

# AGENDA

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

**Meeting  
#271**

**Join Zoom Meeting Details:**

**Meeting ID:**  
852 7694 3723

**Passcode:**  
097392

**Call-in number:**  
+1 646 876 9923

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

**THURSDAY  
June 25, 2026  
12:00 P.M.**

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

## 2026 MEETING SCHEDULE

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

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

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

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

### Executive Committee Meetings

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

### Board Meetings

Month	Day
February	2/26
April	4/23 Board & Planning Session
May	5/28
June	6/25
August	8/27
October	10/22
December	12/10

\* Due to the proximity to the Thanksgiving Holiday weekend.

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## AGENDA

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

**Partnership Meeting #271  
Thursday, June 25, 2026  
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/85276943723?pwd=OJ2q5RWXwRxdZlmeQ1WfqAmReYwmJk.1>

### PROTOCOL FOR TELEPHONE/ZOOM MEETING

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

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

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**PLEDGE OF ALLEGIANCE**

**IDENTIFICATION AND INTRODUCTION OF ANY UNIDENTIFIED CALLERS**

**MISSION MOMENT**

**PRESENTATION**

Michael Burtov is the Chief Innovation Officer at Nova Southeastern University, responsible for expanding NSU's innovation, entrepreneurship, and startup-development initiatives. He will share his perspective on developing the tech workforce in the advent of AI.

**APPROVAL OF MINUTES**

Approval of the 5/28 BWDB meeting minutes.

<b>RECOMM ACTION EXHIBIT</b>	Approval Motion for Approval Minutes of the Meeting
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**Pages 10 – 19**

**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**

<b>RECOMM ACTION</b>	Approval Motion for Approval
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**1. Monthly Performance Report**

The current performance for the month of April is provided. The data reflects that within the Big 6 Regions, CSBD is 1<sup>st</sup> in Welfare Transition (WT) All Family Participation Rate, Two-Parent Participation Rate, and EER, 1<sup>st</sup> in Veterans EER, and 2<sup>nd</sup> in Wagner Peyser EER.

**ACTION** None  
**EXHIBIT** Performance Report for April

**Pages 20 – 31**

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

Consideration to approve the continued eligibility for current eligible training providers (ETPs) 1) Atlantic 2) McFatter and 3) Sheridan Technical College for the period 7/1/26 through 6/30/28. The State requires that ETPs be renewed every 2 years. Each provider has met continued eligibility requirements that include, licensure, accreditation and issuance of an industry-recognized credential. 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, a 2/3 vote of the Board is required. Approved at the 5/5 One-Stop Services and 6/8 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.)*

**RECOMM** Approval  
**ACTION** 2/3 Vote for Approval  
**EXHIBIT** None

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**2. Continued Eligibility for Florida Atlantic University**

Consideration to approve the continued eligibility status for current ETP Florida Atlantic University (FAU) for the period 7/1/26 through 6/30/28. The State requires that ETPs be renewed every 2 years. FAU has met continued eligibility requirements that include, licensure, accreditation and issuance of an industry-recognized credential. CSBD reviewed the applications 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, a 2/3 vote of the Board is required. Approved at the 5/5 One-Stop Services and 6/8 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.)*

<b>RECOMM</b>	Approval
<b>ACTION</b>	<b>2/3 Vote for Approval</b>
<b>EXHIBIT</b>	None

**3. Continued Eligibility for Southeastern College**

Consideration to approve continued eligibility status for current ETP Southeastern College for the period 7/1/26 through 6/30/28. The State requires that ETPs be renewed every 2 years. Southeastern College has met continued eligibility requirements that include performance, licensure, accreditation and issuance of an industry-recognized credential. Because Board Member Dr. Kelly Moore is employed by Keiser University, and both Keiser University and Southeastern College are part of the Keiser family of educational institutions, a 2/3 vote of the Board is required. Approved at the 5/5 One-Stop Services and 6/8 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 population, veterans, youth, individuals with disabilities, and ex-offenders.)*

<b>RECOMM</b>	Approval
<b>ACTION</b>	<b>2/3 Vote for Approval</b>
<b>EXHIBIT</b>	None

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**4. Broward Health Work-Based Training**

Consideration to contract with Broward Health for up to \$150,000 for work-based training funds to support On-the-Job Training and Incumbent Worker Training. This will assist individuals entering and advancing in in-demand healthcare occupations and address the shortage in healthcare talent. Because Board Member Shane Strum serves as President and CEO of Broward Health, a 2/3 vote of the Board is required. *(This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and educating and connecting them to the workforce system to produce innovative workforce solutions.)*

<b>RECOMM</b>	Approval
<b>ACTION</b>	<b>2/3 Vote for Approval</b>
<b>EXHIBIT</b>	None

**5. Memorandums of Understanding (MOU) Between CSBD and the One-Stop Partners**

Consideration to approve the One-Stop MOUs with our legislative partners. WIOA allows us to enter into One-Stop MOUs for up to 3 years, after which we must renegotiate new 3-year MOUs. CareerSource Florida now requires us to use their template for the MOUs, which speak to how the One-Stop partners will coordinate services for participants. The MOUs include a required Infrastructure agreement, which details how the costs of the One-Stop are shared. Our MOU legislative partners are 1) The School Board of Broward County 2) Broward College 3) Vocational Rehabilitation 4) Broward County 5) and AARP. Approved at the 6/2 One-Stop Services and 6/8 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, older workers and ex-offenders.)*

<b>RECOMM</b>	Approval
<b>ACTION</b>	Motion for Approval
<b>EXHIBIT</b>	Memo #06-25 (LS)

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**6. PY 26/27 Preliminary Budget**

Consideration to approve the PY 26/27 preliminary budget. The budget reflects an increase of 2.1% or \$296,839 in formula allocations and carry-forward funds giving us a projected total of \$14,366,912, as compared to \$14,070,073 in PY 25/26. The budget continues to emphasize investments in customer training, re-employment and the Board’s strategic initiatives. Dedicated grant funds are projected to be \$10,773,720; while these funds are restricted to specific grant purposes and are not included in the formula allocation totals, they bring the total projected funding available to \$25,140,632, for PY26/27 compared to \$22,630,097 in PY 25/26. Approved at the 6/2 One-Stop Services and 6/8 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**                      Memo #06-25 (FS)

**Pages 34 – 40**

**7. Continued Eligibility for Six (6) Current ITA Providers**

Consideration to approve continued eligibility status for current ETP’s 1) Academy of South Florida 2) Concorde Career Institute 3) Jersey College 4) PC Professor 5) South Florida Academy of Air Conditioning and 6) Universal Technical Institute for the period 7/1/26 through 6/30/28. 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 and issuance of industry-recognized credentials. CSBD reviewed the applications for completeness to ensure that CareerSource Florida requirements and board-mandated criteria are met for all schools. Approved at the 5/5 One-Stop Services and 6/8 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.)*

**RECOMM**                      Approval  
**ACTION**                      Motion For Approval  
**EXHIBIT**                      None

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**8. One-Stop Center Hours of Operation and Holiday Schedule**

Consideration to approve the One-Stop Center hours of operation and holiday schedule. There are no changes to our hours of operation or our holidays for the upcoming year. The State requires the governing boards' annual approval of the One-Stop Center hours of operation and holiday schedule at the start of each program year. The One-Stop Centers' hours of operation are M-F 8:00 a.m. – 5:00 p.m. Our holidays are aligned with those of Broward County. Approved at the 6/8 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.)*

<b>RECOMM</b>	Approval
<b>ACTION</b>	Motion for Approval
<b>EXHIBIT</b>	None

**REPORTS**

**1. State Required Financial Disclosure**

Each year, elected officials and board members must file Form 1, the Financial Disclosure Form. The form is **due 7/1/26**. Filers should click “I am a Filer” and follow the prompts. There is a “How to” video that can guide you through the process. Filers can no longer file locally at their Supervisor of Elections Office and must now file electronically using the statewide system at the link below. A **\$25.00/day fine** is imposed by the Commission on Ethics against filers for forms not filed by 9/1/26.

<b>ACTION</b>	None
<b>EXHIBIT</b>	<a href="#">Financial Disclosure Form 1</a>

**2. Education and Industry Consortium 2026 First Quarter Report**

Broward College highlighted its expansion of AI-driven learning, workforce-aligned credentials, and strengthened collaboration with CareerSource Broward to ensure students graduate with the career-readiness skills needed to meet evolving workforce demands. Consortium members also provided input for the Board’s 2026 Planning Session, emphasizing workforce impacts from AI, WIOA, and apprenticeship expansion.

<b>ACTION</b>	None
<b>EXHIBIT</b>	1 <sup>st</sup> Quarter Report

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**3. Individual Training Account (ITA) Provider Performance**

CSBD conducted its semi-annual analysis of ITA provider performance and found that all training programs are in compliance with the Board-mandated 70% training-related placement rate.

**ACTION**                      None  
**EXHIBIT**                    None

**4. Janitorial Services Contract**

This is to report on the second of three renewals of the janitorial services contract with AK Building Services for the main office. The cost of services for this renewal period is \$33,624 per year, an increase of 2% or \$660 over the previous year, in accordance with the contract terms. This is being reported in accordance with Board policy requiring notification of single purchases exceeding \$10,000.

**ACTION**                      None  
**EXHIBIT**                    None

**5. Board Member Recognition**

We would like to recognize Board Member Michael Goldstein, who received the CAA Technology Leadership Award at the Invest Greater Fort Lauderdale Leadership Summit on 6/11, an honor recognizing his regional impact and business excellence across South Florida.

**ACTION**                      None  
**EXHIBIT**                    None

**6. Board Member Recognition**

Dr. Ben Chen has notified CSBD that he is retiring after 27 years of service on the board.

**ACTION**                      None  
**EXHIBIT**                    None

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**7. Broward County Unemployment and Economic Dashboard**

The unemployment rate in Broward County was 4.4 percent in May 2026. This rate was 1.1 percentage points higher than the region’s year-ago rate. In May 2026, Broward County’s unemployment rate was equal to the state’s rate. Out of a labor force of 1,071,619, down 5,879 (-0.5 percent) over the year. There were 47,437 unemployed Broward County residents. The dashboard is a value-added resource allowing businesses and those looking to move to Broward the ability to make data-informed decisions.

<b>ACTION</b>	None
<b>EXHIBITS</b>	Broward County Unemployment Release for May 2026 <a href="#"><u>CareerSource Broward Dashboard</u></a>

**Pages 48 – 49**

**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><b><i>THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE BROWARD COUNCIL IS AUGUST 27, 2026.</i></b></p>
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**CAREER SOURCE BROWARD COUNCIL OF ELECTED OFFICIALS**

**Mayor Josh Levy**  
*City of Hollywood*  
**Chair**

**Mayor Dean Trantalis**  
*City of Fort Lauderdale*  
**Vice Chair**

**Commissioner Alexandra Davis**  
*Broward County*  
**Chair Pro Tem**

**BROWARD WORKFORCE DEVELOPMENT BOARD, INC. - EXECUTIVE COMMITTEE**

**Jim Ryan, Chair**

**Kevin Kornahrens**  
*Vice Chair*

**Zac Cassidy**  
*Secretary/Treasurer*  
*Chair Audit Committee*

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

**Francois Leconte**  
*Chair Employer Services Committee*

**Richard Shawbell**  
*Chair One Stop Services Committee*

**Kevin Kornahrens**  
*Chair Organizational Resources*  
*Committee*

**Heiko Dobrikow**  
*(Immediate Past Chair)*

**Frank Horkey**  
*Chair Strategic Planning Committee*  
*(Board Chair, 2021 - 2022)*

**Dawn Liberta**  
*Chair Youth Committee*

**BROWARD WORKFORCE DEVELOPMENT BOARD, INC (BWDB) MEMBERSHIP**

Yaite Arthmann  
Vanessa Cantave  
Zac Cassidy  
Dr. Ben Chen  
Keith Costello  
Heiko Dobrikow  
Paul Farren  
Nelson Fernandez  
Michael Goldstein

Dr. Howard Hepburn  
Kris Hopkins  
Frank Horkey  
Rufus James  
Kevin Kornahrens  
Francois Leconte  
Dawn Liberta  
Dr. Kelly Moore  
Felipe Pinzon

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

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

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

**PUBLIC COMMENTS**

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

## **Broward Workforce Development Board Committee Membership – 2026**

### **EXECUTIVE COMMITTEE**

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

**Jim Ryan, Board Chair**

<b>Kevin Kornahrens</b>	Vice-Chair
<b>Zac Cassidy</b>	Secretary/Treasurer, Chair, Audit Committee
<b>Dr. Ben Chen</b>	Vice-Chair for Legislative Affairs (Board Chair – 2009-2010)
<b>Heiko Dobrikow</b>	Member – (Immediate Past Chair)
<b>Richard Shawbell</b>	Chair, One Stop Services Committee
<b>Francois Leconte</b>	Chair, Employer Services
<b>Kevin Kornahrens</b>	Chair, Organizational Resources Committee
<b>Frank Horkey</b>	Chair, Strategic Planning
<b>Dawn Liberta</b>	Chair, Youth Committee

### **AD HOC ORGANIZATIONAL RESOURCES COMMITTEE**

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

**Kevin Kornahrens, Chair**

<b>Zac Cassidy</b>	<b>Frank Horkey</b>
<b>Dr. Ben Chen</b>	<b>Jim Ryan</b>

### **STRATEGIC PLANNING COMMITTEE**

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

**Frank Horkey, Chair**

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

### **ONE STOP SERVICES COMMITTEE**

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

**Richard Shawbell, Chair**

<b>Frank Horkey</b>	<b>Tara Williams</b>
<b>Dr. Howard Hepburn</b>	Melida Akiti
<b>Dr. Kelly Moore</b>	Sheri Brown Grosvenor
<b>Felipe Pinzon</b>	Rashad Thomas
<b>Matthew Rocco</b>	

### **EMPLOYER SERVICES COMMITTEE**

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

**Francois Leconte, Chair**

<b>Vanessa Cantave</b>	<b>Lori Wheeler</b>
<b>Paul Farren</b>	Maribel Feliciano
<b>Nelson Fernandez</b>	Denise Jordan
<b>Michael Goldstein</b>	Marie Suarez

### **AUDIT COMMITTEE**

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

**Zac Cassidy, Chair**

<b>Dr. Ben Chen</b>	<b>Frank Horkey</b>
<b>Keith Costello</b>	<b>Bob Swindell</b>

### **YOUTH COMMITTEE**

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

**Dawn Liberta, Chair**

<b>Kris Hopkins</b>	Jill Denis-Lay
<b>Rufus James</b>	Traci Schweitzer

# Agenda Backup

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

**Meeting  
#271**

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852 7694 3723

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

**THURSDAY  
June 25, 2026  
12:00 P.M.**

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

## WHAT IS WIOA? (Federal)

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

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

**Barriers to employment** for adults are:

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

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

## WHAT IS FLORIDA WIA 2000? (State)

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

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

### **Requires Work**

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

### **Sets Strict Time Limits for Collecting Cash Assistance**

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

### **Requires Child Support**

### **Strengthens Teen Pregnancy Prevention and Teen Parent Requirements**

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

### **Improves Transition and Support Services**

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

### **Education and Training Requirements**

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

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## **MEETING MINUTES**

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

**Partnership Meeting #270  
Thursday, May 28, 2026  
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 Josh Levy, Mayor Dean Trantalis, Yaite Arthmann, Vanessa Cantave, Zac Cassidy, Keith Costello, Paul Farren, Michael Goldstein, Kris Hopkins, Kevin Kornahrens, Francois Leconte, Dawn Liberta, Dr. Kelly Moore, Felipe Pinzon, Matthew Rocco, Richard Shawbell, Shane Strum, Bob Swindell, Lori Wheeler and Jim Ryan, who chaired the meeting.

Guests: Marvin Dejean, Jim Martin, and Tameka Thomas with Florida Commerce.

Staff: Carol Hylton, Mark Klineciewicz, Rochelle Daniels, Tony Ash, Maurice Gardner, Alex Shaw, Mitchell Williams, and Melissa Rivera.

### **Introduction**

Chair Jim Ryan welcomed the Council of Elected Officials, BWDB members and guests to the meeting.

### **MISSION MOMENT**

BWDB Chair, Mr. Jim Ryan, highlighted the Mission Moment with a video taken as Spirit Airlines' employees poured into the CSBD South Office and began immediately receiving services following their layoff announcement 36 hours earlier on May 2, 2026. Mr. Ryan then welcomed Mr. Jim Martin, Senior Director of Airport Services and Operations for Spirit Airlines. Mr. Martin expressed deep appreciation and gratitude for our efforts and related how CSBD's actions had impacted bereft employees who were able to turn their fears for their future into hope through CSBD's efforts and intervention. As the sole representative for Spirit Airlines at the Hollywood Fort Lauderdale Airport, he recounted how he never expected a response to a text he had sent to our President, Carol Hylton, on Saturday night at 4:00 in the morning. Not only did he receive a response, but on Monday morning, when the CareerSource South Office opened, CSBD was ready for the influx of Spirit Airlines employees, immediately engaging them and providing them with a variety of workforce services. Mr. Martin went on to say that he marveled at the nimbleness of the CSBD team in responding to this massive layoff and knew his former employees were in good hands.

Mayor Josh Levy, on behalf of the City of Hollywood, thanked Ms. Hylton and her team for their Rapid-Response sessions and immediate assistance to the affected workers.

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Ms. Hylton shared that Broward Health had hired several individuals who were affected by the layoff and is moving forward with additional job offers. Since May 2<sup>nd</sup>, we have seen more than 1,200 displaced workers engage in our job fairs and Rapid-Response sessions.

### **APPROVAL OF MINUTES**

Approval of the BWDB minutes of the 4/23/26 meeting #269.

**On a motion made by Keith Costello and seconded by Francois Leconte, the BWDB unanimously approved the minutes of the 4/23 meeting.**

## **CONSENT AGENDA**

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

### **ACCEPTANCE OF CONSENT AGENDA**

#### **1. Monthly Performance Report**

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

#### **2. Letters of Support**

Letters of support were written for the following grant applications: 1) Junior Achievement of South Florida's application to the U.S. Department of Education's Talent Search Program; 2) FIU's Construction Trades Program application for the FOA-ETA-26-40 Strengthening Community Colleges Training Grant; and 3) Broward College's participation in the statewide consortium application for the Florida SPRINT Project under the Strengthening Community Colleges Training Grant.

**On a motion made by Mayor Josh Levy and seconded by Keith Costello, the BWDB/CSBD Council of Elected Officials unanimously approved the Consent Agenda of 5/28/26.**

## **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. 2026 BWDB Planning Session Report**

Considered the acceptance of the strategic goals and objectives for Program Year 26/27, developed during the 4/23 Board annual planning session. The meeting started with a welcome

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by Council Chair and City of Hollywood Mayor Josh Levy, followed by BWDB Chair Jim Ryan. CSBD President/CEO, Carol Hylton, presented a video of the highlights and accomplishments of the past year. Before breaking into workgroups, Broward's education leaders shared changes on the horizon for education and the workforce. Armed with this information, the board and guests broke into 2 workgroups to tackle the thought questions and discuss the goals and objectives for the upcoming year. Once approved, the goals and objectives will be incorporated into the Board committee matrices for them to work on during the upcoming year. Approved at the 5/11 Executive Committee meeting. *(This is in alignment with the Board's goal to maintain our role as workforce development leaders through advocacy by the Board, collaboration, and providing information and intelligence to stakeholders with feedback from the community.)*

Jim Ryan presented the item and commented that the retreat was great and inspiring, and commended the Board members for their participation in this year's Board Planning Session.

Ms. Hylton provided an overview of the Board Planning Session report. She reviewed several report items, including WIOA Reauthorization, educating stakeholders on the value of Apprenticeships, the next steps for the North Office, and potential collaboration with BCPS and Broward College to co-locate staff at college campuses, libraries, and other community locations. Other topics of discussion were employer engagement, AI automation, and future employment disruption. In closing, Ms. Hylton reported this year's evaluation responses and feedback was extremely positive.

**On a motion made by Mayor Josh Levy and seconded by Lori Wheeler, the BWDB/CSBD Council of Elected Officials unanimously approved the 2026 BWDB Planning Session Report.**

## **2. Staffing Company Selection for Career Centers – Integrative Staffing Group**

CSBD released a Request for Proposals on 3/20 for a staffing company to staff the career centers. As in prior years, new hires for the career centers follow a 2-step process 1) for the first 90 days, the staffing company pays all employee costs, and CSBD pays a rate based on the wage and 2) after 90 days, CSBD pays a low flat rate per employee per pay period, and benefits are pass through costs. CSBD received 10 proposals, of which 4 were responsive. A Review Committee comprised of CSBD board members rated them and is recommending our current provider Integrative Staffing Group, which was the number 1 ranked and lowest overall cost proposer at a cost of 1) 41% of the wage for the first 90 days and 2) a flat fee of \$90 per employee per pay period for those after the 90 days. The estimated annual flat fee is \$163,800. The contract may be renewed for 4 additional 1-year periods. Approved at the 5/5 One-Stop Services and 5/11 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.)*

Rick Shawbell, Chair of the One-Stop Services Committee, presented the item for consideration.

Mayor Josh Levy asked about the benefits of using a staffing company for ongoing one-stop staff employment and onboarding, rather than managing those functions internally. Ms. Hylton explained that the State requires a separation between the Board and the operation of the Career Center. The staffing company satisfies that requirement.

Ms. Daniels added that CSBD had previously used other service delivery models, but none was as cost and performance effective as the current model. Ms. Daniels further explained that this model was selected after a Board study conducted many years ago recommended the staffing

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company model because it was more cost-efficient than a full-service provider and allowed for more direct communication with frontline staff.

**On a motion made by Rick Shawbell and seconded by Francois Leconte, the BWDB/CSBD Council of Elected Officials unanimously approved the Staffing Company Selection for Career Centers – Integrative Staffing Group.**

### **3. WIOA Work Experience Contract for Broward Health**

Considered the approval of WIOA Adult and Dislocated Worker Work Experience (WEX) contract with Broward Health through 6/30/29. Healthcare is one of our targeted industries. WEX contracts are non-financial, as CareerSource Broward is the employer of record. Because Board Member Shane Strum is employed by Broward Health, the recommendation required a 2/3 vote of the Board. Approved at the 5/4 Employer Services and 5/11 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.)

Francois Leconte, Chair of the Employer Services Committee, presented the recommendation.

Shane Strum declared a conflict of interest and abstained from voting.

Mayor Dean Trantalis mentioned that he had heard the biggest workforce shortage was in healthcare and asked Mr. Strum whether he thought there was sufficient talent to meet the demands here in South Florida.

Mr. Strum replied that there is a shortage of nurses and physicians. He indicated that Broward Health and Memorial Healthcare have approximately 29,832 employees. Each entity has approximately 1,700 open positions. Through the partnership with CSBD, positions are being filled. Mr. Strum added that they are recruiting in the tri-county area, offering incentives, attending career fairs, working with the School Board, and offering additional retraining options to support career laddering.

Mr. Ryan asked Mr. Strum whether he sees the problem worsening and what he expects in the future. Mr. Strum responded that they were doing much better with the nurse shortage because many organizations across the state, including the Governor, have created programs to increase the number of students and programs in healthcare.

Ms. Hylton added that this is why creating a pipeline for the career path was important, and that, through Worlds of Work and the Summer Youth Employment Program, youth can learn about healthcare career paths.

Mayor Trantalis suggested we seek additional resources to educate people so they can enter the healthcare professions. Mr. Strum agreed that that was a great idea.

Ms. Hylton indicated she would contact the State to inquire if they have dedicated grants for healthcare.

Mayor Levy asked Mr. Strum whether Broward Health and Memorial Healthcare offered salaries to attract talent, given the affordability challenges in Broward County. Mr. Strum responded that Broward and Memorial Healthcare are very competitive.

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**On a motion made by Francois Leconte and seconded by Keith Costello, the BWDB/CSBD Council of Elected Officials unanimously approved the WIOA Adult and Dislocated Worker Work Experience (WEX) contract with Broward Health through 6/30/29.**

**4. Summer Youth Work Experience Contract with Broward Education Foundation, Inc.**

Considered the approval of a non-financial Summer Youth Employment Program contract with the Broward Education Foundation, Inc. (BEF) through 6/30/29. CSBD is the youth's employer of record. Because Board Member Dr. Howard Hepburn is a member of the BEF Board of Directors, a 2/3 vote of the Board will be required. Approved at the 2/9 Executive Committee meeting. (This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations veterans, youth, individuals with disabilities, and ex-offenders.)

Dawn Liberta, Chair of the Youth Committee, presented the recommendation, and Jim Ryan noted that follow-up would be made with Dr. Howard Hepburn to officially declare a conflict of interest, as he was a member of the Broward Education Foundation Board of Directors. There was no further discussion.

**On a motion made by Dawn Liberta and seconded by Mayor Josh Levy, the BWDB/CSBD Council of Elected Officials unanimously approved the non-financial Summer Youth Employment Program contract with the Broward Education Foundation, Inc. through 6/30/29.**

**5. Youth Work Experience Contract with the Broward Education Foundation, Inc**

Considered approval of a non-financial Out-of-School Youth Work Experience (WEX) contract with the Broward Education Foundation, Inc. through 6/30/29. CSBD is the youth's employer of record. Because Board Member Dr. Howard Hepburn is a member of the BEF Board of Directors, a 2/3 vote of the Board is required. Approved at the 5/11 Executive Committee meeting. (This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations: veterans, youth, individuals with disabilities, and ex-offenders.)

Dawn Liberta, Chair of the Youth Committee, presented the recommendation, and Jim Ryan noted that follow-up would be made with Dr. Howard Hepburn to officially declare a conflict of interest, as he is a member of the Broward Education Foundation Board of Directors. There was no further discussion.

**On a motion made by Dawn Liberta and seconded by Francois Leconte, the BWDB/CSBD Council of Elected Officials unanimously approved the non-financial Out-of-School Youth Work Experience contract with the Broward Education Foundation, Inc. through 6/30/29.**

**6. WIOA Work Experience Contract for 2Lyons Aerospace**

Considered approval of the WIOA Adult and Dislocated Worker WEX contract with 2Lyons Aerospace through 6/30/29. Aviation is one of our targeted industries. WEX contracts are non-financial, as CSBD is the employer of record. Because Board Member Vanessa Cantave is employed by 2Lyons Aerospace, this recommendation will require a 2/3 vote of the Board. Approved at the 5/4 Employer Services and 5/11 Executive Committee meetings. (This is in alignment with the Board goal to align Broward County community services (social services and

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education) to maximize employment and work opportunities for targeted populations: veterans, youth, individuals with disabilities, and ex-offenders.)

Francois Leconte, Chair of the Employer Services Committee, presented the recommendation.

Vanessa Cantave declared a conflict of interest and abstained from voting. There was no further discussion.

**On a motion made by Francois Leconte and seconded by Paul Farren, the BWDB/CSBD Council of Elected Officials unanimously approved the non-financial WIOA Adult and Dislocated Worker WEX contract with 2Lyons Aerospace through 6/30/29.**

#### **7. WIOA Work Experience Contract with Broward County**

Considered approval of the renewal of a non-financial WIOA Adult and Dislocated Worker WEX contract with Broward County through 7/31/29 for their University Student Practicum Program. CSBD is the employer of record. The State's workers' compensation covers adult participants. Because Board Member Tara Williams is employed by Broward County, a 2/3 vote of the Board was required. Approved at the 5/5 One-Stop Services and 5/11 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.)

Rick Shawbell, Chair of the One-Stop Services Committee, presented the item for consideration, and Jim Ryan noted that a follow-up would be made with Tara Williams, who is employed by Broward County, to declare a conflict of interest. There was no further discussion.

**On a motion made by Rick Shawbell and seconded by Francois Leconte, the BWDB/CSBD Council of Elected Officials unanimously approved the non-financial WIOA Adult and Dislocated Worker WEX contract with Broward County through 7/31/29 for their University Student Practicum Program.**

#### **8. WIOA Work Experience Contract for the Las Olas Company, Inc.**

Considered approval of the WIOA Adult and Dislocated Worker WEX contract with the Las Olas Company, Inc. (LOC) through 6/30/29. WEX contracts are non-financial, as CSBD is the employer of record. Because Board Member Heiko Dobrikow is employed by the LOC, this recommendation will require a 2/3 vote of the Board. Approved at the 5/4 Employer Services and 5/11 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.)

Francois Leconte, Chair of the Employer Services Committee, presented the recommendation and Jim Ryan noted that Heiko Dobrikow had a conflict of interest regarding this item as he is employed by the Las Olas Company. There was no further discussion.

**On a motion made by Francois Leconte and seconded by Paul Farren, the BWDB/CSBD Council of Elected Officials unanimously approved the non-financial WIOA Adult and Dislocated Worker WEX contract with the Las Olas Company, Inc. (LOC) through 6/30/29.**

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## 9. Addition of Occupational Title to Current Targeted Occupation List (TOL)

Considered the approval of adding Medical Equipment Preparers to our local Targeted Occupations List (TOL). Throughout the year, CSBD receives input from our industry intermediaries, eligible training providers, and employers in order to evaluate our local TOL. CSBD staff have established local demand for Medical Equipment Preparers, and all Board-mandated criteria have been met for this occupational title to be added to the TOL. Approved at the 1/12 Employer Services and 2/9 Executive Committee meetings. (This is in alignment with the Board Goal to encourage job seekers to choose CSBD for comprehensive employment, education, training services, and to connect them to the workforce system using the State's job bank.)

Francois Leconte, Chair of the Employer Services Committee, presented the recommendation.

**On a motion made by Francois Leconte and seconded by Bob Swindell, the BWDB/CSBD Council of Elected Officials unanimously approved adding Medical Equipment Preparers to our local Targeted Occupations List.**

## 10. New Eligible Training Provider and Course for Brightmed Health Institute

Considered the approval of adding 1) Brightmed Health Institute (BHI) under initial eligibility status as an Eligible Training Provider and 2) BHI's Practical Nursing program to the WIOA Individual Training Account List. Brightmed Health Institute is a licensed, locally based healthcare training provider with experience delivering nursing education in Broward County. CSBD adds schools and courses that meet federal, state, and local criteria to give customers more choices. Approved at the 5/5 One-Stop Services and 5/11 Executive Committee meetings. (This is in alignment with the Board Goal to encourage job seekers to choose CSBD for comprehensive employment, education, and training services, and to connect them to the workforce system using the State's job bank.)

Rick Shawbell, Chair of the One-Stop Services Committee, presented the item for consideration.

**On a motion made by Rick Shawbell and seconded by Keith Costello, the BWDB/CSBD Council of Elected Officials unanimously approved adding 1) Brightmed Health Institute (BHI) under initial eligibility status as an Eligible Training Provider and 2) BHI's Practical Nursing program to the WIOA Individual Training Account List.**

## 11. New Eligible Training Provider and Course for The Code Academy

Considered approval of adding 1) The Code Academy under initial eligibility status as an Eligible Training Provider and 2) the course AI Engineer Program to the WIOA Individual Training Account List. The Code Academy is an online learning platform that offers interactive, hands-on courses in programming, data science, and technical skills designed to help individuals build practical, job-ready expertise. CSBD adds schools and courses that meet federal, state, and local criteria, giving customers more choices. Approved at the 3/24 One-Stop Services Committee and reviewed by the Executive Committee. (This is in alignment with the Board Goal to encourage job seekers to choose CSBD for comprehensive employment, education, and training services, and to connect them to the workforce system using the State's job bank.)

Rick Shawbell, Chair of the One-Stop Services Committee, presented the item for consideration.

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**On a motion made by Rick Shawbell and seconded by Mayor Dean Trantalis, the BWDB/CSBD Council of Elected Officials unanimously approved adding 1) The Code Academy under initial eligibility status as an Eligible Training Provider and 2) the course AI Engineer Program to the WIOA Individual Training Account List.**

## **12. Accept DeLuca Foundation Funds**

Considered the acceptance of \$1.5M from the DeLuca Foundation to serve economically disadvantaged youth, ages 16-18, in the Summer Youth Employment Program over the next 3 years. This would allow CSBD to serve an additional 110 youth each year. Youth would receive three days of employability skills training and an eight-week meaningful summer work experience. Approved at the 5/11 Executive Committee meeting. (This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations: veterans, youth, individuals with disabilities, and ex-offenders.)

Dawn Liberta, Chair of the Youth Committee, presented the item for consideration.

Mr. Ryan indicated that this was terrific news and commended the team on getting this grant. This will be beneficial and meaningful to over 100 youth for the next several years.

**On a motion made by Dawn Liberta and seconded by Mayor Dean Trantalis, the BWDB/CSBD Council of Elected Officials unanimously approved accepting \$1.5M from the DeLuca Foundation to serve economically disadvantaged youth, ages 16-18, in the Summer Youth Employment Program over the next 3 years.**

## **REPORTS**

### **1. AI Playbook for Small and Medium-Sized Businesses Presentation**

CSBD has finalized and deployed the AI Playbook for Small and Medium-Sized Businesses, positioning CSBD as a regional leader in supporting businesses as they navigate the rapidly evolving AI-driven economy. The Playbook provides actionable guidance, real-world examples, readiness assessments, and implementation tools informed by employer roundtables and survey feedback. As part of the initiative, Gilead Sanders delivered a brief presentation highlighting the Playbook. The Playbook launch included a broad communications campaign targeting chambers of commerce, business associations, elected officials, and community partners. Ongoing promotion through TechPulse, industry forums, social media, and a Sun Sentinel campaign continues to expand employer awareness and engagement across Broward County.

Marvin Dejean, Senior Managing Partner for Gilead Sanders, LLC., provided a presentation covering marketing and dissemination efforts to announce the Playbook to the community. Mr. Ryan applauded Mr. Dejean and the CSBD team for collecting the data and organizing the AI playbook. Ms. Hylton added that the Playbook was shared with community partners, local delegations, chambers, and business associations to raise awareness of the book. She also acknowledged Mr. Ryan, Mr. Goldstein, and Mr. Dejean for their insight in creating the Playbook.

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## 2. **CareerSource Broward's Response to Spirit Airlines Closure**

Following the announcement of Spirit Airlines' closure on Saturday, May 2nd, CareerSource Broward immediately mobilized over the weekend to support affected workers by posting information on our website about available services and resources. On Monday morning, our South Career Center became "ground zero," where elected officials, CareerSource Florida, Broward County government, Spirit Airlines representatives, employers, and our CSBD staff stood ready to assist the impacted workers. Services included Rapid Response orientations, filing for unemployment compensation, resume and job-search activities, and interviews with employers who stepped in to fill their job openings. Since May 2nd, we have provided Rapid Response services to 1,136 impacted employees and hosted targeted job fairs.

Chair Jim Ryan stated that this item was discussed during the mission moment.

## 3. **Directors & Officers (D&O) Insurance with Employment Practices Liability**

Each year, we purchase D&O insurance, which includes Employment Practices Liability to cover the governing boards and CSBD management. We ask our agent to shop our coverage and provide us with a choice of carriers and the best rates. Our agent sought quotes from Travelers, Hartford, and Berkley MP as well as from our current carrier, Philadelphia Insurance Company. All the companies declined to quote, except for our current carrier, Philadelphia Insurance Company. The cost of the D&O this year would be \$13,082.53. This is a \$672.66 decrease from last year's premium of \$13,755.19. We have been very satisfied with the Philadelphia Insurance Company. As the timing of the insurance renewal is not always in sync with the governing boards' calendar, the President/CEO was authorized several years ago to review, approve, and report the purchase of the D&O insurance. We are reporting the purchase to the governing boards, noting that this is also a single purchase exceeding \$10,000.

Rochelle Daniels, General Counsel, reviewed and discussed the item.

## 4. **State Required Financial Disclosure**

Each year, elected officials and board members must file Form 1, the Financial Disclosure Form. The form is due 7/1/26. Filers should click "I am a Filer" and follow the prompts. There is a "How to" video that can guide you through the process. Filers can no longer file locally at their Supervisor of Elections Office; they must now file electronically through the statewide system. A \$25.00/day fine is imposed by the Commission on Ethics against filers for forms not filed by 9/1/26.

Ms. Hylton reviewed the item.

## 5. **Broward County Unemployment and Economic Dashboard**

The unemployment rate in Broward County was 4.4 percent in April 2026. This rate was 1.2 percentage points higher than the region's year-ago rate. In April 2026, Broward County's unemployment rate was 0.2 percentage points lower than the state's rate. Out of a labor force of 1,072,179, down 5,959 (-0.6 percent) over the year, there were 46,983 unemployed Broward County residents. The dashboard is a value-added resource that allows businesses and those looking to move to Broward to make data-informed decisions.

Mark Klincewicz discussed the item.

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**MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL OF ELECTED OFFICIALS**

Mayor Josh Levy expressed his appreciation to the CSBD team and Jim Martin for their quick response in assisting those laid off by Spirit Airlines.

**MATTERS FROM THE BROWARD WORKFORCE DEVELOPMENT BOARD CHAIR**

Chair Jim Ryan shared that, along with Heiko Dobrikow and Mark Klincewicz, they met with members from CareerSource Florida to discuss challenges and upgrades needed for the Employ Florida system. CareerSource Florida agreed and indicated that AI upgrades are expected to be implemented by April of 2027.

**MATTERS FROM THE BOARD**

None.

**MATTERS FROM THE FLOOR**

None.

**MATTERS FROM THE PRESIDENT/CEO**

Carol Hylton provided an update that approximately 1,300 youth will begin the 3-day employability skills training on 6/8, and their first day at their worksite will be on 6/15. She also stated that we are hosting a Marine Industry Employer Forum on 6/4, a Veterans Job Fair on 6/16, and a Marine Job Fair on 6/24. Ms. Hylton thanked Major Josh Levy and Commissioner Davis for attending the Spirit Airlines Rapid Response session at the South Career Center on 5/4.

**ADJOURNMENT 1:22 pm.**

***THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE BROWARD COUNCIL MEETING IS JUNE 25, 2026.***



# Performance Report

Performance Report July 2025 to April 2026

**Entered Employment Rate for the Month April 2026 across the Big Six Regions**

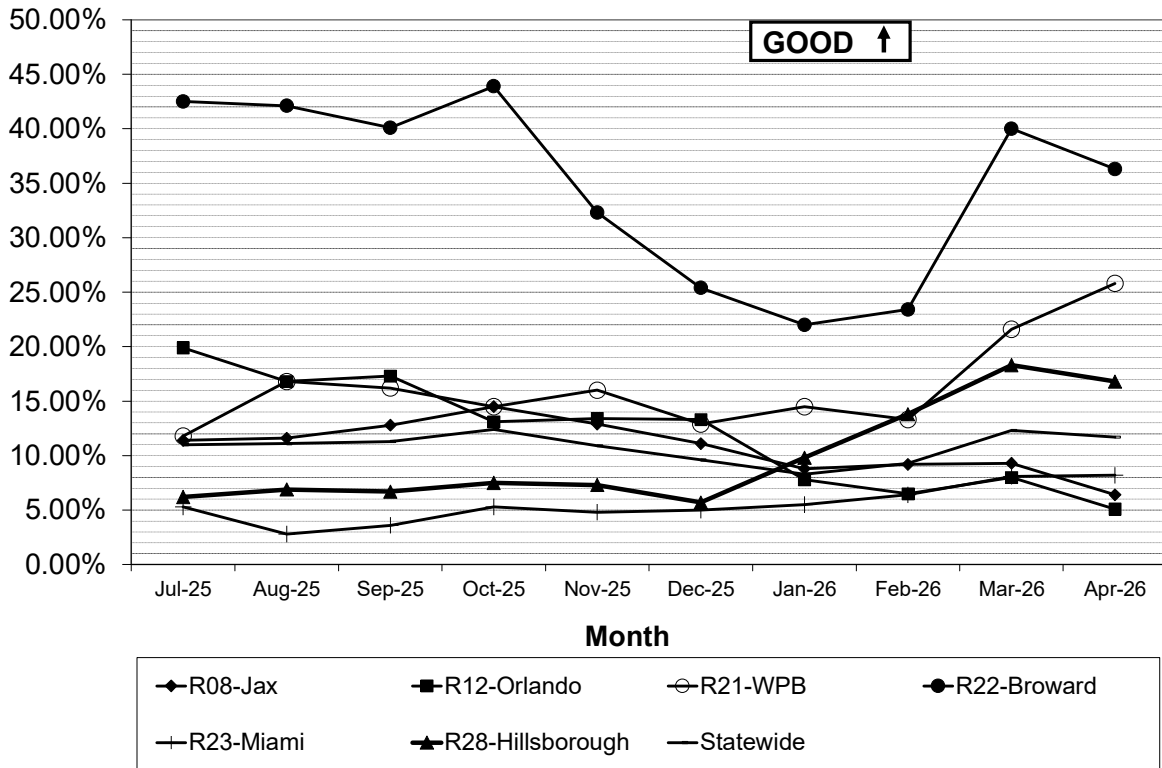
	WTP		Wagner-Peyser		Veterans		WIOA Adult/DW	
<b>Region 8 - Jacksonville</b>	15.30%	↑	23.80%	↓	11.10%	↓	100.00%	—
<b>Region 12 - Orlando</b>	22.90%	↑	33.60%	↑	37.50%	↓	94.50%	↑
<b>Region 21 - WPB</b>	36.70%	↑	37.50%	↑	0.00%	↓	87.50%	—
<b>Region 22 - Broward</b>	50.90%	↑	42.00%	↓	50.00%	↓	100.00%	—
<b>Region 23 - Miami</b>	18.90%	↑	41.00%	↓	25.00%	↓	100.00%	—
<b>Region 28 - Hillsborough Pinellas</b>	19.80%	↑	31.40%	↓	17.60%	↓	72.70%	↓
<b>Statewide</b>	22.40%	↑	37.00%	↓	33.00%	↓	88.80%	↓

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

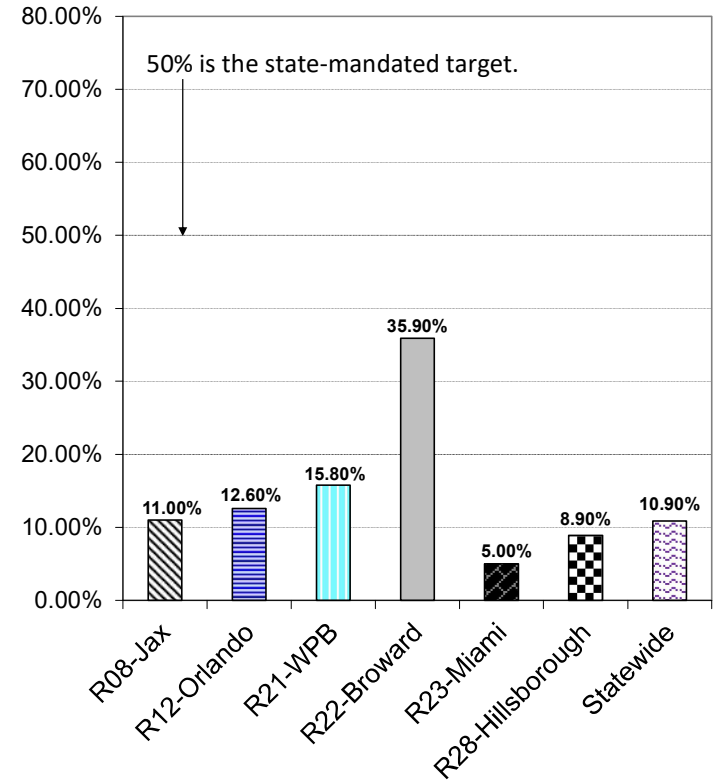
<b>Legend / Abbreviation Key</b>		<b>WTP</b>	<b>Welfare-Transition Program</b>		<b>DW</b>	<b>Dislocated Worker</b>
		<b>WIOA</b>	<b>Workforce Innovation and Opportunity Act</b>			

## Welfare Transition Program (WTP) All-Family Participation Data for the Big 6 Regions

**Month-to-Month Participation Rate from July 2025 to April 2026**

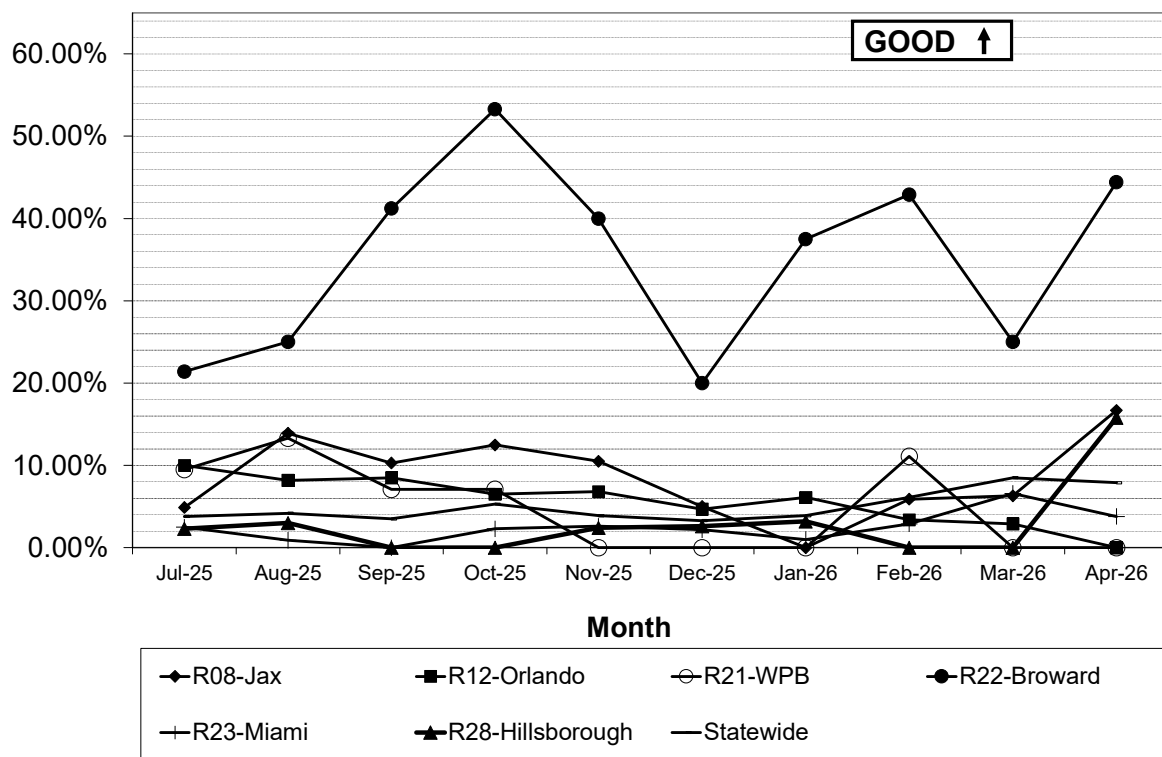


**Program Year-to-Date (YTD) Participation Rate as April 2026**

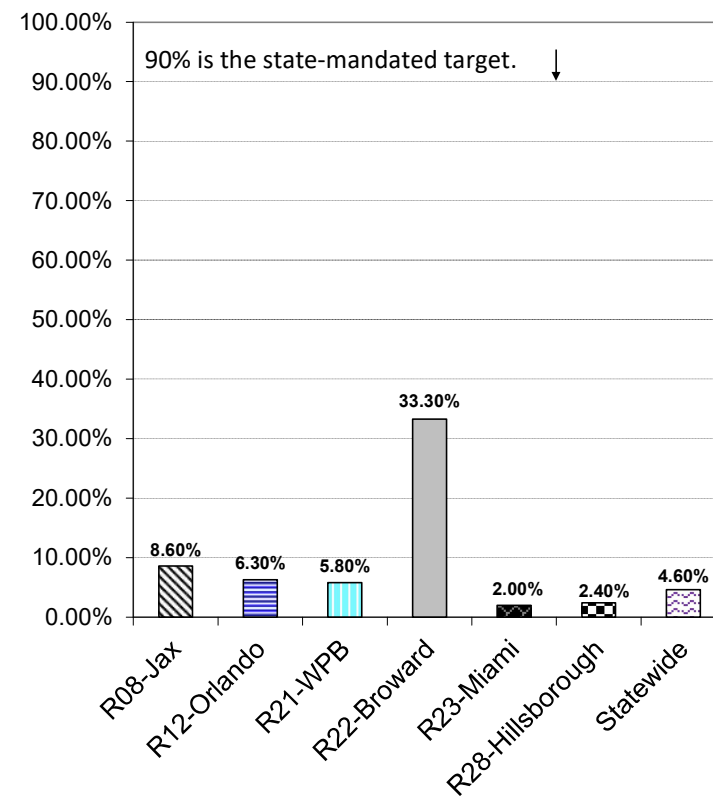


## Welfare Transition Program (WTP) Two-Parent Family Participation Data for the Big 6 Regions

**Month-to-Month Participation Rate from July 2025 to April 2026**

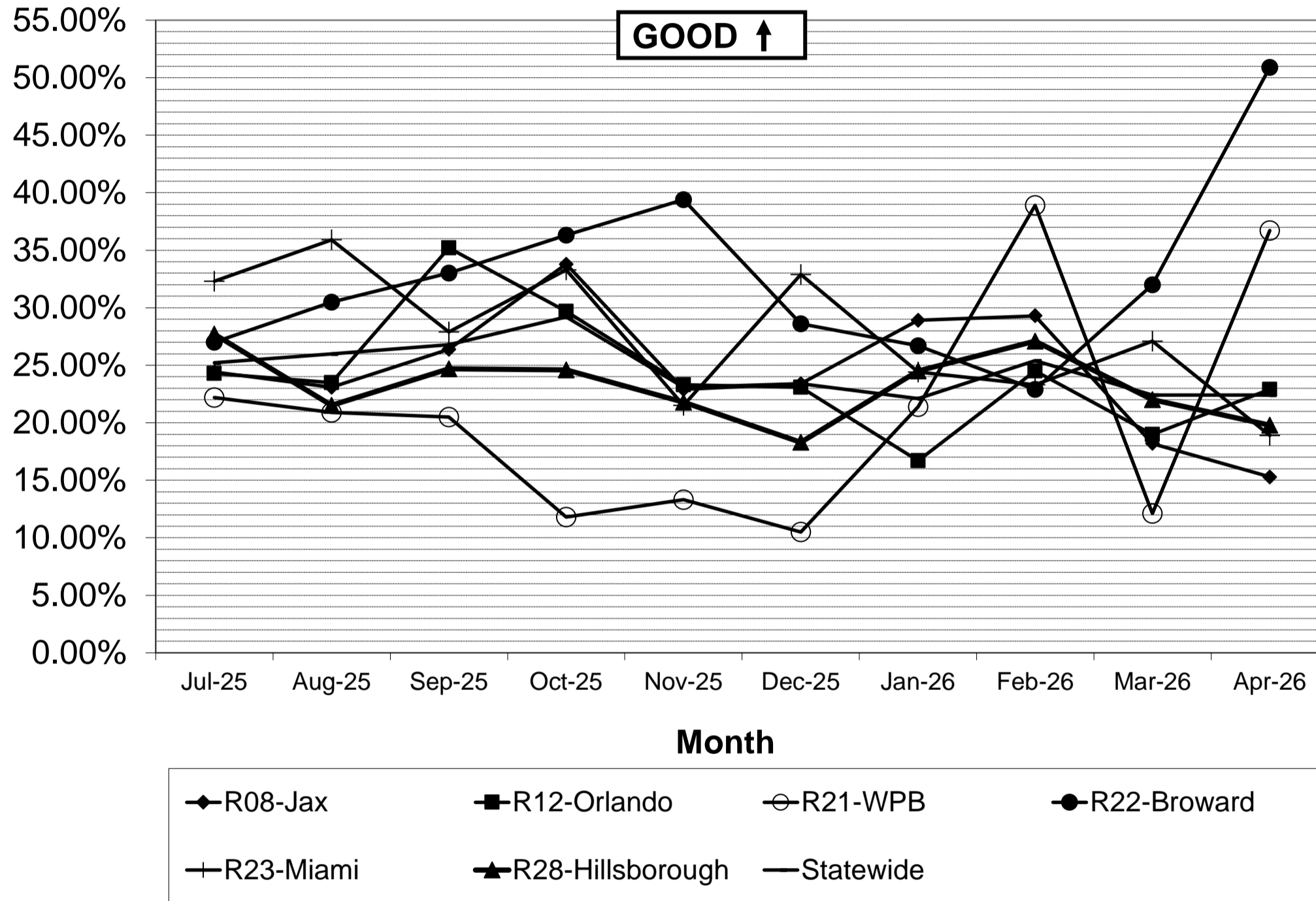


**Program Year-to-Date (YTD) Participation Rate as of April 2026**

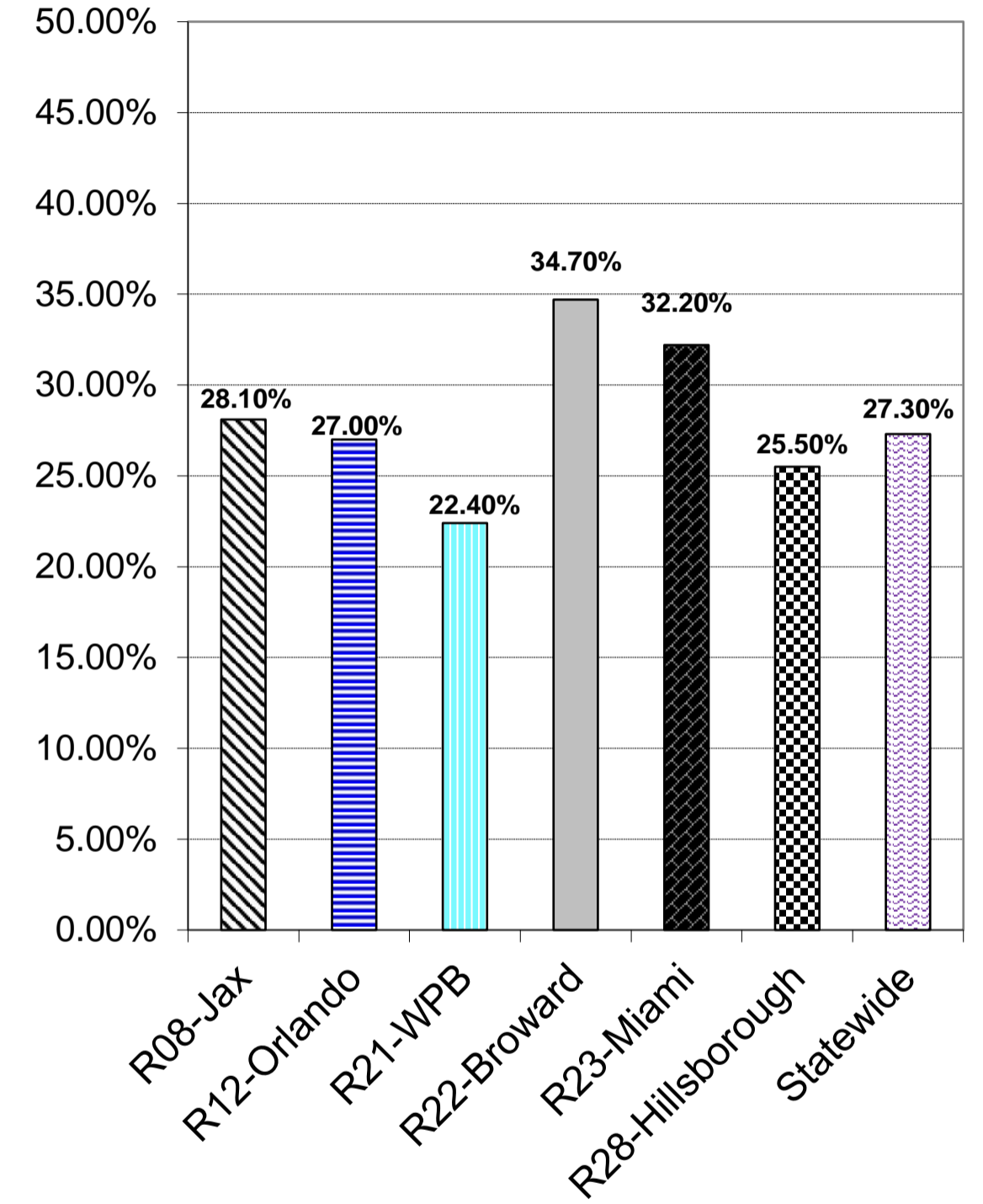


# Welfare Transition Program (WTP) Entered Employment Rate (EER) Data for the Big 6 Regions

**Month-to-Month Entered Employment Rate from July 2025 April 2026**



**Program Year-to-Date (YTD) EE Rate as of April 2026**

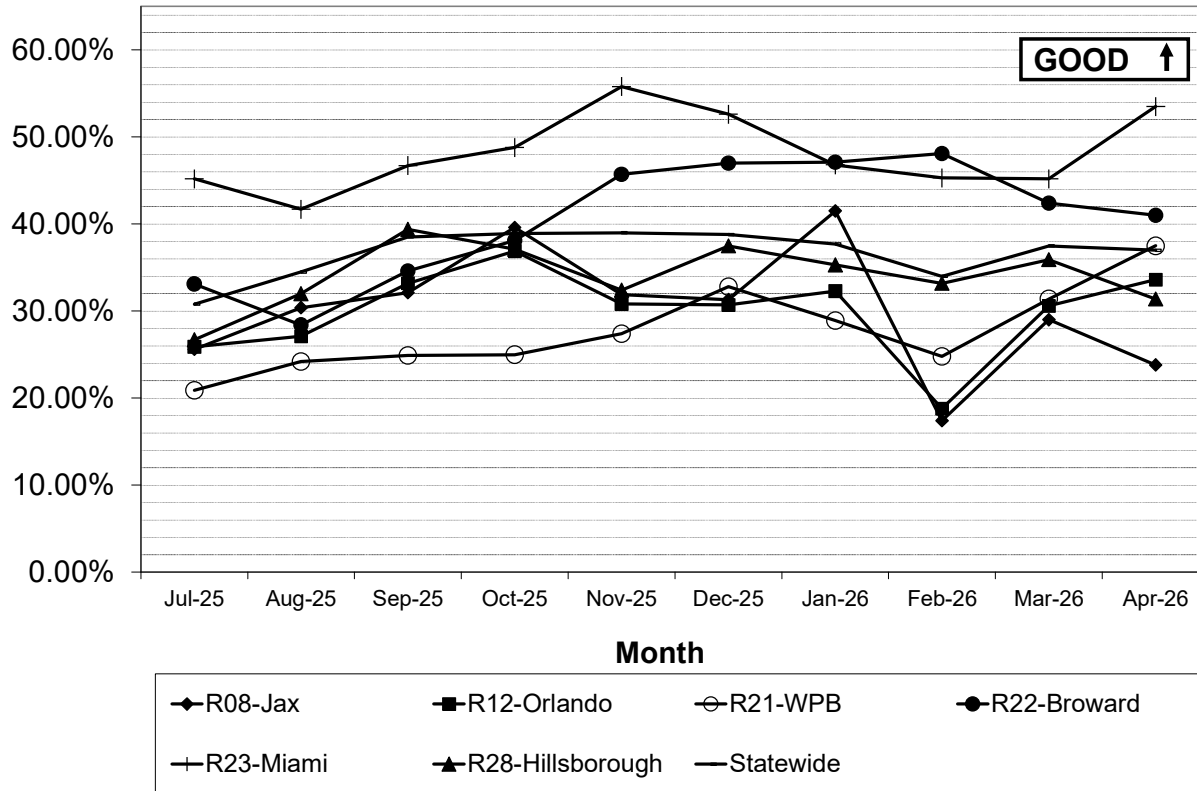


**Analysis of Welfare Transition Program (WTP) Performance**

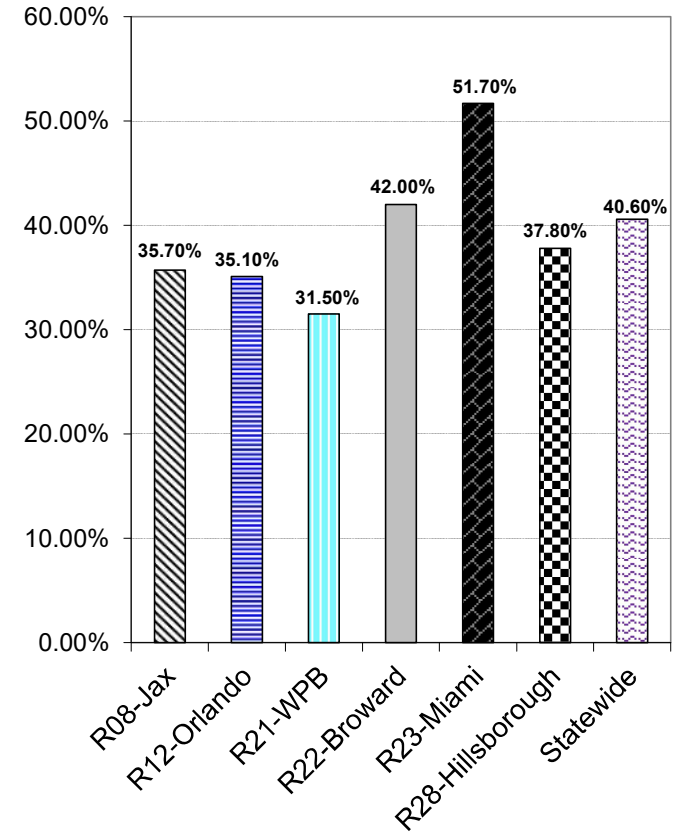
	<u>Measure</u>	<u>Goal</u>	<u>Month (April)</u>	<u>PYTD</u>
<b>WTP Program Performance At-A-Glance</b>	All Family Participation	50%	36.3%	35.9%
	Two-Parent Family Participation	90%	44.4%	33.3%
	Entered Employment Rate (EER)	39%	50.9%	34.7%
<b>Current Situation and Performance Summary</b>	<p>In relation to the Big 6 Regions:</p> <p>All Family Participation Rate CSBD ranks 1st in performance for the month and ranks 1<sup>st</sup> for Program Year 25/26</p> <p>Two-Parent Participation Rate CSBD ranks 1<sup>st</sup> in performance for the month and ranks 1<sup>st</sup> for Program Year 25/26</p> <p>Entered Employment Rate CSBD ranks 1st in performance for the month and ranks 1<sup>st</sup> for Program Year 25/26</p>			
<b>Strategies and Action Steps</b>	<p>To improve WTP Participation Rate Performance,</p> <ul style="list-style-type: none"> <li>• CSBD hired a Regional Job Club Facilitator to strengthen WTP customer engagement through the implementation of the Florida WINS platform and the Florida Ready to Work program.</li> <li>• These tools provide workforce readiness training, such as soft skills development, reading comprehension, and math proficiency, while also creating additional opportunities to capture and document WTP participation hours.</li> </ul>			

## Wagner-Peyser (WP) Program Entered Employment Rate (EER) Data for the Big 6 Regions

**Month-to-Month Entered Employment Rate from July 2025 to April 2026**



**Program Year-to-Date (YTD) EE Rate as of April 2026**

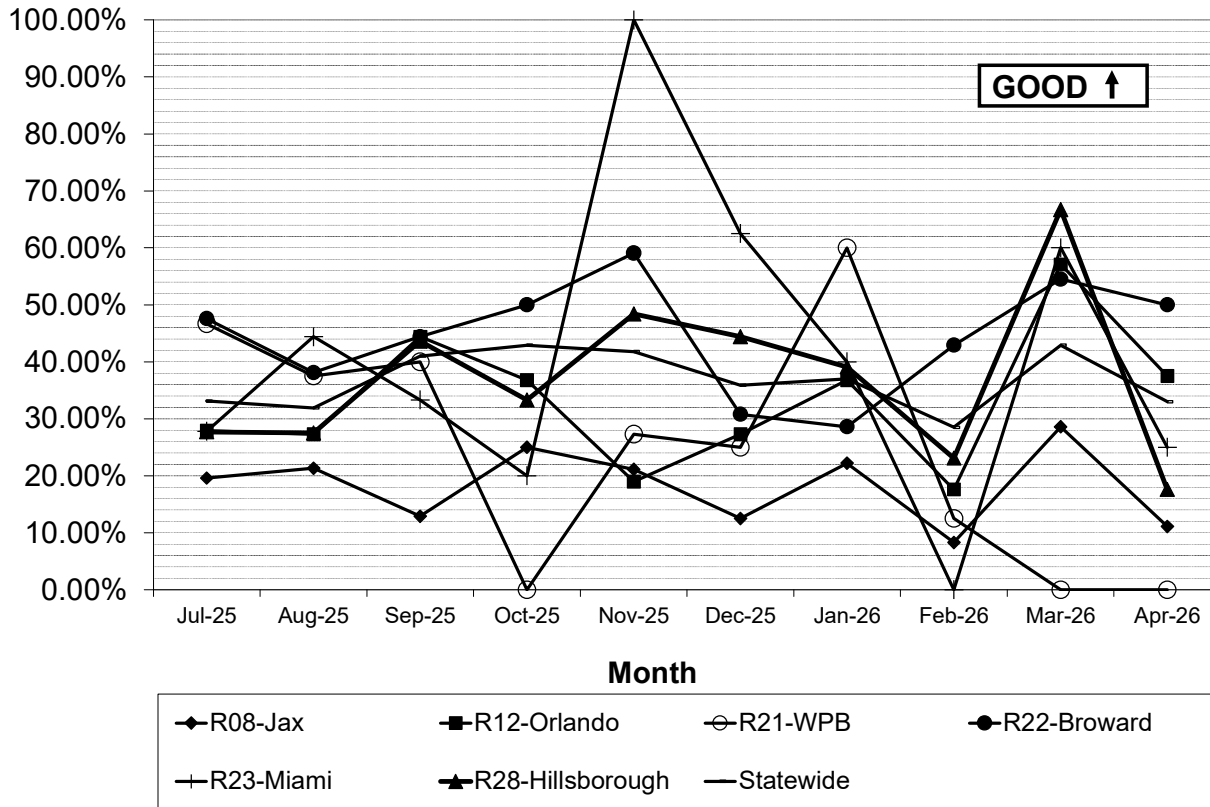


## Analysis of Wagner-Peyser (WP) Performance

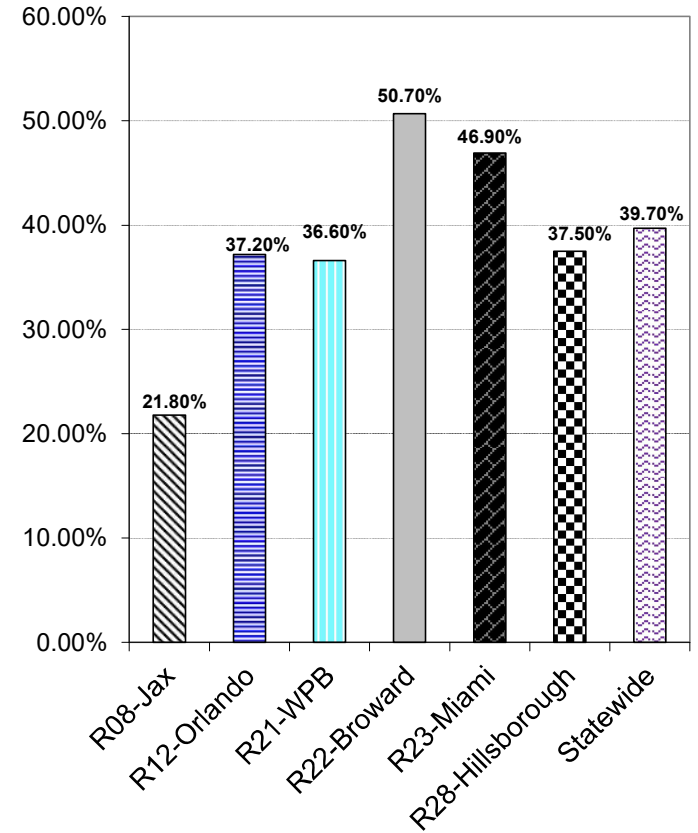
WP Program Performance At-A-Glance	Measure	Performance*	
		Month (April)	PYTD
	Entered Employment Rate (EER)	41.0%	42.0%
<p><i>*Please note: The performance detail is based on the Monthly Management Report (MMR). Due to lagging data, our true YTD rate will adjust at the end of the program year.</i></p>			
Current Situation and Performance Summary	<p>In relation to the Big 6 Regions: CSBD ranks 2<sup>nd</sup> for the month and 2nd year-to-date in the Entered Employment Rate.</p>		
Strategies and Action Steps	<p>To improve our EER, we have implemented the following:</p> <ul style="list-style-type: none"> <li>• Staff targeted outreach for the Hospitality and Construction Job Fairs to ensure job seekers updated their Employ Florida registrations and had current resumes prepared for employment engagement. This strengthened the pool of job-ready candidates available to employers by industry and increased opportunities for CSBD to capture employment outcomes.</li> <li>• Staff also provided guidance on researching sector-specific information related to career pathways, employer expectations, hiring trends, and available opportunities aligned with their skills, experience, and employment interests.</li> </ul>		

## Veterans' Entered Employment Rate (EER) Data for the Big 6 Regions

**Month-to-Month Entered Employment Rate from July 2025 to April 2026**



**Program Year-to-Date (YTD) EE Rate as of April 2026**

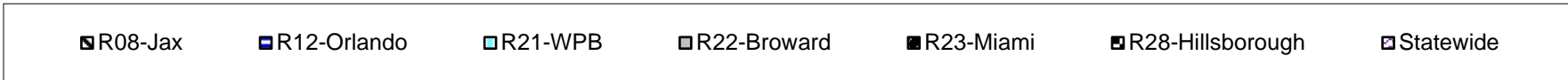
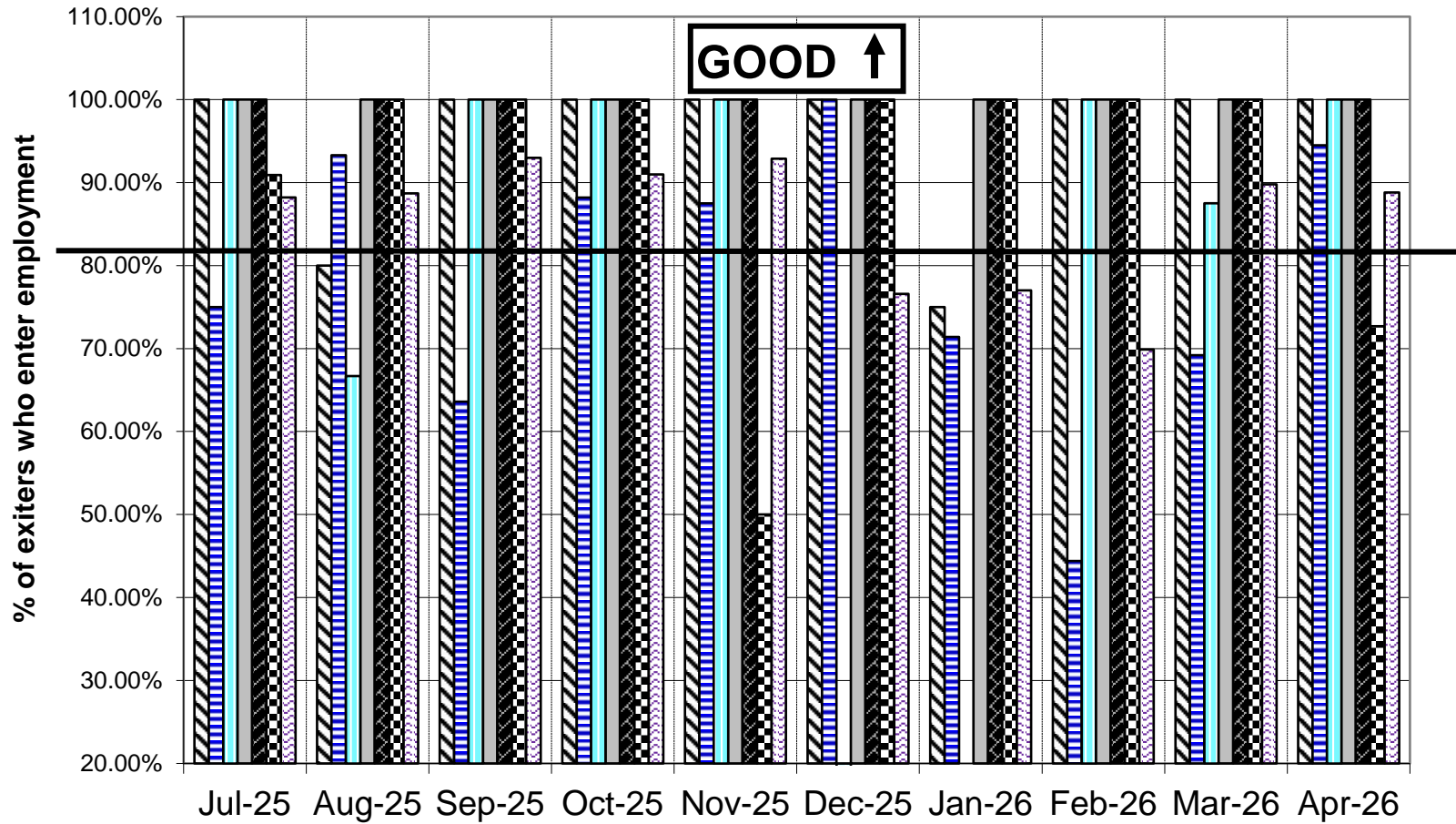


## Analysis of Veterans' Performance

Veterans Program Performance At-A-Glance	Measure	Performance*	
		Month (April)	PYTD
	Entered Employment Rate (EER)	50.0%	50.7%
*Please note: The performance detail is based on the Monthly Management Report (MMR).			
Current Situation and Performance Summary	<p>In relation to the Big 6 Regions:</p> <p>CSBD ranks 1st for the month and 1st for the Program Year in Veterans' 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"> <li>• Through ongoing referral coordination, staff were able to connect veterans more efficiently to transportation assistance, credentialing support, accommodations, and employment readiness services while expanding DVOP outreach and engagement in the community.</li> <li>• These efforts also strengthened employer confidence in the local veteran talent pipeline through targeted outreach focused on priority industries such as healthcare, logistics, and skilled trades, expanding the employer pool by more than 20 employers.</li> <li>• As a result, the Veteran EER increased by 12%.</li> </ul>		

### Comparison of the Workforce Innovation and Opportunity Act (WIOA) Entered Employment Rate for Adult & Dislocated Workers across the 6 largest Regions in Florida from July 2025 to April 2026

.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 (April)	PYTD
	Entered Employment Rate	*No Data for the Month of April*	91.8%
<b>Current Situation and Performance Summary</b>	<p>Since July, CSBD has assisted 313 Adult and Dislocated Worker (DW) customers in obtaining employment or accessing training opportunities. This includes traditional classroom training and work-based training via internships, apprenticeships, and On-the-Job Training.</p> <p>CSBD is in 1st place in the Adult and Dislocated Worker Entered Employment category year-to-date.</p>		
<b>Strategies and Action Steps</b>	<p>To increase WIOA performance, we implemented the following strategies:</p> <ul style="list-style-type: none"> <li>• Support services were enhanced to help customers manage rising transportation costs and reduce inflation-related barriers that negatively impact training attendance, retention, and successful program completion.</li> <li>• Additionally, staff actively engaged WIOA healthcare students nearing graduation to participate in the Healthcare Job Fair, providing direct access to employers and employment opportunities aligned with their training and career goals prior to program completion.</li> </ul>		

## Memorandum LS # 06-25

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

**From:** Carol Hylton, President/CEO

**Subject:** Memorandum of Understanding (MOU) Between CareerSource Broward (CSBD) and the One-Stop Partners

**Date:** June 9, 2026

### SUMMARY

Consideration to approve the One-Stop MOUs with our legislative partners. WIOA allows us to enter into One-Stop MOUs for up to 3 years, after which we must renegotiate new 3-year MOUs. CareerSource Florida now requires us to use their template for the MOUs, which speak to how the one-stop partners will coordinate services for participants. The MOUs include a required Infrastructure agreement, which details how the costs of the One-Stop are shared. Our MOU legislative partners are 1) The School Board of Broward County 2) Broward College 3) Vocational Rehabilitation 4) Broward County 5) and AARP. Approved at the 6/2 One-Stop Services and 6/8 Executive Committee meetings.

### BACKGROUND

The vision articulated in WIOA is the integration and alignment of the diverse workforce programs available to job seekers and employers through the American Job Center Network, which we refer to locally as the CSBD Career Centers.

Currently, CSBD administers the following one-stop partner funding streams and is not required to enter into an MOU with itself. CSBD allocates costs so each partner program pays its fair share. Table 1 indicates the funding streams awarded directly to CSBD:

**Table 1: One-Stop Legislative Partner Funding Streams Administered by CSBD**

WIOA Title I Adult, Dislocated Worker and Youth Programs
Wagner-Peyser Employment Services
Local Veterans' Employment Programs
Disabled Veterans' Outreach Program
Re-employment Services and Eligibility Assessment
Unemployment Compensation Programs
TANF (WTP)

WIOA requires all one-stop partners to provide access, which may be technological, to their programs through the One-Stop system. The partners must also support the infrastructure and operating costs of the one-stop proportionate to their use, as a part of the MOU.

Table 2, on the next page, identifies the partners and their funding streams, which must provide access to their programs through the one-stop system and enter into an MOU with CSBD.

**Table 2: One-Stop Legislative Partner Funding Streams Requiring an MOU**

<b>One-Stop Partner</b>	<b>One-Stop Partner Funding Stream</b>
The School Board of Broward County	Family Literacy and Adult Education Act (CSBD Provider for Out of School Youth)
The School Board of Broward County	Career and Technical Education (Perkins Act) (CSBD ITA Provider)
Broward College	Career and Technical Education (Perkins Act) (CSBD ITA Provider)
Florida Department of Education, Division of Vocational Rehabilitation	Vocational Rehabilitation (Co-located in the One-Stop)
Broward County	Community Services Block Grant
AARP	Title V Older Worker Program (Co-located in the One-Stop)

**DISCUSSION**

The MOU incorporates the following:

1. A description of the services provided through the One-Stop.
2. The method for providing partner access to the services, including whether the partner is co-located in the One-Stop.
3. How partners coordinate services through the One-Stop.
4. The method for referring participants among the one-stop partners.
5. The one-stop budget, which includes the infrastructure agreement as an attachment to the MOU, and which is entered into between CSBD and the partner for support of the One-Stop.
6. Information on how the One-Stop will be accessible to workers, youth, and individuals with barriers to employment, including individuals with disabilities.
7. The term of the MOU.
8. The process for amending the MOU.
9. The process for appealing to the Governor if the partners cannot agree on the funding of the One-Stop.

To address infrastructure costs, we have adopted a mall approach with AARP and Vocational Rehabilitation. They are co-located in the South CSBD Career Center, and we have entered into leases with them that cover the cost of their space and use of the common areas. Our other partners have opted for a technological presence in the provision of access to their programs. The CSBD IT Department has calculated the cost of hosting and maintaining a web page which is displayed through the CSBD website and can connect one-stop visitors to our partner programs. Partners pay up to \$300 a year for technological access, depending on the size and content of their web page.

**RECOMMENDATION:**

Approve entry into an MOU with the following required one-stop partners:

- The School Board of Broward County (Literacy and Carl Perkins Partners)
- Broward College
- Broward County
- Vocational Rehabilitation
- AARP (Title V Older Worker Program)

**Memorandum #06 - 25 (FS)**

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

**From:** Carol Hylton, President/CEO

**Subject:** Program Year (PY) 26/27 Preliminary Budget

**Date:** June 9, 2026

**SUMMARY**

The Program Year (PY) 26/27 preliminary budget reflects an overall increase of 2.1% or \$296,839 in our formula allocations and carry-forward funds. The total amount of formula and carry forward that we project to be available in PY 26/27 is \$14,366,912 as compared to \$14,070,073 in PY 25/26.

We have not included dedicated grants in the total of funds available shown in Table 1 because those grants may only be spent for the specific purposes outlined in those grants. Table 2 details these grants and projected amounts to present a full picture to the governing boards of the funds allocated to CareerSource Broward (CSBD) for the upcoming program year.

For PY 26/27, dedicated grant funds total \$10,773,720. When added to our formula allocation we project a total of \$25,140,632 as compared to PY 25/26 which was \$22,630,097. As usual, this does not include unrestricted funds.

CSBD recommends the approval of the preliminary PY 26/27 budget. Approved at the 6/2 One-Stop Services and 6/8 Executive Committee meetings.

**BACKGROUND**

Each year CSBD brings its projected budget to the governing boards for approval. The formula allocation is based on our local area's unemployment and poverty rates. The better a region is doing, the lower the local area's formula allocation.

The funds are allocated among the various activities and services to align with Board initiatives and key business results, the current labor market, and federal and state performance measures. The level of detail provided is in accordance with the CSBD governing boards' direction. We provide additional detail to the elected officials per their request. This detail is available to all upon request.

A budget true-up based on the actual allocations is presented to the Board at the mid-year mark.

Table 1 presents a comparison between PY 25/26 and PY 26/27 total allocation from the state and carry forward funds. The WIOA Adult and DW funding streams are combined because WIOA allows 100% transferability between these funding streams. The changes are not evenly spread across the funding streams and are reflected in the numbers presented below.

**Table 1**  
**Comparison**

**PY 25/26 Actual to PY 26/27 Preliminary Formula Funds Including Carry Forward**

<b>Fund Name</b>	<b>PY 25/26 Total Funds Actual</b>	<b>PY 26/27 Total Funds Preliminary</b>	<b>\$ Change</b>	<b>% Change</b>
WIOA (Adult/DW)				
Formula Funds	\$5,049,963	\$5,271,320	\$221,357	4.4%
Carryforward	579,832	449,746	(130,086)	-22.4%
<b>Subtotal</b>	<b>5,629,795</b>	<b>5,721,066</b>	<b>91,271</b>	<b>1.6%</b>
WIOA (Youth)				
Formula Funds	1,889,627	2,167,857	278,230	14.7%
Carryforward	245,672	329,585	83,913	34.2%
<b>Subtotal</b>	<b>2,135,299</b>	<b>2,497,442</b>	<b>362,143</b>	<b>17.0%</b>
WTP				
Formula Funds	3,493,508	3,625,272	131,764	3.8%
Carryforward	564,663	506,398	(58,265)	-10.3%
<b>Subtotal</b>	<b>4,058,171</b>	<b>4,131,670</b>	<b>73,499</b>	<b>1.8%</b>
WP				
Formula Funds	1,096,442	1,034,763	(61,679)	-5.6%
Carryforward	682,976	537,953	(145,023)	-21.2%
<b>Subtotal</b>	<b>1,779,418</b>	<b>1,572,716</b>	<b>(206,702)</b>	<b>-11.6%</b>
Veterans (DVOP/LVER)	263,372	240,000	(23,372)	-8.9%
Supplemental Nutritional Assistance Program (SNAP)	204,018	204,018	-	0.0
<b>Totals</b>	<b>\$14,070,073</b>	<b>\$14,366,912</b>	<b>\$296,839</b>	<b>2.1%</b>

Table 2 is our anticipated dedicated grant allocations for PY 26/27. They are not included in the preliminary budget as the funds are for the activities indicated in the chart.

**Table 2: Comparison of Dedicated Grants**

<b>Grant / Program</b>	<b>Description</b>	<b>PY 25/26 Amount \$</b>	<b>PY 26/27 Anticipated Amount \$</b>
Children’s Services Council	Summer Youth Employment Program (SYEP)	\$ 4,277,213	\$ 4,293,149
Broward County	SYEP	700,000	700,000
DeLuca Foundation <sup>1</sup>	SYEP	-	1,500,000
City of Fort Lauderdale	SYEP	150,000	150,000
City of Dania Beach	SYEP	50,000	Ended
City of Tamarac	SYEP	22,500	Ended
Spirit Airlines Layoff (Requested)	Rapid Response & WIOA Services	-	2,000,000
Non-Custodial Parent Employment	Employment services for non-custodial parents	847,720	877,000
Re-employment Services & Eligibility Assessment (RESEA)	To assist the unemployed to secure employment	706,000	780,000
Sectors for Strategic Focus	Career exploration & training in – Transportation, Manufacturing, Healthcare, Logistics	265,000	265,000
Florida Hope/Network Navigators	Apprenticeship Navigator & work-based training	208,571	208,571
North Florida Storms	For cleanup, humanitarian aid and training	714,000	Ended
Flood NEG WIOA	For cleanup, humanitarian aid and training	264,437	Ended
Artificial Intelligence – IWT	To upgrade the AI skills of workers	178,183	Ended
City of Pompano Beach	Work-based training	176,400	Ended
	<b>Total</b>	<b>\$8,560,024</b>	<b>\$10,773,720</b>

<sup>1</sup> DeLuca Foundation funding is for a period of 3 years, and we anticipate spending \$500k each year.

## DISCUSSION

Below are considerations we looked at in constructing the budget:

1. The State requires that a minimum of 50% of the WIOA Adult and DW allocation be spent on training. We have budgeted 53%.
2. We are required to spend a minimum of 20% of WIOA Youth expenditures on Work Experience. We have budgeted 24%.
3. Integrative Staffing Group (ISG) is the employer of record for the One-Stop Centers. The budget includes the per employee fee of \$90.00 per employee per pay period. The total cost is estimated at \$163,800. Staff benefits and taxes, are pass-thru costs.<sup>2</sup>
4. External program and fiscal monitoring are budgeted at \$103,200.
5. Our annual audit is budgeted at \$34,000.

### Budget Strategies

1. WIOA AD and DW allocations, including carry forward for PY 26/27 increased by \$91,271 for a total allocation of \$5,721,066.
2. The WIOA Youth allocation, including carry forward for PY 26/27, increased by \$362,143 for a total allocation of \$2,497,442. To the extent WTP funds are available, they may be used to support SYEP and in-school youth program costs.

The recommended PY 26/27 Preliminary Budget categories are described below followed by the budget summary.

<b>PROGRAM SUPPORT STAFF - \$4,610,066</b>
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This category includes staff salaries and benefits other than the administrative, State Wagner Peyser, and Veterans' staff.

Included in this category are:

1. The Integrative Staffing Group (ISG) contract for staffing the 3 One-Stop Centers.
2. The One-Stop Center Managers
3. The Management Information Systems staff
4. The Program Managers
5. The Quality Assurance staff

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<sup>2</sup> Pass through costs are not included in the fee.

6. WTP and SNAP

7. WIOA Adult, DW, and Youth

In accordance with our standard operating procedures, we monitor caseloads to ensure we maintain a participant-to-case manager ratio that enables us to deliver quality services.

**FACILITIES AND RELATED COSTS – \$2,673,348**

This category includes certain fixed costs such as rent for the three career centers, supplies, customer assessments, copier rentals, telephones, information technology, high-speed lines, monitoring, and costs associated with business outreach, such as mileage, travel, and membership dues.

The North Office Lease expires in July 2026. We have requested that the landlord allow us to stay for an additional year at the current rate. This will allow us time to explore our co-location options in accordance with the Board.

**CONTRACTS – \$1,125,000**

This category includes contracted services.

**Table 3: PY 26/27 Proposed Contract Amounts**

<b>Contractor</b>	<b>Contract Purpose</b>	<b>PY 26/27 Amount</b>
FLITE Center	Out of School Youth- OSY	\$160,000
HANDY	OSY	87,000
Center for Independent Living (CIL)	OSY	59,000
School Board	OSY	300,000
School Board	In-School Youth (ISY)	170,000
Junior Achievement of S. Florida (JA)	ISY	140,000
Greater Fort Lauderdale Chamber	Business Outreach	50,000
Greater Hollywood Chamber	Business Outreach	45,000
One-Stop Operator <sup>4</sup>	One-Stop Partner Coordination	114,000
<b>Total</b>		<b>\$1,125,000</b>

1. Navigators **OSY** – FLITE, HANDY, and CIL. Youth currently in their caseloads who are ready to receive workforce services have access to all WIOA 14 elements<sup>3</sup> as appropriate for each youth.

<sup>3</sup> The WIOA 14 elements are required to be available as needed by the youth (i.e., tutoring, WEX, case management.)

<sup>4</sup> The One-Stop Operator contract is allocated to formula grants \$86,700 and dedicated grants \$27,300.

2. Full-Service **OSY** – School Board of Broward County (SBBC). Youth who have dropped out of high school are enrolled in GED and receive case management, employability skills, and access to the 14 WIOA elements.
3. Full Service **ISY** – SBBC and JA. Youth are recruited, have access to the 14 elements, and are placed in work experience to keep them attached to school through graduation.
4. Chambers of Commerce - Assist with marketing, outreach, and obligating OJT, IWT, and Internship funds, and communicating our services to their membership.
5. One-Stop Operator - Coordinates cross referrals and data sharing with the one-stop partners.

**TRAINING - \$4,216,472**

This category includes 1) Individual Training Account's budgeted at up to \$12,000 per participant for tuition and education-related expenses 2) OJT reimbursements and other work-based training activities such as IWT, upgrade OJT, subsidized work experience and apprenticeships.

**PARTICIPANT SUPPORT SERVICES – \$406,556**

This category funds participant support costs for 1) gas cards 2) clothing vouchers 3) bus passes and 4) participant performance incentives for WIOA AD/DW, Youth, and WTP.

There is no change to the overall percentage of budget in the total projected in this category.

**ADMINISTRATION – \$1,362,763**

Administration includes personnel and non-personnel costs for administrative and oversight functions related to the grants. By law, we are allowed to budget up to 10% in administration; however, we have capped the budget at 9% as per the governing board's directive.

Table 4 shows the details of categories by funding streams with a comparison to last year's budget.

**RECOMMENDATION**

That the governing boards approve the preliminary PY 26/27 budget.

**Table 4 – PY 26/27 Preliminary Budget Summary**

TOTAL AVAILABLE FUNDING	WIOA Adult/DW		WIOA Youth		WTP		WP		DVOP/LVER		SNAP		PY 26/27 TOTAL \$	PY 25/26 True UP % of Total	PY 26/27 % of Total Budget
PY 26-27 Allocation	5,271,320		2,167,857		3,625,272		1,034,763		240,000		204,018		12,543,230		
PY 26-27 Supplemental	-		-		-		-		-		-		0		
PY 25-26 Carryforward	449,746		329,585		506,398		537,953		0		0		1,823,682		
<b>TOTAL</b>	<b>5,721,066</b>		<b>2,497,442</b>		<b>4,131,670</b>		<b>1,572,716</b>		<b>240,000</b>		<b>204,018</b>		<b>14,366,912</b>		
<b>TOTAL EXPENDITURES</b>															
Program Support	2,385,940	42%	494,738	20%	1,434,002	35%	134,670	9%	20,718	9%	139,999	69%	4,610,066	31%	32%
Facilities & Related Costs	617,984	11%	57,080	2%	543,742	13%	1,211,584	77%	199,590	83%	43,369	21%	2,673,348	19%	19%
Training	2,017,394	35%	1,036,872	42%	1,162,207	28%	-	0%	-	0%	-	0%	4,216,472	29%	29%
Contracts	60,652	1%	606,000	24%	334,000	8%	94,889	6%	808	0%	1,357	1%	1,097,706	9%	8%
Participant Support Services	60,000	1%	81,165	3%	265,391	6%	-	0%	-	0%	-	0%	406,556	3%	3%
Administration	579,097	10%	221,587	9%	392,328	9%	131,573	8%	18,884	8%	19,294	9%	1,362,763	9%	9%
<b>TOTAL</b>	<b>5,721,066</b>	<b>100%</b>	<b>2,497,442</b>	<b>100%</b>	<b>4,131,670</b>	<b>100%</b>	<b>1,572,716</b>	<b>100%</b>	<b>240,000</b>	<b>100%</b>	<b>204,018</b>	<b>100%</b>	<b>14,366,912</b>	<b>100%</b>	<b>100%</b>

\* The total amount for Contracts is slightly reduced as the One-Stop Operator charges a portion of their time to the dedicated grants.

\* There may be rounding differences in this table.



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**Broward Workforce Development Board  
Education and Industry Consortium**  
Tuesday, February 17, 2026  
12:30 pm – 2:00 pm.

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**1<sup>st</sup> QUARTER REPORT**  
CareerSource Broward Main Conference Room  
2890 West Cypress Creek Road, Ft Lauderdale, FL 33309

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**ATTENDEES:** Kathleen Hagan, Marcy Mills-Matthews, and Maria Formoso, who chaired the meeting.

**STAFF:** Carol Hylton, Ron Moffett, Mark Klincewicz, Rochelle Daniels and Michell Williams.

**GUESTS:** Lori Morton

## **PRESENTATION**

### **1. State of the Industry**

Lori Morton, Associate Vice President, Employment Solutions & Strategic Partnerships, Broward College (BC), presented on the State of the post-secondary education industry, emerging trends, and challenges. *(This aligns with the Consortium's requirement to review information on the status of existing talent pipelines and the need to expand or leverage existing and/or new resources.)*

Lori Morton discussed emerging trends, including AI integration using tools such as ChatGPT, Grammarly, Copilot, Duolingo, and Khanmigo, an AI-powered digital tutor and teaching assistant developed by Khan Academy. She stated that local employers want people who can navigate data, use AI tools, and have soft skills simultaneously. Skills such as digital fluency and the ability to adapt to digital technology are essential. The goal is to be fluent in several AI processes.

Ms. Morton explained that experiential and immersive learning technologies were advancing hands-on learning experiences such as AI-assisted simulation, Virtual Reality, and Augmented Reality, and that adaptive learning tools help BC identify knowledge gaps and tailor instruction in real time for students. BC is adopting generative AI to keep up with its students and to be one step ahead.

Ms. Morton discussed BC's initiatives to prepare students for workforce success, including practical, short-term credentials and workforce training; embedding career-readiness modules into the curriculum; and partnering with different industries to ensure relevance and rapid program updates. She explained that BC partners with employers through Advisory Councils for each of its eight academic pathways, and that all of its majors fall under one of those pathways. She stated the importance of building relationships with employers, connecting

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them with the appropriate pathway and Advisory Council, so that employers are sitting with their deans, associate deans, and faculty to help build curricula. Having employers around the table on these Advisory Councils is important for conversations about building project capstones, graduation projects, and internships, to get direct feedback and ensure students are equipped with the skills they need when they graduate.

Lastly, Ms. Morton highlighted BC's collaboration with CareerSource Broward through data sharing and labor intelligence, joint outreach and hiring events, and the integration of referral networks to help their students with their next steps and professional development using CSBD resources.

Ms. Formoso asked whether BC had rolled out any micro credentials in artificial intelligence. Ms. Morton responded that they were in the process of building that out for their continuing education program. Ms. Formoso added that Broward County Public Schools is addressing artificial intelligence through two different approaches: 1) working to have all teachers proficient in AI and 2) reinventing classrooms to provide hands-on learning to teach students AI skills through micro credentialing with support from Florida Ready to Work.

Ms. Hylton expressed a desire to collaborate more with BC to be more intentional about job fairs and work experience programs to connect students with employers. Ms. Morton agreed and said she would love to explore this idea. Ms. Mills-Matthews stated that whatever Broward Health could do to partner with Broward College, they would be happy to help grow any field, for example, in nursing, MRI, CT, and Radiology. All of these fields use AI in healthcare.

Ms. Hylton added that CareerSource Broward has shifted to smaller, more sector-focused hiring events so that people get jobs at the end of the day, and this approach would be great for students as they approach graduation.

## **NEW BUSINESS**

### **1. Topics and Thought Questions for 2026 Board Planning Session**

Preparations have begun for the 2026 Board Planning Session scheduled for April. The Consortium was requested to provide input on topics and thought questions for Board consideration at the Planning Session.

Ms. Hylton discussed the annual planning session, during which the Board focuses on drafting objectives for the upcoming year. For context, Ms. Hylton listed several emerging positions regarding the direction of workforce initiatives and funding. Ms. Hylton asked the Consortium to provide their input on thought questions for the Board to consider during the planning session.

Ms. Daniels further elaborated, stating that changes are coming, including the reauthorization of WIOA, Pell funding, and short-term training. She mentioned the impact of AI on jobs and the need for better workforce training and preparation.

Ms. Daniels added that another major focus will be on apprenticeship. Though most think apprenticeships are great, employers are not embracing them as a tool for recruiting, onboarding, and training workers. So, the question now would be what needs to change to make apprenticeships more acceptable to employers?

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Ms. Formoso asked whether there were any apprenticeship fairs for employers to learn how apprenticeships work. Ms. Daniels responded that Ms. Hylton was the pioneer in our State, holding an apprenticeship fair the year before last, during which we brought together all the subject-matter experts, as well as employers offering apprenticeships and those considering them. Ms. Hylton added that we have all the apprenticeship programs on our website and a navigator to engage employers because we can come in and offset the cost through upskill OJT.

Ms. Mills-Matthews shared that Broward Health was recently approved for its Bio-medical Tech Apprenticeship Program, and the process was very intensive and should be made easier for employers. One of the biggest obstacles was getting all the required documents submitted to the State, and the time it took staff to do so. Ms. Hylton replied that CareerSource Broward could assist with the paperwork.

**On a motion made by Marcy Mills-Matthews and seconded by Maria Formoso, the EIC members unanimously approved a recommendation to include an apprenticeship question for the Board to consider at the Planning Session.**

## **2. Addition of Occupational Title to Current Targeted Occupation List (TOL)**

Over the year, CSBD receives input from industry intermediaries, eligible training providers, and employers to evaluate and update the local TOL. For an occupation to be included on the TOL, it must 1) have a minimum of 25 job openings and an entry wage of \$15.88 2) require more than a H.S. diploma but less than a Master's degree, and 3) require training that results in a post-secondary adult vocational training or college credit certificate, applied technology diploma, or A.S. or B.S. degree. The Consortium was asked to provide input on identifying additional occupations that CareerSource Broward should consider adding to the TOL. (This aligns with the Consortium's requirement to review information on the status of existing talent pipelines and the need to expand or leverage existing and/or new resources.)

Ms. Hylton stated that the TOL governs WIOA referrals to occupational training. Recently, Medical Equipment Preparers was added to the TOL. The next step is to find training providers.

Ms. Hylton explained that the TOL can be updated at any time. She asked the Consortium whether they were aware of any in-demand occupations that should also be considered for addition to the TOL. Ms. Formoso suggested Veterinary Technician if it was not on the list because it was extremely popular at some of their high schools. Ms. Hylton replied that Veterinary Assistant was listed on the TOL and offered at Broward College.

Ms. Mills-Matthews suggested adding Radiology Technician and Cardiovascular Technician, explaining the need for these critical occupations and that the programs take only 18 months. Because of the shortage, Paramedics are being trained to become Cardiovascular Technicians. Carol Hylton thanked Ms. Mills-Matthews and responded that she would have staff review these occupations to see if they were already on our TOL or, if not, for possible addition to the TOL.

Ms. Mills-Matthews asked Ms. Formoso to send her contact information, and she would ensure the clinical education team reaches out because she would like to coordinate Broward Health coming out to the schools and speaking with students who are interested in these fields.

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Ms. Hylton suggested showing the students our Health Care Industry Day-In-The-Life career pathways video. She offered to host a “day-in-the-life” event at one of our centers to match graduating students with open positions.

Ms. Formoso replied that she would send her contact information to Ms. Mills-Matthews for further discussion. She mentioned that in the past, she was part of a program, in collaboration with Broward Health, called the Speakers Bureau. They would do monthly chats and visits to the schools, and have doctors, nurses, and X-ray technicians come out to speak and interact with the students. It was one of the most valuable experiences for those students.

Ms. Hylton asked that if they were considering having the Speakers Bureau program again, to let her know so our Out of School youth in the GED program with other providers could attend. Ms. Mills-Matthews responded that she would need to speak with her marketing department to get more details on the program, as it was before she started at Broward Health.

### **3. Industry Updates**

The Consortium members were asked to 1) discuss their sector-specific development needs on talent in the local area and 2) provide input on emerging industry and/or occupational trends. *(This aligns with the Consortium's requirement to review information on the status of existing talent pipelines and the need to expand or leverage existing and/or new resources and to provide a quarterly report to the Broward Workforce Development Board.)*

Ms. Hylton asked the members to share what they are seeing in their industries that may have implications for the workforce.

Ms. Hagan shared that in the Marine industry, MIAF has a big event with Broward County on Saturday, 3/7 at 9 am called the Waterway Cleanup, with over 30 hosting and volunteering opportunities across the county. This will be the 39<sup>th</sup> year of the event. Ms. Hagan stated she would send the details of all locations out to the members.

Ms. Hagan added that students can receive up to 4 volunteer hours. Ms. Formoso asked Ms. Hagan to send her the details, and she would eblast it to the schools to get the word out.

### **4. Quarterly Report of the 11/20 Meeting**

Considered approving the 4<sup>th</sup> Quarterly Report of 2025 from the 11/20 meeting. *(This aligns with the Consortium's requirement to provide a quarterly report to the Broward Workforce Development Board.)*

Ms. Formoso introduced the item, and Ms. Hylton reviewed the report.

**On a motion made by Marcy Mills-Matthews and seconded by Kathleen Hagan, the EIC members unanimously approved the 4<sup>th</sup> Quarter Report.**

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## REPORTS

### 1. Update on AI Playbook for Small and Medium-Sized Employers

CSBD held three AI Employer Roundtables engaging nearly 100 Broward County employers. The Development of the AI Playbook was on track to be completed by the end of February.

The Playbook would be released in a digital flipbook format to maximize accessibility, with a printable Executive Summary available for broader distribution. Findings from the employer AI survey are being integrated into the content. The Playbook would be a practical, implementation-focused resource to assist employers in evaluating their company's AI readiness and address risk and compliance considerations.

Mr. Klincewicz provided an update on the AI Playbook roundtables, which are integral to the book's development, and mentioned the survey, which is still open. He asked the members to send us any additional thoughts they may have to see if there is anything else we should add to the book.

### 2. The Source Podcast

CSBD released the 5<sup>th</sup> episode of The Source Podcast, where Mark Klincewicz (CSBD), Jim Ryan (Outplex), Marvin Dejean (Gilead Sanders), and Lonni Cibants (Alliant Power) discuss the development of the new AI Employer Playbook and how it will help small and mid-sized businesses adopt AI. The episode supports CSBD's digital marketing strategy and is now available on Spotify. The next episode will spotlight tools and support offered through Job Seeker Services.

Mr. Klincewicz provided an update on the Podcast. He mentioned it was available on Spotify and on the CareerSource Broward website and encouraged the members to listen to it.

Ms. Formoso inquired if the podcast would be of value to their students in the AI pathways programs. Ms. Hylton replied that the AI Playbook would be more interesting for the students because it speaks to the core areas of AI.

### 3. South Florida Manufacturers Association (SFMA) Pre-Apprenticeship Program

CSBD participated in a roundtable convened by the SFMA and Atlantic Technical College (ATC) to discuss the development of a manufacturing pre-apprenticeship program. The proposed pre-apprenticeship would prepare participants for entry into the SFMA/ATC registered CNC Apprenticeship Program. CSBD staff engaged employers to discuss how available On-the-Job Training funding may support their transition of individuals from the pre-apprenticeship program into the registered apprenticeship program.

Ms. Hylton explained that members of our team participated in a roundtable at Atlantic Tech College with employers and Board member Matt Rocco. The discussion centered on 1) the talent pipeline 2) the need to develop a pre-apprenticeship program and 3) how CSBD can help offset costs.

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Ms. Formoso shared that Broward Schools was approved through their CAP grant to purchase a semi-tractor trailer. It will be a classroom on wheels with all sorts of manufacturing stations, and they plan to take it on the road to promote the pre-apprenticeship program and also bring it to the WOW event.

#### **4. Co-Parenting Resource & Employment Fair**

On 1/27, CSBD hosted the second Co-Parenting Resource and Employment Fair to support the Non-Custodial Parent (NCP) population. Employers interviewed attendees for paid internship opportunities. The Department of Revenue's Child Support Team was also in attendance to answer questions. Additionally, participants who had lost their driver's license due to non-payment of child support were provided with information on how CSBD can assist them in reinstating their license.

Ms. Hylton stated that the fair was very successful, with 8 employers and almost 100 job seekers in attendance.

#### **5. Aviation Industry Job Fair**

On 2/12, CSBD hosted an Aviation Industry Job Fair to connect job seekers with high-demand career opportunities across the aviation sector, supporting workforce needs at Fort Lauderdale–Hollywood International Airport and the broader aviation ecosystem. This event strengthened employer pipelines, promoted career pathways, and reinforced aviation as a critical driver of Broward County's economy.

Ms. Hylton informed the members that this was one in a series of industry-focused job fairs we host and that the feedback from attendees was very positive.

#### **6. Update on Summer Youth Employment Program 2026**

The Summer Youth Employment Program 2026 is off to a strong start! The application period opened on 12/1/25 and closed on 1/5/26. More than 3,000 youth applications were received. SYEP is recruiting new employers to serve as host worksites for youth. These worksites will provide youth with meaningful, real-world career exploration in fields such as information technology, skilled trades, public service, and hospitality throughout Broward County.

Ms. Hylton shared that CSBD was recruiting worksites and asked the members that if they would like to be a worksite, to let her know. Ms. Mills-Matthews mentioned that she has already started the process and that 25 spots are being held for youth through CSBD and Junior Achievement. Ms. Hylton thanked Ms. Mills-Matthews for Broward Health's continued support.

#### **7. CSBD Infograph January 2025 – December 2025**

CSBD Infograph was created to convey information about our services to employers, community stakeholders, and job seekers quickly and clearly through visual elements. The infograph was ideal for enhancing our storytelling and increasing the shareability of content across various platforms. During the period covered, the data reflect that CSBD hosted 65 recruitment events and job fairs, assisted Broward employers with nearly \$4.5 million in work-based training, and provided over \$1.2 million in scholarships for training. The infograph has

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been distributed throughout Broward County, including 1) our Community Partners, 2) Public Information Officers, and 3) the Broward Legislative Delegation.

Ms. Hylton provided an overview of the infographic.

#### **8. Update on Worlds of Work (WOW) Youth Career Exploration Event**

CSBD, in partnership with the School Board, will host over 1,000 youth at the WOW event on 3/4 at the Amerant Bank Arena. WOW is an immersive experiential learning event where 9th- and 10th-grade youth learn about in-demand career pathways that align with their interests. Ms. Hylton invited the members to join her at the WOW event on 3/4. Ms. Formoso added that their culinary program would provide and distribute 1,000 lunches to students this year.

Ms. Mills-Matthews mentioned that they are hosting a job fair for various food service positions and thought it would be a good opportunity to share it with high school students who are on the cusp of graduating and seeking employment. Ms. Hylton asked Ms. Mills-Matthews to send the job fair details, and Ms. Mills-Matthews confirmed she would send the flyer.

#### **9. Broward County Unemployment and Economic Dashboard**

The rate in Broward County was 4.2 percent in December 2025. This rate was 1.3 percentage points higher than the region's year-ago rate of 2.92 percent. The region's November 2025 unemployment rate was 0.2 percentage points lower than the state rate of 4.4 percent. Out of a labor force of 1,086,564, up 3,455 (+0.3 percent) over the year, there were 45,697 unemployed Broward County residents. The dashboard is a value-added resource that allows businesses to make data-informed decisions.

Mr. Klincewicz provided an overview of the Economic Dashboard.

**MATTERS FROM THE CONSORTIUM CHAIR:** None

**MATTERS FROM THE CONSORTIUM:** None

**MATTERS FROM THE FLOOR:** None

**MATTERS FROM THE CAREERSOURCE BROWARD PRESIDENT:**

Ms. Hylton stated that we are looking forward to finalizing the AI Playbook and to an amazing WOW event in March. Ms. Hylton thanked Ms. Formoso for chairing today's meeting.

**ADJOURNMENT** – 1:41 pm.

**THE NEXT EDUCATION AND INDUSTRY CONSORTIUM MEETING WILL BE HELD ON APRIL 28, 2026.**

**Overview of the CareerSource Broward Region  
Not Seasonally Adjusted  
June 19, 2026**

- The unemployment rate in the CareerSource Broward region (Broward County) was 4.4 percent in May 2026. This rate was 1.1 percentage points greater than the region's year ago rate of 3.3 percent. The region's May 2026 unemployment rate was equal to the state rate of 4.4 percent. The labor force was 1,071,619, down 5,879 (-0.5 percent) over the year. There were 47,437 unemployed residents in the region.

**Fort Lauderdale-Pompano Beach-Sunrise Metro Division**

- In May 2026, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Sunrise MD was 918,900, a decrease of 8,300 jobs (-0.9 percent) over the year.
- The Government (+1.4 percent) and Manufacturing (+0.3 percent) industries grew faster in the metro area than statewide over the year.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the highest annual job growth compared to all the metro areas in the state in the Government (+1,500 jobs) industry.
- The Fort Lauderdale-Pompano Beach-Sunrise MD was tied for the third fastest annual job growth rate compared to all the metro areas in the state in the Government (+1.4 percent) industry.
- The industries gaining jobs over the year were Government (+1,500 jobs); Education and Health Services (+900 jobs); and Manufacturing (+100 jobs).
- The industries losing jobs over the year were Trade, Transportation, and Utilities (-4,500 jobs); Leisure and Hospitality (-2,700 jobs); Professional and Business Services (-1,600 jobs); Other Services (-1,100 jobs); Financial Activities (-500 jobs); Information (-300 jobs); and Construction (-100 jobs).

Note: All data are subject to revision.

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

<b>Unemployment Rates (not seasonally adjusted)</b>	<b>May-26</b>	<b>Apr-26</b>	<b>May-25</b>
CareerSource Broward (Broward County)	4.4%	4.4%	3.3%
Florida	4.4%	4.6%	3.5%
United States	4.1%	4.0%	4.0%

<b>Nonagricultural Employment by Industry (not seasonally adjusted)</b>	<b>Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division</b>				<b>Florida</b>				<b>Annualized Avg. Wages Broward County, Q4 2025</b>
	<b>May-26</b>	<b>May-25</b>	<b>change</b>	<b>percent change</b>	<b>May-26</b>	<b>May-25</b>	<b>change</b>	<b>percent change</b>	
Total Employment	918,900	927,200	-8,300	-0.9	10,038,400	10,042,200	-3,800	0.0	\$67,960.33
Mining and Logging	#N/A	#N/A	#N/A	#N/A	5,800	5,700	100	1.8	\$79,366.67
Construction	54,000	54,100	-100	-0.2	655,600	660,100	-4,500	-0.7	\$76,068.54
Manufacturing	32,700	32,600	100	0.3	427,800	428,200	-400	-0.1	\$75,930.10
Trade, Transportation, and Utilities	196,200	200,700	-4,500	-2.2	1,972,200	1,982,100	-9,900	-0.5	\$65,902.30
Wholesale Trade	54,100	53,500	600	1.1	402,100	398,700	3,400	0.9	\$94,308.94
Retail Trade	105,100	106,000	-900	-0.8	1,139,500	1,146,000	-6,500	-0.6	\$46,756.88
Transportation, Warehousing, and Utilities	37,000	41,200	-4,200	-10.2	430,600	437,400	-6,800	-1.6	\$81,649.89
Information	18,300	18,600	-300	-1.6	147,800	152,500	-4,700	-3.1	\$130,196.43
Financial Activities	71,300	71,800	-500	-0.7	672,200	691,000	-18,800	-2.7	\$111,742.82
Professional and Business Services	173,800	175,400	-1,600	-0.9	1,643,200	1,619,500	23,700	1.5	\$79,240.82
Education and Health Services	126,300	125,400	900	0.7	1,619,400	1,595,600	23,800	1.5	\$67,911.73
Leisure and Hospitality	98,700	101,400	-2,700	-2.7	1,362,100	1,357,200	4,900	0.4	\$38,051.60
Other Services	35,300	36,400	-1,100	-3.0	383,000	388,400	-5,400	-1.4	\$50,773.72
Government	112,200	110,700	1,500	1.4	1,149,300	1,161,900	-12,600	-1.1	\$89,464.90

<b>Population</b>	<b>2024</b>	<b>2023</b>	<b>change</b>	<b>percent change</b>
CareerSource Broward (Broward County)	2,037,472	2,002,786	34,686	1.7
Florida	23,372,215	22,904,868	467,347	2.0

<b>Average Annual Wage</b>	<b>2025</b>	<b>2024</b>	<b>change</b>	<b>percent change</b>
CareerSource Broward (Broward County)	\$74,612	\$71,496	\$3,116	4.4
Florida	\$72,732	\$69,505	\$3,227	4.6

Note: All data are subject to revision.

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

## Guide to Workforce Acronyms

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

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

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

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

## **CAREER AND JOB INFORMATION SOURCES**

Broward Workforce Development Board  
[www.careersourcebroward.com](http://www.careersourcebroward.com)  
Broward Intern  
[www.browardintern.com](http://www.browardintern.com)  
CareerSource Florida  
[www.careersourceflorida.com](http://www.careersourceflorida.com)  
Employ Florida  
[www.employflorida.com](http://www.employflorida.com)

## **EMPLOYMENT AND TRAINING**

My Next Move  
[www.mynextmove.org](http://www.mynextmove.org)  
Unemployment Claims  
[www.fluidnow.com](http://www.fluidnow.com)  
[www.floridajobs.org](http://www.floridajobs.org)  
USDOL, Employment and Training Administration  
[www.doleta.gov](http://www.doleta.gov)  
O\*Net  
[www.doleta.gov/programs/onet](http://www.doleta.gov/programs/onet)  
National Association of Workforce Boards (NAWB)  
[www.nawb.org](http://www.nawb.org)  
U.S. Conference of Mayors  
[www.usmayors.org](http://www.usmayors.org)  
WorkforceGPS  
[www.workforcegps.org](http://www.workforcegps.org)

## **WELFARE TO WORK**

Dept. of Health & Human Services/Admin. For Children  
& Families  
<https://www.acf.hhs.gov/>  
Joint Center on Poverty Research  
<https://jointcenter.org/>

## **LABOR MARKET INFORMATION**

Bureau of Labor Statistics  
[www.bls.gov](http://www.bls.gov)  
Bureau of Economic Analysis (Dept. of Commerce)  
[www.bea.gov](http://www.bea.gov)  
Minimum Wage  
[www.dol.gov/dol/topic/wages/minimumwage.htm](http://www.dol.gov/dol/topic/wages/minimumwage.htm)  
Florida Labor Market Information  
[www.floridajobs.com/](http://www.floridajobs.com/)  
Labor law/Wage and Hour  
[www.dol.gov/whd/](http://www.dol.gov/whd/)  
Federal Reserve Bank of Atlanta  
<https://www.frbatlanta.org/chcs/human-capital-data-and-tools>

## **GENERAL**

Florida State Legislature (Online Sunshine)  
[www.leg.state.fl.us](http://www.leg.state.fl.us)

U.S. Congress  
[www.house.gov](http://www.house.gov)  
[www.senate.gov](http://www.senate.gov)  
Work Opportunity Tax Credit  
<https://www.doleta.gov/business/incentives/opptax/>  
Federal Bonding Program  
[www.bonds4jobs.com](http://www.bonds4jobs.com)  
Opportunity Zones  
<https://www.floridajobs.org/business-growth-and-partnerships-for-businesses-and-entrepreneurs/business-resource/opportunity-zones-program>

## **YOUTH WORKFORCE DEVELOPMENT**

Florida Dept. of Education  
[www.fldoe.org](http://www.fldoe.org)  
Youth Promising and Effective Practices Network  
[www.nyec.org/pepnet/](http://www.nyec.org/pepnet/)  
National Youth Employment Coalition  
[www.nyec.org](http://www.nyec.org)  
Employ Florida  
[www.employflorida.com](http://www.employflorida.com)

## **DISABILITY**

Social Security/Work Incentives  
[www.ssa.gov/disability/](http://www.ssa.gov/disability/)  
Americans with Disabilities  
[www.ada.gov](http://www.ada.gov)  
[www.dol.gov/dol/topic/disability/ada.htm](http://www.dol.gov/dol/topic/disability/ada.htm)  
Ticket to Work  
<https://choosework.ssa.gov/>

## **WOMEN'S EMPLOYMENT**

U.S. Department of Labor  
<http://www.dol.gov/wb/>

## **SENIORS**

AARP  
[www.aarp.org](http://www.aarp.org)  
[www.aarp.org/about-aarp/careers/](http://www.aarp.org/about-aarp/careers/)  
Florida Department of Elder Affairs  
<http://elderaffairs.state.fl.us>  
Employ Florida Marketplace Silver Edition  
<https://silver.employflorida.com/vosnet/default.aspx>

## **VETS**

Dept. of Veteran Affairs  
[www.va.gov](http://www.va.gov)  
[www.vacareers.va.gov](http://www.vacareers.va.gov)  
[www.careeronestop.org/militarytransition/](http://www.careeronestop.org/militarytransition/)  
Employ Florida Vets  
<https://veteran.employflorida.com/vosnet/Default.aspx>