
A G E N D A

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

**Partnership Meeting #255
Thursday, May 23, 2024
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/88190515228?pwd=SG5SVIRKRFdVb0xseUhHUm82U0psQT09>

PROTOCOL FOR TELEPHONE/ZOOM MEETING

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

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

PLEDGE OF ALLEGIANCE

IDENTIFICATION AND INTRODUCTION OF ANY UNIDENTIFIED CALLERS

MISSION MOMENT

APPROVAL OF MINUTES

Approval of the minutes of the 4/25 BWDB meeting #254.

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

Pages 13 – 20

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 the month of March is provided. The data reflects that within the Big 7 Regions, CSBD is in a five-way tie for 1st in WIOA Entered Employment Rate (EER), 1st in Welfare Transition (WT) All Family Participation Rate and Two-Parent Participation Rate, 2nd in Wagner Peyser EER, and in a two-way tie for 2nd in Veterans EER.

ACTION	None
EXHIBIT	Performance Report for March

Pages 21 – 32

2. 2024 Planning Session Report

Consideration to adopt the strategic goals and objectives for program year 24/25 developed during the Broward Workforce Development Board (Board) annual planning session held on 4/25. During the session, the Board had a chance to review the year's highlights and hear from the FloridaCommerce Deputy Secretary, Ms. Lindsay Volpe. Then, the Board, Council members, and guests formed workgroups to discuss goals and objectives for the upcoming year. The planning session ended with each group reporting their recommendations. Approved at the 5/13 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 #15 – 23 (QA)

Pages 38 – 41

3. Summer Youth Work Experience Contract with Broward County

Consideration to approve a SYEP contract with Broward County for Summer 2024. The SYEP contracts are non-financial; entities agree to serve as host work sites for the youth. CSBD is the youths' employer of record. Because Board Members Sandy-Michael McDonald and Tara Williams are employed by Broward County, they will need to declare a conflict of interest, and a 2/3 vote of the Board members present at a meeting with an established quorum is required. *(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 Motion for Approval
EXHIBIT	None

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

Consideration to approve a SYEP contract with the School Board of Broward County (SBBC) through 9/30/24. The SYEP contracts are non-financial; entities agree to serve as host work sites for the youth. CSBD is the youths' employer of record. Because Board Member Dr. Howard Hepburn is employed by the SBBC, he will need to declare a conflict of interest, and a 2/3 vote of the Board members present at a meeting with an established quorum is required. *(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 Motion for Approval**
EXHIBIT None

5. **WIOA Work Experience Contract with Broward County**

Consideration to approve the renewal of a non-financial WIOA Adult Work Experience contract with Broward County through 7/31/25 for their University Student Practicum Program. CSBD is the employer of record. The State's workers' compensation covers adult participants. Because Board Members Sandy-Michael McDonald and Tara Williams and are employed by Broward County, this recommendation must be approved by a 2/3 vote of the Board members present with an established quorum at a Board meeting. This is the first of three renewals under the current agreement. Approved at the 5/7 One-Stop Services and 5/13 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 Motion for Approval**
EXHIBIT None

6. **Summer Youth Work Experience Contract with OutPLEX**

Consideration to approve a SYEP contract with OutPLEX through 9/30/26. 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 Vice-Chair Jim Ryan is employed by OutPLEX, he will need to declare a conflict of interest, and a 2/3 vote of the Board members present at a meeting with an established quorum is required. *(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 Motion for Approval**
EXHIBIT None

7. Summer Youth Work Experience Contract with Riverside Hotel

Consideration to approve a SYEP contract with Las Olas Company dba Riverside Hotel through 9/30/26. 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 Chair Heiko Dobrikow is employed by the Riverside Hotel, he will need to declare a conflict of interest, and a 2/3 vote of the Board members present at a meeting with an established quorum is required. *(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 Motion for Approval**
EXHIBIT None

8. Summer Youth Work Experience Contract with Advanced Roofing

Consideration to approve a SYEP contract with Advanced Roofing through 9/30/26. 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 Kevin Kornahrens is employed by Advanced Roofing, he will need to declare a conflict of interest, and a 2/3 vote of the Board members present at a meeting with an established quorum is required. *(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 Motion for Approval**
EXHIBIT None

9. Summer Youth Work Experience Contract with Broward Health

Consideration to approve a SYEP contract with Broward Health through 9/30/26. 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 Shane Strum is employed by Broward Health, he will need to declare a conflict of interest, and a 2/3 vote of the Board members present at a meeting with an established quorum is required. *(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 Motion for Approval**
EXHIBIT None

10. Continued Eligibility for Atlantic, McFatter, and Sheridan Technical Colleges

Consideration to approve current eligible training providers (ETPs) 1) Atlantic 2) McFatter and 3) Sheridan Technical College's continued eligibility status beginning 7/1/24 through 6/30/26. The State requires that ETPs be renewed every 2 years. Each provider has met continued eligibility requirements, including licensure, accreditation, issuance of an industry-recognized credential, and reporting to the Florida Education and Training Placement Information Program. CSBD reviewed the applications for completeness and to ensure that CareerSource Florida requirements and board-mandated criteria are met for all three schools. Because Board Member Dr. Howard Hepburn is employed by the School Board of Broward County, this recommendation must be approved by a 2/3 vote of the Board members present with an established quorum at a Board meeting. Approved at the 5/7 One-Stop Services and 5/13 Executive Committee meetings. *This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, youth, individuals with disabilities, older workers and ex-offenders).*

RECOMM	Approval
ACTION	2/3 Motion for Approval
EXHIBIT	None

11. Continued Eligibility for Florida Atlantic University

Consideration to approve current ETP Florida Atlantic University's (FAU) continued eligibility status beginning 7/1/24 through 6/30/26. The State requires that ETPs be renewed every 2 years. FAU has met continued eligibility requirements that include, licensure, accreditation, issuance of an industry-recognized credential, and reporting to the Florida Education and Training Placement Information Program. CSBD reviewed the application for completeness and to ensure that CareerSource Florida requirements and board-mandated criteria are met. Because Board Member Dr. Stacy Volnick is employed by FAU, this recommendation must be approved by a 2/3 vote of the Board members present with an established quorum at a Board meeting. Approved at the 5/7 One-Stop Services and 5/13 Executive Committee meetings. *This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, youth, individuals with disabilities, older workers and ex-offenders).*

RECOMM	Approval
ACTION	2/3 Motion for Approval
EXHIBIT	None

12. PY 24/25 Integrative Staffing Group Contract Renewal

Consideration to approve the renewal of our contract with Integrative Staffing Group, Inc. (ISG) for PY 24/25. ISG staffs our one-stop career centers. They have provided excellent customer service and have been responsive to our needs. They are not requesting an increase to their current rate of \$85.00 per employee per pay period. Based on our current staffing level, the estimated annual cost is \$181,220. This is the second of three one-year renewals under the current procurement. Approved at the 5/7 One-Stop Services and 5/13 Executive Committee meetings. *(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

13. One-Stop Operator (OSO) Contract Renewal

Consideration to approve the renewal of our contract with Workforce Guidance Associates, LLC. (WGA) in the amount of \$114,000 to cover the wages and benefits for Ms. Nadine Gregoire-Jackson, WGA's principal. This is a \$4,000 increase from last year. Ms. Jackson has been instrumental in our increased community outreach efforts. Ms. Jackson supervises the community liaison, assists with grant acquisition, oversees some dedicated grants, and is our OSO. This is the second and last of the renewals under the current procurement. Approved at the 5/7 One-Stop Services and 5/13 Executive Committee meetings. *(This is in alignment with the Board goal to maintain our role as workforce development leaders through advocacy by the Board, collaboration, providing information and intelligence to stakeholders with feedback from the community.)*

RECOMM Approval
ACTION Motion for Approval
EXHIBIT None

14. Additional Welfare Transition Program (WTP) Funds

Consideration to accept \$100,000 in WTP funds. These additional funds will be used to enroll additional youth into the Summer Youth Employment Program. With the addition of these funds, we will serve about 1,200 youth this summer. Approved at the 5/13 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

15. Continued Eligibility for Eleven (11) Current ITA Providers

Consideration to approve current ETPs 1) Academy of South Florida 2) Broward College 3) Concorde Career Institute 4) Florida National University 5) Florida Vocational Institute 6) Jersey College 7) Miami-Dade College 8) PC Professor 9) Ruby's Academy for Health Occupations 10) South Florida Academy of Air Conditioning and 11) Southeastern Colleges' continued eligibility status beginning 7/1/24 through 6/30/26. This is in accordance with WIOA, which requires providers to be re-evaluated and approved for continuation on the ETP List after their initial year of eligibility. All of these providers have met continued eligibility requirements that include licensure, accreditation, issuance of industry-recognized credentials, and reporting to the Florida Education and Training Placement Information Program. CSBD reviewed the applications for completeness to ensure that CareerSource Florida requirements and board-mandated criteria are met for all schools. Approved at the 5/7 One-Stop Services and 5/13 Executive Committee meetings. *This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, youth, individuals with disabilities, older workers and ex-offenders).*

RECOMM Approval
ACTION Motion for Approval
EXHIBIT None

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

Consideration to approve the transfer of up to \$1,000,000 from the WIOA Dislocated Worker funding stream to the WIOA Adult funding stream. WIOA allows local boards 100% transferability between the two funding streams. We monitor the demand for services and the expenditure rate of the funding streams and we request transfer authority as needed. We are seeing more adult-eligible customers than dislocated workers. These funds will be used to provide adult customers with employment services that include 1) occupational skills training 2) work experience 3) Incumbent Worker Training and 4) On-the-Job Training. Approved at the 5/7 One-Stop Services and 5/13 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward's services to improve the sustainability of the workforce system through increased funding, efficiency, and relevancy.)*

RECOMM Approval
ACTION Motion for Approval
EXHIBIT None

17. Addition of Occupational Titles to the Targeted Occupation List (TOL)

Consideration to approve adding two (2) occupations to our local TOL 1) Home Health Aide and 2) Personal Care Aide. Over the year, CSBD receives input from our industry intermediaries, eligible training providers, our economist, and employers in order to evaluate our local TOL. CSBD staff has been able to establish local demand for Home Health Aides and Personal Care Aides, and both occupations meet all board-mandated criteria to be added to the TOL for Program Year 23/24. Approved at the 5/7 One-Stop Services and 5/13 Executive Committee meetings. *(This is in alignment with the Board goal to maintain our role as workforce development leaders through advocacy by the board, collaboration, and providing information and intelligence to stakeholders with feedback from the community.)*

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Memo #20 – 23 (OPS)

Pages 42 – 43

REPORTS

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

Pursuant to the Reimagining Education and Career Help Act (REACH), all local workforce boards in Florida are required to create an EIC. The purpose of the EIC is to convene local leaders who can provide information about education and workforce opportunities to businesses and job seekers. The goal is to align educational programming with industry needs at the local level. The EIC held its first meeting on 3/5. The committee reviewed 1) local labor market information 2) the regional In-demand Occupations List and 3) the WIOA Individual Training Account list and addressed talent pipeline needs in Marine and Aviation. The exhibit is the required report.

ACTION	None
EXHIBIT	Quarterly Report

Pages 44 – 46

2. State Required Financial Disclosure

Each year elected officials and board members must file Financial Disclosure Form 1. The form is due 7/1/24. A \$25.00/day fine is imposed against filers for forms not filed by 9/3/24. New this year, Form 1 filers must file electronically using the [Electronic Financial Disclosure Management System](#) link (Ctrl+Click) which will take you to the login page. 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 None

3. Individual Training Account (ITA) Provider Performance

CSBD conducted its semi-annual analysis of ITA provider performance and found that 1) South Florida Academy of Air Conditioning's HVAC Maintenance Technician and 2) Sheridan Technical College - Commercial Vehicle Driving Class A programs did not achieve a 70% training-related employment rate. Per Board policy, we notified the schools and suspended referrals to these programs until such time as performance is met.

ACTION None
EXHIBIT None

4. CSBD Spring Career Fair

CSBD held its annual Spring Career Fair on 5/16. The fair coincided with National Military Appreciation Month. The first hour of the event was reserved for veterans and their family members. 31 employers participated and over 225 job seekers attended. We heard from employers that they were impressed by the quality of the job seekers and over 40 on-the-spot job offers were made. As we customarily do, we are following up with the employers and job seekers to offer further employment services and referrals.

ACTION None
EXHIBIT None

5. Board Member Recognition

Chen Moore and Associates was recently listed in the Sun-Sentinel's Top Workplaces 2024 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

6. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 3.1 percent in April 2024. This rate was 0.7 percentage points higher than the region's year-ago rate. In April 2024, Broward County's unemployment rate was 0.1 percent less than the State's rate. Out of a labor force of 1,095,618, up 18,549 (+1.7 percent) over the year, there were 33,772 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 47 – 48

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 27, 2024.</i></p>
--

MEETING MINUTES

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

**Partnership Meeting #254
Thursday, April 25, 2024
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 Josh Levy, Commissioner Tim Ryan, Dr. Ben Chen, Keith Costello, Paul Farren, Michael Goldstein, Dr. Lisa Knowles, Kevin Kornahrens, Francois Leconte, Dawn Liberta, Sandy-Michael McDonald, Felipe Pinzon, Jim Ryan, Mark Schaunaman, Richard Shawbell, Cynthia Sheppard, Shane Strum, Dr. Stacy Volnick, Marjorie Walters, Lori Wheeler, and Heiko Dobrikow, who chaired the meeting.

Guests: Jason Kruszka, Eugen Bold, Germaine Smith-Baugh, Joe Cox, and Jennifer O'Flannery-Anderson.

Staff: Carol Hylton, Ron Moffett, Mark Klinecicz, Rochelle Daniels, Tony Ash, Kimberly Bryant, Nadine Jackson, Maurice Gardner, Lucrechia Childs, Reynold Hicks, Yahalia Franklin, and Samantha Vazquez.

MISSION MOMENT

The Board members reviewed the Worlds of Work (WOW) video. Chair Heiko Dobrikow lauded the event's success, recognizing Mr. Klinecicz for his leadership, CSBD staff for their excellent preparation and execution, and the Board Members for their participation at the event. He expressed his support for making it an annual signature event for our organization. Ms. Hylton agreed and confirmed that with the success of the event, we intend to continue it annually. Ms. Hylton further stated that, per the Employer Services Committee recommendation, a digital version of the WOW informational book has been added to our website and shared with the School Board.

APPROVAL OF MINUTES

Approval of the minutes of the 2/22 BWDB meeting #253.

On a motion made by Keith Costello and seconded by Felipe Pinzon, the BWDB/CSBD Council of Elected Officials unanimously approved the minutes of the 2/22 meeting #253.

CONSENT AGENDA

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

ACCEPTANCE OF CONSENT AGENDA

1. Monthly Performance Report

The performance for February was provided. The data reflects that within the Big 7 Regions, CSBD is in a four-way tie for 1st in WIOA Entered Employment Rate (EER), 1st in Welfare Transition EER, All Family and Two-parent Participation Rate, 2nd in Veterans EER, and 3rd in WP EER.

2. Letter of Support

Letters of support were written for 1) Broward College's application for two (2) industry certifications on the Master Credential and CAPE Funding Lists 2) AARP Foundation's application for the Senior Community Service Employment Program 3) Community Rightful Center's application for the Homeless Veterans Reintegration Program 4) Harmony Development Center's application for Healthy Youth Transitions Proposal 5) Bankers Healthcare Group's Quick Response Training (QRT) grant 6) Pixels on Target's QRT Grant 7) OIC's application for the Pathway Home program and 8) Broward County Public Schools' Career and Technical Education update to program courses.

On a motion made by Dr. Ben Chen and seconded by Dr. Lisa Knowles, the BWDB/CSBD Council of Elected Officials unanimously approved the Consent Agenda of 4/25.

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. Board Recertification

Considered the recertification of the Board. The state has issued redesignation instructions. The CareerSource Broward (CSBD) Council of Elected Officials must request subsequent designation in accordance with the Workforce Innovation and Opportunity Act of 2014 (WIOA) and certify their local workforce development board by 5/6/24. *(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.)*

Mr. Dobrikow asked Mayor Levy to introduce and present the item. Mayor Levy reviewed the item with Commissioner Ryan. There was no further discussion.

On a motion made by Commissioner Ryan and seconded by Mayor Levy, the CSBD Council of Elected Officials unanimously approved the Broward Workforce Development Board's recertification.

2. Broward Workforce Development Board (BWDB) Appointment

Considered the appointment of Dr. Howard Hepburn, Superintendent of Broward County Public Schools to fill the mandatory core partner Adult Basic Education and Family Literacy Act seat

on the BWDB due to the retirement of Dr. Licata. The CSBD Council of Elected Officials appoints board members following a recommendation from the BWDB. *(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.)*

Mr. Dobrikow asked Mayor Levy to introduce and present the item. Mayor Levy reviewed it with Commissioner Ryan. There was no further discussion.

On a motion made by Commissioner Ryan and seconded by Mayor Levy, the CSBD Council of Elected Officials unanimously approved the appointment of Dr. Howard Hepburn, Superintendent of Broward County Public Schools, to fill the mandatory core partner Adult Basic Education and Family Literacy Act seat on the BWDB.

3. Approval of Work Experience Contracts for Locality Bank

Considered the approval of 1) an adult WIOA non-financial work experience contract and 2) a non-financial Summer Youth Employment Program (SYEP) contract with Locality Bank. CareerSource Broward is the employer of record. Because Keith Costello, Board member, is a partner, and Heiko Dobrikow, Board Chair, is Chair of the advisory board and a shareholder of the Bank, this recommendation must be approved by a 2/3 vote of the BWDB members present with an established quorum at the BWDB meeting. Approved at the 3/18 Youth Committee and 4/8 Executive Committee meetings. *(This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and educating and connecting them to the workforce system to produce innovative workforce solutions.)*

Mr. Dobrikow declared a conflict and passed the meeting to Vice-Chair Jim Ryan, who introduced the item. At Mr. Ryan's request, Ms. Liberta presented the item and the recommendation to the members.

Mr. Dobrikow and Mr. Costello declared their conflicts, refrained from discussion, and did not vote.

Commissioner Ryan requested that Mr. Costello provide an update on the financial health of the bank. Mr. Costello reported they held their second annual shareholder meeting last week. The bank has experienced significant growth, increasing by \$100 million per year, with loans and deposits rising by 95% from 2022 to 2023. He expressed that this growth underscores the need for another local community bank in Broward County.

On a motion made by Commissioner Ryan and seconded by Shane Strum, the BWDB/CSBD Council of Elected Officials unanimously approved 1) an adult WIOA non-financial work experience contract and 2) a non-financial Summer Youth Employment Program (SYEP) contract with Locality Bank.

Mr. Ryan passed the meeting back to Mr. Dobrikow.

4. Approval of Work Experience Contract for Healthy Mothers, Healthy Babies

Considered the approval of a non-financial 1) WIOA adult work experience contract and 2) SYEP contract with Healthy Mothers, Healthy Babies. CareerSource Broward is the employer of record. Because Board Member Dawn Liberta is the Executive Director, this recommendation must be approved by a 2/3 vote of the BWDB members present with an established quorum at the BWDB meeting. Approved at the 4/8 Executive Committee meeting. *(This is in alignment with the Board*

goal to encourage employers by engaging and identifying their needs, and educating and connecting them to the workforce system to produce innovative workforce solutions.)

Mr. Dobrikow asked Ms. Liberta to declare her conflict. Ms. Liberta declared her conflict and abstained from the discussion and vote. Mr. Dobrikow then introduced and presented the item. There was no further discussion.

On a motion made by Felipe Pinzon and seconded by Mayor Levy, the BWDB/CSBD Council of Elected Officials unanimously approved 1) an adult WIOA non-financial work experience contract and 2) a non-financial Summer Youth Employment Program (SYEP) contract with Healthy Mothers, Healthy Babies.

5. School Board Youth Contract for Out-of-School and In-School Youth

Considered the approval of contracts with the School Board of Broward County (SBBC) to serve 1) 135 Out-of-School Youth (OSY) for \$525,000 and 2) 50 In-School Youth (ISY) for \$200,000 in accordance with the recommendations of the Review Committee, which met on 3/12. Additional recommendations are addressed further in the agenda. If approved, the contracts will be funded for one year and will be renewable for 4 additional 1-year periods. This recommendation must be approved by a 2/3 vote of the BWDB members present with an established quorum at the BWDB meeting. Approved at the 3/18 Youth and 4/8 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.)*

Mr. Dobrikow asked Ms. Liberta to introduce and present the item, which she did. There was no further discussion.

On a motion made by Richard Shawbell and seconded by Sandy-Michael McDonald, the BWDB/CSBD Council of Elected Officials unanimously approved contracts with the School Board of Broward County to serve 1) 135 Out-of-School Youth (OSY) for \$525,000 and 2) 50 In-School Youth (ISY) for \$200,000.

6. Approval of Contract Recommendations for OSY and ISY Providers

Considered the approval of entry into contracts with 1) The Center for Independent Living for \$60,896 to serve up to 15 OSY 2) The Ft. Lauderdale Independent Training and Education Center for \$240,000 to serve up to 36 OSY 3) Helping Advance and Nurture the Development of Youth for \$152,000 to serve up to 30 OSY 4) Harmony Development Center, a new provider, for \$60,000 to serve up to 15 OSY and 5) Junior Achievement of South Florida for \$160,000 to serve up to 25 ISY in accordance with the recommendations of the Review Committee, which met on 3/12. If approved, the contracts will be funded for one year and will be renewable for 4 additional 1-year periods. Approved at the 3/18 Youth and 4/8 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.)*

Mr. Dobrikow asked Ms. Liberta to introduce and present the item. Ms. Liberta reviewed the in-school and out-of-school contract recommendations.

Mr. Farren requested an explanation for the variance in the cost per individual served. Ms. Hylton clarified that the cost variance is due to differing service models delivered by the providers to address the needs of the youth.

On a motion made by Paul Farren and seconded by Keith Costello, the BWDB/CSBD Council of Elected Officials unanimously approved entry into contracts with 1) The Center for Independent Living for \$60,896 to serve up to 15 OSY 2) The Ft. Lauderdale Independent Training and Education Center for \$240,000 to serve up to 36 OSY 3) Helping Advance and Nurture the Development of Youth for \$152,000 to serve up to 30 OSY 4) Harmony Development Center, a new provider, for \$60,000 to serve up to 15 OSY and 5) Junior Achievement of South Florida for \$160,000 to serve up to 25 ISY.

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

Considered the acceptance of \$50,000 from the City of Dania Beach for the SYEP. The funding will serve 11 economically disadvantaged youth, aged 16-18 years old, who reside within the legal boundaries of the City of Dania Beach. Each youth will receive three days of employability skills training and an eight-week meaningful summer work experience. Approved at the 3/18 Youth Committee and 4/8 Executive Committee meetings. *(This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and educating and connecting them to the workforce system to produce innovative workforce solutions.)*

Mr. Dobrikow asked Ms. Liberta to introduce and present the item. There was no further discussion.

On a motion made by Jim Ryan and seconded by Lori Wheeler, the BWDB/CSBD Council of Elected Officials unanimously approved the acceptance of \$50,000 from the City of Dania Beach for the SYEP.

8. Accept Donations for the Worlds of Work (WOW) Event

Considered the acceptance of \$15,000 in donations from various organizations, including a number of our Board members, to support the 2024 WOW Career Exploration event. CSBD partnered with the School Board of Broward County to host the event at the Amerant Bank Arena on 3/14, where 9th and 10th graders from high schools across the county learned about nine in-demand industries or “worlds” through hands-on and virtual reality immersive exhibits. The event was made possible by the generous support of our partners, employers, education institutions, and donors. This includes an additional \$500 received subsequent to the committee meetings. Approved at the 3/18 Youth and 4/8 Executive Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

Mr. Dobrikow asked Ms. Liberta to introduce and present the item. There was no further discussion.

On a motion made by Commissioner Ryan and seconded by Lori Wheeler, the BWDB/CSBD Council of Elected Officials unanimously approved the acceptance of \$15,000 in donations from various organizations to support the 2024 WOW Career Exploration event.

9. **Accept Donations for the 2024 State of the Workforce Event**

Considered the acceptance of 1) \$5,000 donation from the Greater Ft. Lauderdale Chamber of Commerce and 2) \$2,445 donated to CSBD through Eventbrite for a total of \$7,445. The donations will be used to off-set the cost of the speaker and the AV rental costs. A number of board members also supported the event by purchasing sponsorships through our partner Chambers of Commerce and we would like to acknowledge and thank them for helping to make the event a success. Approved at the 4/1 Employer Services and 4/8 Executive Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

Mr. Dobrikow introduced and presented the item. There was no further discussion.

On a motion made by Mayor Levy and seconded by Mayor Trantalis, the BWDB/CSBD Council of Elected Officials unanimously approved the acceptance of \$7,445 in donations to support the 2024 State of the Workforce event.

REPORTS

1. **Purchase of Workers' Compensation Insurance**

This was a report on the renewal of our workers' compensation policy with Bridgefield Employers Insurance Company (BEIC) for 5/1/2024 - 4/30/2025 at a cost of \$32,594.18, which is a \$13,781 decrease from last year's policy. Our procurement allows us to renew the policy for three (3) one-year periods. This will be the 1st 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.

Mr. Dobrikow asked Ms. Hylton to review the item. Ms. Hylton explained this was the annual purchase of our workers' compensation policy that covers CSBD employees and the youth in our summer youth employment.

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 \$13,190 and from Cincinnati Insurance Company at \$19,836. The quote from Philadelphia Insurance is \$463 more than our premium last year of \$12,727. We have been very satisfied with the Philadelphia Insurance Company.

Mr. Dobrikow asked Ms. Daniels to review the item, which she did.

3. **Total Network Consulting, LLC Incumbent Worker Training Grant Application**

Total Network Consulting, Inc. applied for an Incumbent Worker Training (IWT) grant in the amount of \$79,324 to train 12 employees who will receive job-related certifications. The agreement will cross program years, and we will obligate funds accordingly. In accordance with governing boards' policy, IWT grant applications of \$50,000 go to the Employer Services and the Executive Committees for consideration, with a report to the BWDB and CSBD Council of Elected Officials at their next meeting. Approved at the 4/1 Employer Services and 4/8 Executive Committee meetings.

Mr. Dobrikow asked Ms. Hylton to review the item. Ms. Hylton informed the members the Employer Services and Executive committees supported the award of this IWT grant with a report to the Board.

4. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 3.2 percent in March 2024. This rate was 0.6 percentage points higher than the region's year-ago rate. In March 2024, Broward County's unemployment rate was 0.1 percent less than the State's rate. Out of a labor force of 1,097,797, up 20,499 (+1.9 percent) over the year, there were 35,320 unemployed Broward County residents. The dashboard is a value-added resource, allowing businesses the ability to make data-informed decisions. A new tile was added, which provides a year-over-year comparison of tax and revenue data to identify trends in the hotel and lodging industry.

Mr. Dobrikow reviewed Broward County's unemployment report and the Economic Dashboard. He commended the CSBD staff for effectively maintaining the data and noted that he used the dashboard three times last week during discussions with other professionals to illustrate the county's current labor and economic status.

Ms. O'Flannery-Anderson asked to be recognized and inquired whether the Fort Lauderdale Arrivals tile tracked relocations into or out of Broward County. Mr. Dobrikow clarified that the tile does not currently include migration data. Ms. Hylton indicated that we would reach out to our economist to see if such information is available.

5. Florida Atlantic University (FAU) Wins Award

Under Board member Dr. Stacy Volnick's leadership, FAU was recognized by the American Council on Education as the winner of the prestigious ACE/Fidelity Investments Award for Institutional Transformation. FAU was lauded for doubling its graduation rate with no student left behind based on income, race, or first-generation status. Congratulations, Dr. Volnick!

Mr. Dobrikow congratulated Dr. Volnick on her award and invited her to add further comments.

Dr. Volnick acknowledged the awarding organization's prestige in higher education, noting that it annually recognizes only one large university for transformative work in addressing key challenges, including graduation rates. She then highlighted FAU's achievements, pointing out that 40% of its students come from low-income backgrounds and 30% are first-generation. Even with these challenges, the university has maintained a 95% retention rate and doubled its graduation rates.

6. Board Members Recognition

This is to inform the board of 1) Cynthia Gaber's and 2) Dr. Peter Licata's resignations due to their retirements. We will invite both back to an upcoming meeting and "plaque" them.

Mr. Dobrikow acknowledged the resignations and thanked both for their service to the board.

MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL OF ELECTED OFFICIALS

Commissioner Ryan asked Mayor Trantalis to discuss the impact of the new Baptist Health IcePlex at Holiday Park, now home to the Florida Panthers' NHL operations. Mayor Trantalis reported that the facility has received significant positive community feedback.

Commissioner Ryan requested Mr. McDonald discuss the upcoming event aimed at educating and recruiting small businesses to become certified vendors with Broward County. Mr. McDonald confirmed that the seventh annual Broward & Beyond Business Conference will be held next Friday, May 3rd, from 8 a.m. to 5 p.m. at the Broward County Convention Center. He noted that the event typically attracts up to 850 local businesses. Ms. Hylton confirmed CSBD's participation in the event.

Commissioner Ryan then asked Mr. Strum to discuss the collaborative projects between the North Broward and South Broward Hospital districts. Mr. Strum reported that Broward Health is partnering with most of Broward's other healthcare systems on several initiatives, highlighting the Cardiac CTA program, the partnership with FAU to create the first academic medical center in the county, and the development of a new facility to provide OB-GYN services in underserved communities. Commissioner Ryan commended Mr. Strum's efforts to educate families on the processes for obtaining and maintaining Medicaid eligibility.

MATTERS FROM THE BROWARD WORKFORCE DEVELOPMENT BOARD CHAIR

None.

MATTERS FROM THE BOARD

None.

MATTERS FROM THE FLOOR

None.

MATTERS FROM THE PRESIDENT/CEO

Ms. Hylton informed the members that CSBD is partnering with Nova Southeastern University to hold a technology employer forum tomorrow to address workforce issues in this sector.

Ms. Hylton indicated that, in the interest of time to move us into the Board Planning session, she had no further comments.

ADJOURNMENT 12:49 p.m.

<p><i>THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE BROWARD COUNCIL MEETING IS MAY 23, 2024.</i></p>



Performance Report

Performance Report July to March 2024

Entered Employment Rate for the Month March 2024 across all Big Seven Regions

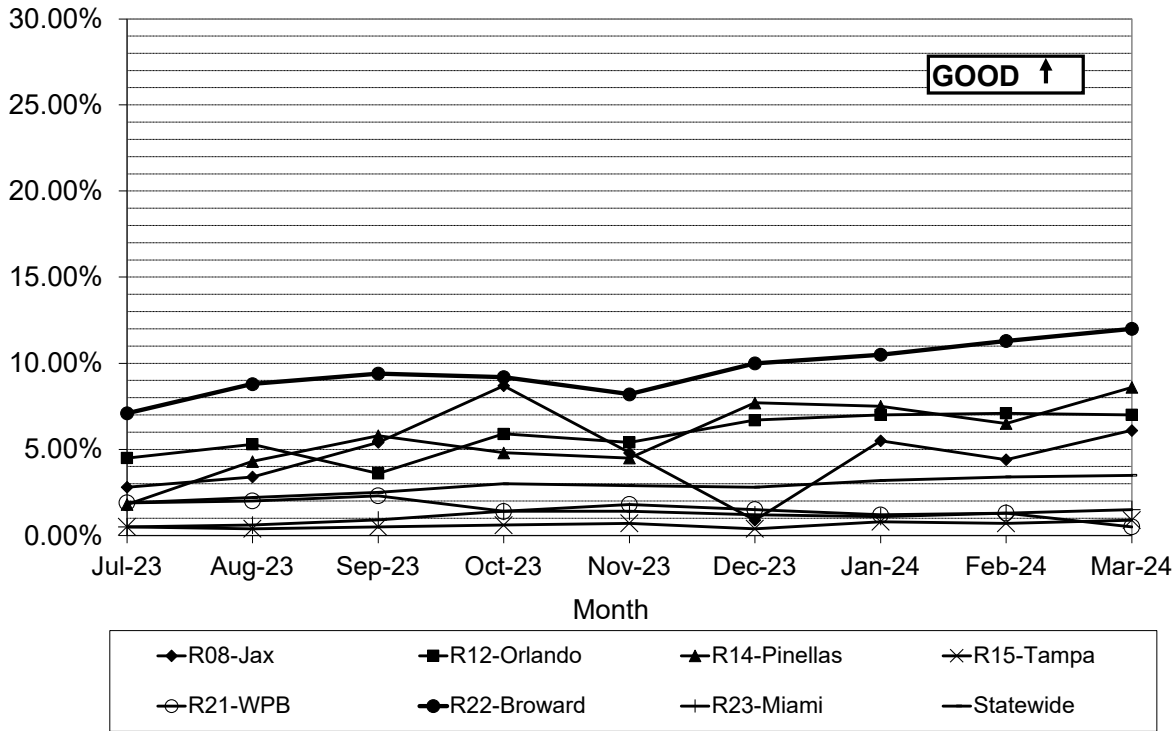
	WTP		Wagner-Peyser		Veterans		WIOA Adult/DW	
Region 8 - Jacksonville	26.10%	↑	18.00%	↓	15.80%	↓	100.00%	↑
Region 12 - Orlando	28.70%	↓	34.10%	↓	44.00%	↑	82.60%	↓
Region 14 - Pinellas	40.30%	↑	31.90%	↓	33.30%	↓	60.00%	—
Region 15 - Tampa	37.60%	↑	29.70%	↑	43.30%	↑	100.00%	—
Region 21 - WPB	29.50%	↑	22.60%	↓	50.00%	↑	100.00%	—
Region 22 - Broward	27.90%	↓	41.70%	↑	50.00%	↑	100.00%	—
Region 23 - Miami	36.50%	↑	72.00%	↑	100.00%	↑	100.00%	—
Statewide	31.80%	↑	35.50%	↓	38.80%	—	86.30%	↓

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

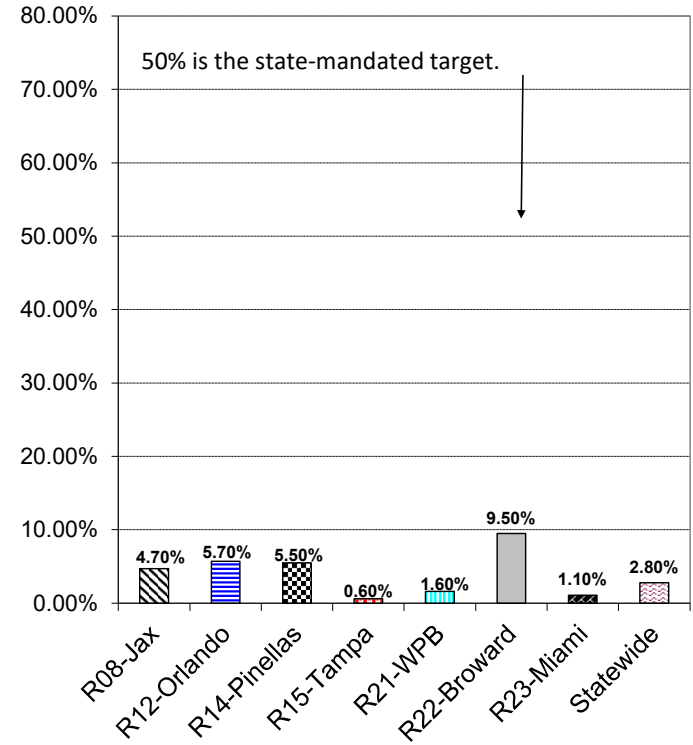
Legend / Abbreviation Key	WTP	Welfare-Transition Program	DW	Dislocated Worker
	WIOA	Workforce Innovation and Opportunity Act		

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

Month-to-Month Participation Rate from July 2023 to March 2024

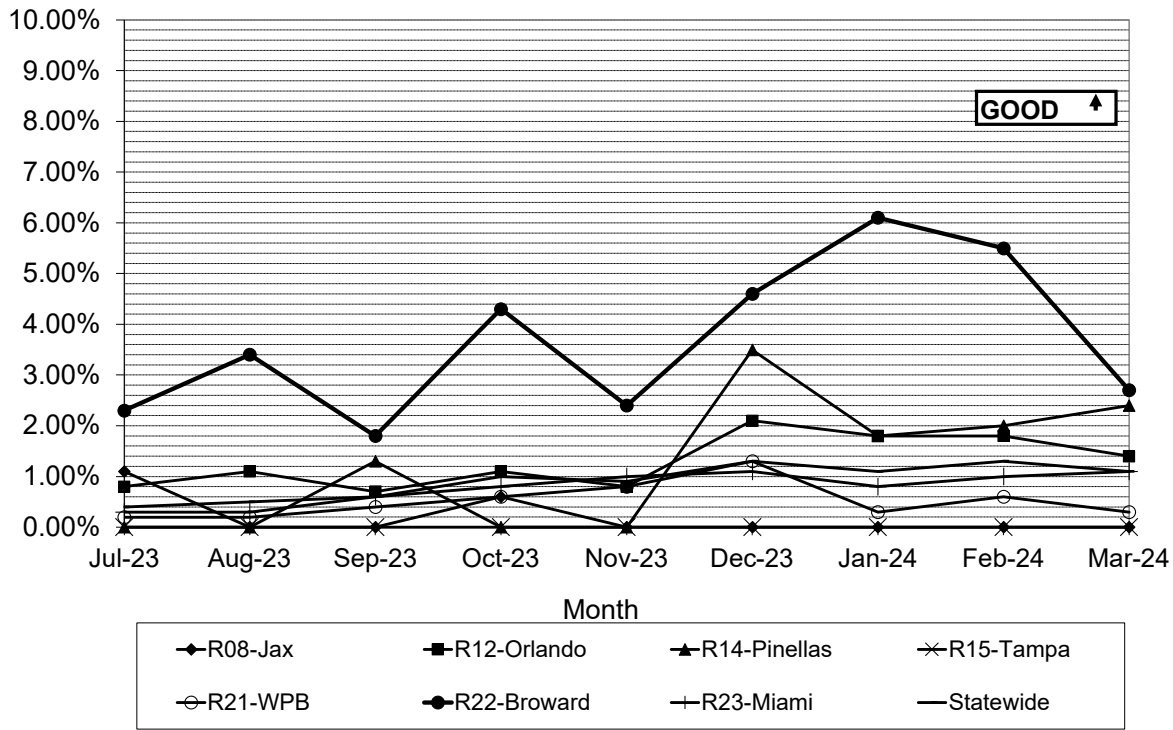


Program Year-to-Date (YTD) Participation Rate as of March 2024

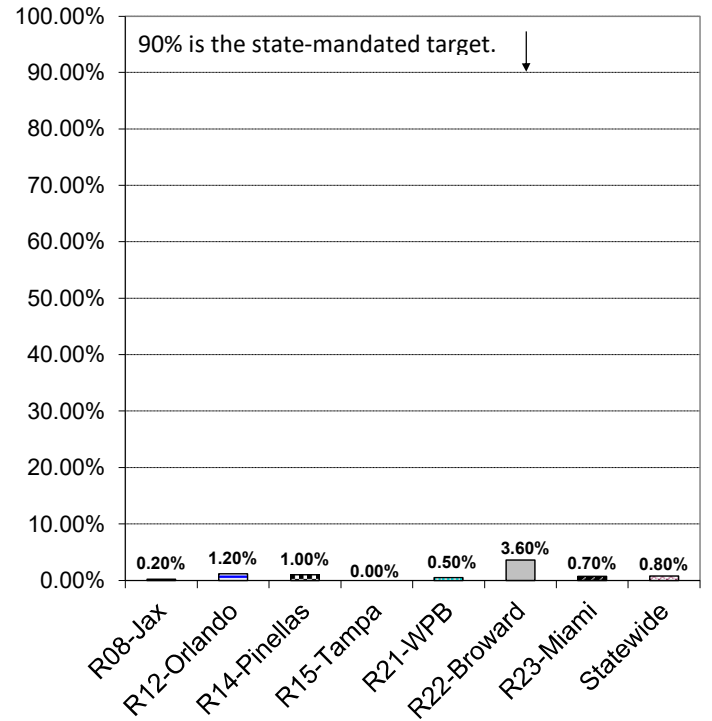


Welfare Transition Program (WTP) Two-Parent Family Participation Data for the Big 7 Regions

Month-to-Month Participation Rate from July 2023 to March 2024

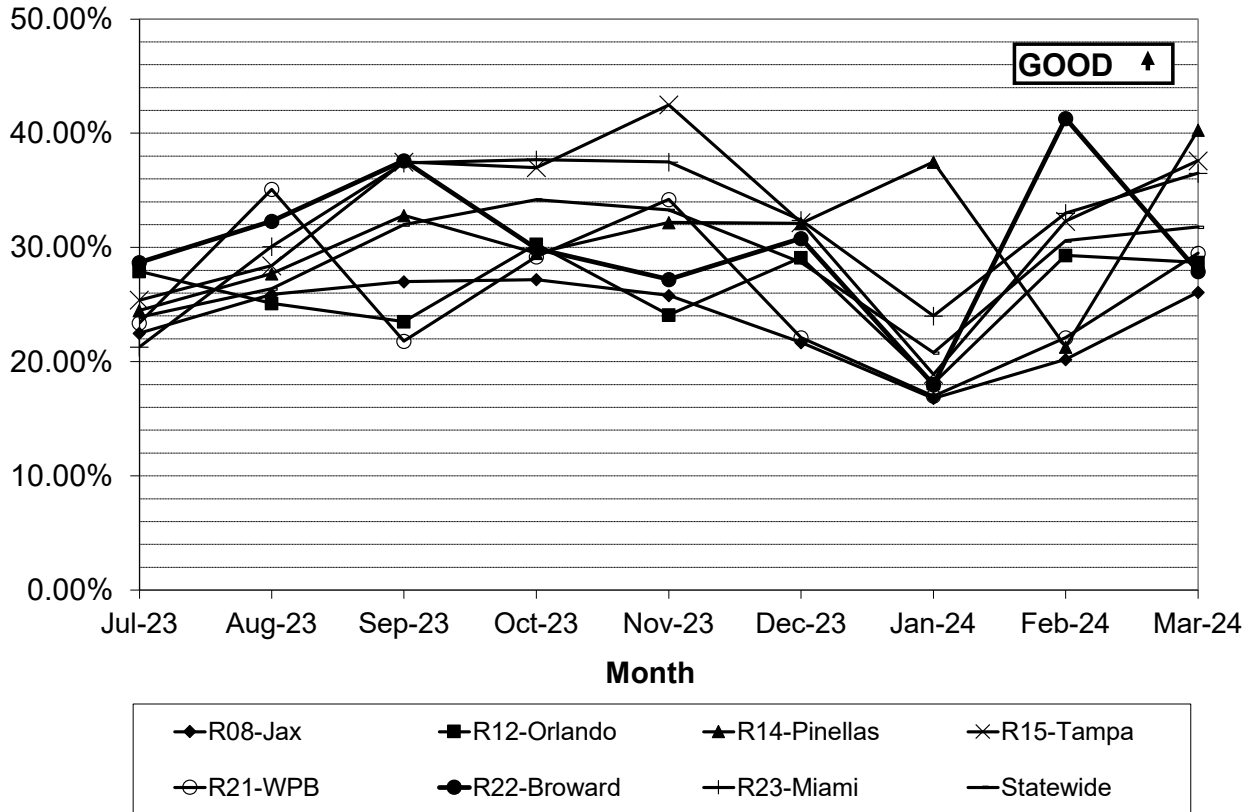


Program Year-to-Date (YTD) Participation Rate as of March 2024

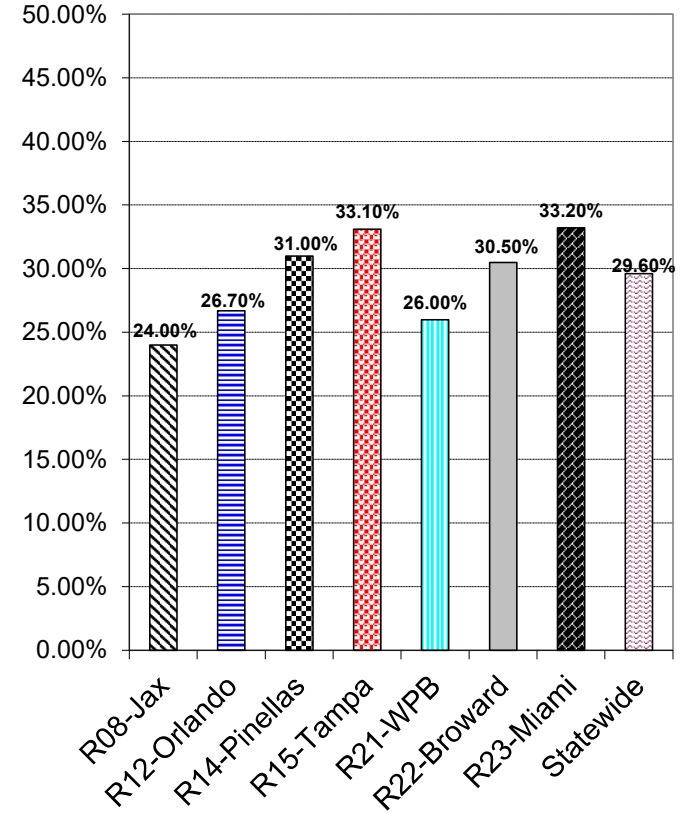


Welfare Transition Program (WTP) Entered Employment (EE) Data for the Big 7 Regions

Month-to-Month Entered Employment Rate from July 2023 to March 2024



Program Year-to-Date (YTD) EE Rate as of March 2024

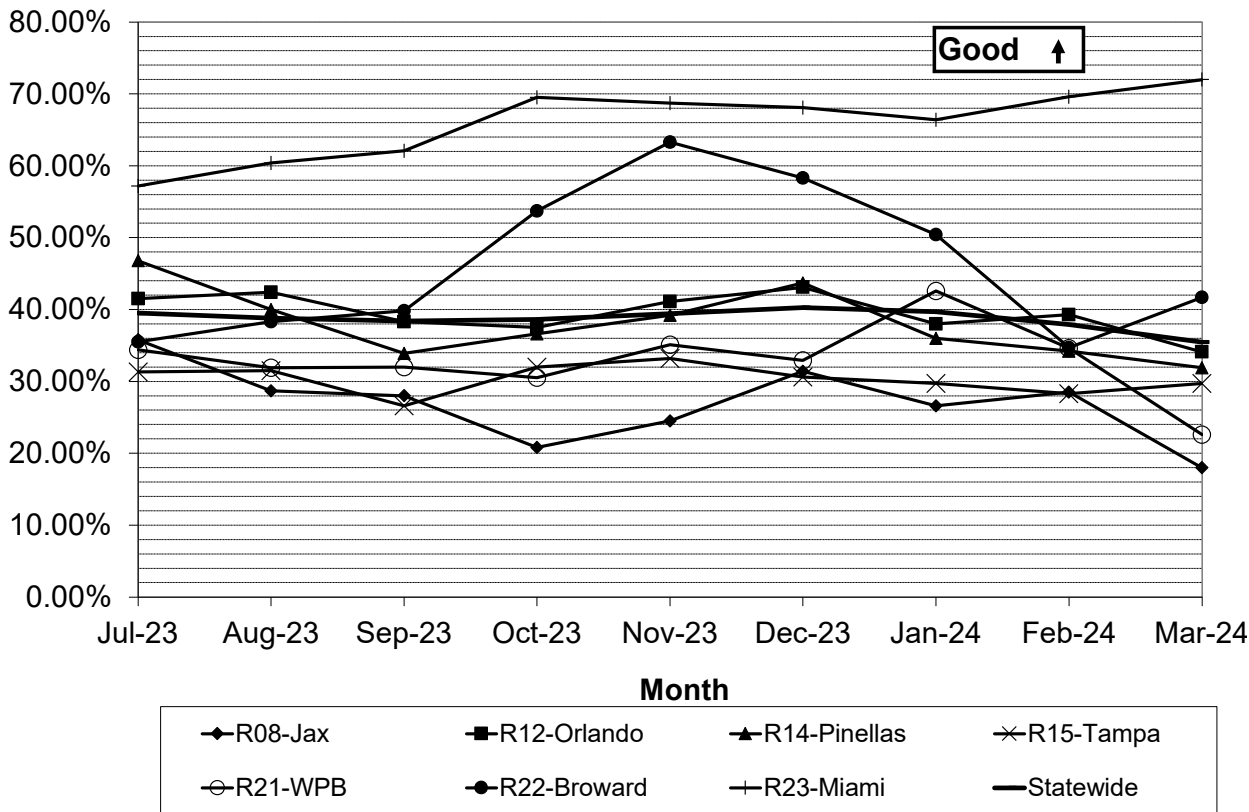


Analysis of Welfare Transition Program (WTP) Performance

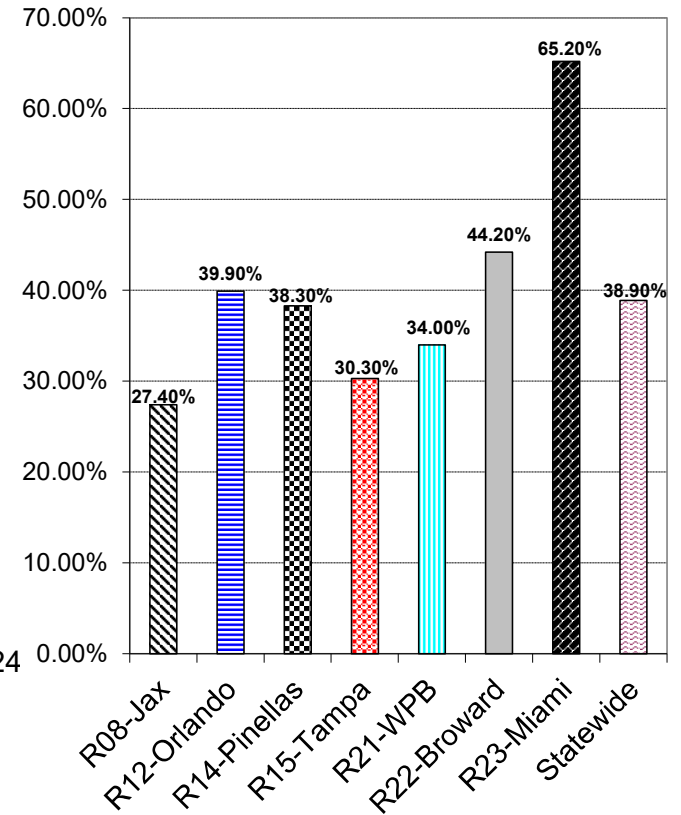
	Measure	Goal	Month (March 2024)	PYTD
WTP Program Performance At-A-Glance	All Family Participation	50%	12%	9.31%
	Two-Parent Family Participation	90%	2.70%	3.67%
	Entered Employment Rate (EER)	39%	27.9%	30.72%
Current Situation and Performance Summary	<p>In relation to the Big 7 Regions:</p> <p>All Family Participation Rate CSBD ranks 1st in performance for the month and ranks 1st for Program Year 23/24.</p> <p>Two-Parent Participation Rate CSBD ranks 1st in performance for the month and ranks 1st for Program Year 23/24.</p> <p>Entered Employment Rate CSBD ranks 6th in performance for the month and ranks 4th for Program Year 23/24.</p>			
Strategies and Action Steps	<p>To increase the entered employment rate, we are taking the following steps:</p> <ul style="list-style-type: none"> • We did an analysis and found we can decrease our negative exits (sanctions) by engaging the refugee population during the Work Registration process before they receive TANF benefits and count toward our performance. We trained staff and provided program “fact sheets” so that the entire WTP population, including refugees, have a comprehensive understanding of the WTP program and its participation requirements. This is occurring in all centers as a result of newly recruited bilingual staff. Guiding customers through making informed decisions that do not have a negative impact will increase our EER. • To ensure we can provide all WTP participants with the skills needed to get and keep good-paying jobs, we have now translated all of the Job Club Workshop presentations into Spanish and Creole. We are also granting limited classroom access to YouTube as an integral component of the workshop to provide the refugee population with language-specific resources. This strategy will ensure the refugee population, which is over 60% of our caseload, is ready for employment as job opportunities become available. • This month, a "Community Service Contract Developer" position was added. The function of this position is to develop community service contracts with employers willing to work with non-English speakers to provide our customers with work experience. This will increase performance on all measures. 			

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

Month-to-Month Entered Employment Rate from July 2023 to March 2024



Program Year-to-Date (YTD) EE Rate as of March 2024

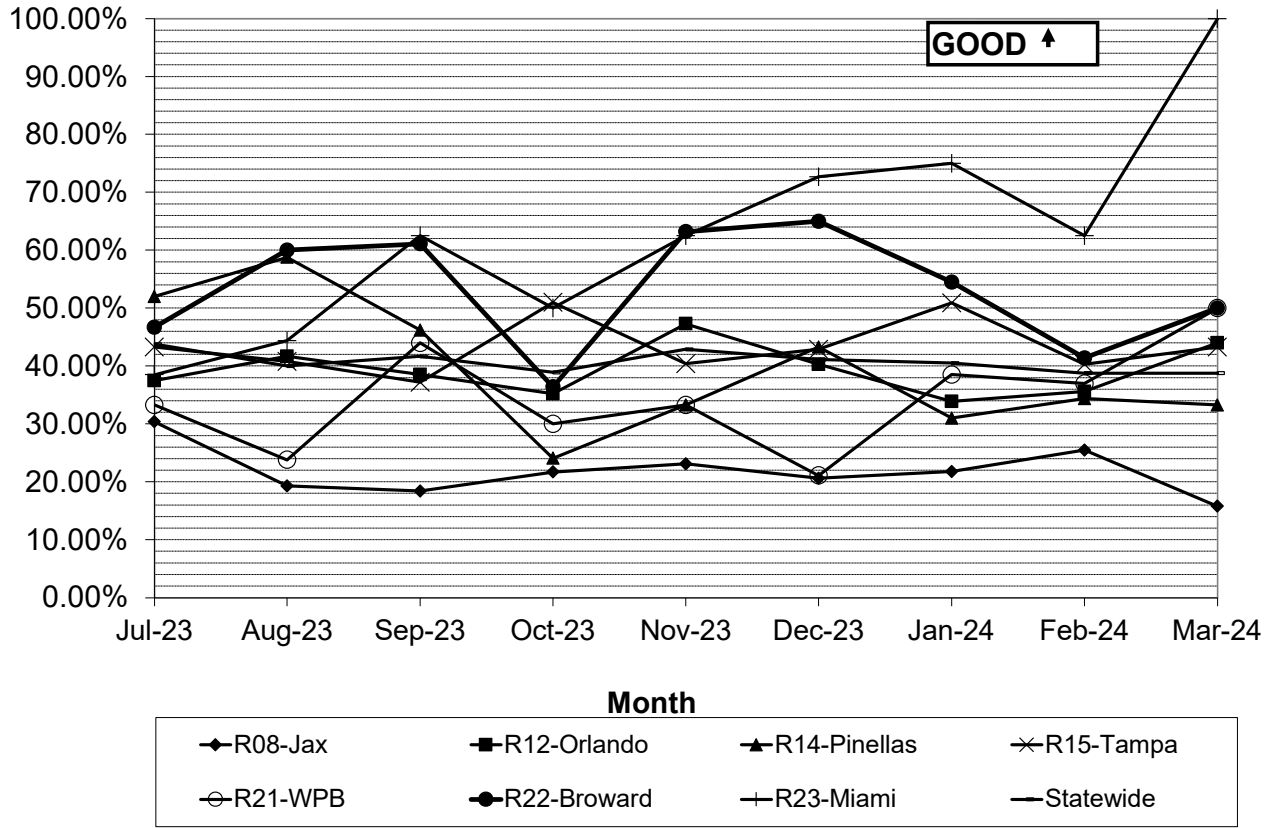


Analysis of Wagner-Peyser (WP) Performance

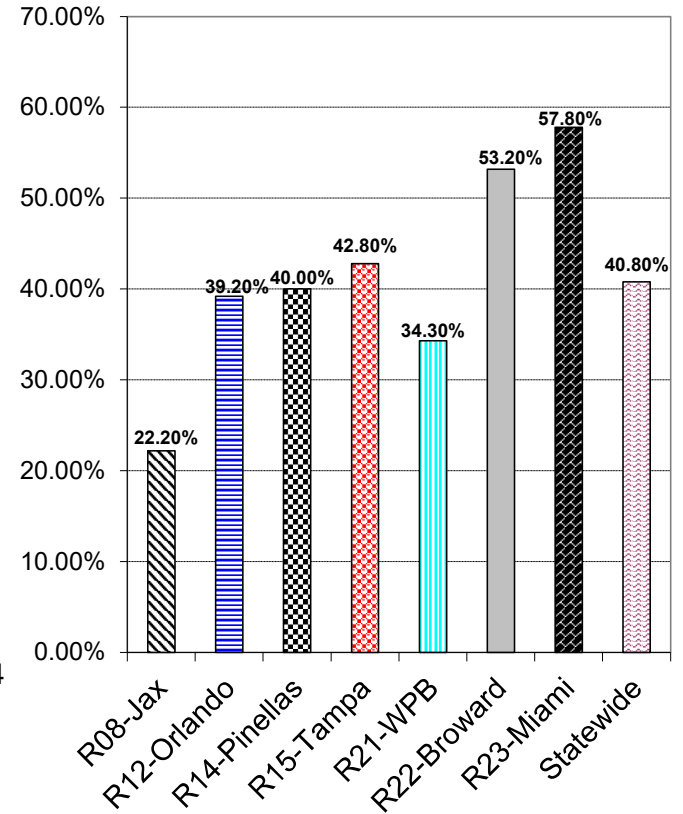
WP Program Performance At-A-Glance	Measure	Performance*	
		Month (March)	PYTD
	Entered Employment Rate (EER)	41.70%	44.20%
<p><i>*Please note: The performance detail is based on the Monthly Management Report (MMR). Due to lagging data, our true YTD rate will adjust at the end of the program year.</i></p>			
Current Situation and Performance Summary	<p>In relation to the Big 7 Regions:</p> <p>CSBD ranks 2nd for the month and ranks 2nd year-to-date in Entered Employment Rate.</p>		
Strategies and Action Steps	<p>To increase the number of job seekers engaged with us and improve our EER we have implemented the following strategies:</p> <ul style="list-style-type: none"> • Staff in our Placement and Business Services Departments received refresher training on the functionality of EmployFlorida which recently has been updated. This will ensure they are aware of tools available in EmployFlorida to analyze our inventory of customers, their education levels, the types of occupations they are seeking, and other demographic information. This will ensure that Business outreach staff are meeting with employers who have open positions that match the qualifications and interests of job seekers in our database. • Staff were also trained on the current trends in jobseeker expectations in the workplace, especially around total compensation packages and hybrid work. This research was passed on to our intermediaries, who in turn have been working with employers to educate them about developing more comprehensive job orders and sharing additional information in job postings to attract talent. 		

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

Month-to-Month Entered Employment Rate from July 2023 to March 2024



Program Year-to-Date (YTD) EE Rate as of March 2024

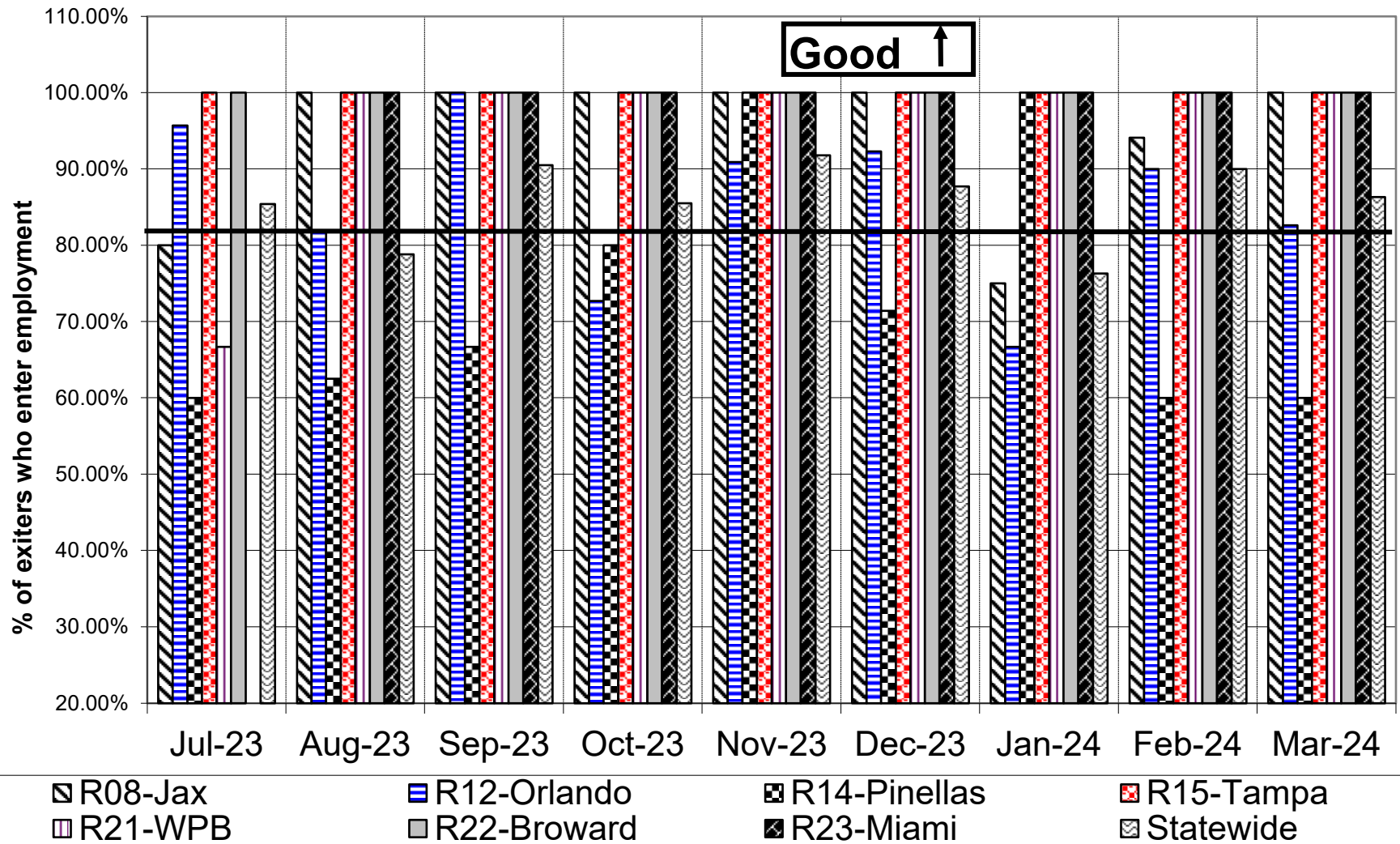


Analysis of Veterans' Performance

Veterans Program Performance At-A-Glance	Measure	Performance*	
		Month(March)	PYTD
	Entered Employment Rate (EER)	50.0%	53.20%
<i>*Please note: The performance detail is based on the Monthly Management Report (MMR).</i>			
Current Situation and Performance Summary	<p>In relation to the Big 7 Regions:</p> <p>CSBD ranks 2nd for the month and for Program Year 23/24 and 2nd for Program Year 23/24 in Veteran's Entered Employment Rate.</p>		
Strategies and Action Steps	<p>To increase our EER, the following strategies were implemented:</p> <ul style="list-style-type: none"> • The CSBD Veterans team has initiated a partnership with the Jobs for Veterans State Grants (JVSG) teams statewide to hold monthly DVOP and LVER roundtables to discuss best practices toward increasing job placement rates, case management, and networking to assist veterans in obtaining sustainable employment. Ideas and strategies gathered from these meetings will be assessed for feasibility and incorporated into a performance plan for implementation. • We participated in the 2rd Annual Resume Writing and Job Search workshop hosted at the FIU Veterans Services Department to assist Veteran students who reside in Broward County with writing a proper work-ready resume which included how to properly articulate their valuable military experience. Staff were on site enrolling veterans and assisting with referrals to open positions. 		

Comparison of the Workforce Innovation and Opportunity Act (WIOA) Entered Employment Rate for Adult & Dislocated Workers across the 7 largest Regions in Florida from July 2023 to March 2024

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%
Current Situation and Performance Summary	<p>CSBD is in a 5-way tie for 1st in Entered Employment Rate.</p> <p>Since July 2023, CSBD has assisted 747 Adult and Dislocated Worker 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>		
Strategies and Action Steps	<p>As we are seeing an influx of WIOA Adult customers to assist CSBD:</p> <ul style="list-style-type: none"> • Has scheduled a number of staff trainings that bring both the WIOA Success Coaches and the Business Services team together to not only sharpen their skills as it relates to worked-based training such as On-the-Job training and internships but also to brainstorm new innovative ideas that will guide our WIOA Adult customers into employment at the conclusion of training. • Continues to focus on lower-skilled Adult learners living in distressed areas with pathways to middle-skilled jobs. This includes working with many of our Single Mothers who are and will be leaving the program in the next few months. Staff is now working with these customers on achieving their employment goals. We are also providing the option of other training, including internships. 		

Memorandum #06 – 23 (LS)

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

From: Rochelle Daniels, General Counsel

Subject: WIOA Reauthorization

Date: May 14, 2024

SUMMARY

Consideration to approve 1) CSBD Council Chair Mayor Levy signing the United States Conference of Mayors (USCM) letter to the U.S. Senate addressing issues of concern in [HR 6655](#), A Stronger Workforce for America Act (ASWA), which passed the House on 4/10/24 and 2) share the concerns with our Washington delegation. If approved by the Senate, the Bill amends the Workforce Innovation and Opportunity Act (WIOA) of 2014. There are a number of issues which are summarized below. Approved at the 5/8 Strategic Planning and 5/13 Executive Committee meetings.

BACKGROUND

We rely on our public interest groups, such as The National Association of Workforce Boards (NAWB), USCM through its Workforce Development Council, and the National Association of Counties to keep us informed regarding national level policies and laws that affect us at the local sub-state level.

Recently, a bill which would amend WIOA passed the House. Our public interest group partners recommend that we voice our concerns and educate the Senate HELP Committee, which will be reviewing this legislation next, with respect to three (3) aspects of the proposed bill. USCM is requesting that letters of concern be submitted to the Senate by mayors throughout the country.

DISCUSSION

Listed below are three areas of significant contention with ASWA.

1. The bill would require that 50% of WIOA Title I Adult and Dislocated Worker funds be spent on training which is very narrowly defined in the bill.

- Current law allows local elected officials and local workforce boards to determine the type and mix of services appropriate for their local areas. This allows for resources to be invested as needed based upon the local and state economy.
- Many states have passed similar policies however the states reserved the right to themselves to provide waivers, prohibited by the proposed Bill, based on local conditions. The State definition of training is broad and includes activities such as internships, supportive services, and case management, all of which contribute to participants' success.

- The 50% requirement would have the unintended consequence of limiting outreach, marketing, and recruitment needed to be able to meet the 50% requirement. These are funds used for recruitment fairs, job fairs, and education fairs.

Request to the Senate

Remove the proposed new mandate for 50% minimum expenditure on training, returning the current flexibility to the legislation so that the local system can be nimble in responding to local economic conditions. Further, any training expenditure requirement should be defined to include the cost of the wrap-around services participants need to achieve training success.

2. The Bill would increase the state set aside from 15% to 25% so states can create a critical industry skills fund to incentivize innovation.

- This new set aside would reduce the funds available to the local areas by 10% across all funding streams and would be in addition to the 25% state set aside from the dislocated worker funds for rapid response state activities.
- The state set-asides, when combined with the mandatory 50% training expenditure, result in local areas having only 25% of the allocation they currently receive to support the local workforce system.

Request to the Senate

Remove the proposed additional state 10% set-aside or increase funding to eliminate the impact on the local delivery system.

3. The Bill calls for the Governor to arbitrarily re-designate local area boundaries four (4) years after passage.

Four years following the passage of ASWA, governors are directed to re-designate local workforce areas where they can choose to 1) maintain current local areas 2) propose new areas if a majority of local boards agree or 3) if local boards don't agree, re-designate anyway along regional area boundaries.

This would remove local elected official input and agreement but still leave them liable for the funds and disregard local board input if they are not in agreement with the state. Legislatures would not consider redrawing county lines. Most local areas have long-standing organizational structures, and the new bill should not allow the system to be thrown into chaos which is what happens every time the governance structure is subject to change.

Request

Remove the proposed new redesignation process for local areas and retain the current WIOA language. Alternatively, add an option for local elected officials to be able to maintain their existing local area structure if a majority of local boards do not agree with a state's proposed re-designation plan.

RECOMMENDATION

As the work of WIOA reauthorization now shifts to the Senate 1) approve the USCM letter for signature by CSBD Council Chair Mayor Levy and 2) share these concerns with our local Washington delegation.

Attachment US Conference of Mayor's Letter



THE UNITED STATES CONFERENCE OF MAYORS

1620 EYE STREET, NORTHWEST
WASHINGTON, D.C. 20006
TELEPHONE (202) 293-7330
FAX (202) 293-2352
URL: www.usmayors.org

April 17, 2024

The Honorable Bernie Sanders
Chairman
Committee on Health, Education, Labor & Pensions
United States Senate
Washington, D.C. 20510

The Honorable Bill Cassidy
Ranking Member
Committee on Health, Education, Labor & Pensions
United States Senate
Washington, D.C. 20510

Dear Chairman Sanders and Ranking Member Cassidy:

On behalf of The U.S. Conference of Mayors, we write today to express our priorities for bi-partisan legislation reauthorizing the Workforce Innovation and Opportunity Act (WIOA). With more than 9.5 million job openings in the U.S., but only 6.5 million unemployed workers, it is critically important that Congress reauthorize federally funded job training programs that work, and promote an agenda of smart, sustainable investments in the nation's workforce to put us on a solid path for economic growth. U.S. cities require a highly-skilled, trained workforce that can compete globally, and there is nothing more important than building successful programs that support individuals in our communities to develop skills for the jobs of the future.

Strong local workforce investment boards serve as important conveners for shaping and implementing local and regional workforce development strategies to grow our economy. There are countless examples of successes from cities across the nation of industries using WIOA-funded tools such as training subsidies, skills certifications, customized recruiting events and services, job-profiling and others to ensure that jobs are created – and stay – in our city's.

Accordingly, we want to emphasize the importance of protecting a strong local governance role in reauthorization, as well as maintaining a strong business majority on streamlined local boards. These elements are critical to the implementation of local and regional workforce development strategies and essential to growing our economy. As you well know, strong private-sector led local workforce investment boards serve as catalysts and conveners, bringing employers, educators, workforce development and economic development entities together to coordinate efforts and develop a comprehensive employment strategy.

We also urge you to draft reauthorization legislation which allows for maximum local flexibility to enrich the mix of workforce and adult education services, provides more flexible training options, and allows for transitional jobs strategies suited to disadvantaged jobseekers. Mayors hear every day from our business community — of every size and industry and across the country — that they face an unprecedented challenge finding skilled workers to fill their open jobs. Accordingly, our local workforce system must be nimble, innovative, responsive and ready to design the programs necessary to meet their needs. This cannot be accomplished with oppressive top-down oversight, cumbersome reporting and performance measures, or bureaucratic red-tape. The investments in the American Rescue Plan Act (ARPA) which provided direct and flexible relief to cities to help rescue the country's economy during the COVID-19 crisis serve as a reminder that mayors can and will spend federal dollars wisely and with due diligence. Mayors know best how to solve

their community problems and meet community needs. WIOA reauthorization should ensure that mayors can do the same to meet their business needs.

A successful workforce system is also built on a foundation with clear roles and responsibilities for both states and localities, and mayors believe that this clarity is critical to success in reauthorization. Accordingly, while we appreciate the House Education and the Workforce Committee's bi-partisan efforts to renew and improve the nation's workforce system by advancing their new reauthorization bill – A Stronger Workforce for America Act (ASWA) — we have several significant concerns with the legislation as follows:

Local Workforce Area Redesignation Requirements

Halfway through the legislation's reauthorization period in ASWA, governors are directed to start a redesignation process for local workforce development areas (LDWAs). The bill provides three options:

1. Governors can propose to maintain existing LDWAs; or
2. Governors can propose new designations which require approval from all local workforce boards effect the change; or
3. Even with opposition from a majority of the local workforce development boards (LWDBs), a third option of reducing local workforce areas into single statewide areas remains. This provision circumvents the will of mayors, jobseekers and employers and eliminates local control.

The nation's mayors urge you to maintain the current local area designation language as it appears in WIOA.

New Fifty Percent Training Mandate for Adult and Dislocated Worker Funding

ASWA mandates that all local workforce boards spend at least 50% of their Adult and Dislocated Worker funds on training. The legislation narrowly defines "training" and does not include supportive or wraparound services toward the mandate. This removes local flexibility to innovate and does not allow workforce boards to design services to meet specific local needs, such as direct financial support for childcare or transportation, and will also lead to a reduction in other critical services.

The nation's mayors urge you to exclude the proposed new mandate for a 50% minimum expenditure on training, so the system can adequately meet the needs of businesses and jobseekers.

Potential Increased State Set-Aside to 25% of Total WIOA Allocations

ASWA includes language which allows for the creation of a new "Critical Industries Fund"— up to 10% of a state's allocation. This new fund, in addition to the existing Governors Reserve Fund of 15%, potentially permits a total state-level set aside of 25%, further reducing the local resources remaining to deliver the increased training services newly mandated in ASWA. Further, the legislation allows the use of other federal funding, including the governor's existing 15% reserve, to be used to meet the state's matching requirement for the creation of the Critical Industries Fund. This further erodes the ability of WIOA to leverage additional state funding for training opportunities in local areas.

The nation's mayors urge you to exclude the proposed new 10% increase in the state set-aside.

As economic stewards of cities, mayors know that helping employers secure the highly-skilled workforce they need is not a partisan issue, and we greatly appreciate your bi-partisan and bi-cameral cooperation to move this critical legislation forward. Federal workforce and adult education programs help millions of Americans find jobs, prepare for work and build the skills required for emerging employment opportunities, and they are of paramount importance as we work to secure the nation's continued economic growth.

The U.S. Conference of Mayors stands ready to work with you as you craft this critical legislation to ensure that the nation's workers have the necessary skills, and that employers have access to the skilled workforce they need, to compete in the 21st century economy.

Sincerely,

A handwritten signature in black ink, appearing to read "Kate Gallego". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Kate Gallego
Mayor of Phoenix
Chair, USCM Jobs, Education and Workforce Standing Committee

Memorandum #15 – 23 (QA)

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

From: Carol Hylton, President/CEO

Subject: Report on 2024 Broward Workforce Development Board (BWDB) Planning Session

Date: May 14, 2024

SUMMARY

Consideration to adopt the strategic goals and objectives for program year 24/25 developed during the Broward Workforce Development Board (Board) annual planning session held on 4/25. During the session, the Board had a chance to review the year's highlights and hear from the FloridaCommerce Deputy Secretary, Ms. Lindsay Volpe. Then, the Board, Council members, and guests formed workgroups to discuss goals and objectives for the upcoming year. The planning session ended with each group reporting their recommendations. Approved at the 5/13 Executive Committee meeting.

BACKGROUND

This year's annual planning session was held on 4/25, during which our governing boards discussed workforce issues affecting our community and strategized on goals for the upcoming year. 27 Board, Council members, and guests attended.

Council Chair and Hollywood Mayor Josh Levy opened the planning session, and Board Chair Heiko Dobrikow and CSBD President/CEO Carol Hylton welcomed the members and guests. We then heard from Ms. Lindsay Volpe, FloridaCommerce Deputy Secretary, who provided perspective regarding the current state and future of the workforce. Other guests included Ms. Germain Smith-Baugh, CEO of the Urban League of Broward County; Ms. Jennifer O'Flannery-Anderson, CEO of the Community Foundation of Broward; Mr. Joe Cox, CEO of the Museum of Discovery and Science; and Ms. Monica Cepero, Broward County Administrator, in addition to CSBD staff.

DISCUSSION

Following CSBD President Carol Hylton's presentation of the year's highlights, BWDB members and guests separated into two workgroups to discuss the thought questions and brainstorm ideas that form the basis for the Board's goals and objectives for the upcoming year. Each workgroup reported on its recommendations. The recommendations have been combined to eliminate duplication and are presented below.

- 1. Upskilling and Reskilling our Workforce - As conveners of workforce services what can CSBD do to educate employers and assist in upskilling their workforce?**
 - Explore creating podcasts and/or lunch and learns for employers.

- Consider inviting board members who are subject matter experts to present to employers using venues such as podcasts, lunch and learns, and workforce Wednesdays.

2. Connecting more effectively with local elected officials and educating them on our services - What additional strategies can be employed to educate our community partners and local delegation regarding CSBD's work and services?

- Continue on the path set in 23/24.
- Consider outreach to additional groups such as the Rotary Club, Toastmasters, smaller chambers, PTAs, or faith-based organizations.
- Continue to expand the use of social media and research methods to measure the impact through a unique QR code or other mechanism.
- Explore additional ways to share information regarding our services with all 31 Broward cities and all 17 chambers.
- Consider ways to build on our relationship with Broward County and, as they identify workforce needs, seek ways to partner.

3. Automation, AI, and robotics are raising demand for people with the technical skills in these occupational areas.

a) How can we encourage in-school youth (ISY) and out-of-school youth (OSY) to enter into these occupations?

- Research NOVA's robotic bus to see if we can develop partnership opportunities.
- Consider ways to partner with the Museum of Discovery and Science to present careers and sustainable jobs in aviation, marine, and environment industries.
- Explore ways to dialog with younger youth (late elementary and middle school), their teachers, and parents to encourage career/job exploration.
- Consider creating a presence in the library or malls, such as strategically placed kiosks.
- Consider additional ways to reach out to caregivers and parents as a way to inform youth about locally in-demand and emerging occupations.
- Market career ladders and career pathways in emerging occupations, such as AI, to create a more resilient economy.

b) Given that job skill requirements are rapidly changing, what initiatives should we consider to assist employers and job seekers so that they can remain competitive?

- Explore alternative ways to market Incumbent Worker Training to employers to provide additional upskilling for OSY they hire.
- Explore opportunities to work with local education partners to bring training for emerging occupations, such as Robotics and AI.
- Explore marketing campaigns targeting distressed communities to engage barriered populations to make them aware of our services, including occupational and work-based training.
- Research partnering with bigger companies to create training courses on emerging jobs within these industry sectors (i.e., Apple, Amazon).

4. Ambassadors in the community - What are some ways Board members can promote CSBD to the business community?

- Continue to use testimonials and real examples from customers and employers.
- Create a social media kit that board members can use.

- Produce short videos to highlight services.
- Create and send a link to board members to be added to members' signature lines in their work emails as a way to promote CSBD.
- Consider forwarding Outlook invites to the board members for CSBD events that may be of interest to them and encourage members to share with fellow business leaders.
- Forward upcoming business events and meetings board members may receive to CSBD so that we can make arrangements to attend if it will further our goals and objectives.

5. New economic needs are creating new opportunities - What additional strategies can CSBD adopt to support economic growth through communication, coordination, and collaboration among employers, economic development, and community partners?

- Continue to strengthen bonds that we have already established.
- Explore partnerships with Small Business Development Committees, colleges, and universities like FAU and SCORE.
- Research ways to reach small businesses (consider attending a small business summit) and consider how to be more of a resource to small businesses (businesses with at least 3 employees), particularly those that have not used our services, and develop a different service package for them.
- Determine the feasibility of approaching small business and start-up entrepreneur lenders to explain our services and pass information about our services to their customers.
- Consider sharing the success of the partnership with the Greater Fort Lauderdale and Hollywood Chambers of Commerce to get other chambers to share our services with their businesses.
- Explore developing a survey for organizations, chambers, etc., to learn about their engagement with CSBD and their additional needs.

6. Making employers aware of the value proposition they can gain by using our services - Based on the value proposition provided below, is introducing a value proposition to employers a good idea?

Let CSBD increase your bottom line by:

- ✓ \$8,830 that CSBD will incur on your behalf for candidate recruitment **every time** we fill your vacancy or \$10,000 when you participate in a Job Fair.
- ✓ \$16,990 **every time** you engage an intern whose wages are paid by CSBD.
- ✓ \$19,000 **per employee** when CSBD fills your vacancy through our On the Job/ Apprenticeship training program where up to 75% of the employee wage is paid by CSBD.
- ✓ \$4,000 (est.) **per employee** when CSBD trains your current labor force through our Incumbent Worker Training Grant.

Is the above suggestion a good option? Are there other options we should consider?

- Yes, this should be considered, as it will help employers to understand the value instead of "free" services.
- Consider building an interactive landing page with a calculator marketing our value proposition on the CSBD website. The user can use the tool to calculate our value. Example: 2 interns or OJTs will provide this much value to your company.
- Explore contracting a marketing company to simplify our message.
- Include testimonials and real examples from customers and employers.

- Post testimonials from employers on our website so others will learn of the value of our services.
- Make sure our language is understandable to our audience, using plain talk and simplification.
- Research employers who recently started a business in Broward and meet with them to engage in our services.

7. Our organization's vision and mission statement - Are any changes or modifications needed to our vision and mission statements or to the Board's goals at this time?

- No suggestions were received from either workgroup.

EVALUATION

Every year, the attendees at the Board planning session are provided with an evaluation, so CSBD staff can gauge the success of the planning session. Based on the evaluation results obtained from the members, 100% of the respondents were **very satisfied** overall with this year's planning session. Some of the comments received, in which satisfaction was expressed, included:

- The breakout sessions are always productive, great content and the review presentations are also notable.
- The interaction in our breakout group was fantastic.
- Great team participation in the breakout sessions.
- The wonderful collaboration, networking, great guest speaker, and focused direction for moving forward.
- Great content and planning.
- New and innovative ideas.
- Thank you very much for the productive retreat experience and the great food.
- Carol and her team are great! Let's hear it for the staff!!

The board planning concluded with Heiko Dobrikow and Carol Hylton providing closing remarks and thanking the Board and staff. Carol also reminded the Board that the recommendations would be presented at the next Board meeting, after which the goals and objectives will be incorporated into the matrices of the various board committees to work on during the year.

RECOMMENDATION

That the Board adopt the strategic objectives.

Memorandum #20 – 23 (OPS)

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

From: Carol Hylton, President/CEO

Subject: Addition of Occupational Titles to Current Targeted Occupation List

Date: May 14, 2024

SUMMARY

Consideration to approve adding two (2) occupations to our local Targeted Occupations List (TOL) 1) Home Health Aide and 2) Personal Care Aide. Over the year, CSBD receives input from our industry intermediaries, eligible training providers, our economist, and employers in order to evaluate our local TOL. CSBD staff has been able to establish local demand for Home Health Aides and Personal Care Aides, and both occupations meet all Board-mandated criteria to be added to the TOL for Program Year 23/24. Approved at the 5/7 One-Stop Services and 5/13 Executive Committee meetings.

BACKGROUND

In compliance with the Workforce Innovation and Opportunity Act (WIOA), the TOL governs the provision of the WIOA-funded training programs being offered to individuals needing training assistance within the workforce system. Once the TOL is approved by the Board, it becomes final and requires no further ratification by the CareerSource Florida, Inc. Board of Directors. The CSBD governing boards may approve changes and add new occupations to the TOL throughout the year. The occupation must meet all of the following criteria:

1. Have a minimum of twenty-five job openings in Broward County in the past ninety days
2. Have an entry wage rate equal to or greater than the Broward County TOL wage rate of \$13.97
3. Require more than a high school diploma but less than a Master's degree and
4. Require occupational training at a minimum that results in a postsecondary adult vocational training certificate, college credit certificate, applied technology diploma, Associate of Science degree, or Bachelor of Science degree.

DISCUSSION

The Board may approve adding new occupations to the TOL at any time throughout the year. To fulfill our role as workforce convenors, CSBD receives input from our industry intermediaries, eligible training providers, and employers over the year to evaluate our local TOL.

During our recent review, we established that Home Health Aide and Personal Care Aide meet the criteria outlined in the Background and in the table below.

Occupation	Entry Wage	Job Openings Within the Last 3 Months	Credential	Description
Home Health Aide	\$15.00	>25	Certificate / Diploma	Monitor the health status of an individual with disabilities or illnesses and address their health-related needs, such as changing bandages, dressing wounds, or administering medication. Provide assistance with routine healthcare tasks or activities of daily living. Work is performed under the direction of offsite or intermittent onsite licensed nursing staff.
Personal Care Aide	\$15.00	>25	Certificate / Diploma	Provide personalized assistance to individuals with disabilities or illnesses who require help with personal care and activities of daily living support. Work is performed in various settings depending on the needs of the care recipient and may include locations such as their home or at a daytime nonresidential facility.

CSBD recommends approval of these additions to our local area's TOL for PY 23/24. If approved, we will notify the State.

RECOMMENDATION

Approve adding 1) Home Health Aide and 2) Personal Care Aide to our local Targeted Occupations List for PY 23/24.

Quarterly Report – Meeting #1

Pursuant to the Reimagining Education and Career Help (REACH) Act, all local workforce boards in Florida are required to create an Education and Industry Consortium (EIC), whose members were to be appointed by the local workforce board chair. The EIC held its first meeting on March 5, 2024.

The purpose of the EIC is to convene local leaders who can provide information about education and workforce opportunities to businesses and job seekers. The goal is to align educational programming with industry needs at the local level.

Per state policy, discussions should focus on the local labor market needs including:

1. Industry representatives sharing their specific talent development needs or observations on talent in the local area.
2. Education representatives sharing what specific education offerings are available in the local area.

A report of the discussion of the EIC is required to be posted on the CSBD website and must contain 4 elements:

1. A record of the consortium members in attendance.
2. A summary analysis of the local labor market based on industry representative needs and education offerings.
3. Information on priority industry sectors and occupations for the local area.
4. Information on the status of existing talent pipelines for in-demand occupations and the need to expand or leverage existing and/or new resources.

This document is the required report.

A. Attendance

As of the first meeting, the EIC consists of six members, as listed below, all of whom were in attendance.

1. Matthew Rocco, South Florida Manufacturers Association (Manufacturing)
2. Maria Formoso, School Board of Broward County (K-12 Education)
3. Kathleen Hagen, FHG Marine Engineering (Marine)
4. Richard Haughton, Haughton Media Management (Aviation)
5. Rozeta Mahboubi, Florida Restaurant Lodging Association, Broward Chapter (Hospitality)
6. Marcy Mills-Matthews, Broward Health (Healthcare)

CareerSource Broward (CSBD) staff Carol Hylton, President/CEO, Ron Moffett, Executive Vice President, Rochelle Daniels, General Counsel and Samantha Vazquez, were also in attendance.

The EIC is chaired by Mr. Matt Rocco who facilitated the meeting and asked CSBD staff to talk about CSBD's governance structure and CSBD's programs and services.

B. Summary analysis of the local labor market based on the industry representative needs and education offerings.

CSBD has created a dashboard of local economic and workforce data, which is updated regularly, and is posted on our website. EIC members were shown how to access the information about occupations in demand on the dashboard. Members were also provided with the CSBD's eligible training provider list (ETPL) so they could see how training options for CSBD customers track with demand occupations. CSBD also informed the EIC regarding workplace-based training.

Following the presentation of the information and tools described above, the committee members expressed their endorsement of the dashboard, which they said can help all employers and job seekers make better business and career decisions. They then compared jobs in demand with the CSBD ETPL and concluded that occupational training offerings were robust and responsive to the local labor market, which continues to be tight.

C. Information on priority industry sectors and occupations for the local area.

The CSBD Targeted Occupations List (TOL) and information on the targeted industries in Broward County was presented to the committee. It was explained that CSBD could only fund training for occupations on the list.

As the committee considered the TOL, Mr. Haughton directed the committee's attention to the occupational titles "Airline Pilots, Copilots, and Flight Engineers," stating that Flight Engineers are no longer in demand for commercial airlines. The committee also noted that the TOL occupational wage information was outdated or lagging, as in Broward employers have had to increase wages to address inflation and the high cost of living. The committee discussed the 1) tight labor market 2) aging of the workforce and 3) importance of developing and keeping local talent. The members recognized the role of the workforce board as being critical to matching talent with business needs.

Ms. Hylton said CSBD would bring the EIC feedback to CareerSource Florida to see if more updated wage information was available and that we would bring any new information back to the consortium.

D. Information on the status of existing talent pipelines for in-demand occupations.

The committee reviewed local labor market information and addressed pipeline needs in the following areas:

1. The Marine Industry

The marine industry currently relies on recruiting automotive diesel mechanics and engineers. Marine engines and their components are significantly different from their automotive counterparts, which limits the workers' transferable skills. The marine industry is moving toward using different fuel systems. So, while demand exists for workers trained in diesel fuel engines, there is an emerging need for training in cleaner fuel technologies that are starting to become more mainstream.

2. Aviation

Drone piloting is the fastest-growing field in aviation. Manufacturing drones and their electrical components is a growing field, and there are a number of companies in Pompano and Hollywood that specialize in their manufacture.

Ms. Hylton asked Ms. Hagen and Mr. Houghton, the experts on the EIC for marine and aviation, to provide us with any additional information they may have describing the knowledge, skills, and abilities required for those jobs in the occupations discussed. Ms. Hylton stated that CSBD will look into local demand and research the availability of occupational training programs in Broward County in these 2 areas.

Overview of the CareerSource Broward Region
Not Seasonally Adjusted
May 17, 2024

- The unemployment rate in the CareerSource Broward region (Broward County) was 3.1 percent in April 2024. This rate was 0.7 percentage point greater than the region's year ago rate of 2.4 percent. The region's April 2024 unemployment rate was 0.1 percentage point lower than the state rate of 3.2 percent. The labor force was 1,095,618, up 18,549 (+1.7 percent) over the year. There were 33,772 unemployed residents in the region.

Fort Lauderdale-Pompano Beach-Deerfield Beach Metro Division

- In April 2024, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Deerfield Beach MD was 932,000, an increase of 23,200 jobs (+2.6 percent) over the year.
- The Other Services (+9.6 percent); Leisure and Hospitality (+4.4 percent); Education and Health Services (+4.3 percent); Government (+4.3 percent); and Trade, Transportation, and Utilities (+3.3 percent) industries grew faster in the metro area than statewide over the year.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the highest annual job growth compared to all the metro areas in the state in the Government (+4,500 jobs) and Other Services (+3,400 jobs) industries.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the fastest annual job growth rate compared to all the metro areas in the state in the Other Services (+9.6 percent) industry.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the second highest annual job growth compared to all the metro areas in the state in the Trade, Transportation, and Utilities (+6,700 jobs) industry.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the third highest annual job growth compared to all the metro areas in the state in the Leisure and Hospitality (+4,300 jobs) industry.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the third fastest annual job growth rate compared to all the metro areas in the state in the Leisure and Hospitality (+4.4 percent) and Trade, Transportation, and Utilities (+3.3 percent) industries.
- The industries gaining jobs over the year were Trade, Transportation, and Utilities (+6,700 jobs); Education and Health Services (+5,200 jobs); Government (+4,500 jobs); Leisure and Hospitality (+4,300 jobs); Other Services (+3,400 jobs); and Construction (+1,300 jobs).
- The industries losing jobs over the year were Professional and Business Services (-1,400 jobs); Financial Activities (-400 jobs); Manufacturing (-300 jobs); and Information (-100 jobs).

Unemployment Rates			
(not seasonally adjusted)	Apr-24	Mar-24	Apr-23
CareerSource Broward (Broward County)	3.1%	3.2%	2.4%
Florida	3.2%	3.3%	2.4%
United States	3.5%	3.9%	3.1%

Nonagricultural Employment by Industry (not seasonally adjusted)	Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division				Florida				Annualized Avg. Wages Broward County, Q3 2023
	Apr-24	Apr-23	change	percent change	Apr-24	Apr-23	change	percent change	
Total Employment	932,000	908,800	23,200	2.6	9,968,400	9,753,600	214,800	2.2	\$62,544.97
Mining and Logging	#N/A	#N/A	#N/A	#N/A	6,000	5,700	300	5.3	\$72,990.42
Construction	52,500	51,200	1,300	2.5	643,700	623,500	20,200	3.2	\$69,797.25
Manufacturing	30,400	30,700	-300	-1.0	427,800	419,100	8,700	2.1	\$69,298.68
Trade, Transportation, and Utilities	209,300	202,600	6,700	3.3	2,005,400	1,946,200	59,200	3.0	\$61,688.66
Wholesale Trade	55,900	54,000	1,900	3.5	402,100	388,000	14,100	3.6	\$87,494.19
Retail Trade	108,500	106,700	1,800	1.7	1,171,800	1,135,000	36,800	3.2	\$44,667.00
Transportation, Warehousing, and Utilities	44,900	41,900	3,000	7.2	431,500	423,200	8,300	2.0	\$74,900.68
Information	20,500	20,600	-100	-0.5	159,900	159,000	900	0.6	\$115,566.38
Financial Activities	72,200	72,600	-400	-0.6	675,700	680,700	-5,000	-0.7	\$100,382.82
Professional and Business Services	171,000	172,400	-1,400	-0.8	1,628,900	1,627,500	1,400	0.1	\$74,299.27
Education and Health Services	125,300	120,100	5,200	4.3	1,524,500	1,470,900	53,600	3.6	\$65,513.97
Leisure and Hospitality	101,800	97,500	4,300	4.4	1,349,500	1,316,200	33,300	2.5	\$34,213.96
Other Services	38,900	35,500	3,400	9.6	376,700	366,300	10,400	2.8	\$48,707.25
Government	110,000	105,500	4,500	4.3	1,170,300	1,138,500	31,800	2.8	\$81,198.97

Population	2023	2022	change	percent change
CareerSource Broward (Broward County)	1,962,531	1,946,889	15,642	0.8
Florida	22,610,726	22,245,521	365,205	1.6

Average Annual Wage	2022	2021	change	percent change
CareerSource Broward (Broward County)	\$66,754	\$63,542	\$3,212	5.1
Florida	\$63,781	\$60,313	\$3,469	5.8