

AGENDA

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

**Meeting
#263**

Join Zoom Meeting Details:

Meeting ID:
812 3353 5852

Passcode:
924817

Call-in number:
+1 646 876 9923

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

**THURSDAY
May 22, 2025
12:00 P.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 #263
Thursday, May 22, 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/81233535852?pwd=YvDi68ca7wBDqmwO7UJDz3n0XHAUIS.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 4/24 meeting.

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

Pages 11 – 18

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	Approval
ACTION	Motion for Approval

1. Monthly Performance Report

The current performance for March is provided. The data reflects that within the Big 6 Regions, CSBD is in a four-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 3rd in Wagner Peyser EER.

ACTION	None
EXHIBIT	Performance Report for March

Pages 19 – 30

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. Summer Youth Work Experience Contract with Lan Infotech

Consideration to approve a SYEP contract with Lan Infotech through 9/30/28. The SYEP contracts are non-financial; entities agree to serve as host work sites for the youth. CSBD is the youth's employer of record. Because Board Member Michael Goldstein is employed by Lan Infotech, a 2/3 vote of the Board is required. Approved at the 3/18 Youth and 5/12 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	None

2. Summer Youth Work Experience Contract with Hispanic Unity

Consideration to approve a SYEP contract with Hispanic Unity through 9/30/28. The SYEP contracts are non-financial; entities agree to serve as host work sites for the youth. CSBD is the youth's employer of record. Because Board Member Felipe Pinzon is employed by Hispanic Unity, a 2/3 vote of the Board is required. Approved at the 3/18 Youth and 5/12 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	None

3. Approval of Work Experience Contract with Broward County

Consideration to approve the renewal of a non-financial WIOA Adult Work Experience contract with Broward County for their University Student Practicum Program. This is the second of three renewals under the current agreement. CSBD is the employer of record. The State's workers' compensation covers participants. Because Board members Tara Williams and Sandy-Michael McDonald are employed by Broward County, a 2/3 vote of the Board is required. Approved at the 5/12 Executive Committee meeting. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations veterans, youth, individuals with disabilities, and ex-offenders.)*

RECOMM	Approval
ACTION	2/3 Vote for Approval
EXHIBIT	None

4. 2025 BWDB Planning Session Report

Consideration to adopt the Board Planning Session Report for Program Year 25/26, which was held on 4/24. The Planning Session began with a lively "Fireside Chat" on the future of work and the economy as we enter into a new era guided by AI, moderated by Board Chair Jim Ryan. Guests included Mark Wilson and Dr. Henry Mack III. Their analysis and predictions were further explored during the group discussions later in the day. This was followed by a review of last year's highlights delivered by our Board Committee Chairs, augmented by AI voiceover. Once approved by the Board, the recommendations from the Report will be incorporated into the committee matrices to create strategic goals and objectives for the upcoming year. Approved at the 5/12 Executive Committee meeting. *(This is in alignment with the Board goal to maintain our role as workforce development leaders through advocacy by the Board, collaboration, and providing information and intelligence to stakeholders with feedback from the community.)*

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Memo #11 – 24 (QA)

5. PY 25/26 Integrative Staffing Group (ISG) Contract Renewal

Consideration to approve the third and last renewal under the current procurement of our ISG staffing contract for PY 25/26. ISG staffs our One-Stop Career Centers. In our agreement with ISG 1) all career center employees are hired for their first 90 days on a temporary assignment basis. ISG is requesting an increase of 2%, bringing the fee for this service to 42% of the employee's wage during this period. Their fee includes all employee benefits, taxes, and insurance, as well as the various background checks and tests we require. Our cost is expected to be low 2) At the close of the 90-day period, individuals are transferred to permanent assignments. ISG is asking for a 7% increase to this rate, bringing their fee to \$91.00 per employee per pay period. Their contract would increase by \$11,700 for an annual cost of about \$177,450. Their current rate is \$85.00. ISG has not requested any increases since the inception of their contract 3 years ago and, even with the increase, their fee would still be lower than the next lowest proposal received at that time. They have provided excellent customer service and have been responsive to our needs over the years. We do not pay for vacancies. Approved at the 5/12 Executive Committee meeting. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, efficiency, and relevancy.)*

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	None

6. AI Guide/Playbook for CEOs and Business Owners

Consideration to approve the procurement of an entity to develop a guide/playbook targeted toward our small and medium employers in Broward County who are seeking guidance in order to implement and use AI in their businesses. If approved, we would set aside \$25,000 to accomplish this objective and solicit quotes from our public and private university systems. Being able to provide this service was one of the recommendations made by the Board and Council work group in response to the thought questions regarding AI. Approved at the 5/5 Employer Services and 5/12 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	Motion for Approval
EXHIBIT	Memo #18 – 24 (BR)

7. New Training Provider My IT Future

Consideration to approve adding My IT Future under initial eligibility status as an Eligible Training Provider and to add eight (8) courses 1) Cyber Security Analyst 2) Network Security Technician 3) Cyber Security Forensic & Intrusion Analyst 4) Cisco Certified Network Associate (CCNA) 5) Cyber Security IT Professional 6) CompTIA A+/Network+ 7) Project Management Professional and 8) Master Certificate in Cyber Security & Information Assurance to the Workforce Innovation and Opportunity Act Individual Training Account List. CSBD adds schools and courses that meet federal, state, and local criteria to give customers more choices. Approved at the 3/25 One Stop Services and 5/12 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
EXHIBITS	Memo #10-24 (OPS) ITA Course Summary Spreadsheet

Pages 37 – 39

REPORTS

1. Education and Industry Consortium (EIC) Fourth Quarter Report

The goal of the EIC is to align educational programming with industry needs at the local level. The EIC held its fourth quarter meeting on 11/19. The Consortium 1) heard from Ashton Adler, Director of Talent at South Florida Tech Hub, who presented on the state of the information technology industry, emerging trends, and recruitment challenges. She stated that Florida was one of the top five states in the country producing skilled graduates in tech-related fields and 2) provided input for the draft 2025 BWDB legislative Agenda.

ACTION	None
EXHIBIT	Quarterly Report

Pages 40 – 47

2. Apprenticeship Fair

CSBD hosted an Apprenticeship Fair on 5/15 at the South One-Stop Center, drawing over 140 job seekers to explore career pathways in high-demand industries including construction, manufacturing, IT, and healthcare. Participating employers and registered apprenticeship sponsors, such as Memorial Hospital, Advanced Roofing, Miller Electric, McFatter Technical College, and the Broward County Office of Economic and Small Business Development, provided valuable information about current job openings and apprenticeship opportunities. CSBD's Apprenticeship Navigator was on-site to help job seekers understand the benefits and accessibility of registered apprenticeship programs. It is too soon to determine hiring information from the event. We will continue to monitor and follow up on the hiring activity. Feedback from the employers and job seekers was very positive.

ACTION	None
EXHIBIT	Social Media Announcement

3. Upcoming Employer Industry Forums

These events provide a valuable opportunity to convene the business community, education partners, and economic development stakeholders to address workforce challenges in Broward County's targeted industries collaboratively. Each session focuses on sharing insights, identifying talent needs, and strengthening industry-aligned solutions, including addressing the impacts of artificial intelligence on the workforce. Registration information will be shared with the members as we get closer to each event. Pursuant to the Board's request, we will send an optional calendar invite to Board members' Outlook calendars.

ACTION	None
EXHIBIT	Schedule of 2025 Employer Forums

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4. Artificial Intelligence Incumbent Worker Training Grant

In March, CSBD was awarded \$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. We currently have over \$179,000 in training grants in the pipeline, and additional interested employers are preparing applications.

ACTION	None
EXHIBIT	None

5. Janitorial Services Contract

This is to report on the first renewal for the janitorial services contract with AK Building Services for the main office. The agreement provides for three (3) one-year renewals. The cost for the services for the period is \$52,805/year, an increase of \$2,989 due to increases in costs and the minimum wage. This is being reported in accordance with our board policy to report single purchases over \$10,000.

ACTION	None
EXHIBIT	None

6. State Required Financial Disclosure

Each year, elected officials and board members must file the Financial Disclosure Form 1. The form is **due 7/1/25**. A \$25.00/day fine is imposed against filers for forms not filed by 9/3/25. Filers can no longer file locally at their Supervisor of Elections Office and must now file electronically using the statewide system at the link below. Filers should click "I am a Filer" and follow the prompts. There is a "How to" video that can guide you through the process.

ACTION	None
EXHIBIT	Financial Disclosure Form 1

7. CSBD Top Workplace Recognition

We are thrilled to announce that CSBD has been recognized as a 2025 Top Workplace by the South Florida Sun Sentinel! This prestigious award is based entirely on employee feedback and reflects our organization's commitment to fostering a positive, supportive, and mission-driven work environment. It highlights the passion our team brings to serving the Broward County community and helping businesses and job seekers thrive. To celebrate this achievement and accept our award, Board Chair Jim Ryan and members, Dr. Lisa Knowles and Marjorie Walters, along with members from our team, attended the 2025 Sun Sentinel Top Workplaces Awards Ceremony at the Coral Springs Marriott Hotel & Convention Center. We are proud of this achievement and grateful to every staff member whose dedication made this recognition possible.

ACTION	None
EXHIBIT	None

8. Laurie Moran Partnership Award

CSBD was honored with the prestigious Laurie Moran Partnership Award which recognizes outstanding collaboration at the National Association of Workforce Boards' annual conference attended by workforce boards from across the country. CSBD was selected for our strategic partnerships with the Greater Fort Lauderdale Chamber of Commerce and the Greater Hollywood Chamber of Commerce. Executive Vice President of Operations, Mark Klincewicz, accepted the award. Photos from the award ceremony are linked in our social media post below.

ACTION	None
EXHIBIT	Social Media Announcement

9. News Service of Florida Fifty Over 50 Recognition

Board members Shane Strum, President and CEO of Broward Health and Interim CEO of Memorial Healthcare System, and Bob Swindell, President and CEO of the Greater Fort Lauderdale Alliance, were named to the News Service of Florida's 2025 Fifty Over 50 list, which honors impactful leaders who have played a vital role in Florida's development across sectors such as healthcare, business, and public service. Also recognized was our partner, Dan Lindblade, President and CEO of the Greater Fort Lauderdale Chamber of Commerce. Congratulations to Shane, Bob, and Dan on this well-deserved honor!

ACTION	None
EXHIBIT	None

10. Leadership Florida Graduate

Board Member Lori Wheeler, Vice President of the Marine Industries Association of South Florida (MIASF), recently graduated from the prestigious Leadership Florida program. Her participation in this statewide initiative underscores a deep commitment to strengthening leadership and civic engagement across Florida. Her dedication to advancing both the marine industry and the broader community is commendable. Congratulations Lori!

ACTION	None
EXHIBIT	None

11. Board Member Recognition

Chen Moore and Associates was recently listed in the Sun-Sentinel's Top Workplaces 2025 in the small business category. Our own Dr. Ben Chen is the founder and Chairman of the Board of Chen Moore and Associates. Congratulations Dr. Chen!

ACTION	None
EXHIBIT	None

12. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 3.2 percent in April 2025. This rate was 0.4 percentage points higher than the region's year-ago rate. In April 2025, Broward County's unemployment rate was 0.3 lower than the State's rate. Out of a labor force of 1,085,636, up 3,550 (+0.3%) over the year, there were 35,168 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

Pages 49 – 50

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 JUNE 26, 2025.</i></p>
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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
Walberto Utreras
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-Michael 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

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

**THURSDAY
May 22, 2025
12:00 P.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 #262
Thursday, April 24, 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, Keith Costello, Heiko Dobrikow, Paul Farren, Michael Goldstein, Frank Horkey, Dr. Lisa Knowles, Kevin Kornahrens, Francois Leconte, Dawn Liberta, Sandy-Michael McDonald, Felipe Pinzon, Catherina Rozario, Richard Shawbell, Shane Strum, Bob Swindell, Dr. Stacy Volnick, Marjorie Walters, Tara Williams, and Jim Ryan, who chaired the meeting.

Guests: Dr. Henry Mack, Mark Wilson, Clay Miller, Matthew Rocco, Wally Utreras, Kirk Brown, and Jim Junecko.

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

MISSION MOMENT

Today's mission moment is the Worlds of Work career exploration expo. Jim Ryan shared a video from the event on 3/11. He described the experience as a huge success, noting that students left with strong impressions of the participating companies and gained valuable insights into potential future careers.

APPROVAL OF MINUTES

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

On a motion made by Keith Costello and seconded by Heiko Dobrikow, the BWDB unanimously approved the minutes of the 2/27 (#260) and 3/26 (#261) meetings.

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

On a motion made by Mayor Beam Furr and seconded by Mayor Dean Trantalis, the Council of Elected Officials unanimously approved the minutes of the 4/7 meeting.

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 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.

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.

On a motion made by Frank Horkey and seconded by Heiko Dobrikow, the BWDB/CSBD Council of Elected Officials unanimously approved the Consent Agenda of 4/24.

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

Considered the appointment of 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.)*

Jim Ryan introduced the item, and prior to reviewing the recommendation, welcomed Mr. Utreras to the meeting.

On a motion made by Mayor Beam Furr and seconded by Mayor Josh Levy, the CSBD Council of Elected Officials unanimously approved the appointment of Wally Utreras, Business Manager of the International Union of Operating Engineers Local 487, to the BWDB.

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.)*

Jim Ryan introduced the item and asked Sandy-Michael McDonald, Chair of the Strategic Planning Committee, to present it.

Mr. McDonald reviewed the legislative agenda and the workforce-related items of the community partners. He then discussed the recommendation to allow Ms. Hylton to support other public interest groups supporting modifications to WIOA reauthorization legislation aligned with the changes recommended by staff.

On a motion made by Heiko Dobrikow and seconded by Frank Horkey, the BWDB/CSBD Council of Elected Officials unanimously approved 1) the 2025 BWDB Legislative Agenda 2) allowing the President/CEO to support follow-up communications from other public interest groups that address similar WIOA reauthorization positions and 3) support of community partners' workforce-related legislative agendas.

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

Considered awarding 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.)*

Jim Ryan introduced the item, reviewed the recommendation, and noted that Board Member Vanessa Cantave has a conflict of interest regarding this item as she is employed by 2Lyons Aerospace. Mr. Ryan announced that even though Ms. Cantave was not in attendance, she will be required to submit a conflict-of-interest form.

On a motion made by Keith Costello and seconded by Dr. Lisa Knowles, the BWDB/CSBD Council of Elected Officials unanimously approved awarding 2Lyons Aerospace an IWT grant in the amount of up to \$25,000 to train approximately 15 employees in the use of AI.

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

Considered awarding 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 employed by 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 introduced the item, reviewed the recommendation, and noted that Board Member Bob Swindell has a conflict of interest regarding this item as he is employed by GFLA.

Mr. Swindell, who attended via Zoom, declared his conflict of interest, abstained from the discussion and vote, and will complete a conflict-of-interest form.

On a motion made by Frank Horkey and seconded by Felipe Pinzon, the BWDB/CSBD Council of Elected Officials unanimously approved awarding 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 AI.

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

Considered the approval of 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.)*

Jim Ryan asked Dawn Liberta, Chair of the Youth Committee, to present the item. Ms. Liberta reviewed the recommendation and noted that Rufus James has a conflict of interest regarding this item as he is employed by FXE. Ms. Liberta announced that even though Mr. James was not in attendance, he would be required to submit a conflict-of-interest form.

On a motion made by Bob Swindell and seconded by Frank Horkey, the BWDB/CSBD Council of Elected Officials unanimously approved an SYEP contract with FXE through 9/30/28.

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

Considered approval of 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.)

Jim Ryan asked Dawn Liberta to present the item. Ms. Liberta reviewed the recommendation and explained that Dr. Howard Hepburn has a conflict of interest regarding this item as he is employed by SBBC. Ms. Liberta stated that even though Dr. Hepburn was not in attendance, he would be required to submit a conflict-of-interest form.

On a motion made by Shane Strum and seconded by Dr. Stacy Volnick, the BWDB/CSBD Council of Elected Officials unanimously approved 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.

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

Considered approval of 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.)*

Jim Ryan asked Dawn Liberta to present the item. Ms. Liberta reviewed the item and its recommendations.

On a motion made by Francois Leconte and seconded by Marjorie Walters, the BWDB/CSBD Council of Elected Officials unanimously approved the PY 25/26 contract renewals for four youth providers 1) CILB for \$58,896 to serve 12-15 OSY 2) HANDY for \$152,000 to serve 20 OSY 3) FLITE Center for \$227,000 to serve 36 OSY and 4) JA for \$150,000 to serve 25 ISY.

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

Considered the acceptance of 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.)*

Jim Ryan asked Dawn Liberta to present the item. Ms. Liberta reviewed the item and its recommendations.

On a motion made by Keith Costello and seconded by Tara Williams, the BWDB/CSBD Council of Elected Officials unanimously approved the acceptance of 1) \$150,000 from the City of Fort Lauderdale and 2) \$22,500 from the City of Tamarac for the SYEP.

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.

Jim Ryan introduced the item and invited Ron Moffett, Executive Vice President, to present the report. Mr. Moffett explained the review covered more than 2,400 elements and commended the youth providers for achieving a 0% error rate. He recognized HANDY, represented at the meeting by CEO Kirk Brown, for their outstanding work.

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.

Jim Ryan asked Rochelle Daniels, General Counsel, to present the item, which she did. Ms. Daniels emphasized that Philadelphia Insurance remains the most competitive option. She explained that many years ago, the Board authorized the President/CEO to authorize the purchase of D&O Insurance due to the policy renewal date not aligning with Board meetings. As it is a single purchase of over \$10,000, it is being reported in compliance with Board policy.

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.

Jim Ryan introduced the item and invited Rochelle Daniels to provide additional remarks. Ms. Daniels stated that the slight increase in this year's premium is due to the growth of the Summer Youth Employment Program and noted that the cost is allocated across all applicable grants.

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.

Jim Ryan asked Mark Klinecicz, Executive Vice President, to present the item. Mr. Klinecicz reported that the economic dashboard has been updated through March. He noted that Broward County's unemployment rate has increased slightly compared to last year, though it remains lower than the state average. He also acknowledged Mark Wilson, President of the Florida Chamber of Commerce, for the Chamber's valuable data resources, noting that the dashboard includes links to several of their scorecard elements.

MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL OF ELECTED OFFICIALS

Mayor Dean Trantalis reviewed his Board Planning Session welcome letter, expressing appreciation for the opportunity to serve on the Council of Elected Officials and highlighting the region's resilience in the face of recent challenges. He emphasized the importance of business retention, affordable housing, and workforce initiatives such as job fairs and the summer youth employment program. He closed by expressing pride in the Council's and Board's accomplishments and enthusiasm for the work ahead.

Mayor Beam Furr shared that both the Fort Lauderdale City Commission and Broward County Commission passed a resolution in support of a locally preferred alternative to address crossing the New River, either by bridge or tunnel. He noted that this marks significant progress after prolonged uncertainty, with a firm decision expected by October 1.

Mayor Dean Trantalis inquired about a potential Brightline connection to the airport. Mayor Beam Furr responded that the County recently authorized \$20 million for a Project Development & Environment study to evaluate transit between the airport and the seaport. He added that a Brightline connection to the airport is included in the airport's master plan.

MATTERS FROM THE BROWARD WORKFORCE DEVELOPMENT BOARD CHAIR

Board Chair Jim Ryan shared his appreciation for everyone in attendance and expressed pride in serving as Chair for 2025. He described CSBD as a "rock star group," commending the leadership team and Board Members for their dedication. Mr. Ryan spoke of his experience on many other boards, and emphasized that this one stands out for its impact and professionalism. He thanked attendees for carving time out of their busy schedules to support underserved communities and closed by expressing his enthusiasm for today's planning session.

MATTERS FROM THE BOARD

Heiko Dobrikow acknowledged Dr. Stacy Volnick for her leadership during Florida Atlantic University's presidential transition. He thanked her for her efforts in representing the university and guiding it through the selection process for a new president. Dr. Volnick expressed her appreciation and noted that, now that she is serving as Vice President of the University, she looks forward to participating in more BWDB meetings and events in person.

MATTERS FROM THE FLOOR - None.

MATTERS FROM THE PRESIDENT/CEO - None.

ADJOURNMENT 12:33 p.m.

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



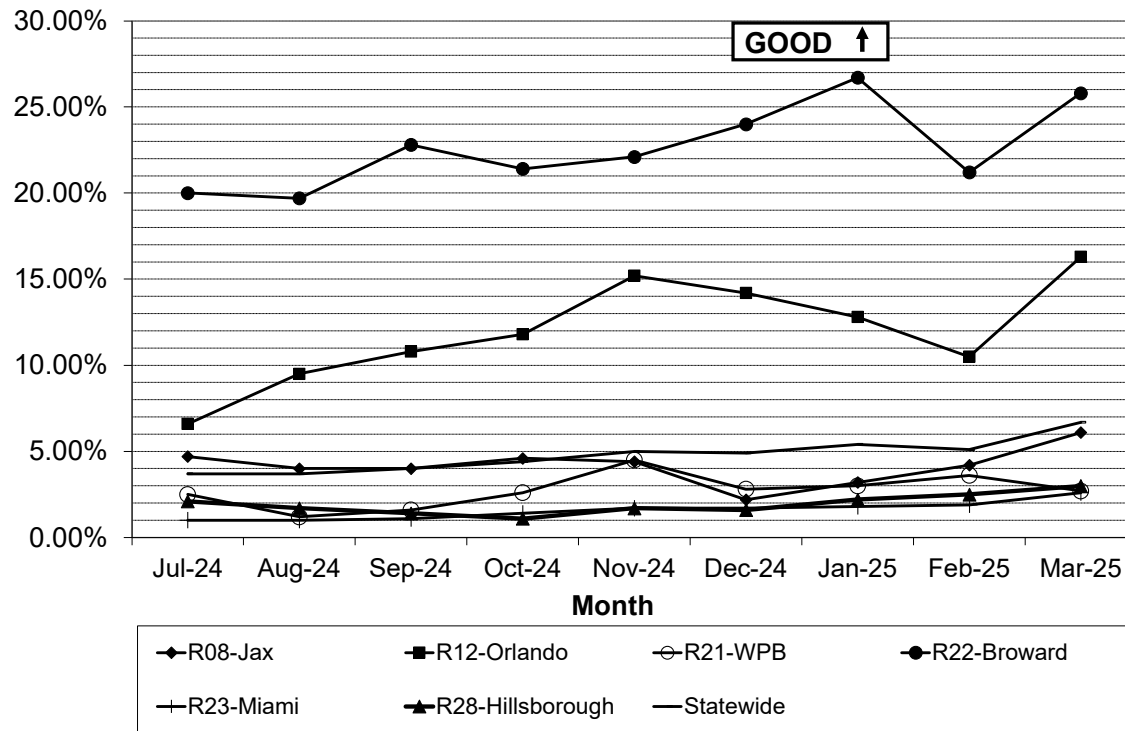
Performance Report

Performance Report July to March 2025

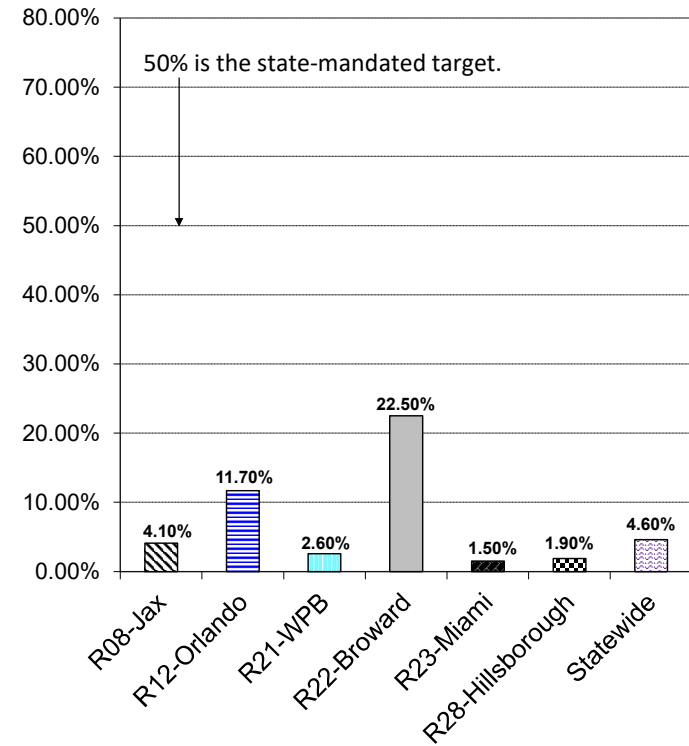
Entered Employment Rate for the Month March 2025 across all Big Six Regions								
	WTP		Wagner-Peyser		Veterans		WIOA Adult/DW	
Region 8 - Jacksonville	33.70%	↑	16.90%	↑	18.90%	↑	100.00%	↑
Region 12 - Orlando	33.20%	↑	24.20%	↑	38.20%	↑	92.30%	↑
Region 21 - WPB	40.70%	↑	16.20%	↑	10.00%	↑	100.00%	—
Region 22 - Broward	32.50%	↓	24.00%	↓	56.30%	↑	100.00%	—
Region 23 - Miami	42.30%	↓	48.50%	↑	33.30%	↓	100.00%	—
Region 28 - Hillsborough Pinellas	31.20%	↓	23.50%	↑	23.10%	↓	70.00%	↑
Statewide	33.60%	↓	29.30%	↑	34.00%	↑	81.90%	↓
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 March 2025

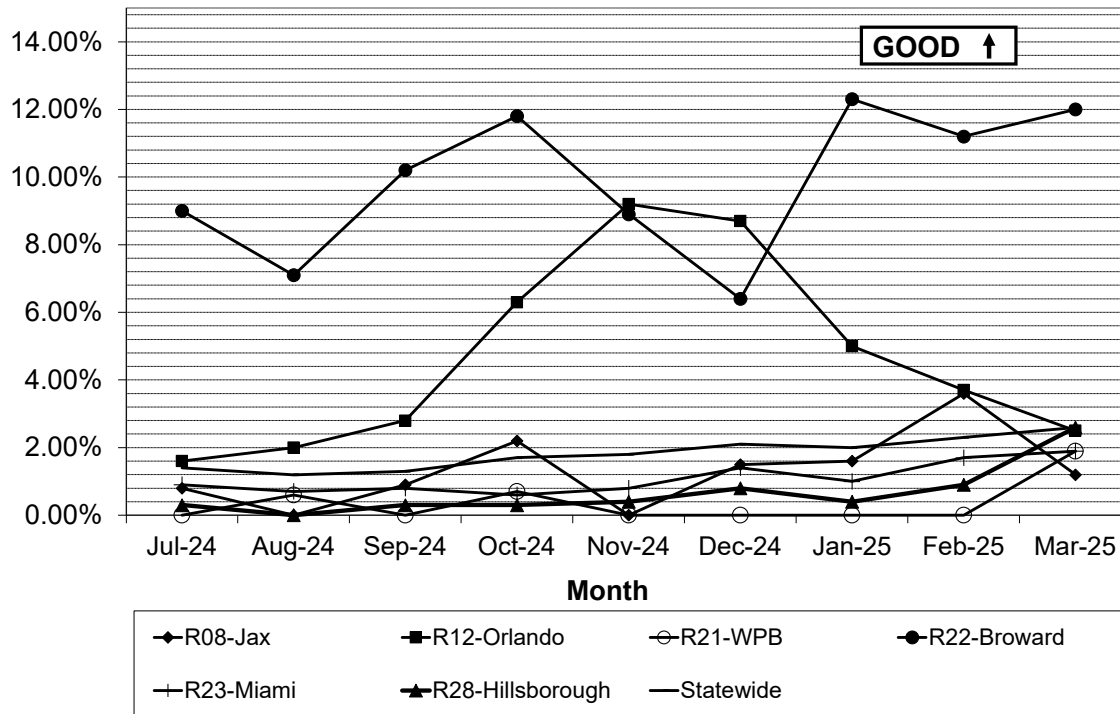


**Program Year-to-Date (YTD)
Participation Rate as of March 2025**

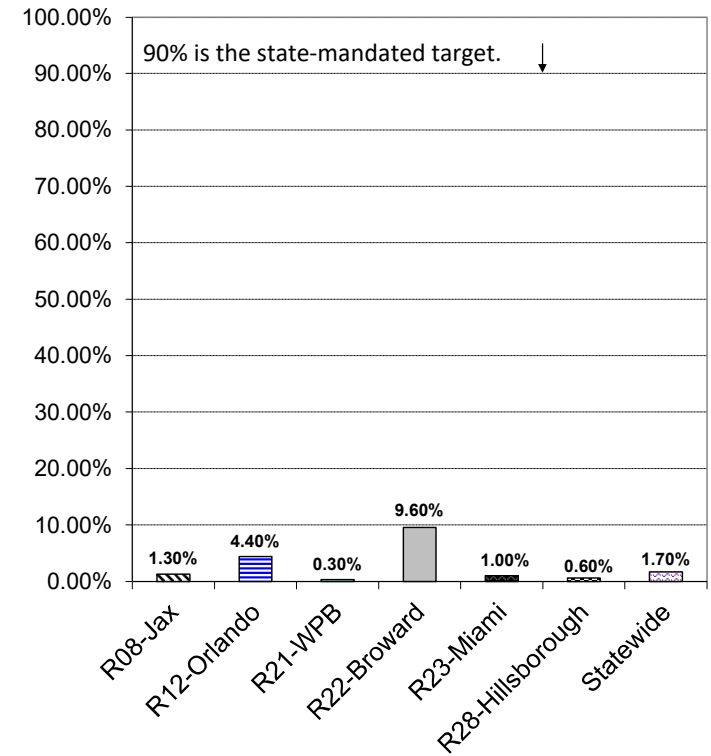


Welfare Transition Program (WTP) Two-Parent Family Participation Data for the Big 6 Regions

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

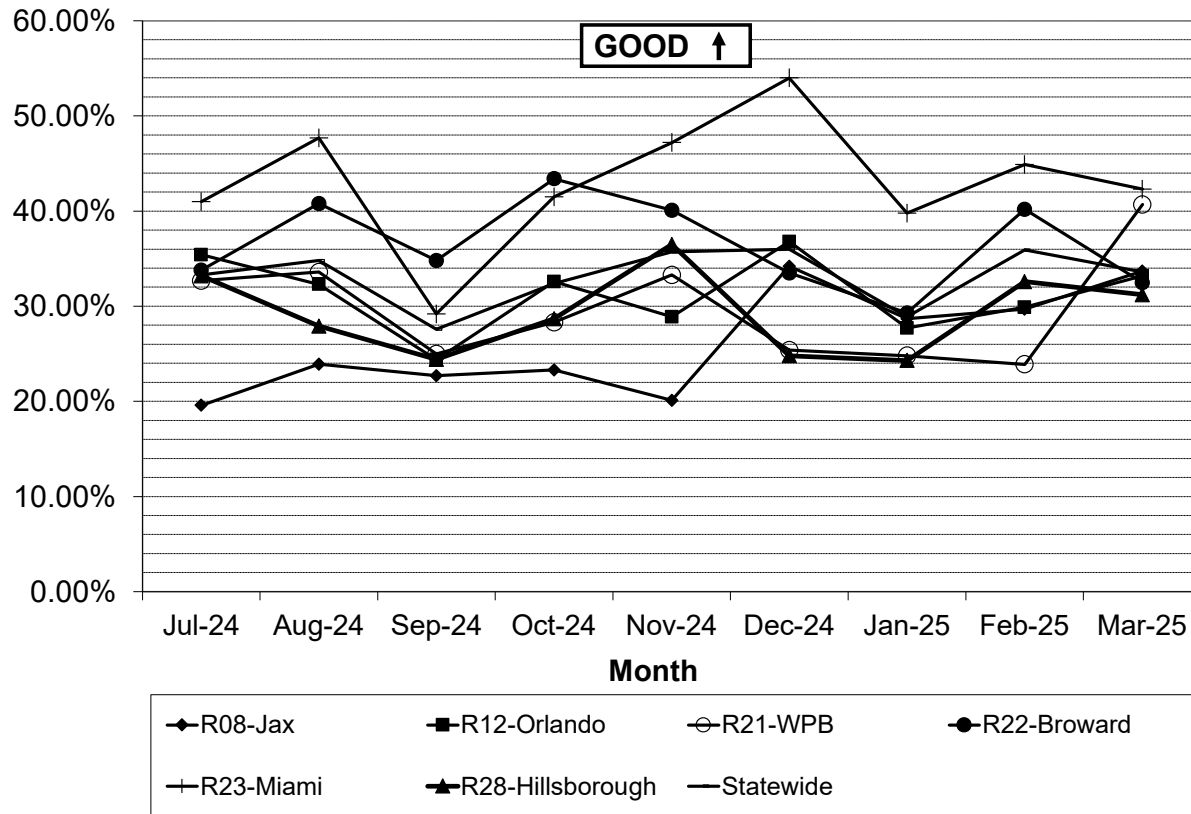


Program Year-to-Date (YTD) Participation Rate as of March 2025

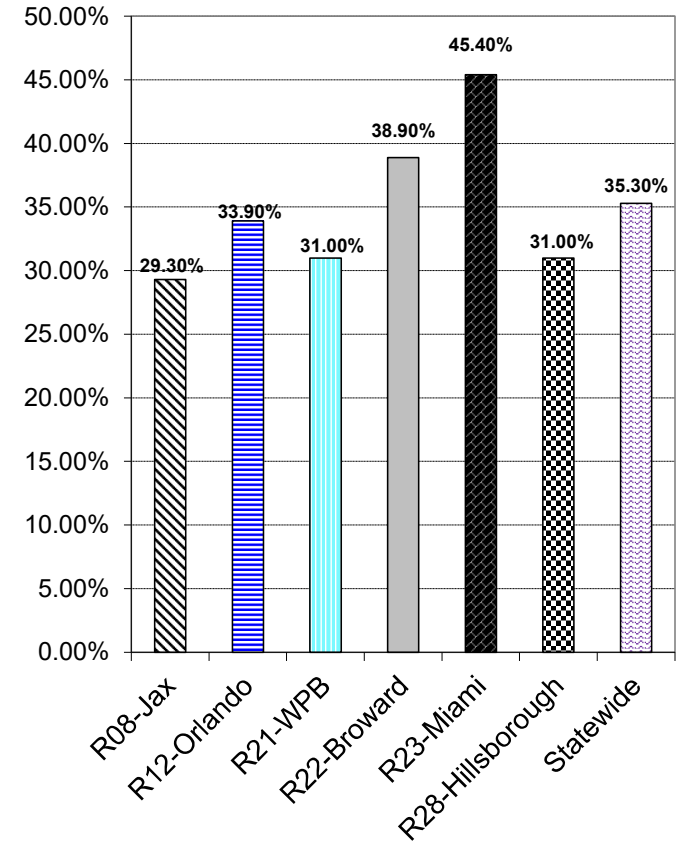


Welfare Transition Program (WTP) Entered Employment (EE) Data for the Big 6 Regions

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



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

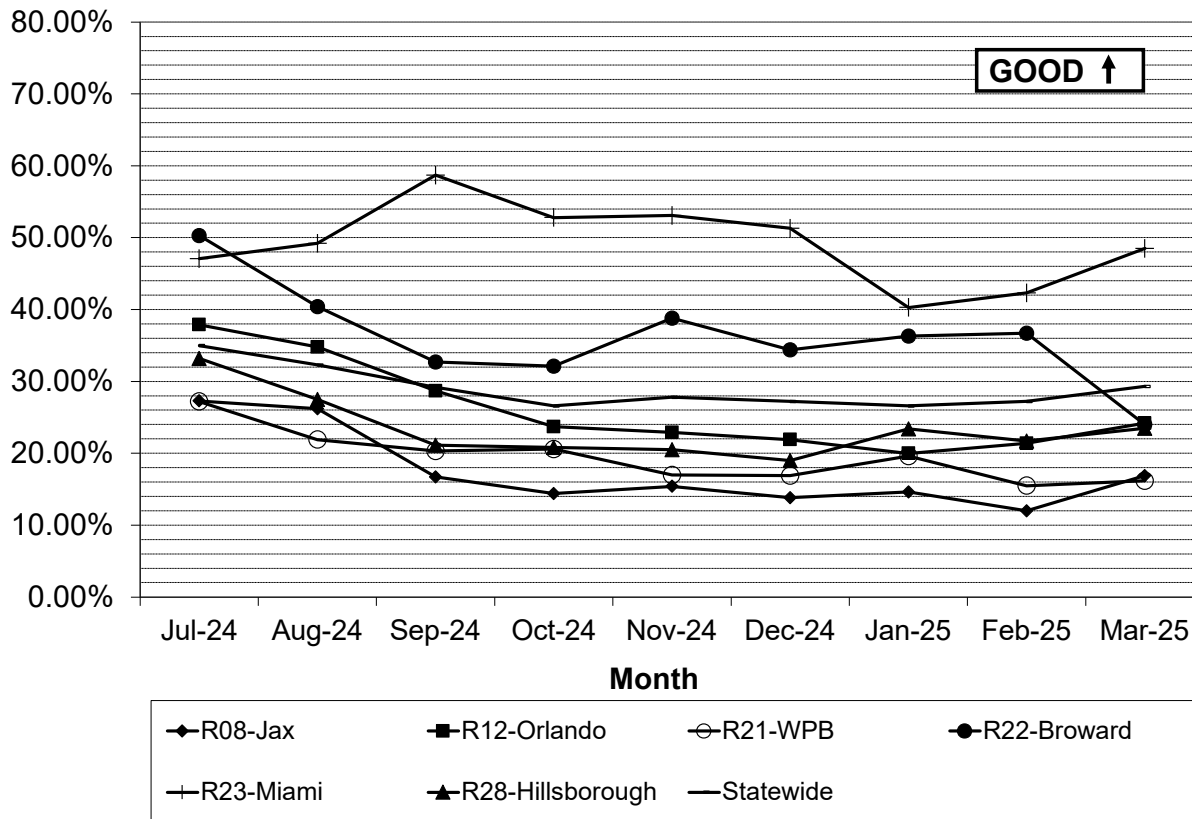


Analysis of Welfare Transition Program (WTP) Performance

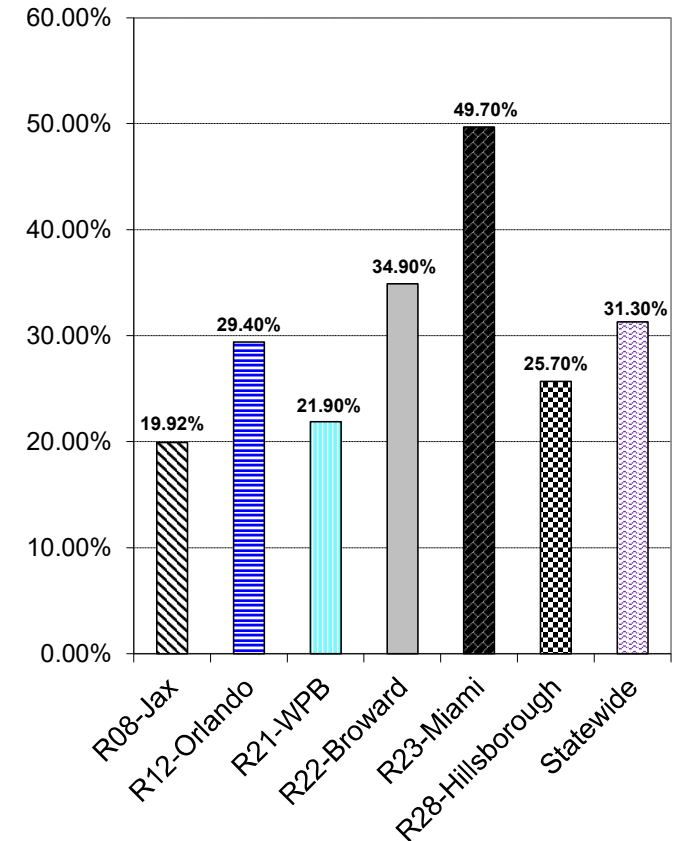
WTP Program Performance At-A-Glance	<u>Measure</u>	<u>Goal</u>	<u>Month (March)</u>	<u>PYTD</u>
	All Family Participation	50%	25.8%	22.5%
	Two-Parent Family Participation	90%	12.0%	9.6%
	Entered Employment Rate (EER)	39%	32.5%	38.9%
Current Situation and Performance Summary	<p>In relation to the Big 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 5th 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"> • We conducted a comprehensive analysis of the skills, experience, and career interests of the WTP population. In April, we leveraged these insights to organize WTP Mini Job Fairs at all three of our career centers, connecting participants directly with employers offering relevant opportunities. We have already observed an increase in hires, which we project will contribute to a measurable improvement in the WTP EER. • Increasing outreach efforts with WTP participants to raise awareness of short-term training opportunities that align with in-demand occupations. By providing timely, targeted information and support, we aim to empower participants to build marketable skills, improve their employability, and accelerate their path to sustainable employment. This strategic focus on upskilling is essential to our broader goal of increasing the EER and fostering long-term economic self-sufficiency. 			

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

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



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

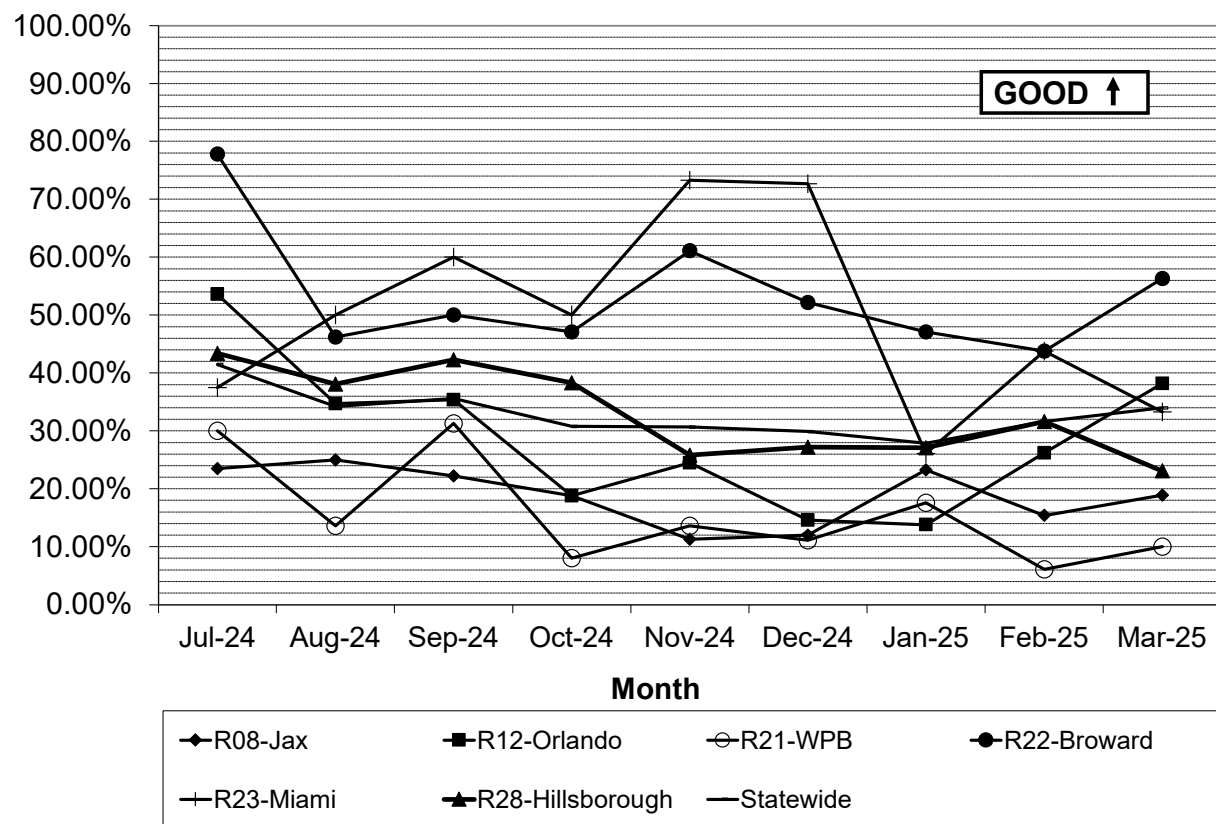


Analysis of Wagner-Peyser (WP) Performance

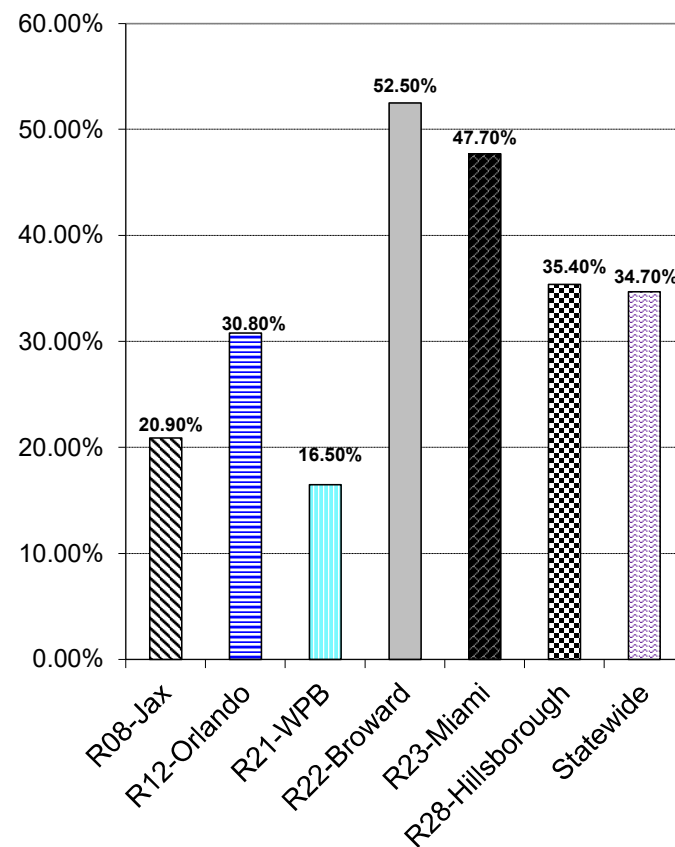
WP Program Performance At-A-Glance	<u>Measure</u>	Performance*	
		Month(March)	PYTD
	Entered Employment Rate (EER)	24.0%	34.9%
*Please note: The performance detail is based on the Monthly Management Report (MMR). Due to lagging data, our true YTD rate will adjust at the end of the program year.			
Current Situation and Performance Summary	<p>In relation to the Big 6 Regions:</p> <p>CSBD ranks 3rd 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"> Through our Employer Industry Forums, our Business Services staff are proactively partnering with employers across key industry sectors to identify current and emerging workforce needs. These partnerships expand employment opportunities for our job seeker population while helping employers meet their talent acquisition goals. CSBD organized an Apprenticeship Fair designed to introduce job seekers to career pathways they may not have previously considered. This event connected participants with employers and training providers, expanding access to hands-on, earn-and-learn opportunities across a variety of industries. 		

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

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



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

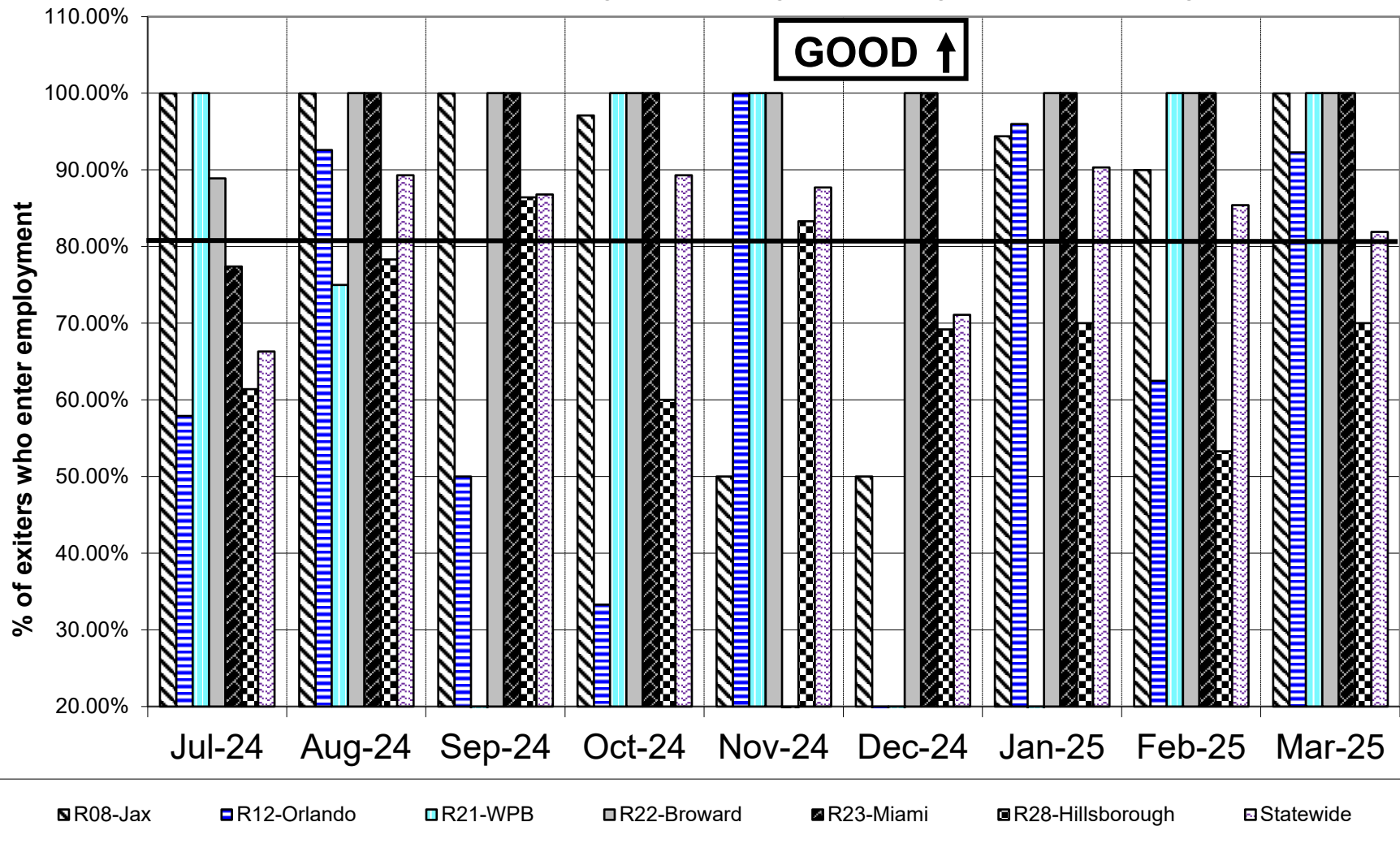


Analysis of Veterans' Performance

Veterans Program Performance At-A- Glance	<u>Measure</u>	Performance*	
		Month (March)	PYTD
	Entered Employment Rate (EER)	56.3%	52.5%
<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 1st for the month and 1st for Program Year 24/25 in Veterans' Entered Employment Rate.</p>		
Strategies and Action Steps	<p>To increase our EER, the following strategy was implemented:</p> <ul style="list-style-type: none"> Veteran priority apprenticeships were developed with Forts Logistics and Day & Nite All Services for veterans interested in working in Logistics, HVAC, and Refrigeration. Veterans receive the hands-on skills they need, while employers benefit from the leadership, discipline, and work ethic veterans bring. Both employers have allocated a minimum of 5 positions across their organizations. The positions range from management-level staff to entry-level technicians. Earn while you learn opportunities allow veterans to improve their skills while on the job, while obtaining an income. To date, 2 veterans have been placed and 5 are in the pipeline to interview in the coming weeks. 		

Comparison of the Workforce Innovation and Opportunity Act (WIOA) Entered Employment Rate for Adult & Dislocated Workers across the 6 largest Regions in Florida from July 2024 to March 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 (March)	PYTD
	Entered Employment Rate	100%	95.2%
Current Situation and Performance Summary	<p>Since July 2024, CSBD has assisted 619 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>In relation to the Big 6 regions, CSBD is in 1st place for the month and is in 1st place year-to-date.</p>		
Strategies and Action Steps	<p>To increase WIOA performance, we implemented the following:</p> <ul style="list-style-type: none"> On May 28, we're hosting the 3rd of 3 powerful Learn. Work. Win. events at our North One-Stop Center. This time, we're putting the spotlight on Hospitality, a thriving, in-demand industry with limitless career potential. Top area employers, including leading hotels, are eager to connect with motivated job seekers. Attendees will be inspired by a dynamic industry leader who will share their success story, offer insider perspectives on long-term career opportunities, and highlight pathways for growth and advancement in Hospitality. Plus, they will meet our ITA providers, whose programs are tailored to help you gain the skills employers are looking for. 		

Memorandum #11 – 24 (QA)

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

From: Carol Hylton, President/CEO

Subject: 2025 Broward Workforce Development Board Planning Session Report

Date: May 13, 2025

SUMMARY

Consideration to adopt the Board Planning Session Report for Program Year 25/26, which was held on 4/24. The Planning Session began with a lively “Fireside Chat” on the future of work and the economy as we enter into a new era guided by AI, moderated by Board Chair Jim Ryan. Guests included Mark Wilson and Dr. Henry Mack III. Their analysis and predictions were further explored during the group discussions later in the day. This was followed by a review of last year’s highlights delivered by our Board Committee Chairs, augmented by AI voiceover. Once approved by the Board, the recommendations from the Report will be incorporated into the committee matrices to create strategic goals and objectives for the upcoming year. Approved at the 5/12 Executive Committee meeting.

BACKGROUND

Each year, the Broward Workforce Development Board (Board) holds a planning session to 1) discuss workforce issues affecting our community 2) review the goals and objectives of the previous year and 3) make planning recommendations for the upcoming year. This year’s annual planning session was held on 4/24. The theme this year was “Future Ready” to align us to a new and exciting era in workforce development guided by AI. The board materials included the committees’ strategic planning matrices, thought questions, and related articles for the breakout sessions, as well as a Planning Session evaluation, among other materials. Thirty (30) board and council members, along with our guests, participated.

DISCUSSION

Council Chair and Fort Lauderdale Mayor Dean Trantalis opened the Planning Session, followed by a welcome from President/CEO Carol Hylton and Board Chair Jim Ryan. This was followed by a lively “Fireside Chat” discussion moderated by Jim Ryan on the future of work and the economy as we enter into a new era guided by AI. Speakers included Mark Wilson, President/CEO of the Florida Chamber of Commerce, and Dr. Henry Mack III, Vice President of Strategy and Innovation and Executive Director for the Institute of Ethics and Leadership at St. Thomas University. Their analysis and predictions were further explored during the group breakout discussions later in the day.

This was followed by a review of last year’s highlights delivered for the first time via video by our Board Committee Chairs and our President augmented by AI voice over. Then as is our tradition the Board and Council members discussed the thought questions and brainstormed ideas that are used to form the Board’s recommendations for the upcoming year. The recommendations are presented on the following pages.

Topic: The AI Revolution

What strategies should the Board implement to assist employers and jobseekers in making the transition needed to keep up with the AI revolution?

- Explore IKEA's utilization of AI to enhance customer experience, streamline internal processes and drive innovation and determine whether CSBD can adopt some of their utilization strategies in serving businesses and job seekers.
- Work with our employer customer liaisons to identify processes that can be optimized through AI and, where applicable, assist employers with incumbent worker training.
- Act as a resource and a convener in providing employers with AI solutions.
- Create a one-page "Quick FAQs" for job seekers on the basics of AI.
- Assist workers displaced as a result of AI by assisting them to develop "Plan B" strategies for the next phase in their careers.
- Educate employers attending Workforce Wednesdays and our Employer Forums regarding available AI tools and how they can be effectively deployed to help them stay up to date with the AI revolution.
- Assess the feasibility of developing a guide/playbook targeted toward small and medium employers in Broward County that are seeking guidance to implement and use AI in their businesses.
- Identify AI tools and new technologies as they become available to improve the delivery of services in the One-Stop centers as well as create more efficiencies.

Topic: Keeping Pace with the Labor Shortage

To address critical labor shortages and increase the sustainability and resiliency of our local in-demand occupations, what tactics should we consider to encourage young adults to enter the trades, construction and healthcare?

- Promote paid work experience in our prosperity zip codes.
- Explore additional ways for us to promote career exploration in our targeted industries to youth in K - 12.
- Work with employers serving as host work experience sites to consider developing apprenticeships
- Develop strategies to make youth aware of apprenticeship opportunities.
- Identify ways to expose youth to the benefits of training in a skilled trade.
- If feasible, implement a 2-Gen approach to inform parents and youth about opportunities in the targeted industries to assist them in becoming upwardly mobile.
- Consider methods to assist entry-level workers whose jobs are being replaced by AI.

Topic: WIOA Reauthorization

What strategies can be employed so that our legislators understand the importance of the requested modifications to be incorporated into the proposed WIOA Reauthorization Bills?

- As the Legislative Agenda was approved at the earlier board meeting staff will work with our delegation and public interest groups such as NAWB and Workforce Development Council of USCM to promote our position.

Topic: AI and CareerSource Broward

As we move into next year, in order to increase the efficiency of our day-to-day operations, what other areas should we consider for incorporation of AI?

- This question was incorporated into the AI discussion in response to the first topic.

Topic: Improving Youth Participation and Long-Term Outcomes

What additional actions can the Board take to ensure industry needs are incorporated into our youth year-round program designs to prepare youth for the current and quickly evolving job market?

- This question was incorporated into the earlier topic of discussion regarding strategies to address the labor shortage.

Topic: The Silver Tsunami and the “Unretiring”

How can we assist and/or prepare our employers for the large incidence of the “unretiring” in the workforce that will encourage and support the retention of older workers remaining and re-entering the job market?

- Identify ways to engage Broward County seniors who want to re-enter the workforce.
- Use activities such as Workforce Wednesdays and our employer forums:
 - a) To educate employers on the benefits of hiring older workers
 - b) To brief employers on creative hiring practices that attract older workers
- Work with SHRM and other HR professionals to promote the benefits of hiring older workers.

Topic: Regional Planning with CareerSource South Florida (CSSF)

Please review the suggested activities, then 1) prioritize them based on their anticipated benefit to both regions and 2) propose any additional topics for potential collaboration with CSSF.

- Consider policies that would allow employers located in neighboring/adjacent Miami region to be served by any of the regional partners regardless of their employee's county of residence.

- Continue serving as a member of the South Florida Regional Planning Council where we share our expertise and perspectives on:
 - a) Workforce Development
 - b) Workforce Housing
 - c) Workforce Transportation and
 - d) Opportunities for joint services to partner organizations;
 And bring workforce strategies they identify to the governing boards for consideration.
- Discuss regional strategies the other Big Six regions are developing for their Regional Plan to determine whether they can be incorporated in our plan.
- Reach out to Miami to coordinate events and/or activities that would equally serve both workforce areas in the region.

EVALUATION

Each year Board and Council members are asked to complete an evaluation of the Planning Session, Comments and scores are considered when planning subsequent Planning Sessions. This year all (100%) of the respondents were **very satisfied** with the Planning Session. Below are some of the comments:

- Amazing staff and professional board.
- Liked the interaction with the board staff.
- Great discussion by keynote speakers.
- Liked the Fireside Chat and breakout session.
- Enjoy the comradery of board and staff.
- Love this organization.
- Excellent job.
- Outstanding team.
- It was great!

The Board Planning Session concluded with Jim Ryan and Carol Hylton providing closing remarks and thanking the Board, Council, and staff. Carol also reminded the members that the recommendations would be presented at the next Board meeting. Once approved, staff will distribute the recommendations to the Board committees to prioritize and create the strategic plans and objectives for the upcoming year to move Broward forward.

RECOMMENDATION

That the Board adopt the Planning Session Report.

Memorandum #18 – 24 (BR)

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

From: Carol Hylton, President/CEO

Subject: AI Playbook for CEOs and Business Owners

Date: May 13, 2025

SUMMARY

Consideration to approve the procurement of an entity to develop a guide/playbook targeted toward our small and medium employers in Broward County who are seeking guidance in order to implement and use AI in their businesses. If approved, we would set aside \$25,000 to accomplish this objective and solicit quotes from our public and private university systems. Being able to provide this service was one of the recommendations made by the Board and Council work group in response to the thought questions regarding AI. Approved at the 5/5 Employer Services and 5/12 Executive Committee meetings.

BACKGROUND

Many small to mid-sized employers are aware that AI tools can make a difference in their bottom line but are uncertain about how to use AI to their advantage.

Around the country, forums such as Wisconsin's 2024 AI Leadership Blueprint, which provided a workbook designed to help business leaders implement AI strategies effectively, are taking place.

DISCUSSION

To assist our local small and medium-sized employers while simultaneously taking advantage of the opportunity to introduce them to our services, including upgrading the skills of their current workforce, we would like to procure an expert in the field of AI through one of our public or private university systems to develop a guide. The guide would serve as a playbook or resource for businesses. This issue was discussed in the Employer Services Committee and Education and Industry Consortium meetings, and their feedback is incorporated into the specifications for the guide. We would set aside \$25,000 toward this initiative.

If approved, we would issue a Request for Quotes (RFQ) and require:

1. A project work plan and timeline.
2. A stakeholder engagement strategy.

3. A written summary of the stakeholders' meetings.
4. That there be at least three stakeholder engagement sessions with local CEOs and business owners to ensure the guide is responsive to the local business community.
5. Real-life examples and case studies of practical applications of AI across industries and co-opting employee use of AI tools.
6. AI in Human Resources practices such as recruiting and onboarding.
7. Using AI to address communications.
8. Workforce alignment strategies for upskilling, reskilling, and minimizing displacement, taking into consideration redundancies.
9. Decision-making models and implementation roadmaps adaptable by company size and maturity.
10. Draft and final versions of the AI Playbook in digital format.
11. Risk and ethics frameworks, and security including legal and workforce-related considerations.
12. Hosting 3 post-delivery briefings or workshops with employers and CSBD staff.
13. Presentation of final deliverables to CSBD leadership.

This effort aligns with the Employer Services Committee's mission to guide employer services strategy and enhances CSBD's value to the business community.

RECOMMENDATION

Approve the issuance of an RFQ as described above.

Memorandum #10-24 (OPS)

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

From: Carol Hylton, President/CEO

Subject: Add New Eligible Training Provider and Courses for My IT Future

Date: May 13, 2025

SUMMARY

Consideration to approve adding My IT Future under initial eligibility status as an Eligible Training Provider (ETP) and to add eight (8) courses 1) Cyber Security Analyst 2) Network Security Technician 3) Cyber Security Forensic & Intrusion Analyst 4) Cisco Certified Network Associate (CCNA) 5) Cyber Security IT Professional 6) CompTIA A+/Network+ 7) Project Management Professional and 8) Master Certificate in Cyber Security & Information Assurance to the Workforce Innovation and Opportunity Act (WIOA) Individual Training Account (ITA) List. CSBD adds schools and courses that meet federal, state, and local criteria to give customers more choices. Approved at the 3/25 One Stop Services and 5/12 Executive Committee meetings.

BACKGROUND

WIOA requires classroom or online training to be provided through ITAs at schools and for courses approved by the local workforce board. The ITA can only be used at schools on the State list of ETPs and for programs in-demand occupations appearing on the Targeted Occupations List (TOL).

Per FloridaCommerce's new requirements, all ETPs must be approved at the State level and added to the State's ETP List (ETPL) before being considered at the local level. My IT Future has been approved for initial eligibility by FloridaCommerce. Training providers must also meet CSBD board requirements before being added to the local ETPL. Two critical criteria over which CSBD has no control are:

1. The inclusion of programs that are expensive when compared to the same courses which may be available at public institutions. This is because the Florida State Statutes governing WIOA at 445.007 (6) state: that a "local workforce development board may not restrict the choice of training providers based upon cost, location, or historical training arrangements."
2. An individual has the ability to select a course of study even though they may incur debt because WIOA states we must give participants the full list of available courses along with cost and performance information.

While the law requires that participants have customer choice in the selection of training programs, CSBD success coaches advise participants regarding all alternatives as a component of customer choice. Additionally, all occupational training must meet the Broward Workforce Development Board's established minimum evaluation criteria.

DISCUSSION

My IT Future is located in Orlando and has been operating since 1994. It provides fully online training in the IT industry. The school is licensed by the Commission on Independent Education (CIE) and offers industry-recognized credentials through the certifying agencies 1) CompTIA 2) PeopleCert and 3) Cisco. Because of these factors, a site visit is not required.

A cross-functional CSBD review committee comprised of staff from Operations, Quality Assurance, and our Information Technology intermediary reviewed the applications and programs. The committee has determined that all Board-mandated criteria have been met for the school, training programs, and related occupational titles. This includes but is not limited to:

- 1) Licensure
- 2) Issuance of an industry-recognized credential; and,
- 3) 25 or more job openings in Broward County.

The courses submitted will prepare participants for employment in the following in-demand occupations as shown in the chart below.

Courses to be added:

Occupational Training Program	Occupation	Entry Wage
Cyber Security Analyst	Information Security Analysts	\$34.54
Network Security Technician	Computer User Support Specialists	\$17.75
Cyber Security Forensic & Intrusion Analyst	Information Security Analysts	\$34.54
Cisco Certified Network Associate (CCNA)	Network and Computer Systems Administrators	\$29.78
Cyber Security IT Professional	Information Security Analysts	\$34.54
CompTIA A+/Network+	Computer User Support Specialists	\$17.75
Project Management Professional	Management Analysts	\$20.53
Master Certificate in Cyber Security & Information Assurance	Information Security Analysts	\$34.54

As a new training provider, we will limit customer enrollment to 10 in each of the training programs until performance can be established for our customers.

RECOMMENDATIONS

Approve adding My IT Future under initial eligibility status as an Eligible Training Provider and add the following courses to the WIOA ITA List:

1. Cyber Security Analyst
2. Network Security Technician
3. Cyber Security Forensic & Intrusion Analyst
4. Cisco Certified Network Associate (CCNA)
5. Cyber Security IT Professional
6. CompTIA A+/Network+
7. Project Management Professional; and,
8. Master Certificate in Cyber Security & Information Assurance

ITA Course Summary Spreadsheet for My IT Future
Attachment to Memo #10-24 (OPS)

School Name / Location	License / State Agency Approval	DOE Accreditation	Course Title	Type of Credential Offered	Program Length	Clock Hours	Entry Wage	Course Offering (Virtual/ Classroom/ Blended*)	Class Size (Max)	Prerequisites	Tuition and Fees	Other Costs (Books, Uniforms, Supplies, Cert./Lic. Exams)	Program Total Costs
My IT Future	YES	NO	Cyber Security Analyst	Certificate	10 weeks	108	\$34.54	Online	20	High School Diploma or its equivalent	\$7,500.00	\$0.00	\$7,500.00
	YES	NO	Network Security Technician	Certificate	10 weeks	108	\$17.75	Online	20	High School Diploma or its equivalent	\$7,500.00	\$0.00	\$7,500.00
	YES	NO	Cyber Security Forensic & Intrusion Analyst	Certificate	13 weeks	144	\$34.54	Online	20	High School Diploma or its equivalent	\$10,995.00	\$0.00	\$10,995.00
	YES	NO	Cisco Certified Network Associate (CCNA)	Certificate	6 weeks	72	\$29.78	Online	20	High School Diploma or its equivalent	\$5,990.00	\$0.00	\$5,990.00
	YES	NO	Cyber Security IT Professional	Certificate	16 weeks	180	\$34.54	Online	40	High School Diploma or its equivalent	\$12,995.00	\$0.00	\$12,995.00
	YES	NO	CompTIA A+/Network+	Certificate	6 weeks	72	\$17.75	Online	20	High School Diploma or its equivalent	\$6,500.00	\$0.00	\$6,500.00
	YES	NO	Project Management Professional	Certificate	8 weeks	79	\$20.53	Online	20	High School Diploma or its equivalent	\$5,387.00	\$0.00	\$5,387.00
	YES	NO	Master Certificate in Cyber Security & Information Assurance	Certificate	10 weeks	88	\$34.54	Online	20	High School Diploma or its equivalent	\$9,000.00	\$0.00	\$9,000.00

Quarterly Report – Meeting #4

ATTENDEES IN-PERSON / VIA ZOOM: Nikki Cabus, Maria Formoso, Kathleen Hagan, Rozeta Mahboubi, Marcy Mills-Matthews, Dr. Steven Tinsley, and Matthew Rocco, who chaired the meeting.

STAFF: Carol Hylton, Ron Moffett, Doug Saenz, and Michell Williams.

GUEST: Ashton Adler, Director of Talent, South Florida Tech Hub

PRESENTATION

1. State of the Industry

Ashton Adler, Director of Talent at South Florida Tech Hub, presented on the State of the Information Technology industry, emerging trends, and recruitment challenges. Ms. Adler discussed the growing tech ecosystem and that the South Florida region was becoming a hub for financial tech, health tech, and blockchain companies. She referenced the educational institutions and programs available and stated that Florida was one of the top five states in the country producing skilled graduates in tech-related fields.

Ms. Adler highlighted that Tech Hub has over 160 member organizations. Some of their collaboration efforts are with public and private partners and nonprofit and community organizations, such as 1) Broward College 2) South Florida Manufacturers Association 3) Marine Research Hub and 4) Miami Tech Works. She discussed initiatives to bring more women, minorities, and underrepresented groups and communities into the tech workforce.

Lastly, Ms. Adler shared some of South Florida Tech Hub's upcoming meetings and events. She informed the members that next year, they are celebrating 30 years and hosting an international conference for employers and job seekers in the tech field. The conference will be held at the Broward County Convention Center on 12/11/25, and as more information is available, it will be sent out.

2. Lightcast Labor Market Software

Douglas Saenz, Business Services Manager, demonstrated the Lightcast software, which provides staff with comprehensive labor market data, skill demand insights, and employment projections. As part of our value proposition to employers, we use Lightcast to provide them with just-in-time information that assists with making data-driven decisions.

Ms. Hylton stated that CSBD uses the software to prepare for various meetings and forum discussions with employers. Ms. Hylton said this software is a tool that could be offered to employers who are considering coming into Broward County and want to know what the talent looks like.

Ms. Hylton asked the committee if they thought of additional ways the software could be used or pulled into their day-to-day work to please share it with her. Dr. Tinsley mentioned that his organization uses the Lightcast software to evaluate its program's vitality and industry certifications and to do evaluations to fill the talent gaps. He said the tool was incredible and very useful.

NEW BUSINESS

1. The 9/16 Quarterly Report

Approval of the 3rd Quarterly Report of 2024 from the 9/16 Consortium meeting.

On a motion made by Maria Formoso and seconded by Dr. Steve Tinsley, the EIC unanimously approved the 3rd Quarter Report.

2. Education and Industry Consortium Strategic Planning Matrix Updates for PY 24/25

The EIC Committee reviewed the updates to the Planning Matrix for program year 24/25.

Ron Moffett provided an overview of the Matrix and highlighted the objectives that stemmed from the September meeting. He stated that staff was working on the next steps and deliverables. He encouraged the members to review the entire Education and Industry Consortium Strategic Planning Matrix and not hesitate to reach out to himself or Carol Hylton with their thoughts and suggestions.

On a motion made by Dr. Steve Tinsley and seconded by Maria Formoso, the EIC Committee unanimously approved the updates to the Strategic Planning Matrix for PY 24/25.

3. 2025 BWDB Legislative Agenda

Each year, our governing boards develop a legislative agenda. As part of the process, to fulfill our role as conveners, we collected community partner legislative agendas related to workforce development. We also considered federal budget matters and proposed legislation (at both the state and federal levels) affecting workforce development. Consortium input was requested regarding this year's draft legislative agenda. Our previous legislative agenda was provided for reference.

Ron Moffett explained that, as conveners of workforce services in Broward County, one role of the governing boards' was to develop a legislative agenda. This year, we are including the consortium members and asking for input.

Matt Rocco mentioned the manufacturing legislative agenda should be coming out soon since the Manufacturing Days conference in Tallahassee is in February. He said he would send that

agenda to CSBD and also encouraged the committee members to send theirs. He shared that a CSBD staff member usually reaches out to request the agenda each year, which he thought was amazing. Ms. Hylton asked the committee to share their agendas as they became known to them, and we would pull out the workforce-related items for our Boards' to consider.

4. CareerSource Broward Youth Summit

CareerSource Broward plans to hold a Youth Summit in Fall 2025, focused on services for Opportunity Youth, sometimes referred to as "disconnected youth," ages 16-24. The event will be aimed at recognizing the barriers and finding meaningful solutions for providing services so that youth see the benefit of connecting with education and employment. The target audience would be education, social workers, mental health professionals, case managers, counselors, and experts from our partners in the community who serve these youth. Consortium member input was requested on the event's framework and key components.

Carol Hylton shared that the Youth Summit will be held in the Fall of 2025 and that CSBD wants to bring a focus to this population because having a vibrant talent pipeline is essential. The thought is to bring together those entities and stakeholders, such as education, social workers, mental health, and experts in the field working with youth to have a dialogue to spotlight this population and develop workforce-related solutions that are tailored to youth.

Matt Rocco suggested adding a mix to a panel, such as 1) youth who have successfully gone through a program 2) including different organizations from the community that have different evidenced-based models for success and 3) employers who have hired the youth. He said having breakout sessions is always important and suggested a session addressing mental health and social service needs.

Maria Formoso asked if the summit had been advertised, and Ms. Hylton replied that it had not yet, as it is not scheduled to take place until the fall of 2025. Ashton Adler offered to have the South Florida Tech Hub partner with CSBD for the summit. Their organization assists with getting speakers, and if CSBD plans to do a panel, she would like to brainstorm ideas. She suggested considering Rebecca Bakels, Senior Developer Advocate at CITY Furniture, who she knows has received great feedback from attendees at events she has spoken at.

Dr. Steve Tinsley shared that Broward College has Promise Neighborhoods, Courts to College, and Corrections to College programs, which work with economically disadvantaged and underserved populations. He suggested partnering to identify some of these participants with success stories who may want to talk about their experiences.

Carol Hylton thanked all the members for their input and suggestions.

5. Education and Industry Consortium (EIC) Meeting Calendar 2025

Considered the approval of the EIC Committee meeting schedule for 2025. Four meetings are scheduled for the upcoming year and will be held in person. On occasion, if necessary, a consortium member could attend via Zoom.

On a motion made by Matt Rocco and seconded by Dr. Steve Tinsley, the EIC unanimously approved the meeting calendar for 2025.

6. Schedule for State of the Industry Speakers

Considered the approval of a schedule for industry speakers. Consortium members' input was requested to select the schedule for the state-of-the-industry speakers for 2025 EIC meetings.

Ms. Hylton suggested that we consider sending a “doodle” to poll the members for the order of industry speakers for the upcoming meetings. She stated that staff could also identify a round-robin and reach out directly to the consortium members for their input and identification of guest speakers. Mr. Rocco felt that was a better strategy, and the members agreed. Carol Hylton indicated that staff would reach out to one of the members to identify the next speaker.

REPORTS

1. Healthcare Career Pathways Video

The Healthcare Career Pathways video showcases the various opportunities available in the industry and highlights Pharmacy and Radiological Technicians due to their high demand and gaps in talent pipelines. It was made possible through the generous support of Broward Health and Memorial Healthcare.

The consortium reviewed the video.

Mr. Rocco praised the CSBD staff for creating the pathway videos. He mentioned that he was involved in the upcoming manufacturing video, which is a way to open the eyes of not only the students but also the parents to careers in the industry. Ms. Hylton replied that once we have the video, it can be shown to high school students so they can start thinking about career opportunities they were not previously considering.

2. One-Stop Services Committee Strategic Planning Matrix PY 24/25

On 6/24, the One Stop Services Committee approved its strategic goals and objectives for PY 24/25. The committee tracks progress on achieving the deliverables in the form of a strategic planning matrix, which CSBD staff updates and reports on throughout the year. The updated Matrix was presented to the One-Stop Services Committee at their meeting on 11/5.

Ron Moffett provided an overview of the One-Stop Services Committee Strategic Planning Matrix for program year 24/25, which is used to track progress on the objectives approved by the Board. He encouraged the members to review the Matrix. Additionally, Mr. Moffett mentioned that the Youth Committee Strategic Planning Matrix would be brought to the Consortium at the next quarterly meeting.

3. U.S. Small Business Association

CSBD met with Edward Fears, Director of the U.S. Small Business Administration's (SBA) Office of Disaster Recovery & Resiliency Field Operations Center, who flew in from his Atlanta-based office. The purpose was to discuss partnering to support small businesses during times of disaster. SBA agreed to 1) have exhibits at CSBD job fairs 2) conduct Zoom presentations to employers at future Workforce Wednesday events, and 3) provide materials to CSBD regarding disaster loans and resources, which we added to our website on a landing page for employers.

Carol Hylton presented the item and showed the landing page staff created on our website that employers can use to access information and resources. Ms. Hylton added that the SBA agreed to participate in our Workforce Wednesdays to speak to employers about their role in disaster recovery and how they can assist small businesses.

4. CSBD Hosts Broward County Public Schools

CSBD hosted 50 Career Champions at our South Career Center on 11/6. The Champions help students prepare for life after high school. We showcased the marine and healthcare videos to gain more exposure to these industries. A tour of the center will follow 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 our last Education and Industry Consortium meeting.

Maria Formoso shared that they have Career Champions at every high school, and their role is to assist juniors in preparing for internships and employment. The meeting at the center, which included a tour of the facility, gave the champions a first-hand look at all the services provided by CareerSource Broward. Ms. Formoso stressed how important it is for the Career Champions to understand what CareerSource does to link families to the appropriate resources. She explained that CSBD staff will also present to the Brace Advisors, which are the college and career counselors. Carol Hylton added that the industry videos were also shared with them.

5. Broward Report on Aviation Industry Employer Forum

CSBD hosted an engaging employer forum with the Aviation Industry on 11/7. This in-person and virtual event was attended by twenty-three (23) individuals representing employers, education, and workforce development. The forum's objectives were to 1) discuss best practices, skill gaps, talent shortages, and training needs and 2) identify actionable strategies to address the skill gaps and improve the talent pipeline and training needed for the career pathways in the industry. The strategies identified included posting open positions in Employ Florida so CSBD staff can recruit, assess, and refer candidates who match the employer's requirements and increase the number of summer internships in the industry for youth.

Ron Moffett provided an update on the Aviation Industry Employer Forum.

6. Paychecks for Patriots Hiring Event

CSBD hosted its 12th annual Paychecks for Patriots Veterans Hiring Fair on 11/14 at the Tamarac Community Center. The event drew the largest number of employers and job seekers since our State of the Workforce job fair earlier this year. The first hour of the event was reserved for veterans and their family members, who were greeted by members of the Board, County Commissioners, the President/CEO of CareerSource Florida, Adrienne Johnston, Melanie Griffin, Secretary of the Florida Department of Business and Professional Regulation and General James Hartsell, Executive Director of the Florida Department of Veterans Affairs who flew in from Tallahassee to be part of this special event. By all accounts, the event was an incredible success!

Carol Hylton provided highlights of the Paychecks for Patriots Veterans Hiring Fair. She shared that last year, the State of the Workforce career fair set a new record with over 1,200 job seekers attending. We have now broken that record as over 1,400 job seekers attended this year's Paychecks for Patriots job fair. Ms. Hylton explained to the committee that staff are working on creating a video of the event, and once it was done, she would share the video with them.

7. State of the Workforce Breakfast and Job Fair

CSBD, in partnership with the chambers of commerce of Fort Lauderdale, Hollywood, and Pompano Beach and the Port Everglades Association, is participating in the State of the Workforce event on 1/29/25 at the Broward County Convention Center (BCCC). The event includes a networking breakfast where attendees will learn about the latest workforce trends and a Job Fair hosted by CSBD. The BCCC is providing the venue free of charge and parking for attendees, including job seekers, courtesy of Visit Lauderdale. CSBD is also partnering with Broward County Transit to provide complimentary transportation to job seekers from economically distressed zip codes. Marketing to employers and job seekers for the event will be executed through 1) targeted digital advertisements through geofencing 2) social media, and 3) e-blasts.

Carol Hylton provided an update on the upcoming State of the Workforce Breakfast and Job Fair, which is scheduled for 1/29/25 at the Broward County Convention Center.

8. CSBD Value Proposition Calculators

In response to a Board recommendation, CSBD created two calculators: 1) on-the-job training and 2) paid internship/work experience. These web-based/mobile responsive tools enable employers to input information about their work-based training or internship requirements and instantly receive an estimate of the value added to their bottom line by engaging CSBD in these services. Employers can adjust the input data to explore various scenarios and calculate different return on investment possibilities.

Ron Moffett provided an overview of the tools and demonstrated the OJT Value Proposition Calculator to the members.

9. Eligible Training Provider (ETP) Performance

CSBD conducted its semi-annual analysis of ETP performance and found that all training programs comply with the Board-mandated 70% training-related placement rate.

Ron Moffett explained that we have a network of eligible training providers with almost 250 programs on our ITA list. To receive referrals from CSBD for our WIOA participants, the training providers must maintain a 70% training-related placement rate. He reported that our current providers are meeting performance and that none of the programs were removed from the list.

10. Broward Florida Impact Honoree

We are proud to announce that Heiko Dobrikow, our Board Chair, will be honored with the Florida Impact Award by the News Service of Florida on 12/10 in Tallahassee. This prestigious award recognizes Florida leaders who have made a significant difference in their communities and the State through corporate social responsibility. Mr. Dobrikow's dedication to servant leadership within his business and beyond has led to this well-deserved recognition. We are honored to celebrate this accomplishment with him!

Matt Rocco asked that CSBD staff pass along the Consortium member's congratulations to Mr. Dobrikow.

11. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 3.3 percent in October 2024. This rate was 0.2 percentage points higher than the region's year-ago rate. In October 2024, Broward County's unemployment rate was 0.2 percentage points lower than the State's rate. Out of a labor force of 1,093,498, down 5,178 (-0.5 percent) over the year, there were 36,572 unemployed Broward County residents. The dashboard is a value-added resource, allowing businesses the ability to make data-informed decisions. CSBD recently added a new economic indicator tile to the dashboard, Inflation Rate. The data presented for this tile tracks the annual inflation rate (change in general price levels) over the previous 12 months.

Ron Moffett reviewed and discussed the dashboard. Steve Tinsley said he appreciated its information, visualization, and presentation and that it was easy to navigate.

MATTERS FROM THE CONSORTIUM CHAIR

None

MATTERS FROM THE CONSORTIUM

The members thanked Nikki Cabus and Ashton Adler for the presentation.

MATTERS FROM THE CAREERSOURCE BROWARD PRESIDENT

None

MATTERS FROM THE PUBLIC

None

ADJOURNMENT – 1:43 p.m.

<p>THE NEXT EDUCATION AND INDUSTRY CONSORTIUM MEETING WILL BE HELD ON FEBRUARY 25, 2025</p>
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Employer Industry Forums for 2025

Date	Forum	Time	Venue	
5/29	Marine	8:00-10:00	Greater Fort Lauderdale Chamber of Commerce 512 NE 3rd Ave, Fort Lauderdale, FL 33301	
6/3	Healthcare	8:30-10:30	Admin Office 2890 W. Cypress Creek Road, FL 33309	
6/11	Manufacturing	8:00-10:00	Admin Office 2890 W. Cypress Creek Road, FL 33309	
6/17	Construction	8:00-10:00	Greater Fort Lauderdale Chamber of Commerce 512 NE 3rd Ave, Fort Lauderdale, FL 33301	
7/16	Hospitality	8:00-10:00	Greater Hollywood Chamber of Commerce 330 N Federal Hwy, Hollywood, FL 33020	
11/4	Aviation	8:30-10:30	Admin Office 2890 W. Cypress Creek Road, FL 33309	

Overview of the CareerSource Broward Region
Not Seasonally Adjusted
May 16, 2025

- The unemployment rate in the CareerSource Broward region (Broward County) was 3.2 percent in April 2025. This rate was 0.4 percentage point greater than the region's year ago rate of 2.8 percent. The region's April 2025 unemployment rate was 0.3 percentage point lower than the state rate of 3.5 percent. The labor force was 1,085,636, up 3,550 (+0.3 percent) over the year. There were 35,168 unemployed residents in the region.

Fort Lauderdale-Pompano Beach-Sunrise Metro Division

- In April 2025, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Sunrise MD was 934,400, an increase of 7,900 jobs (+0.9 percent) over the year.
- The Other Services (+3.6 percent); Government (+1.9 percent); and Leisure and Hospitality (+1.5 percent) industries grew 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 (+2,300 jobs) and Other Services (+1,300 jobs) industries.
- 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 Government (+2,100 jobs) industry.
- The industries gaining jobs over the year were Trade, Transportation, and Utilities (+2,300 jobs); Government (+2,100 jobs); Education and Health Services (+2,000 jobs); Leisure and Hospitality (+1,500 jobs); Other Services (+1,300 jobs); and Manufacturing (+200 jobs).
- The industries losing jobs over the year were Construction (-500 jobs); Information (-400 jobs); Financial Activities (-300 jobs); and Professional and Business Services (-300 jobs).

Unemployment Rates (not seasonally adjusted)			
	Apr-25	Mar-25	Apr-24
CareerSource Broward (Broward County)	3.2%	3.3%	2.8%
Florida	3.5%	3.5%	2.9%
United States	3.9%	4.2%	3.5%

Nonagricultural Employment by Industry (not seasonally adjusted)	Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division				Florida				Annualized Avg. Wages Broward County, Q3 2024
	Apr-25	Apr-24	change	percent change	Apr-25	Apr-24	change	percent change	
Total Employment	934,400	926,500	7,900	0.9	10,098,000	9,970,900	127,100	1.3	\$64,951.32
Mining and Logging	#N/A	#N/A	#N/A	#N/A	5,600	5,700	-100	-1.8	\$76,380.00
Construction	53,900	54,400	-500	-0.9	654,700	646,800	7,900	1.2	\$71,918.98
Manufacturing	32,100	31,900	200	0.6	432,600	429,000	3,600	0.8	\$70,343.37
Trade, Transportation, and Utilities	205,100	202,800	2,300	1.1	2,007,000	1,980,500	26,500	1.3	\$63,164.80
Wholesale Trade	55,000	53,700	1,300	2.4	401,500	396,700	4,800	1.2	\$89,694.13
Retail Trade	109,300	107,000	2,300	2.1	1,165,000	1,153,500	11,500	1.0	\$44,903.94
Transportation, Warehousing, and Utilities	40,800	42,100	-1,300	-3.1	440,500	430,300	10,200	2.4	\$78,940.56
Information	19,700	20,100	-400	-2.0	159,400	157,100	2,300	1.5	\$123,770.85
Financial Activities	73,700	74,000	-300	-0.4	688,200	686,300	1,900	0.3	\$105,892.52
Professional and Business Services	173,500	173,800	-300	-0.2	1,634,800	1,625,300	9,500	0.6	\$76,722.99
Education and Health Services	124,700	122,700	2,000	1.6	1,578,600	1,533,100	45,500	3.0	\$66,430.02
Leisure and Hospitality	102,300	100,800	1,500	1.5	1,354,000	1,353,200	800	0.1	\$35,738.26
Other Services	37,900	36,600	1,300	3.6	391,100	380,700	10,400	2.7	\$49,091.65
Government	111,400	109,300	2,100	1.9	1,192,000	1,173,200	18,800	1.6	\$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>