</p>			
Strategies and Action Steps	<p>To improve performance, we have implemented the following:</p> <ul style="list-style-type: none"> Launched WTP Mini Job Fairs - This initiative strategically combines key elements of Neighborhood Job Fairs and On-Site Recruitment Events to deliver a streamlined and impactful hiring experience specifically for the WTP population. Following a detailed analysis of participants' current qualifications, the team identified employer partners whose hiring needs align with participant profiles. Participating employers for the inaugural events include Jack and Jill Daycare, Morris and McClean Insurance, and BrandsMart USA. The first series of Mini-Job Fairs is scheduled across all three career centers from April 22–24, 2025. 			

Wagner-Peyser (WP) Program Entered Employment (EE) Data for the Big 6 Regions

Month-to-Month Entered Employment Rate from July 2024 to February 2025



Program Year-to-Date (YTD) EE Rate as of February 2025

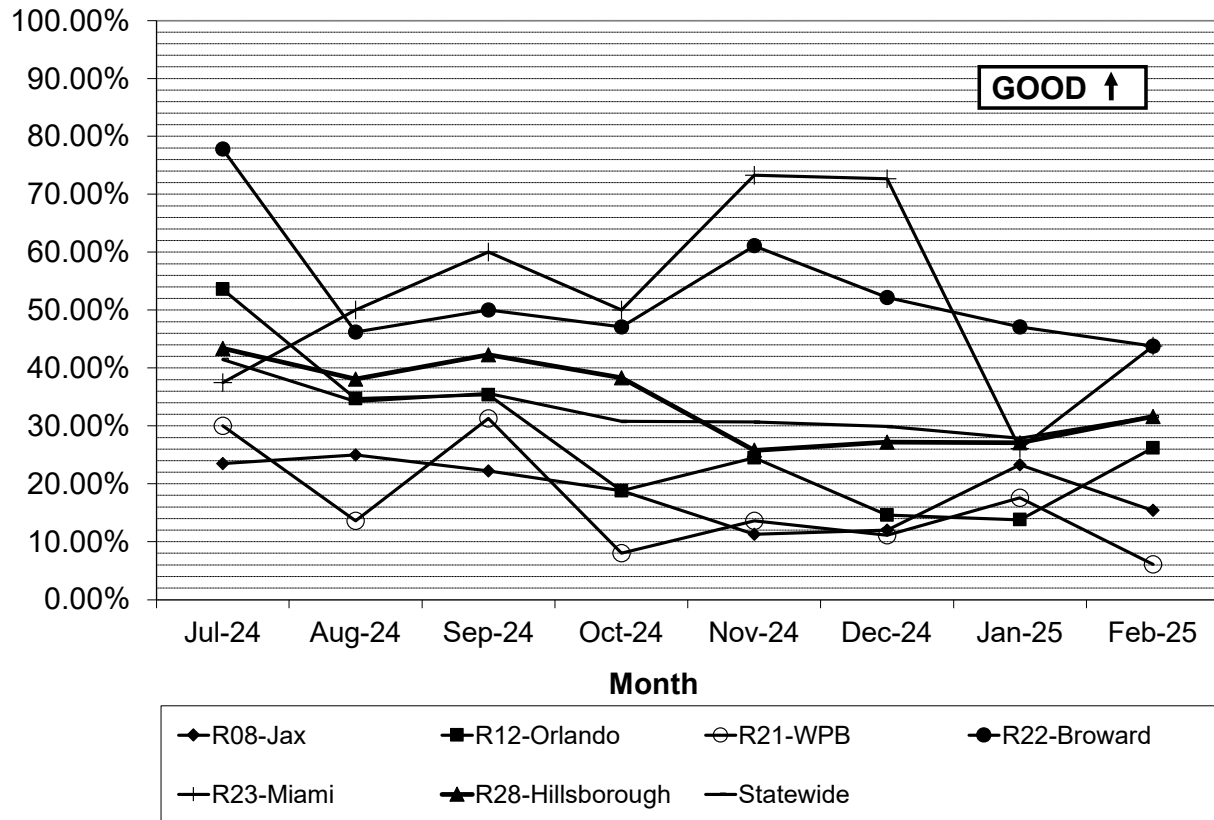


Analysis of Wagner-Peyser (WP) Performance

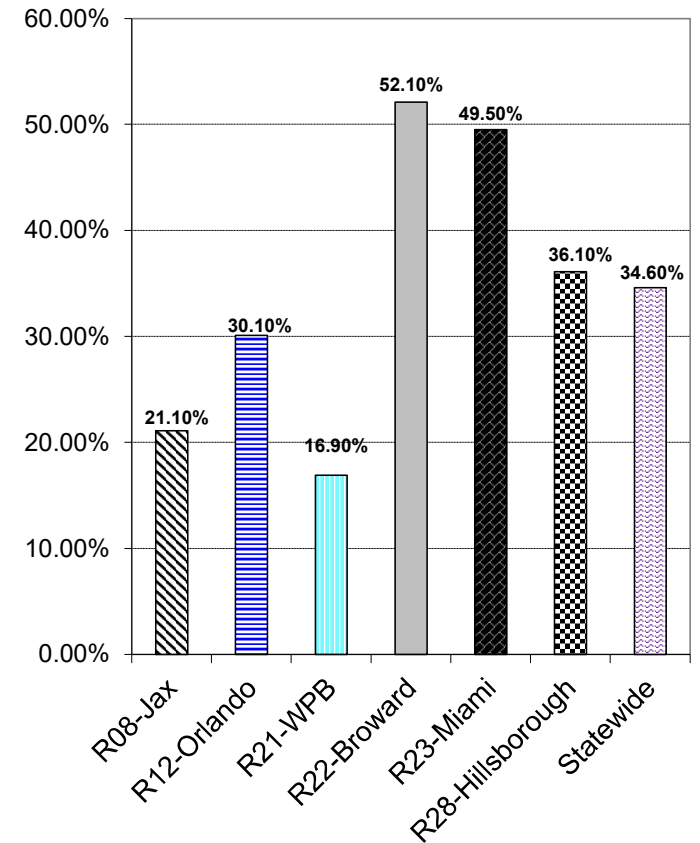
WP Program Performance At-A-Glance	<u>Measure</u>	Performance*	
		Month (February)	PYTD
	Entered Employment Rate (EER)	36.7%	37.0%
	<i>*Please note: The performance detail is based on the Monthly Management Report (MMR). Due to lagging data, our true YTD rate will adjust at the end of the program year.</i>		
Current Situation and Performance Summary	<p>In relation to the Big 6 Regions:</p> <p>CSBD ranks 2nd for the month and ranks 2nd year-to-date in Entered Employment Rate.</p>		
Strategies and Action Steps	<p>To improve our EER, we have implemented the following:</p> <ul style="list-style-type: none"> CSBD has implemented a report that identifies job seekers who are long-term unemployed and have exhausted internal job listings. On a daily basis, staff is reaching out to engage these customers and provides guidance on how to 1) expand job searches to external postings within target industries and 2) navigate web-based application tracking portals to align their skills emphasis with the postings job requirements. Customers who are also not getting interviews are encouraged to take our resume writing workshops and those who are getting interviews but not job offers are directed to our interviewing skills workshop. Lastly, staff are selling the benefits of taking advantage of Metrix Learning, an eLearning platform offering over 7,000 courses spanning various industries to support career development and to add new or improved skills and competences to their “prove-it” file. These efforts will assist our long term unemployed job seekers with obtaining employment and will improve our Entered Employment rate. 		

Veterans' Entered Employment (EE) Data for the Big 6 Regions

Month-to-Month Entered Employment Rate from July 2024 to February 2025



Program Year-to-Date (YTD) EE Rate as of February 2025

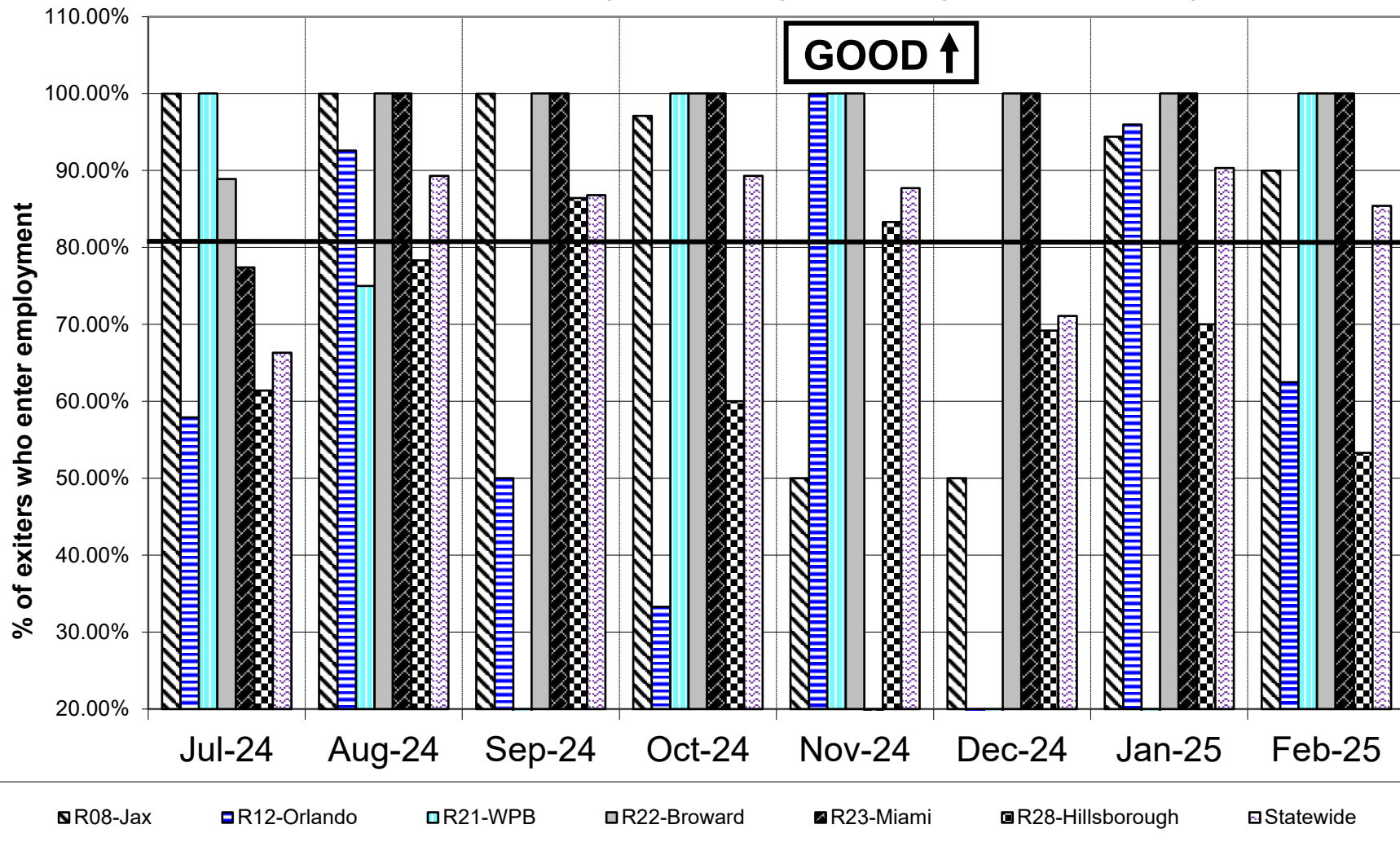


Analysis of Veterans' Performance

Veterans Program Performance At-A- Glance	<u>Measure</u>	Performance*	
		Month (February)	PYTD
	Entered Employment Rate (EER)	43.8%	52.1%
<i>*Please note: The performance detail is based on the Monthly Management Report (MMR).</i>			
Current Situation and Performance Summary	<p>In relation to the Big 6 Regions:</p> <p>CSBD is in a two-way tie for 1st for the month and 1st for Program Year 24/25 in Veteran's Entered Employment Rate.</p>		
Strategies and Action Steps	<p>To increase our EER, the following strategies were implemented:</p> <ul style="list-style-type: none"> To increase the number of fully registered veterans who are receiving job search services, staff are actively engaging new registrants in the Employ Florida system to boost the number of veteran customers with complete registrations. Data shows that customers who receive staff assisted services achieve faster and better employment outcomes. Staff are assisting veterans in enhancing and uploading their resumes by tailoring them to in-demand industries and providing referrals to job openings that align with their interests and skill sets. This effort is critical for CSBD to receive credit for delivering staff-assisted services and will increase our EER. Veterans receiving case management services often face significant barriers to employment, including food insecurity and homelessness. To address these challenges, we have strengthened partnerships with providers and established direct referral processes with organizations such as the WeCare Food Pantry and Gateway Community Church, which support homeless individuals. By ensuring these essential needs are met first, we can then focus on assisting veterans with job search services to help them secure employment. 		

Comparison of the Workforce Inovation and Opportunity Act (WIOA) Entered Employment Rate for Adult & Dislocated Workers across the 6 largest Regions in Florida from July 2024 to February 2025

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



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

WIOA Program Performance At- A-Glance	<u>Measure</u>	Performance	
		Month (February)	PYTD
	Entered Employment Rate	100%	95.1%
Current Situation and Performance Summary	<p>Since July 2024, CSBD has assisted 523 Adult and Dislocated Worker (DW) customers in obtaining employment or accessing training opportunities. This includes traditional classroom training and work-based training via internships, apprenticeships, and On-the-Job Training.</p> <p>CSBD is in a two-way tie for 1st place in the Adult and Dislocated Worker Entered Employment category for February and is in 1st place year-to-date.</p>		
Strategies and Action Steps	<p>To increase WIOA performance, we implemented the following strategies:</p> <ul style="list-style-type: none"> On 3/20, CSBD kicked off the first of three Learn. Work. Win. career events, focusing on Information Technology (IT), at the Central One-Stop Center. The keynote address was delivered by Rob Petrosino, Chief Innovation Officer at Peak Activity, who captivated the audience with insights into IT careers and the transformative role of artificial intelligence. The event also featured a mini job fair, where employers actively sought IT talent. Training providers shared details about short-term IT programs, offering attendees a pathway into the industry. Job seekers who participated gained invaluable opportunities to network with IT professionals and explore training options. On 4/16, the 2nd Learn. Work. Win. event targeted the Healthcare industry and was held at the South One-Stop Center. This event spotlighted two dynamic healthcare industry experts from Memorial Healthcare. In addition, several prominent employers, such as Broward Health and local healthcare employers looking for talent in direct patient care and allied health careers, attended the job fair that immediately followed the registration-only event. Customers also spoke with CSBD Success Coaches about enrolling in WIOA after the event. 		

Broward Workforce Development Board

Draft 2025 Legislative Agenda

Introduction

The local Public Workforce System is lean, effective and efficient returning \$6.13 to the public coffers for every \$1.00 invested based on individuals placed into permanent and full-time jobs. This does not include reductions to TANF and Medicaid as individuals enter the workforce or additional funds leveraged to support local programs, such as summer youth employment and apprenticeship programs.

1. Fully Fund the Workforce System

Concern: The workforce system has been funded at less than recommended levels for many years.

Recommendation: Fund the workforce system at authorized levels to maximize its impact on job placement and business support, enabling more individuals to secure employment and businesses to thrive. As stated above, the local Public Workforce System is lean, effective and efficient returning \$6.13 to the public coffers for every \$1.00 invested based on USDOL data.

2. Maintain Flexibility in Use of Funds by Adopting a Broader Definition of Training

Concern: WIOA reauthorization would require 50% of the formula adult and dislocated worker funds be spent on training.

Recommendation: Provide flexibility in the definition of training. The 50% training expenditure requirement is currently in force in many states. The governors in those states have incorporated flexibility in their policies which is not currently found in proposed WIOA reauthorization. Allow governors to adopt definitions of training as appropriate to their states; or define training to include paid work experience (a form of on-the-job training), the cost of books and fees, and the cost of case management during the period participants are actually in training. Finally, grant governors waiver powers to address economic shifts.

3. Preserve Local Control and Support Workforce Boards and Designation of Workforce Areas

Concern: Proposed legislation would allow reorganization of local boundaries 4 years following passage.

Recommendation: Local Workforce Board input, control, and oversight in partnership with local elected officials is the engine that drives local workforce development and the entrepreneurial revolution needed to propel local economies to new heights. Local workforce boards and local areas comprised of like-seeing contiguous counties and cities are the most responsive to employer and job seeker needs. It is local events that impact businesses and job seekers, requiring a local response and the ability to be nimble, flexible and impactful. Local workforce areas and their combination of local elected officials and labor are unique in being able to cut through red tape and provide customized, tailored approaches to meet employer needs. Further, current oversight and accountability measures have successfully resulted in effective and efficient local governance.

Workforce Excerpts of 2025 Community Partner Legislative Positions

Broward County State Legislative and Executive Program Commission Priorities

- **Apprenticeships:** Promote workforce development by investing in apprenticeship and training programs including hard-to-hire individuals.
- **Affordable Housing:** Support full utilization of the Sadowski Affordable Housing Trust Fund for housing programs, opposing any diversion of these funds for unrelated purposes.
- **Workforce Housing Concurrency:** Develop policies requiring commercial developments to offset their impact on workforce housing needs through financial contributions or housing unit allocations.
- **Small Business:** Support policies that foster fair competition practices among businesses including procurement and contracting opportunities.
- **Infrastructure Investments:** Advocate for significant investments in public infrastructure projects to enhance business opportunities and community connectivity.

Broward County Public Schools

- Maintain funding for industry credentials; target funding for college, career, and technical education programs for all students including ESE students, and funding for job coaching.
- Support the Governor's initiative to make Florida the #1 state for Workforce Education by 2030.

Florida Restaurant & Lodging Association (FRLA)

- Support continued funding for VISIT FLORIDA. FRLA further supports extending VISIT FLORIDA'S sunset date to facilitate strategic planning and marketing for the near-term and long-term.

Florida Manufacturing & Supply Chain Advocacy Council

- **Talent Development and Retention**
As fostering a future pipeline of skilled workers is essential for Florida's manufacturing, support initiatives improving early engagement, upskilling, and talent attraction and retention.
- **Florida's Competitive Edge**
The Council supports policies that position Florida as a leader in the manufacturing industry by enhancing the business climate for Florida's manufacturers and promoting in-state production.
- **Industry Modernization**
The Council supports innovation and modernization, which is vital for keeping Florida's manufacturers globally competitive.

Florida Economic Development Council

- Fund the Job Growth Grant Fund at \$100,000,000 to invest in site identification, site improvements, related infrastructure and talent development critical to high-wage job creation and skills upgrades.
- Retain and expand Florida's growth industries by increasing funding for Incumbent Worker Training and Quick Response Training grants, offering flexibility in average wage thresholds.

Florida Chamber of Commerce

- **Creating America's Best Workforce**
Support the efforts of all public and private colleges, universities, technical schools, and industry certification programs to produce a skilled and talented workforce.
- **Small Business Support**
To continue as the #1 state for business start-ups, support state / federal measures that accelerate economic growth for Florida small businesses while knocking down bureaucratic hurdles to free enterprise.
- **Marketing Florida's Business Brand & Diversifying the Economy**
Support an aggressive marketing of Florida's brand as a business-friendly state, and initiatives that support the creation of high-skill, high-wage jobs and/or encourage capital investments in Florida.
- **Reemployment Assistance**
Continue to ensure that unemployment taxes remain affordable and consistent so job creators can do what they do best- create jobs.

Memorandum #07-24 (OPS)

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

From: Carol Hylton, President/CEO

Subject: PY 25/26 School Board of Broward County (SBBC) Out-of-School Youth (OSY) & In-School Youth (ISY) Contract Renewals

Date: April 16, 2025

SUMMARY

Consideration to approve PY 25/26 renewals for the SBBC's contracts in the amount of 1) \$350,000 to serve 110 OSY and 2) \$200,000 to serve 75 ISY subject to negotiation. This is the 1st of 4 renewals under the current contracts. Because Board Member Dr. Howard Hepburn is employed by the SBBC, a 2/3 vote of the Board is required. Approved at the 3/18 Youth Committee and 4/15 Executive Committee meetings.

BACKGROUND

The SBBC contracts are considered full-service models as they provide all services from recruitment to placement. They recruit and work with WIOA-eligible youth ages 17 to 24 who need to complete their GED (OSY) or High School (HS) Diploma (ISY).¹ Case managers provide the youth with employability skills, mentoring, referrals to training, paid internships, support services, and any of the other 14 WIOA youth elements appropriate for the youth based on the youth's interests and individual service strategy to ensure success as defined by WIOA.

DISCUSSION

The SBBC has been successful at engaging 1) ISY with barriers to completing their HS diploma and 2) OSY with barriers to earning their GED followed by obtaining employment, enrolling in post-secondary school, or joining the military. In speaking with the SBBC we have agreed to increase the number of ISY by an additional 25 youth to emphasize the importance of getting the HS Diploma. We have shifted 25 slots from OSY to ISY to make this change.

We recommend that the contracts be renewed in the amount of 1) \$350,000 to serve 110 OSY and 2) \$200,000 to serve 75 ISY, subject to negotiation.

We have attached the program performance charts for your reference.

RECOMMENDATION

Approve the PY 25/26 renewals for the SBBC's contracts in the amount of 1) \$350,000 to serve 110 OSY and 2) \$200,000 to serve 75 ISY subject to negotiation.

¹ During the period 2014 – 2016 the implementation stage for WIOA, CSBD worked with the State and the Legislature to recognize youth in GED programs as "out of school youth" only for the purposes of WIOA which enabled us to enter into this successful program with the SBBC.

The SBBC OSY and ISY performance to date is listed in the following charts.

SBBC OSY Program		
Contract Deliverables	Due Date	Current Performance
Enroll 135 youth into the OSY GED program.	3/31/25	135 youth are enrolled. 34 youth were carried forward from PY 23/24.
90% of youth enrolled must achieve a Measurable Skills Gain (MSG).	6/30/25	128 youth received an MSG.
Of 94 youth that must exit by 6/30, 80 youth or 85%, must complete their GED by 6/30/25.	6/30/25	64 youth have obtained their GED.
Of the 94 youth that must exit prior to 6/30, 80 youth or 85% must enter the military, post-secondary education, or be placed in unsubsidized employment during the 2 nd quarter after exit.	6/30/25	49 youth have exited, 44 have been placed.

SBBC ISY Program		
Contract Deliverables	Due Date	Current Performance
Enroll 50 high school seniors into the ISY program.	3/31/25	50 youth are enrolled.
100% of youth enrolled must achieve an MSG.	6/30/25	
Of 50 youth that must exit by 6/30, 45 youth or 90%, must complete their High School Diploma by 6/30/25.	6/30/25	
Of the 50 youth that must exit prior to 6/30, 45 youth or 90% must enter the military, post-secondary education, or be placed in unsubsidized employment during the 2 nd quarter after exit.	6/30/25	

Memorandum #08-24 (OPS)

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

From: Carol Hylton, President/CEO

Subject: PY 25/26 Out-of-School Youth (OSY) & In-School Youth (ISY) Contract Renewals

Date: April 16, 2025

SUMMARY

Consideration to approve PY 25/26 contract renewals for 1) The Center for Independent Living, Broward (CILB) to serve 12-15 OSY in the amount of \$58,896 2) Helping Advance and Nurture the Development of Youth (HANDY) to serve 20 OSY in the amount of \$152,000 3) The Fort Lauderdale Independent Training and Education (FLITE) Center to serve 36 OSY in the amount of \$227,000 and 4) Junior Achievement of South Florida (JA) to serve 25 ISY in the amount of \$150,000. All are subject to negotiation. This is the 1st of 4 renewals under their current contracts. Approved at the 3/18 Youth Committee and 4/15 Executive Committee meetings.

BACKGROUND

CSBD funds the following OSY navigator programs:

1. CILB – Youth with disabilities Jobs for Youth Program	2. HANDY – Barrired & kinship youth The LIFE Program
3. FLITE – Foster care & trafficked youth Let's Get to Work Program	4. Harmony Development Center (HDC) – Career Bound Program

Harmony has elected not to seek renewal of their contract with CSBD as they determined the youth they serve do not meet the OSY eligibility requirements. We have agreed that they may refer youth as appropriate for WIOA services to the One-Stop Center.

CSBD also funds the JA program which serves 25 ISY.

In addition to the above, CSBD funds the School Board of Broward County to operate OSY and ISY programs, which are presented for approval separately as they require a 2/3 vote because Dr. Hepburn, the Superintendent of Broward Schools, is a member of the Board.

DISCUSSION

Recruitment of OSY is one of the biggest hurdles in serving OSY. To address this we work with agencies already serving OSY. We fund navigator case managers who recruit the youth from the providers' caseload when the youth are determined ready and can benefit from WIOA services. The youth continue to receive the organization's services which helps to leverage

funds. The “navigators” provide the youth with employability skills, mentoring, referrals to training, paid internships, support services, and any of the other 14 WIOA youth elements appropriate for the youth.

As can be seen from the performance charts attached to the memo, providers are meeting enrollment goals, and youth are participating in their programs. We expect to see their positive exit into jobs, post-secondary school or the military by the end of the 4th quarter which is June 30th and we will, as always, report final outcomes to the Committee and the governing Boards.

JA is a full-service ISY contract. They recruit the youth and work with WIOA-eligible seniors, providing case management, work experiences, and such other services as necessary to help them reach the finish line and attain their high school diploma. Youth are generally recruited in the fall and closely monitored through graduation.

We expect level funding and we are therefore recommending level funding for the providers for next year.

OSY/ISY	Provider	Contract Award	# Of Youth to be Served
OSY	CILB	\$58,896	12-15
OSY	HANDY	\$152,000	20
OSY	FLITE	\$227,000	36
ISY	JA	\$150,000	25

The budget amounts vary due to differences in direct overhead and the different program designs.

If approved, this will be the first of four (4) renewals of their contracts based on the Request For Proposals (RFP) issued in 2024.

RECOMMENDATION

Approve PY 25/26 contract renewals as listed in the chart above, subject to negotiation.

CURRENT PERFORMANCE CHARTS
(Program Ends June 30th)

C E N T E R F O R I N D E P E N E D E N T L I V I N G

Contract Deliverables	Due Date	Current Performance
Enroll 12 - 15 youth	3/31/25	15 youth enrolled. 7 youth were carried forward from PY 23/24.
Of the 6 youth that will exit prior to 6/30/25; 5 youth or 85% shall enter the military, post- secondary education or be placed in unsubsidized employment in the 2 nd quarter after exit.	6/30/25	2 youth have been placed.

H A N D Y

Contract Deliverables	Due Date	Current Performance
Enroll 20 OSY	3/31/25	20 youth enrolled. 12 youth were carried forward from PY 23/24.
100% of youth enrolled in training must achieve a measurable skills gain (MSG).	6/30/25	1 youth was enrolled in training and received an MSG (100%).
100% of youth enrolled in a GED or post-secondary training must attain their GED or post-secondary credential in the program year in which they exit.	6/30/25	1 youth was enrolled in training and has received a credential (100%).
Of the 17 youth that will exit prior to 6/30/25; 15 youth or 85% shall enter the military, post-secondary education, or be placed in unsubsidized employment in the 2 nd quarter after exit.	6/30/25	15 youth have been placed.

FLITE CENTER

Contract Deliverables	Due Date	Current Performance
Enroll 36	3/31/25	32 youth enrolled. 14 youth were carried forward from PY 23-24.
100% of youth enrolled in training must achieve a measurable skills gain.	6/30/25	N/A
100% of youth enrolled in training must obtain their GED or post-secondary credential in the year that they exit.	6/30/25	N/A
Of the 18 youth that will exit prior to 6/30/25; 15 youth or 85% shall enter the military, post-secondary education, or be placed in unsubsidized employment in the 2 nd quarter after exit.	6/30/25	12 youth have exited. 11 have been placed.

J A ISY Program

Contract Deliverables	Due Date	Current Performance
Enroll 25 high school seniors into the ISY program	6/30/25	15 youth have been enrolled.
100% of youth enrolled in training must achieve a measurable skills gain (MSG).	6/30/25	
Of the youth that must exit by 6/30/25, 24 / 95% must attain their high school diploma.	6/30/25	
Of the youth that must exit by 6/30/25, 23 or 90% shall enter the military, post-secondary education, or be in unsubsidized employment in the 2 nd quarter after exit.	6/30/25	

Overview of the CareerSource Broward Region
Not Seasonally Adjusted
April 18, 2025

- The unemployment rate in the CareerSource Broward region (Broward County) was 3.3 percent in March 2025. This rate was 0.4 percentage point greater than the region's year ago rate of 2.9 percent. The region's March 2025 unemployment rate was 0.2 percentage point lower than the state rate of 3.5 percent. The labor force was 1,086,217, up 3,739 (+0.3 percent) over the year. There were 35,362 unemployed residents in the region.

Fort Lauderdale-Pompano Beach-Sunrise Metro Division

- In March 2025, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Sunrise MD was 932,900, an increase of 8,400 jobs (+0.9 percent) over the year.
- The Other Services (+4.7 percent); Trade, Transportation, and Utilities (+1.9 percent); Government (+1.9 percent); Leisure and Hospitality (+1.5 percent); and Manufacturing (+1.3 percent) industries grew as fast or faster in the metro area than statewide over the year.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the second highest annual job growth compared to all the metro areas in the state in the Trade, Transportation, and Utilities (+3,800 jobs) and Other Services (+1,700 jobs) industries.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the second fastest annual job growth rate compared to all the metro areas in the state in the Other Services (+4.7 percent) industry.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the third highest annual job growth compared to all the metro areas in the state in the Leisure and Hospitality (+1,500 jobs) industry.
- The industries gaining jobs over the year were Trade, Transportation, and Utilities (+3,800 jobs); Education and Health Services (+2,400 jobs); Government (+2,100 jobs); Other Services (+1,700 jobs); Leisure and Hospitality (+1,500 jobs); and Manufacturing (+400 jobs).
- The industries losing jobs over the year were Professional and Business Services (-2,100 jobs); Financial Activities (-700 jobs); Information (-600 jobs); and Construction (-100 jobs).

Unemployment Rates (not seasonally adjusted)			
	Mar-25	Feb-25	Mar-24
CareerSource Broward (Broward County)	3.3%	3.5%	2.9%
Florida	3.5%	3.7%	3.1%
United States	4.2%	4.5%	3.9%

Nonagricultural Employment by Industry (not seasonally adjusted)	Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division				Florida				Annualized Avg. Wages Broward County, Q3 2024
	Mar-25	Mar-24	change	percent change	Mar-25	Mar-24	change	percent change	
Total Employment	932,900	924,500	8,400	0.9	10,079,700	9,947,100	132,600	1.3	\$64,951.32
Mining and Logging	#N/A	#N/A	#N/A	#N/A	5,700	5,700	0	0.0	\$76,380.00
Construction	53,500	53,600	-100	-0.2	653,400	645,200	8,200	1.3	\$71,918.98
Manufacturing	32,300	31,900	400	1.3	434,400	428,700	5,700	1.3	\$70,343.37
Trade, Transportation, and Utilities	207,000	203,200	3,800	1.9	2,010,800	1,981,500	29,300	1.5	\$63,164.80
Wholesale Trade	55,800	53,600	2,200	4.1	404,800	395,900	8,900	2.2	\$89,694.13
Retail Trade	109,800	107,300	2,500	2.3	1,165,400	1,153,700	11,700	1.0	\$44,903.94
Transportation, Warehousing, and Utilities	41,400	42,300	-900	-2.1	440,600	431,900	8,700	2.0	\$78,940.56
Information	19,800	20,400	-600	-2.9	160,000	159,200	800	0.5	\$123,770.85
Financial Activities	73,600	74,300	-700	-0.9	688,900	684,400	4,500	0.7	\$105,892.52
Professional and Business Services	171,500	173,600	-2,100	-1.2	1,618,500	1,612,700	5,800	0.4	\$76,722.99
Education and Health Services	124,200	121,800	2,400	2.0	1,572,600	1,526,500	46,100	3.0	\$66,430.02
Leisure and Hospitality	101,700	100,200	1,500	1.5	1,353,900	1,354,100	-200	0.0	\$35,738.26
Other Services	37,900	36,200	1,700	4.7	389,100	379,200	9,900	2.6	\$49,091.65
Government	111,300	109,200	2,100	1.9	1,192,400	1,169,900	22,500	1.9	\$86,229.11

Population	2024	2023	change	percent change
CareerSource Broward (Broward County)	2,037,472	2,002,786	34,686	1.7
Florida	23,372,215	22,904,868	467,347	2.0
Average Annual Wage	2023	2022	change	percent change
CareerSource Broward (Broward County)	\$69,239	\$66,749	\$2,490	3.7
Florida	\$66,447	\$63,783	\$2,664	4.2

Guide to Workforce Acronyms

ADA: Americans with Disabilities Act
CSBD: CareerSource Broward
CSF: CareerSource Florida and Board of Directors
CBO: Community Based Organization
CEO: Chief Elected Official
DCF: Department of Children and Families
DJJ: Department of Juvenile Justice
DOC: Department of Corrections
DOE: Department of Education
DOEA: Department of Elder Affairs
DOLETA: Department of Labor
DMS: Department of Management Services
DVOP: Disabled Veterans Outreach Program, at One Stop
EER: Entered Employment Rate
EFI: Enterprise Florida, Inc., the state economic development entity.
EF: Employ Florida, Florida's automated job marketing and matching system
EITC: Earned Income Tax Credit
EN: Employment Network; the designated organization involved in Ticket to Work (TTW) program
ES: Employment Service, now more commonly referred to as the Job Service
ETA: Employment and Training Administration (of the United States Department of Labor).
EWT: Employed Worker Training program
FEMA: Federal Emergency Management Agency
FETPIP: Florida Education and Training Placement Information Program
FFY: Federal Fiscal Year
FloridaCommerce: State of Florida Department of Commerce
FUTA: Federal Unemployment Tax Act – funding source for Wagner-Peyser & UC administration
GED: General Education Development (testing for high School equivalency)
HHS: Health and Human Services; federal agency responsible for public assistance and similar services for low-income individuals.
IDA: Individual Development Accounts. Matched savings account that lets the person withdraw for education, starting a business or buying a home.
ISY: In School Youth
ITA: Individual Training Accounts, Program for individuals with income qualifications that allows them to receive training and other services offered through the One-Stop Career Centers
IWT: Incumbent Worker Training – skills upgrade training grant program administered by CareerSource Florida.
LMI: Labor Market Information
LVER: Local Veterans Employment Representative at a Career Center. State employee
LWDB: Local Workforce Development Board
MIS: Management Information System – used both generically and in reference to a specific system.
NAFTA: North American Free Trade Agreement, which includes provisions for the Transitional Adjustment Assistance Program to assist workers in firms impacted by imports from Canada or Mexico or by shifts in production to those countries. Provides for training services

and income maintenance (Replaced as a separate program by TAA).
NASWA: National Association of State Workforce Agencies (Replaced ICESA)
NAWB: National Association of Workforce Boards
NAWDP: National Association of Workforce Development Professionals
NEG: National Emergency Grant – special funding from USDOL for disaster response
NGA: National Governors Association
OJT: On-the-Job Training
OSST: One Stop Service Tracking – interim IT system used for TANF – WT
OSY: Out of School Youth
PY: Program Year, July 1-June 30
QRT: Quick Response Training – customized training grant program for new hires administered by CareerSource Florida
REACT: Reemployment and Emergency Assistance Coordination Team, DEO unit for responding to Dislocated Worker events.
RESEA: The Reemployment Services and Eligibility Assessment (RESEA) Program is funded by the U.S. Department of Labor to help unemployment insurance claimants return to work faster.
SFY: State of Florida Fiscal Year, July 1 – June 30
SNAP: Supplemental Nutritional Assistance Program (formerly Food Stamp, Employment and Training (FSET) – portion of Food Stamp program where recipients can volunteer to search for jobs at the One Stop Center
TAA: Trade Adjustment Assistance, federal programs to provide for retraining and reemployment services for individuals who become unemployed as a result of increased imports from anywhere in the world, including NAFTA countries
TANF: Temporary Aid to Needy Families, temporary cash assistance, formerly referred to as AFDC (Aid for Dependent Children).
TAT: Technical Assistance and Training
TJTC: Targeted Jobs Tax Credit, a tax credit for businesses who hire persons from specific target groups such as welfare recipients, economically disadvantaged youth, Vietnam-era veterans, etc.
TOL: The Targeted Occupation List (TOL) governs the provision of training programs being offered to individuals needing training assistance within the workforce system in compliance with federal law.
TORQ: Transferable Occupation Relationship Quotient – skills, skill gaps and transferrable skills analysis
TTW: Ticket to Work; Social Security Program to pay programs which help place people drawing social security disability
UC: Unemployment Compensation
UI: Unemployment Insurance; the federal program which helps insure workers who have paid into the program against periods of unemployment
USCM: U.S. Conference of Mayors
USDOL: United States Department of Labor
VET: Veteran Employment and Training program

VOC-ED: Vocational Education; now called career technical and adult education
VR: Vocational Rehabilitation (Voc-Rehab) Part of WIOA that serves people with disabilities
WP: Wagner-Peyser Act - Establishes the public employment service (under DEO) and provides for its funding.
WARN: Worker Adjustment and Retraining Notification Act
WEX: Work Experience
WEC: Workforce Estimating Conference
WIOA: Workforce Innovation and Opportunity Act of 2014. Federal legislation authorizing adult, dislocated worker and youth programs. WIOA recognizes the significant role of employers in any workforce strategy.
WT: Welfare Transition (WT), Florida's welfare reform program since 2000
WTP: Welfare Transition Program
W-t-W: Welfare-to-Work both a generic term referring to current welfare reform activities and a specific program funded through U.S. Department of Labor Grants to states, localities and provides to provide special assistance (expired 2004).
WOTC: Work Opportunity Tax Credit, a federal incentive to employers for hiring welfare recipients, Vets and disaffected youth

For more information on Florida's workforce system and programs visit:
<http://careersourceflorida.com>

CAREER AND JOB INFORMATION SOURCES

Broward Workforce Development Board

www.careersourcebroward.com

Broward Intern

www.browardintern.com

CareerSource Florida

www.careersourceflorida.com

Employ Florida

www.employflorida.com

EMPLOYMENT AND TRAINING

My Next Move

www.mynextmove.org

Unemployment Claims

www.fluidnow.com

www.floridajobs.org

USDOL, Employment and Training Administration

www.doleta.gov

O*Net

www.doleta.gov/programs/onet

National Association of Workforce Boards (NAWB)

www.nawb.org

U.S. Conference of Mayors

www.usmayors.org

WorkforceGPS

www.workforcegps.org

WELFARE TO WORK

Dept. of Health & Human Services/Admin. For Children & Families

<https://www.acf.hhs.gov/>

Joint Center on Poverty Research

<https://jointcenter.org/>

LABOR MARKET INFORMATION

Bureau of Labor Statistics

www.bls.gov

Bureau of Economic Analysis (Dept. of Commerce)

www.bea.gov

Minimum Wage

www.dol.gov/dol/topic/wages/minimumwage.htm

Florida Labor Market Information

www.floridajobs.com/

Labor law/Wage and Hour

www.dol.gov/whd/

Federal Reserve Bank of Atlanta

<https://www.frbatlanta.org/chcs/human-capital-data-and-tools>

GENERAL

Florida State Legislature (Online Sunshine)

www.leg.state.fl.us

U.S. Congress

www.house.gov

www.senate.gov

Work Opportunity Tax Credit

<https://www.doleta.gov/business/incentives/opptax/>

Federal Bonding Program

www.bonds4jobs.com

Opportunity Zones

<https://www.floridajobs.org/business-growth-and-partnerships/for-businesses-and-entrepreneurs/business-resource/opportunity-zones-program>

YOUTH WORKFORCE DEVELOPMENT

Florida Dept. of Education

www.fldoe.org

Youth Promising and Effective Practices Network

www.nyec.org/pepnet/

National Youth Employment Coalition

www.nyec.org

Employ Florida

www.employflorida.com

DISABILITY

Social Security/Work Incentives

www.ssa.gov/disability/

Americans with Disabilities

www.ada.gov

www.dol.gov/dol/topic/disability/ada.htm

Ticket to Work

<https://choosework.ssa.gov/>

WOMEN'S EMPLOYMENT

U.S. Department of Labor

<http://www.dol.gov/wb/>

SENIORS

AARP

www.aarp.org

www.aarp.org/about-aarp/careers/

Florida Department of Elder Affairs

<http://elderaffairs.state.fl.us>

Employ Florida Marketplace Silver Edition

<https://silver.employflorida.com/vosnet/default.aspx>

VETS

Dept. of Veteran Affairs

www.va.gov

www.vacareers.va.gov

www.careeronestop.org/militarytransition/

Employ Florida Vets

<https://veteran.employflorida.com/vosnet/Default.aspx>