

# AGENDA

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

**Meeting  
#264**

**Join Zoom Meeting Details:**

**Meeting ID:**  
894 2867 2401

**Passcode:**  
187846

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

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

**THURSDAY  
June 26, 2025  
12:00 P.M.**

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

## 2025 MEETING SCHEDULE

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

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

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

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

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

### Board Meetings

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

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## **A G E N D A**

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

**Partnership Meeting #264  
Thursday, June 26, 2025  
CareerSource Broward Boardroom  
2890 West Cypress Creek Road, Ft. Lauderdale, FL 33309**

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

<https://us02web.zoom.us/j/89428672401?pwd=CpE7xCnSfkAatWAeybla4XucjKibfN.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**

## **APPROVAL OF MINUTES**

Approval of the BWDB minutes of the 5/22 meeting.

<b>RECOMM</b>	Approval
<b>ACTION</b>	Motion for Approval
<b>EXHIBITS</b>	Minutes of the Meeting

**Pages 8 – 16**

## **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</b>	Approval
<b>ACTION</b>	Motion for Approval

### **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 in a four-way tie for 1st in WIOA Entered Employment Rate (EER), 1st in Veterans EER, and Welfare Transition (WT) All Family participation Rate and 2nd in Two-parent participation Rate and in Wagner Peyser EER, and 3rd in WTP EER.

<b>ACTION</b>	None
<b>EXHIBIT</b>	Performance Report for April

**Pages 17 – 28**

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## 2. Letters of Support

Letters of support were written for 1) the electrical training ALLIANCE in partnership with Florida East Coast Electrical Joint Apprenticeship and Training Committee (JATC) for their grant application to address workforce readiness 2) Broward College's programs that provide preparation for in-demand occupations in Broward County and 3) HANDY's development of Community Partnership Schools with Boyd Anderson High School and Lauderdale Lakes Middle School.

<b>ACTION</b>	None
<b>EXHIBIT</b>	None

## REGULAR AGENDA

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

## NEW BUSINESS

### 1. Fiscal and Program Monitoring

Consideration to reduce the number of CSBD external contracted fiscal and program monitoring visits from 3 each to 2. Over the past several years fiscal monitoring reports continue to have no findings and program monitoring findings have been consistently low and are not systemic. CSBD's allocation is decreasing for the coming program year and we can realize cost savings. Approved at the 6/3 Audit and 6/9 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.)*

<b>RECOMM</b>	Approval
<b>ACTION</b>	Motion for Approval
<b>EXHIBIT</b>	Memo #05 – 24 (LS)

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

Consideration to accept \$315,000 from Broward County. The funding will serve 55 economically disadvantaged youth from Broward County, aged 16-18 years old. The SYEP will provide each youth with three days of employability skills training and an eight-week meaningful summer work experience. *(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>	None

## 3. PY 25/26 Preliminary Budget

Consideration to approve the PY 25/26 Preliminary Budget. The budget reflects an overall decrease of 15% or (\$2,422,771) in the State formula allocations and carry forward funds. The total amount of formula and carry forward that we project to be available in PY 25/26 is \$13,729,601 as compared to the actual of \$16,152,372 in PY 24/25. The budget continues to emphasize investments in customer training and getting the unemployed back to work, and it aligns with WIOA and achieving the Board's strategic initiatives and key business results. Approved at the 6/5 One-Stop Services and 6/9 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.)*

<b>RECOMM</b>	Approval
<b>ACTION</b>	Motion for Approval
<b>EXHIBIT</b>	Memo #06-24 (FS)

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#### 4. Continued Eligibility for Five (5) Current Training Providers

Consideration to approve continued eligibility for the period 6/30/25 thru 6/30/27 and maintain their approved occupational training programs on our ITA list for 1) Dentrilogy Academy 2) Hollywood Career Institute 3) Dick Robinson Media Code School, LLC dba Connecticut School of Broadcasting 4) Dick Robinson Media Code School, LLC dba Palm Beach Code School and 5) Margate Medical Training Center. This is in accordance with WIOA, which requires providers to be re-evaluated and approved for continuation on the Eligible Training Providers List. Approved at the 6/5 One-Stop Services and 6/9 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>	Motion for Approval
<b>EXHIBIT</b>	None

#### 5. One-Stop Centers' Hours of Operation and Holiday Schedule

Consideration to approve the One-Stop centers' hours of operation and holiday schedule. There are no changes to our hours of operation or our holidays for the upcoming year. The Florida Department of Commerce requires the governing boards' annual approval of the One-Stop center's 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. *(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

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## REPORTS

### 1. State Required Financial Disclosure

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

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

### 2. Individual Training Account (ITA) Provider Performance

CSBD conducted its semi-annual analysis of ITA provider performance and found that The Academy of South Florida's 1) Network Technician 2) Business Analyst and 3) Cyber Security Professional programs did not achieve a 70% training-related employment rate. Per Board policy, we suspended referrals to these programs until such time as performance is met and notified the school.

<b>ACTION</b>	None
<b>EXHIBIT</b>	None

### 3. Education and Industry Consortium (EIC) 2025 First Quarter Report

The goal of the EIC is to align educational programming with industry needs at the local level. The EIC held its First Quarter meeting of 2025 on 2/25. Andrew Nicholson, Senior Talent Acquisition - Pilot Commuter Air (United Express), presented 1) the State of the Aviation industry, emerging trends, and recruitment challenges. He stated that South Florida is regarded as the mecca for aviation and that Broward has some of the best flight schools, indicating that people from all over the world come here to train 2) discussed initiatives CSBD should consider to assist employers and job seekers bridge AI gaps and 3) approved updates to their strategic planning matrix.

<b>ACTION</b>	None
<b>EXHIBIT</b>	Quarterly Report



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#### 4. **Board Member Recognition**

Board Member Michael Goldstein, CEO of LAN Infotech, is celebrating the release of his new book, *Cybersecurity: The Silent Battlefield*. The Greater Hollywood Chamber of Commerce hosted a Lunch & Learn event on 6/18 featuring Mr. Goldstein, who shared insights on building cyber resilience and navigating emerging threats, including those driven by AI. Congratulations to Michael on this exciting milestone!

<b>ACTION</b>	None
<b>EXHIBIT</b>	None

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

The unemployment rate in Broward County was 3.3 percent in May 2025. This rate was 0.4 percentage points higher than the region's year-ago rate. In May 2025, Broward County's unemployment rate was 0.2 percentage points lower than the State's rate. Out of a labor force of 1,086,514, up 3,441 (+0.3%) over the year, there were 35,534 unemployed Broward County residents. The dashboard is a value-added resource allowing businesses the ability to make data-informed decisions.

<b>ACTION</b>	None
<b>EXHIBIT</b>	Broward County Labor Market Information <a href="#">CareerSource Broward Dashboard</a>

**Pages 45 – 46**

**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**

<b>THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE BROWARD COUNCIL MEETING IS AUGUST 28, 2025.</b>
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**CAREER SOURCE BROWARD COUNCIL OF ELECTED OFFICIALS**

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

**Mayor Beam Furr**  
*Broward County*  
**Vice Chair**

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

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

**Jim Ryan, Chair**

**Kevin Kornahrens**  
*Vice Chair*

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

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

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

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

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

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

**Sandy-Michael McDonald**  
*Chair Strategic Planning Committee*

**Frank Horkey**  
(Board Chair, 2021 - 2022)

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

**Dawn Liberta**  
*Chair Youth Committee*

**Marjorie Walters**  
*Participant*

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

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

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

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

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

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

**PUBLIC COMMENTS**

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

## ***Broward Workforce Development Board Committee Membership – 2025***

### **EXECUTIVE COMMITTEE**

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

**Jim Ryan, Board Chair**

<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>Sandy-Michael McDonald</b>	Chair, Strategic Planning
<b>Dawn Liberta</b>	Chair, Youth Committee
<b>Frank Horkey</b>	Member – (Board Chair 2021 - 2022)
<b>Dr. Lisa Knowles</b>	Member – (Board Chair 2019 - 2020)
<b>Marjorie Walters</b>	Participant Representative

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

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

**Kevin Kornahrens, Chair**

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

**Sandy-Michael McDonald, 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>Marjorie Walters</b>
<b>Dr. Howard Hepburn</b>	<b>Tara Williams</b>
<b>Felipe Pinzon</b>	Melida Akiti
<b>Catherina Rozario</b>	Sheri Brown Grosvenor

### **EMPLOYER SERVICES COMMITTEE**

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

**Francois Leconte, Chair**

<b>Vanessa Cantave</b>	<b>Lori Wheeler</b>
<b>Paul Farren</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>Rufus James</b>	<b>Joe Cox</b>
<b>Dr. Lisa Knowles</b>	Jill Denis-Lay
	Traci Schweitzer

# Agenda Backup

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

**Meeting  
#264**

**Join Zoom Meeting Details:**

**Meeting ID:**  
894 2867 2401

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

**THURSDAY  
June 26, 2025  
12:00 P.M.**

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

## WHAT IS WIOA? (Federal)

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

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

**Barriers to employment** for adults are:

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

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

## WHAT IS FLORIDA WIA 2000? (State)

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

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

### **Requires Work**

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

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

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

### **Requires Child Support**

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

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

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

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

### **Education and Training Requirements**

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

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## **MEETING MINUTES**

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

**Partnership Meeting #263  
Thursday, May 22, 2025  
CareerSource Broward Boardroom  
2890 West Cypress Creek Road, Ft. Lauderdale, FL 33309**

**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 Beam Furr, Vanessa Cantave, Zac Cassidy, Keith Costello, Heiko Dobrikow, Paul Farren, Michael Goldstein, Frank Horkey, Dr. Lisa Knowles, Francois Leconte, Sandy-Michael McDonald, Felipe Pinzon, Dawn Liberta, Sandy-Michael McDonald, Felipe Pinzon, Catherina Rozario, Richard Shawbell, Dr. Stacy Volnick, Marjorie Walters, Lori Wheeler, Tara Williams, and Jim Ryan, who chaired the meeting.

Guests: Matthew Rocco

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

### **MISSION MOMENT**

Board Chair Jim Ryan and President/CEO Carol Hylton introduced the mission moment, the Manufacturing Industry Career Pathway video. This video is part of a series aimed at showcasing "day in the life" perspectives across various in-demand industries. The videos are distributed throughout the school district and in prosperity zones to help raise the awareness of students and job seekers of local high-demand occupations.

Mr. Ryan highlighted the strong job potential in manufacturing. Matthew Rocco noted that training and identifying skills gaps are essential and indicated that the Education and Industry Consortium will be holding a panel discussion with three companies to discuss these challenges.

Ms. Hylton added that CSBD's ongoing industry forums have been instrumental in spotlighting training programs and apprenticeship pathways. Ms. Hylton stated our next forum will be Manufacturing and is scheduled for 6/11.

Mayor Beam Furr suggested integrating the career videos into school-issued student laptops to increase visibility.

Mr. Ryan closed the discussion by thanking Mr. Rocco for his leadership in the manufacturing sector and commending the staff for producing a high-quality and informative video. He encouraged board members to share the video with their networks to help promote local career pathways in manufacturing.

### **APPROVAL OF MINUTES**

Approval of the BWDB minutes of the 4/24 (#262) meeting.

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**On a motion made by Heiko Dobrikow and seconded by Keith Costello, the BWDB unanimously approved the minutes of the 4/24 (#262) 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 March is provided. The data reflects that within the Big 6 Regions, CSBD is in a four-way tie for 1st in WIOA Entered Employment Rate (EER), 1st in Veterans EER, 1st in Welfare Transition (WT) All Family Participation Rate and Two-Parent Participation Rate, and 3rd in Wagner Peyser EER.

**On a motion made by Francois Leconte and seconded by Frank Horkey, the BWDB/CSBD Council of Elected Officials unanimously approved the Consent Agenda of 5/22.**

## **REGULAR AGENDA**

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

### **NEW BUSINESS**

#### **1. Summer Youth Work Experience Contract with Lan Infotech**

Considered the approval of a SYEP contract with Lan Infotech through 9/30/28. The SYEP contracts are non-financial; entities agree to serve as host work sites for the youth. CSBD is the youth's employer of record. Because Board Member Michael Goldstein is employed by Lan Infotech, a 2/3 vote of the Board is required. Approved at the 3/18 Youth and 5/12 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations veterans, youth, individuals with disabilities, and ex-offenders.)*

Dawn Liberta, Chair of the Youth Committee, reviewed the item and its recommendation.

Mr. Goldstein declared his conflict of interest, abstained from the discussion and vote, and completed a conflict-of-interest form at the meeting.

**On a motion made by Heiko Dobrikow and seconded by Francois Leconte, the BWDB unanimously approved the SYEP contract with Lan Infotech through 9/30/28.**

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## 2. Summer Youth Work Experience Contract with Hispanic Unity

Considered the approval of a SYEP contract with Hispanic Unity through 9/30/28. The SYEP contracts are non-financial; entities agree to serve as host work sites for the youth. CSBD is the youth's employer of record. Because Board Member Felipe Pinzon is employed by Hispanic Unity, a 2/3 vote of the Board is required. Approved at the 3/18 Youth and 5/12 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations veterans, youth, individuals with disabilities, and ex-offenders.)*

Dawn Liberta reviewed the item and its recommendation.

Felipe Pinzon declared his conflict of interest, abstained from the discussion and vote, and completed a conflict-of-interest form at the meeting.

**On a motion made by Francois Leconte and seconded by Frank Horkey, the BWDB unanimously approved the SYEP contract with Hispanic Unity through 9/30/28.**

## 3. Approval of Work Experience Contract with Broward County

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

Jim Ryan reviewed the item and its recommendation.

Sandy-Michael McDonald and Tara Williams, who attended via Zoom, declared their conflicts of interest, abstained from the discussion and vote, and will complete conflict-of-interest forms.

**On a motion made by Heiko Dobrikow and seconded by Dr. Lisa Knowles, the BWDB unanimously approved the renewal of a non-financial WIOA Adult Work Experience contract with Broward County for their University Student Practicum Program.**

## 4. 2025 BWDB Planning Session Report

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



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Jim Ryan introduced the item and asked Carol Hylton to present it. Ms. Hylton summarized the outcomes of the Planning Session and reviewed the recommendations. Key takeaways from the session included positioning CSBD as a convener for employers seeking AI solutions and developing tools such as “quick facts” for job seekers on how AI may impact entry-level occupations. She noted that the Board survey indicated they enjoyed the fireside chat, moderated by our Board Chair, Jim Ryan. The Planning Session Report will guide the work of the Board committees throughout the year.

Mr. Ryan and Mayor Beam Furr commended staff for the session’s content and delivery.

**On a motion made by Dr. Lisa Knowles and seconded by Keith Costello, the BWDB unanimously approved the adoption of the Board Planning Session Report for Program Year 25/26.**

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

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

Jim Ryan introduced the item and asked Carol Hylton to present it. Ms. Hylton reviewed the recommendation and explained that ISG has provided consistent and responsive service over the past three years and that this is their first request for a rate increase during that time period. She indicated that staff remain satisfied with ISG’s performance.

**On a motion made by Frank Horkey and seconded by Paul Farren, the BWDB unanimously approved the third and last renewal under the current procurement of our ISG staffing contract for PY 25/26.**

**6. AI Guide/Playbook for CEOs and Business Owners**

Considered approval to procure an entity to develop a guide/playbook targeted toward our small and medium employers in Broward County who are seeking guidance in order to implement and use AI in their businesses. If approved, we would set aside \$25,000 to accomplish this objective and solicit quotes from our public and private university systems. Being able to provide this service was one of the recommendations made by the Board and Council work group in response to the thought questions regarding AI. Approved at the 5/5 Employer Services and 5/12 Executive Committee meetings. *(This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and education and connecting them to the workforce system to produce innovative solutions.)*

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Jim Ryan reviewed the item and its recommendation and expressed strong support for the initiative. He emphasized that AI is reshaping multiple sectors, including logistics, manufacturing, hospitality, and professional services, and noted that South Florida has been identified as one of the most impacted regions nationally. He commended staff and the Board for taking a proactive approach through this effort.

**On a motion made by Keith Costello and seconded by Felipe Pinzon, the BWDB unanimously approved issuing a Request for Quotes for up to \$25,000 to procure an entity to develop an AI guide/playbook for small and medium employers.**

## **7. New Training Provider My IT Future**

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

**On a motion made by Rick Shawbell and seconded by Tara Williams, the BWDB unanimously approved adding My IT Future under initial eligibility status as an Eligible Training Provider and add eight (8) of their courses to the ITA list.**

## **REPORTS**

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

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

Ron Moffett, Executive Vice President, reported that the EIC continues to have high-value discussions aligning education with workforce needs. He highlighted the recent presentation by Ashton Adler of South Florida Tech Hub and credited EIC Chair Matt Rocco for his leadership, and noted that the next industry spotlight will focus on manufacturing.

### **2. Apprenticeship Fair**

CSBD hosted an Apprenticeship Fair on 5/15 at the South One-Stop Center, drawing over 140 job seekers to explore career pathways in high-demand industries including construction, manufacturing, IT, and healthcare. Participating employers and registered apprenticeship

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sponsors, such as Memorial Hospital, Advanced Roofing, Miller Electric, McFatter Technical College, and the Broward County Office of Economic and Small Business Development, provided valuable information about current job openings and apprenticeship opportunities. CSBD's Apprenticeship Navigator was on-site to help job seekers understand the benefits and accessibility of registered apprenticeship programs. It is too soon to determine hiring information from the event. Feedback from the employers and job seekers was very positive.

Ron Moffett highlighted that the Apprenticeship Fair was well-received by both job seekers and participating organizations. He noted growing interest in alternatives to traditional employment and emphasized CSBD's role in advancing apprenticeship awareness. Mr. Moffett indicated that Valvery Hillsman from the Department of Education's Apprenticeship Office attended to support the event.

Frank Horkey commended CSBD staff for continuing to serve as conveners of workforce development services.

### **3. Upcoming Employer Industry Forums**

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

Tony Ash, Vice President of Business Relations, reviewed the schedule for upcoming industry forums. He emphasized that this year's discussions will incorporate the impacts of AI on each industry and its workforce. Mr. Ash noted that we will be adding the date of the forums to the Board Outlook calendar.

### **4. Artificial Intelligence Incumbent Worker Training Grant**

In March, CSBD was awarded \$300,000 from FloridaCommerce to assist eligible incumbent workers, whose jobs are at risk due to automation and AI advancements, with upskilling and reskilling to retain employment. We currently have over \$179,000 in training grants in the pipeline, and additional interested employers are preparing applications.

Jim Ryan reviewed the item and asked Carol Hylton to provide an update, which she did.

Mr. Leconte asked how staff were progressing in spending the funds. Ms. Hylton indicated that we have obligated about \$175,000 so far and that staff are continuing to follow up with employers that have expressed an interest in the grant.

### **5. Janitorial Services Contract**

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

Jim Ryan reviewed the item.

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## 6. **State Required Financial Disclosure**

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

Ms. Hylton reminded members that the Financial Disclosure Form 1 must be filed electronically by July 1, 2025, and late filings will incur a \$25 per day fine. Mr. Ryan emphasized that the fines are enforced and shared his past experience with a delayed confirmation that could have led to a significant penalty. He urged members to save proof of submission and ensure timely compliance.

## 7. **CSBD Top Workplace Recognition**

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

Jim Ryan congratulated the staff on receiving the 2025 Top Workplace recognition, calling it a collective achievement driven by the dedication of the Board, CSBD leadership, and staff. He acknowledged the immediate past Chair, Heiko Dobrikow, for his passion and the many outstanding Board Chairs over the years, noting that their combined leadership has helped shape CSBD into the strong organization it is today. He commended Carol Hylton for reengineering the workplace culture and creating a supportive, mission-driven environment.

Frank Horkey thanked Ms. Hylton for her leadership and efforts in creating a positive, supportive work environment.

## 8. **Laurie Moran Partnership Award**

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

Jim Ryan thanked Mark Klinecicz, Executive Vice President, for accepting the Laurie Moran Partnership Award on CSBD's behalf at the National Association of Workforce Boards' annual conference. Mr. Klinecicz shared that the award was also recognized at the recent CareerSource Florida Board of Directors meeting, highlighting its significance both locally and nationally.

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## **9. News Service of Florida Fifty Over 50 Recognition**

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

Jim Ryan asked all of the members to join him in congratulating Shane Strum, Bob Swindell, and Dan Lindblade on their recognition.

## **10. Leadership Florida Graduate**

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

Jim Ryan asked all of the members to join him in congratulating Lori Wheeler on her graduation.

Lori Wheeler expressed her appreciation for the acknowledgment and thanked Ms. Hylton for encouraging her to participate in the program. She also thanked the board for their patience during her absences from recent meetings, noting that the experience was rewarding and that graduation will take place during the upcoming annual meeting in Tampa.

## **11. Board Member Recognition**

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

Jim Ryan asked all of the members to join him in congratulating Dr. Ben Chen on his award.

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

The unemployment rate in Broward County was 3.2 percent in April 2025. This rate was 0.4 percentage points higher than the region's year-ago rate. In April 2025, Broward County's unemployment rate was 0.3 lower than the State's rate. Out of a labor force of 1,085,636, up 3,550 (+0.3%) over the year, there were 35,168 unemployed Broward County residents. The dashboard is a value-added resource allowing businesses the ability to make data-informed decisions.

Mark Klinecicz reported that the dashboard tiles have been updated with the latest data from FloridaCommerce through April. Broward County continues to outpace the rest of the State with declining unemployment rates over the past three months. Median home list prices are also dropping, and housing inventory is increasing.

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

None.

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

Jim Ryan again congratulated staff for the Top Workplace recognition.

## **MATTERS FROM THE BOARD**

Michael Goldstein began by stating that it was exciting to witness the strong alignment between the Board's AI-focused efforts and a \$9 million investment recently approved by Broward County Public Schools to expand AI tools like Microsoft Copilot across all district schools.

Heiko Dobrikow shared two updates. First, he announced that through the Rotary Club of Fort Lauderdale and a partnering faith-based organization, a dedicated bus route is being launched to assist homeless individuals with transportation. The CareerSource Broward Central Office will be one of the stops.

Secondly, Mr. Dobrikow suggested that the Board consider potential legislative priorities related to workforce development. He proposed exploring childcare subsidies for stay-at-home parents entering the labor force, portable benefits for gig workers, transportation access grants to help individuals reliably reach jobs, and tax incentives for employers who offer apprenticeships or internships. He encouraged the Board to keep these ideas in mind when discussing advocacy efforts at the local, state, and federal levels.

Lastly, Frank Horkey agreed with Mr. Dobrikow and emphasized the importance of reaching disconnected individuals who are not currently in the workforce. Mr. Horkey also suggested holding a picnic to recognize staff contributions and celebrate recent accomplishments.

## **MATTERS FROM THE FLOOR**

Matthew Rocco thanked the Board for the opportunity to attend the day's meeting and shared that 13 Broward County companies are finalists for the South Florida Manufacturer of the Year Awards, which is scheduled for 6/26. He offered to share event details with the Board via Ms. Hylton's office.

## **MATTERS FROM THE PRESIDENT/CEO**

Carol Hylton shared that CSBD will be presenting our employer value calculators at Senator Geller's upcoming trades event and expects to receive additional Summer Youth funds from Broward County. She thanked the School Board for quickly responding to a request for additional job sites and confirmed that all participating youth will be placed.

Ms. Hylton indicated we are exploring different AI platforms, such as Pace AI, an educational platform that supports adults or youth by pairing AI technology with curriculum content. The tool adapts to a student's reading level and provides contextually relevant explanations. She also reported that due to decreased unemployment and thus decreased funding, CSBD is consolidating space and has moved out of the second floor of the central office.

**ADJOURNMENT 1:23 p.m.**

<p><b><i>THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE BROWARD COUNCIL MEETING IS JUNE 26, 2025.</i></b></p>
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# **Performance Report**

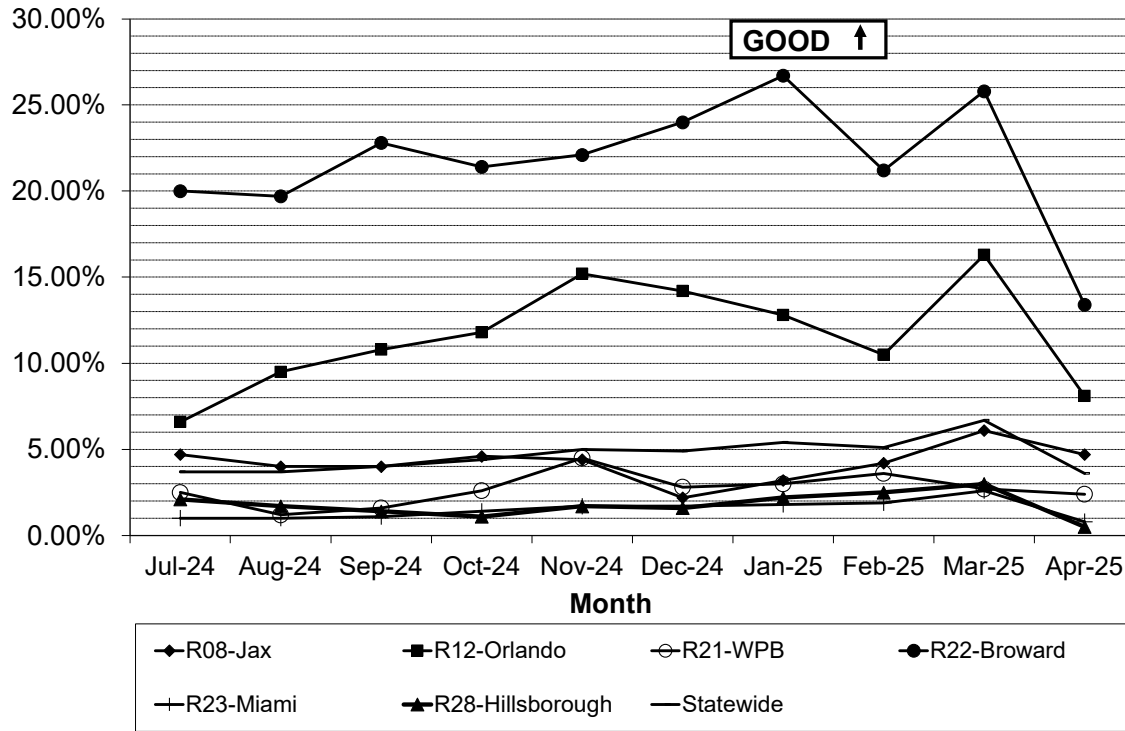
**Performance Report July to April 2025**

Entered Employment Rate for the Month April 2025 across all Big Six Regions								
	WTP		Wagner-Peyser		Veterans		WIOA Adult/DW	
Region 8 - Jacksonville	25.00%	↓	20.00%	↑	9.10%	↓	100.00%	—
Region 12 - Orlando	29.70%	↓	30.90%	↑	41.90%	↑	77.80%	↓
Region 21 - WPB	35.50%	↓	19.80%	↑	0.00%	↓	100.00%	—
Region 22 - Broward	34.80%	↑	37.40%	↑	55.60%	↓	100.00%	—
Region 23 - Miami	45.50%	↑	42.60%	↓	36.60%	↑	100.00%	—
Region 28 - Hillsborough Pinellas	25.90%	↓	25.50%	↑	34.00%	↑	36.40%	↓
Statewide	31.90%	↓	32.20%	↑	33.90%	↓	83.00%	↑
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>					

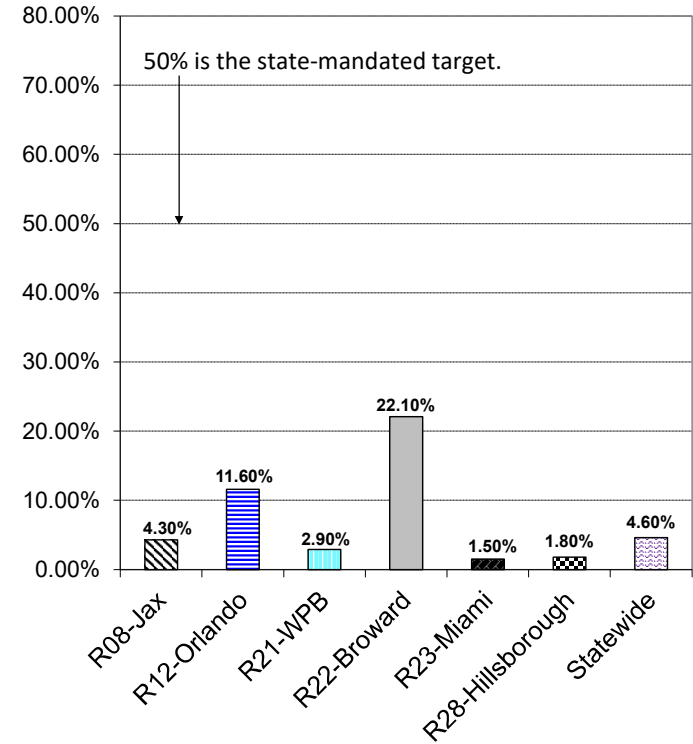


## Welfare Transition Program (WTP) All-Family Participation Data for the Big 6 Regions

**Month-to-Month Participation Rate from July 2024 to April 2025**

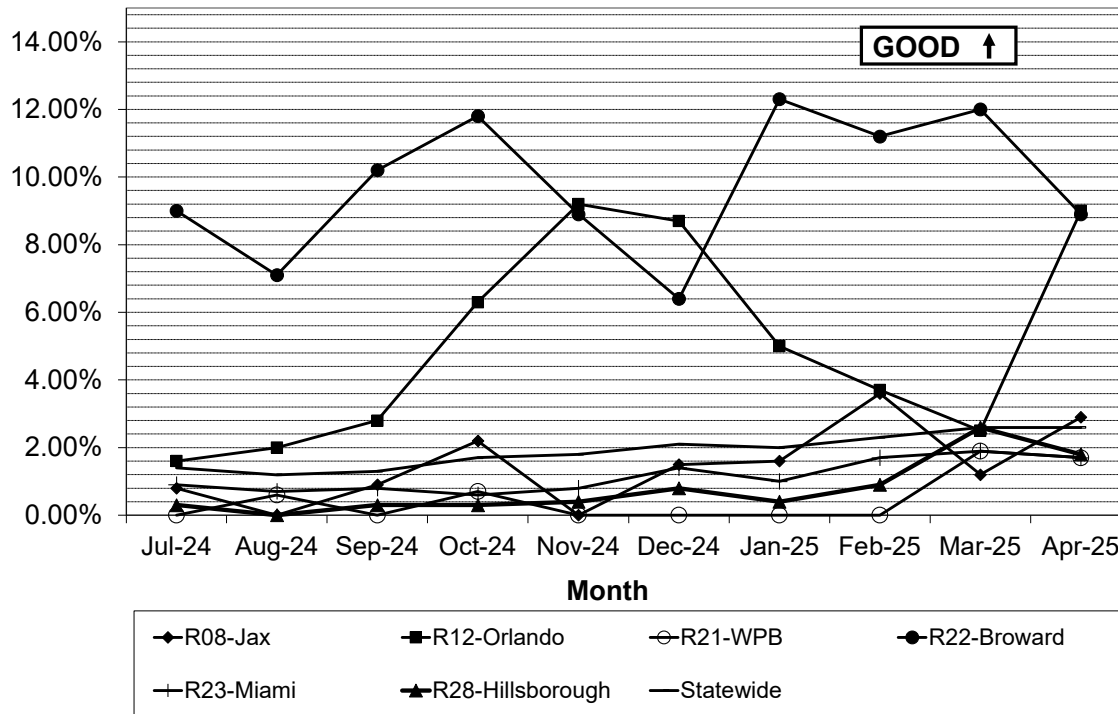


**Program Year-to-Date (YTD)  
Participation Rate as of April 2025**

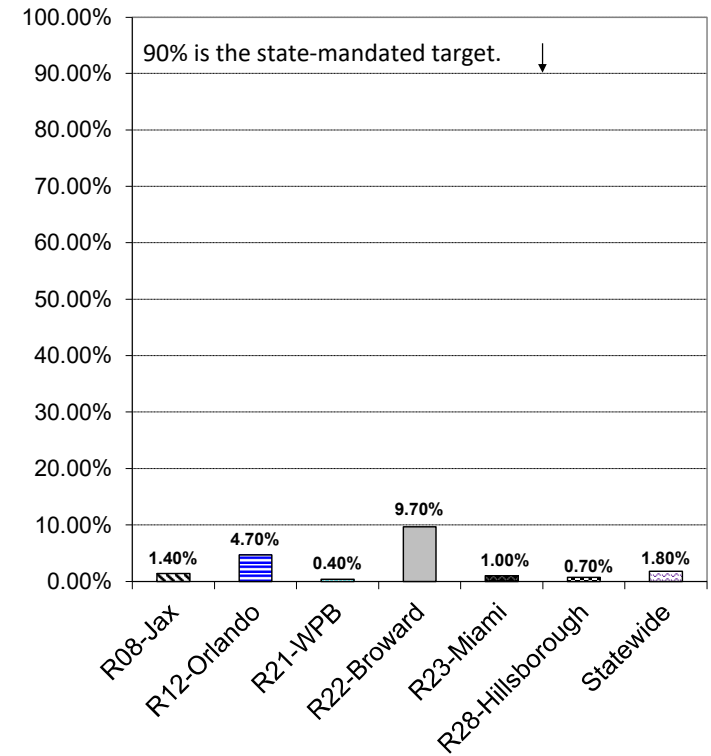


## Welfare Transition Program (WTP) Two-Parent Family Participation Data for the Big 6 Regions

**Month-to-Month Participation Rate from July 2024 to April 2025**

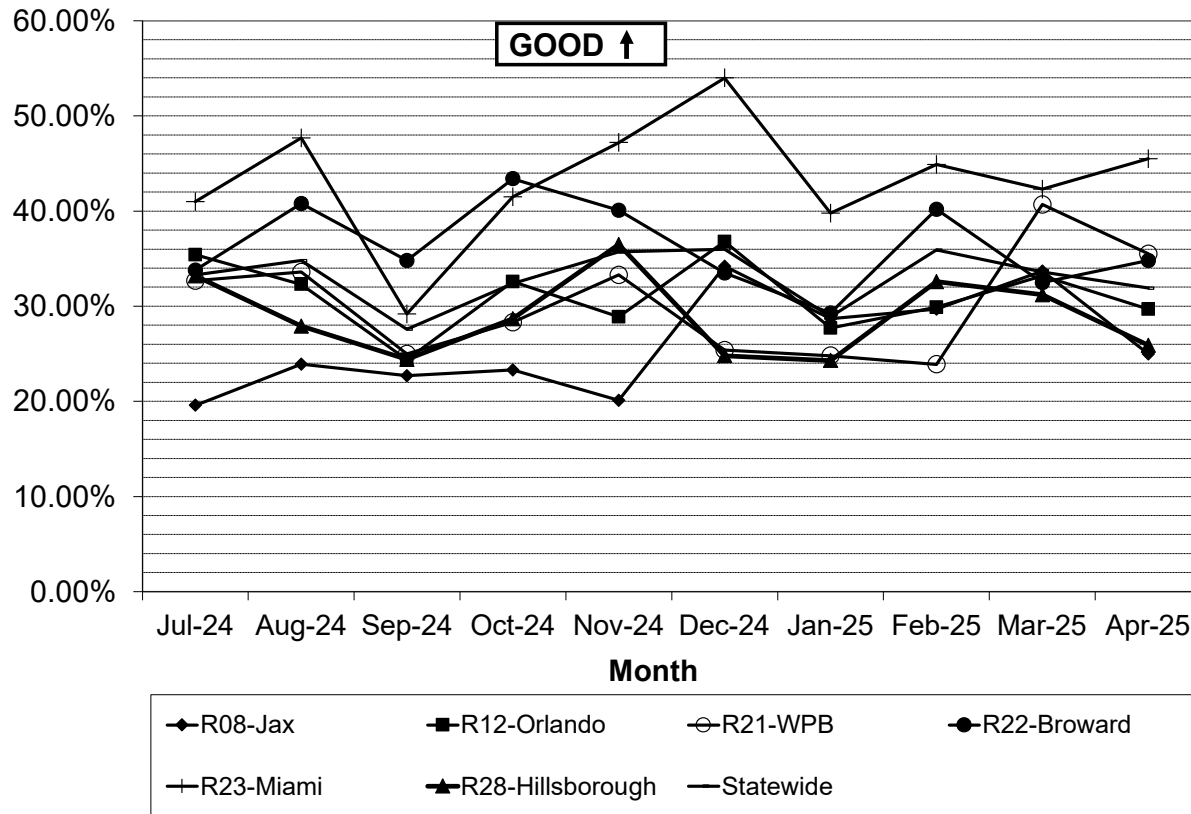


**Program Year-to-Date (YTD) Participation Rate as of April 2025**

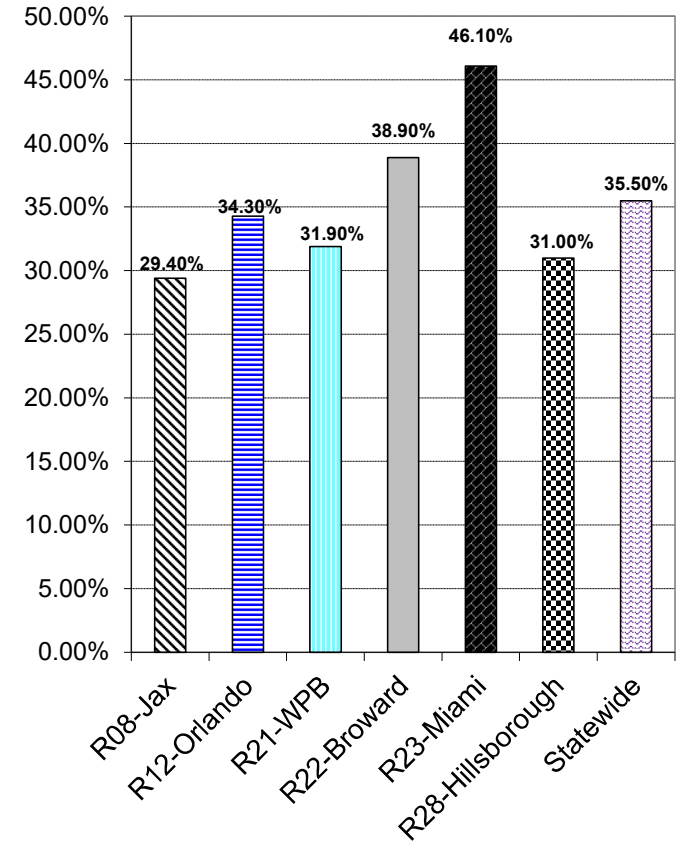


## Welfare Transition Program (WTP) Entered Employment (EE) Data for the Big 6 Regions

**Month-to-Month Entered Employment Rate from July 2024 to April 2025**



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

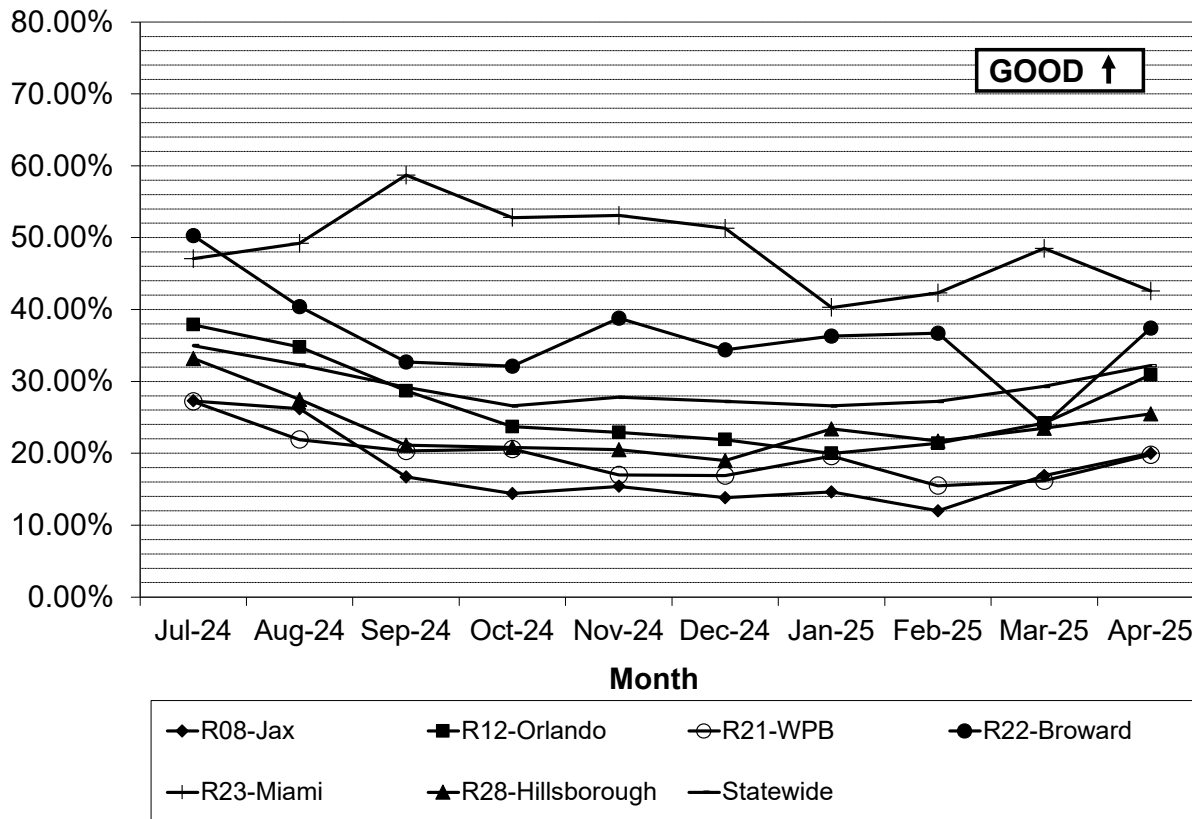


## Analysis of Welfare Transition Program (WTP) Performance

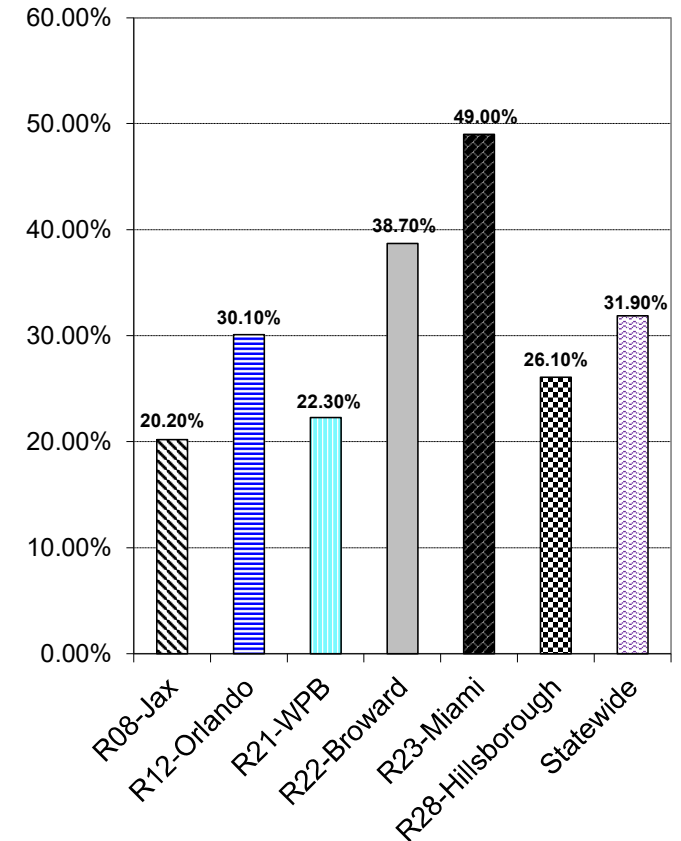
<b>WTP Program Performance At-A-Glance</b>	<b><u>Measure</u></b>	<b><u>Goal</u></b>	<b><u>Month (April)</u></b>	<b><u>PYTD</u></b>
	All Family Participation	50%	13.4%	22.1%
	Two-Parent Family Participation	90%	8.9%	9.7%
	Entered Employment Rate (EER)	39%	34.8%	38.9%
<b>Current Situation and Performance Summary</b>	<p>In relation to the Big 6 Regions:</p> <p>All Family Participation Rate CSBD ranks 1<sup>st</sup> in performance for the month and ranks 1<sup>st</sup> for Program Year 24/25</p> <p>Two-Parent Participation Rate CSBD ranks 2<sup>nd</sup> in performance for the month and ranks 1<sup>st</sup> for Program Year 24/25</p> <p>Entered Employment Rate CSBD ranks 3<sup>rd</sup> in performance for the month and ranks 2<sup>nd</sup> for Program Year 24/25.</p>			
<b>Strategies and Action Steps</b>	<p>To improve performance on all three measures, we are implementing the following:</p> <ul style="list-style-type: none"> <li>CSBD did a deep dive into the reasons why customers are not participating. We found that simplifying the Work Registration and Orientation processes so that 1) customers can make more informed choices 2) allow staff to focus on quality engagement and case management and 3) improve participation and employment outcomes.</li> </ul>			

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

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



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

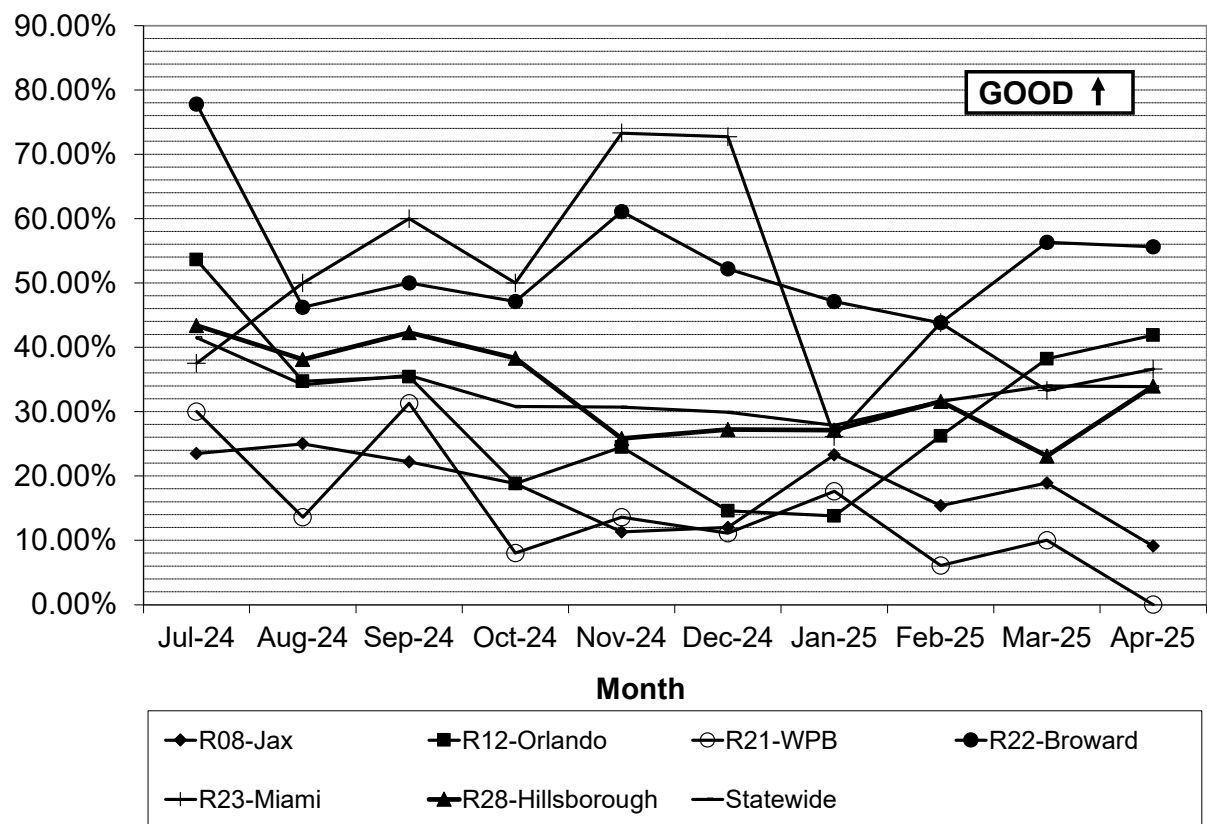


## Analysis of Wagner-Peyser (WP) Performance

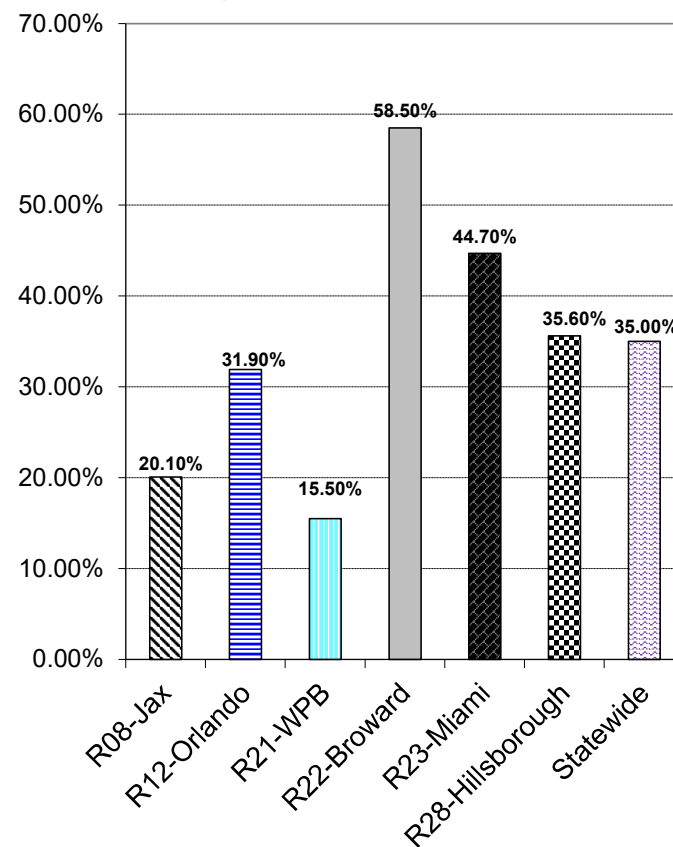
WP Program Performance At-A-Glance	<u>Measure</u>	Performance*	
		Month (April)	PYTD
	Entered Employment Rate (EER)	37.40%	38.70%
<i>*Please note: The performance detail is based on the Monthly Management Report (MMR). Due to lagging data, our true YTD rate will adjust at the end of the program year.</i>			
Current Situation and Performance Summary	<p>In relation to the Big 6 Regions:</p> <p>CSBD ranks 2<sup>nd</sup> for the month and ranks 2<sup>nd</sup> year-to-date in Entered Employment Rate.</p>		
Strategies and Action Steps	<p>To increase the number of job seekers to improve our EER we have implemented the following strategies:</p> <ul style="list-style-type: none"> <li>Based on survey feedback, we instituted a process to increase referrals to external job fairs. In April, staff successfully informed customers about six job fairs, featuring hundreds of employers across multiple industries and employment sectors. The job fairs included: the City of Coral Springs, Florida Atlantic Technical College, Keiser University, Job News, Florida Health Care Providers, and Broward County. Success Coaches provided customers with valuable information on the industries represented, current job openings, and guidance on their resumes and with the online application process. These initiatives have enhanced our customers' access to employment opportunities and will impact our entered employment rate.</li> <li>Staff participated in a series of targeted trainings aimed at enhancing their capacity to effectively serve barriered populations. These trainings included 1) an overview of the updated Federal Bonding process and 2) the Hope Florida initiative. Application of the lessons learned from these trainings will streamline our processes, increase customer engagement, and ultimately assist job seekers with finding employment. This will improve our entered employment rate.</li> </ul>		

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

**Month-to-Month Entered Employment Rate from July 2024 to April 2025**



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



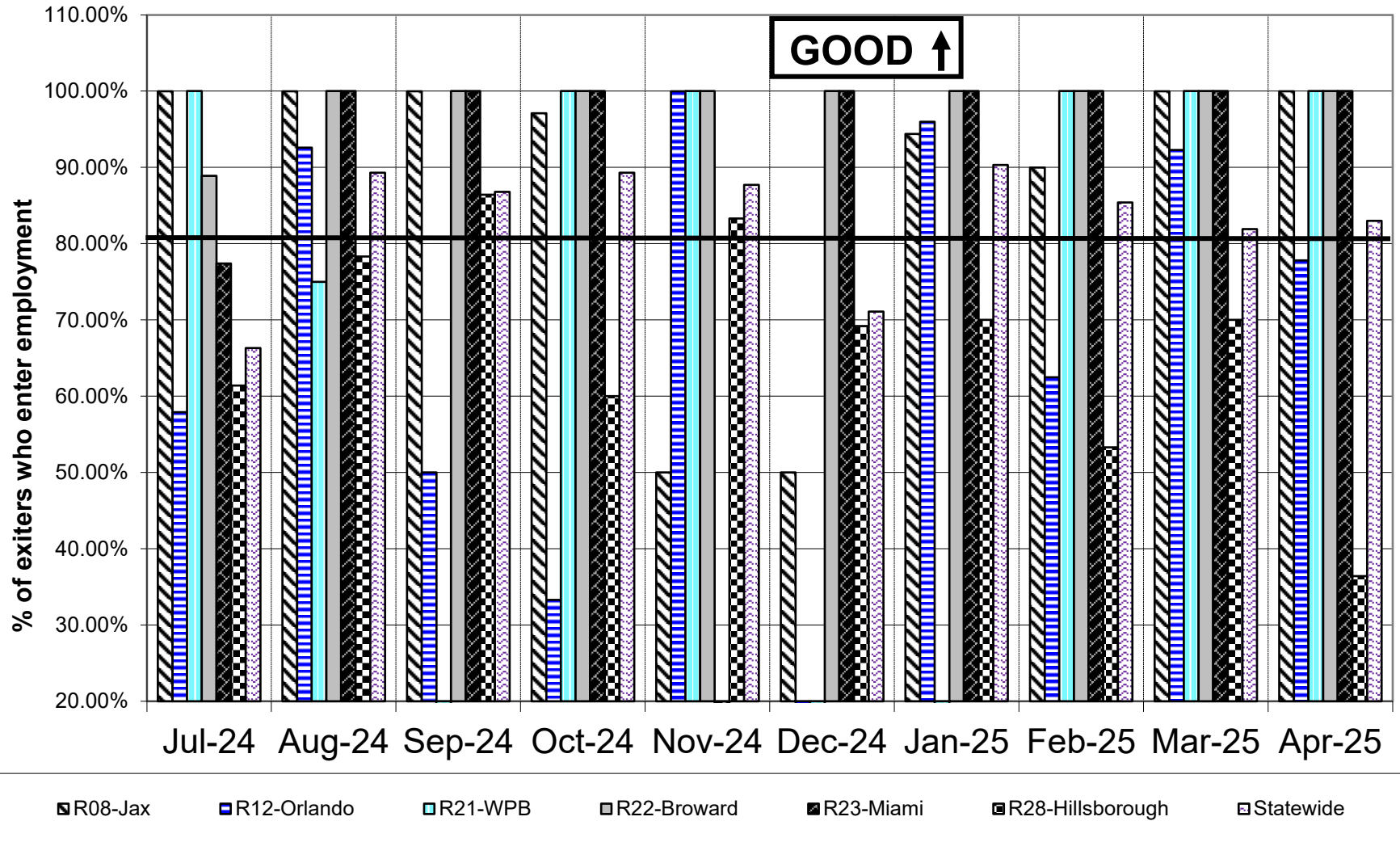
## Analysis of Veterans' Performance

Veterans Program Performance At-A- Glance	<u>Measure</u>	Performance*	
		Month (April)	PYTD
	Entered Employment Rate (EER)	55.60%	58.50%
<i>*Please note: The performance detail is based on the Monthly Management Report (MMR).</i>			
<b>Current Situation and Performance Summary</b>	<p>In relation to the Big 6 Regions:</p> <p>CSBD ranks 1<sup>st</sup> for the month and 1<sup>st</sup> for Program Year 24/25 in Veterans' Entered Employment Rate.</p>		
<b>Strategies and Action Steps</b>	<p>To increase our EER, the following strategies were implemented:</p> <ul style="list-style-type: none"> <li>CSBD conducted targeted outreach by industry. LVER staff connected with over 31 employers and successfully facilitated the creation of 24 new job opportunities tailored for veterans. We followed up by providing these employers customized veteran resumes and candidate lists based on specific requests from veteran job seekers. Creating this pipeline will improve our entered employment rate.</li> <li>CSBD staff attended a meeting to partner with the Florida Department of Highway Safety and Motor Vehicles, Fleet Force, and the Florida Trucking Association to establish a veteran-focused career pipeline aligned with the State's pre-hire program. This initiative is designed to train and place veterans into certified commercial driving jobs, in compliance with Federal Motor Carrier Safety Administration and the State of Florida regulations. Through coordination with our team, qualified and aspiring veteran drivers are matched with employers who sponsor the training required to obtain a CDL license. The program includes a paid, one-month training period, after which veterans transition into permanent employment. To date, the initiative has already successfully placed veterans into long-term driving careers and positively impacted the entered employment rate.</li> </ul>		



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

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



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

WIOA Program Performance At- A-Glance	<u>Measure</u>	Performance	
		Month (April)	PYTD
	Entered Employment Rate	100%	92.7%
<b>Current Situation and Performance Summary</b>	<p>Since July 2024, CSBD has assisted 640 Adult and Dislocated Worker (DW) customers in obtaining employment or accessing training opportunities. This includes traditional classroom training and work-based training via internships, apprenticeships, and On-the-Job Training.</p> <p>CSBD is in a four-way tie for 1<sup>st</sup> place in the Adult and Dislocated Worker Entered Employment category for April and is in 1<sup>st</sup> place 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>• The Learn. Work. Win. series for PY 24/25 has ended, with our recent Hospitality industry event, and it was a monumental success! 250 customers joined us for the industry events, immersing them in a dynamic environment designed to mirror Worlds of Work (WOW) event, but tailored specifically for adults.</li> <li>• This series has reinforced the importance of skill-building and industry-focused learning by bringing industry-specific training and career pathway exploration to the forefront, proving that investing in education and workforce training is a powerful catalyst for success. This has proven to be a launch pad for showcasing how training can help to further participants' career pathways. Staff will follow up with the participants who expressed interest in training to determine WIOA eligibility. We will also follow up with employer participants to determine if their hiring needs were met at the events.</li> </ul>		

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**Memorandum #05 – 24 (LS)**

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

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

**Subject:** Fiscal and Program Monitoring Visits

**Date:** June 9, 2025

**SUMMARY**

Consideration to reduce the number of CSBD external contracted fiscal and program monitoring visits from 3 each to 2. Over the past several years fiscal monitoring reports continue to have no findings and program monitoring findings have been consistently low and are not systemic. CSBD's allocation is decreasing for the coming program year and we can realize cost savings. Approved at the 6/3 Audit and 6/9 Executive Committee meetings.

**BACKGROUND**

CSBD conducts monitoring through a number of different vehicles. We have quality assurance staff, supervisory reviews, and external monitors for fiscal and program operations. The State monitors us for both fiscal and program once a year and we conduct an organization wide single audit annually.

**DISCUSSION**

Over the past several years fiscal monitoring reports continue to have no findings and program monitoring findings have been substantially reduced and are not systemic.

Given the reduction in findings over the years, one area we would like to revisit is the Audit Committee's previous recommendation to reduce the number of external monitoring visits for 3 fiscal and program monitoring visits each to 2 each. This will save \$51,600.00 annually.

Should findings increase we would come back to the Audit Committee to reassess our options.

**RECOMMENDATION**

Reduce the number of CSBD external contracted fiscal and program monitoring visits from 3 each to 2 each for a savings of approximately \$51,600.00.

**Memorandum #06 - 24 (FS)**

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

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

**Subject:** Program Year (PY) 25/26 Preliminary Budget

**Date:** June 9, 2025

**SUMMARY**

Consideration to approve the PY25/26 Preliminary Budget. The budget reflects an overall decrease of 15% or (\$2,422,771) in the State formula allocations and carry forward funds. The total amount for formula and carry forward that we project to be available in PY 25/26 is \$13,729,601 as compared to the actual of \$16,152,372 in PY 24/25.

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 25/26, dedicated grant funds total \$12,125,142 for a grand total of \$25,854,743 (\$13,729,601 + \$12,125,142) compared to PY 24/25 total agency funding of \$29,483,803. As usual, this does not include unrestricted funds. CSBD recommends acceptance and approval of the preliminary PY 25/26 budget. Approved at the 6/5 One-Stop Services and 6/9 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 24/25 and PY 25/26 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 24/25 Actual to PY 25/26 Preliminary Formula Funds Including Carry Forward\***

<b>Fund Name</b>	<b>PY 24/25 Total Funds Actual</b>	<b>PY 25/26 Total Funds Preliminary</b>	<b>\$ Change</b>	<b>% Change</b>
WIOA (Adult/DW)				
Formula Funds	\$ 5,553,028	\$ 5,040,395	\$ (512,633)	-9.2%
Carryforward	1,233,841	360,100	(873,741)	-70.8%
<b>Subtotal</b>	<b>6,786,869</b>	<b>5,400,495</b>	<b>(1,386,374)</b>	<b>-20.4%</b>
WIOA (Youth)				
Formula Funds	2,346,225	1,903,944	(442,281)	-18.9%
Carryforward	388,520	226,546	(161,974)	-41.7%
<b>Subtotal</b>	<b>2,734,745</b>	<b>2,130,490</b>	<b>(604,255)</b>	<b>-22.1%</b>
WTP				
Formula Funds	3,682,799	3,482,799	(200,000)	-5.4%
Carryforward	682,202	504,773	(177,429)	-26.0%
<b>Subtotal</b>	<b>4,365,001</b>	<b>3,987,572</b>	<b>(377,429)</b>	<b>-8.6%</b>
WP				
Formula Funds	1,273,356	1,133,758	(139,598)	-11.0%
Carryforward	501,600	609,897	108,297	21.6%
<b>Subtotal</b>	<b>1,774,956</b>	<b>1,743,655</b>	<b>(31,301)</b>	<b>-1.8%</b>
Veterans (DVOP/LVER)	286,783	263,372	(23,411)	-8.2%
Supplemental Nutritional Assistance Program (SNAP)	204,018	204,018	-	0.0
<b>Totals</b>	<b>\$ 16,152,372</b>	<b>\$ 13,729,601</b>	<b>\$ (2,422,771)</b>	<b>-15.0%</b>

\*There are rounding differences in this table

Table 2 is our anticipated dedicated grant allocations for PY 25/26. 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 24/25 Amount \$</b>	<b>PY 25/26 Anticipated Amount \$</b>
Children's Services Council	Summer Youth Employment Program (SYEP)	\$ 4,215,656	\$ 4,277,213
Broward County	SYEP	700,000	700,000
City of Fort Lauderdale	SYEP	290,925	150,000
City of Dania Beach	SYEP	50,000	50,000
City of Tamarac	SYEP	-	22,500
Community Foundation	SYEP	50,000	Ended
Joint Broadband Grant Broward Health will serve as Grant Recipient	For renovation of the Pompano Multipurpose Facility providing workforce and health services	3,000,000	3,000,000
Florida Storms <sup>1</sup>	Temporary jobs for cleanup, humanitarian aid and training	500,000	1,519,000
Non-Custodial Parent Employment	Employment services for non-custodial parents	940,947	785,000
Reemployment Services and Eligibility Assessment (RESEA)	Reemployment assistance and assessments	1,078,171	706,000
Flood NEG WIOA	Temporary jobs for cleanup, humanitarian aid and training	723,927	350,000
Hope Florida - A Pathway to Promise	To address poverty and promote economic mobility	215,519	218,000
City of Pompano Beach	To provide targeted work-based training and career development opportunities in high demand trades.	199,948	180,000
Navigator	Develops work-based training for targeted industries	96,000	96,000
Hope Florida Navigator	Navigator will assist with Hope Florida referrals	71,429	71,429
Florida Healthcare Training	Expand access to high-quality healthcare training programs	525,249	Ended
Get There Faster Veteran and Military Grant	Veterans Grant	354,037	Ended
Artificial Intelligence – Incumbent Worker Training	To upgrade the AI skills of workers	300,000	Ended
Trade Adjustment Assistance (TAA)	For workers impacted by the Trade Act	19,623	Ended
	<b>Total</b>	<b>\$13,331,431</b>	<b>\$12,125,142</b>

<sup>1</sup> These are disaster relief funds. The State has indicated the funds can also be used for the impact of the Broward floods.

## **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 funds on Work Experience. We have budgeted 25%.
3. Integrative Staffing Group (ISG) is the employer of record for the 3 One-Stop centers. The budget includes their fee of \$91.00 per employee, per pay period. The total cost is estimated at \$177,450. It does not include staff benefits or taxes, which are pass-thru funds.<sup>2</sup>
4. We have set aside \$25,000 for the procurement of an entity to produce an AI guide/playbook.
5. We have budgeted \$103,200 for external program and fiscal monitoring. We plan to reduce the number of visits from 3 each to 2 each following Audit Committee review and governing boards' approval.
6. We have set aside \$34,000 for our annual audit.

### **Budget Strategies**

1. WIOA AD and DW allocations, including carry forward for PY 25/26, is decreased by (\$1,386,374) for a total allocation of \$5,400,495. Where applicable we will cross train WIOA staff so their time can also be allocated to our dedicated grants reducing the burden on our formula grants.
2. The WIOA Youth allocation, including carry forward for PY 25/26, is decreased by (\$604,255) for a total allocation of \$2,130,490. As most of the youth are PELL eligible, we have reduced the set aside for training and support. To the extent WTP funds are available, some of the allowable in-school youth program costs may be charged to WTP.
3. During the first quarter of this year a cross departmental workgroup will identify areas which can be shifted from staff to AI providing further efficiencies.

The recommended PY 25/26 Preliminary Budget categories are described below followed by the budget summary.

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<sup>2</sup> Pass thru means we are only responsible for the actual cost, there is no fee for handling.

## **PROGRAM SUPPORT STAFF - \$4,280,529**

This category includes staff salaries and benefits other than the administrative, State Wagner Peyser and Veterans' staff.

Included in this category is:

1. The Integrative Staffing Group (ISG) contract for staffing the 3 One-Stop centers and serves as the "employer of record." This contract includes salaries and benefits.
2. The One-Stop Center Managers
3. The Management Information Systems staff
4. The Program Managers
5. The Quality Assurance staff
6. WTP and SNAP
7. WIOA Adult, DW and Youth

Over the course of this year, in anticipation of possible reductions to the budget, we have not filled 5 CSBD and 5 ISG positions, allowing us to reduce Program Support costs. We are also managing the vacancy fill rate and cost-allocating staff to the dedicated grants, where feasible.

In accordance with our standard operating procedures we monitor caseloads to ensure we are maintaining a participant/case manager ratio to be able to deliver quality services.

## **FACILITIES AND RELATED COSTS – \$2,606,259**

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.

As a result in anticipation of the budget decreases we did a number of things including but not limited to:

- State staff has not yet been resituated in the buildings offered to us by the State so we have consolidated Central office staff onto the first floor, reducing our space and the rent.
- Our lease for the North Office expires in February we are examining options for co-location with our partners or reducing our space in the current location.
- We have identified space we are no longer using due to staff reductions in recent years and we have informed the State so that the rent will be reduced accordingly.
- We have reduced the number of copiers and cell phones.
- We are no longer renting external storage units. We have moved files to the central office and are in the process of digitizing any documents we need to keep.
- Business outreach - we plan to increase our use of social media for most of our marketing and outreach.



## CONTRACTS – \$1,346,896

This category includes contracted services.

**Table 3: PY 25/26 Proposed Contract Amounts**

Contractor	Contract Purpose	PY 25/26 Amount
FLITE Center	Out of School Youth (OSY)	227,000
HANDY	OSY	152,000
Center for Independent Living (CIL)	OSY	58,896
School Board	OSY	350,000
School Board	In-School Youth (ISY)	200,000
Junior Achievement of S. Florida	ISY	150,000
Greater Fort Lauderdale Chamber	Business Outreach	50,000
Greater Hollywood Chamber	Business Outreach	45,000
One-Stop Operator <sup>3</sup>	All	114,000
<b>Total</b>		<b>1,346,896</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>4</sup> as appropriate for each youth.
2. School Board of Broward County **OSY** Full-Service Provider – Youth who have dropped out of high school are enrolled in GED and also receive case management, employability skills, and access to the 14 elements.
3. School Board of Broward County **ISY** Full-Service Provider – ISY are recruited, have access to the 14 elements, and are enrolled in work experience to keep them attached to school through graduation.
4. Junior Achievement of South Florida **ISY** Full-Service Provider – ISY are recruited, have access to the 14 elements, and enrolled in work experience to keep them attached to school through graduation.
5. Chambers of Commerce - To assist with marketing, outreach, and obligating OJT, IWT, and Internship funds, and communicating our services to their membership.
6. One-Stop Operator – Required under WIOA. The one-stop operator coordinates cross referral and data sharing among the one-stop partners.

<sup>3</sup> The One Stop Operator contract is allocated to formula (\$65,000 and dedicated grants (\$49,000).

<sup>4</sup> The WIOA 14 elements are services required to be available which help youth succeed such as tutoring, work experience, case management, employability skills, ITA's, etc.

<b>TRAINING - \$3,940,141</b>
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This category includes 1) Individual Training Account's budgeted at up to \$12,000 per participant for tuition and education-related expenses and 2) OJT reimbursements and other work-based training activities such as IWT, upgrade OJT, subsidized work experience and apprenticeships.

While the overall amount is reduced from last year, we also use some of the dedicated grants for training.

<b>PARTICIPANT SUPPORT SERVICES – \$353,938</b>
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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.

<b>ADMINISTRATION – \$1,250,837</b>
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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 detail of categories by funding streams with a comparison to last year's budget.

## **RECOMMENDATION**

That the governing boards accept and approve the preliminary PY 25/26 budget.

**Table 4 – PY 25/26 Preliminary Budget Summary**

TOTAL AVAILABLE FUNDING	WIOA Adult/DW		WIOA Youth		WTP		WP		DVOP/ LVER		SNAP		PY 25/26 TOTAL \$	PY 24/25 % of Total Budget	PY 25/26 % of Total Budget
PY 25-26 Allocation	5,040,395		1,903,944		3,482,799		1,133,758		263,372		204,018		12,028,286		
PY 25-26 Supplemental	-		-		-		-		-		-		0		
PY 24-25 Carryforward	360,100		226,546		504,773		609,897		-		-		1,701,315		
Transfer DW/Adult	0														
<b>TOTAL</b>	<b>5,400,495</b>		<b>2,130,490</b>		<b>3,987,572</b>		<b>1,743,655</b>		<b>263,372</b>		<b>204,018</b>		<b>13,729,601</b>		
<b>TOTAL EXPENDITURES</b>															
Program Support	1,948,946	36%	345,231	16%	1,791,016	45%	48,243	3%	16,888	6%	130,204	64%	4,280,529	30%	31%
Facilities & Related Costs	424,483	8%	42,044	2%	414,938	10%	1,447,148	83%	223,501	85%	54,147	27%	2,606,259	18%	19%
Training	2,370,059	44%	737,165	35%	832,917	21%	-	0%	-	0%	-	0%	3,940,141	30%	29%
Contracts <sup>5</sup>	28,013	1%	787,896	37%	355,910	9%	125,457	7%	328	0%	292	0%	1,297,896	10%	9%
Participant Support Services	78,198	1%	62,900	3%	212,840	5%	-	0%	-	0%	-	0%	353,938	3%	3%
Administration	550,797	10%	155,254	7%	379,950	10%	122,807	7%	22,654	9%	19,375	9%	1,250,838	9%	9%
<b>TOTAL</b>	<b>5,400,495</b>	<b>100%</b>	<b>2,130,491</b>	<b>100%</b>	<b>3,987,572</b>	<b>100%</b>	<b>1,743,655</b>	<b>100%</b>	<b>263,371</b>	<b>100%</b>	<b>204,018</b>	<b>100%</b>	<b>13,729,601</b>	<b>100%</b>	<b>100%</b>

There may be rounding differences in this table.

<sup>5</sup> The total amount for contracts does not include \$49,000, which is charged to the dedicated grants for One-Stop Operator activities.



**Broward Workforce Development Board  
Education and Industry Consortium**

**Tuesday, February 25, 2025  
12:30 p.m. – 2:00 p.m.**

**1<sup>st</sup> QUARTER REPORT**

**CareerSource Broward Main Conference Room  
2890 West Cypress Creek Road, Ft Lauderdale, FL 33309**

**ATTENDEES IN-PERSON / VIA ZOOM:** Maria Formoso, Kathleen Hagan, Dr. Steven Tinsley, Richard Haughton, and Matthew Rocco, who chaired the meeting.

**STAFF:** Carol Hylton, Ron Moffett, Mark Klinecicz, Rochelle Daniels, Nadine Jackson, Johnell Beckford and Michell Williams.

**GUESTS:** Jim Ryan, Andrew Nicholson, Erika Rodriguez, and Ralph Aiello.

**PRESENTATION**

**1. State of the Industry**

Andrew Nicholson, Senior Talent Acquisition - Pilot CommuterAir (United Express) and Adjunct Professor of Aeronautics at Embry Riddle Aeronautical University G Aero Institute presented on the State of the Aviation industry, emerging trends, and recruitment challenges. Mr. Nicholson stated that South Florida is regarded as the mecca for aviation and that we have some of the best flight schools and because of this people from all over the world come to train here.

Mr. Nicholson highlighted that the aviation industry projected a need for more new aircrafts being ordered or replaced and pilots due to retirement, and the need for technicians, customer service agents and ground staff in the next few years. He discussed the changes in technology, equipment for the aviation industry and trainings.

Mr. Nicholson shared that one of the emerging trends was the air mobility platform that the FAA just signed off on for a new certification in air mobility. These aircraft will fly at lower altitudes than traditional aircraft, between 5,000 and 10,000 feet. They will be designed to create an industry that would provide more transportation options, with the capability to fly an average of six to twelve passengers throughout cities to help alleviate road traffic.

Matt Rocco asked if there was a projected timeframe for the air mobility aircraft's launch. Mr. Haughton responded that obtaining an air carrier certification is the key requirement. Since many airline carriers, including companies like Amazon and UPS, already hold this certification, it indicates that developments in this area might soon come to fruition.

Richard Haughton shared that another growing industry is Drone delivery. He shared that Everglades University has a Drone master's operational program, and Broward College has a waiting list for students to enroll in some of their aviation classes.

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Dr. Tinsley added that the aviation program was a hot career path right now, and Broward College was working on addressing the capacity issue. They want to engage the state legislature on funding to expand their facilities.

## **2. Manufacturing Career Pathways Video**

The video showcased the various opportunities available in the manufacturing industry, highlighting careers in Welding Fabrication, Injection Molding Technicians, Quality Assurance Inspectors, and Production Floor Workers. It would expand awareness among our most barriered job seekers about career pathways for in-demand occupations in the industry. Education and Industry Consortium Chair Matt Rocco and the South Florida Manufacturing Association participated in the production of the video.

The consortium reviewed the video.

Matt Rocco shared that Florida is rated third in the nation with about 27,000 manufacturing companies, the highest number in the State. Mr. Moffett asked Mr. Rocco if he would provide the industry presentation at the next meeting, and he replied yes.

## **NEW BUSINESS**

### **1. The 11/19 Quarterly Report**

Approval of the 4<sup>th</sup> Quarterly Report of 2024 from the 11/19 Consortium meeting.

**On a motion made by Maria Formoso and seconded by Richard Haughton, the EIC members unanimously approved the 4<sup>th</sup> Quarter Report.**

### **2. AI's Impact on Industry and Implications for Workforce Development**

AI continuously transforms industries in numerous ways, reshaping business processes, decision-making, and customer experiences. These changes have significant implications for workforce development, including job displacement, skills evolution, upskilling, growing demand for new career opportunities, and the need for retraining programs to bridge AI skill gaps. Educators need training 1) in AI-driven teaching methods such as blended learning with AI augmenting human instruction and 2) curriculum redesign to integrate AI literacy. At the same time, there will be demand for AI developers specializing in EdTech solutions in the education industry. The consortium was asked to provide input on how AI impacted their industry (including education) and to suggest actionable initiatives that CSBD should consider that align with WIOA and the BWDB's goal to maintain their role as workforce development leaders.

Matt Rocco asked the consortium members for their input from their respective industries on how AI has impacted their industries and their thoughts on what CareerSource Broward should be doing with AI.

Maria Formoso shared that the School Board launched their first AI CTE Pathway at Nova High School and was doing incredibly well this year. Next year, the school board plans to do a massive high school rollout, and they are looking at redefining high school initiatives to see how they can streamline middle to high school so youth can be exposed to AI earlier. Ms.

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Formoso also shared that the teachers will receive training in AI over the summer. Jim Ryan asked if the training encompassed generative AI or Chat GPT, and Ms. Formoso replied that it was coding and prompts for now.

Andrew Nicholson stated that aviation was looking into AI to integrate aircraft and drones to perform certain functions. Mr. Haughton added that they are looking into how AI can be the ACT for pilots in the simulated world and how to add it to their flight training. Erika Rodriguez shared that her Vice President at Florida Technical College wants to customize training with different organizations using simulations.

Steven Tinsley shared that from Broward College's perspective, AI programming was already embedded in some of their curriculum. BC has developed an AI task force to see how AI can be integrated into their curriculum and how the faculty could use it as a tool to help make their work more productive and deliver course content in the most effective way. He shared that on 3/14, they are participating in an AI Workshop at their Davie campus in the South Florida Educational Center. Once the agenda was finalized, he would share it with CareerSource staff.

Mr. Rocco thanked Dr. Tinsley and stated he would also share information on an upcoming AI and Manufacturing event in Miami, which is scheduled for mid-March.

### **3. Education and Industry Consortium Strategic Planning Matrix Updates for PY 24/25**

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

Ron Moffett provided an overview of the Matrix and highlighted the progress made to accomplish the objectives. He reported that staff had either completed or exceeded what the consortium had asked. He encouraged the members to review the entire Education and Industry Consortium Strategic Planning Matrix.

**On a motion made by Maria Formoso and seconded by Richard Haughton, the EIC members unanimously approved the updates to the Strategic Planning Matrix for PY 24/25.**

### **4. Industry Sessions for Job Seekers**

CareerSource Broward plans to host a series of industry sessions at the One-Stop centers, offering valuable insights for job seekers. This would allow Employers and training providers to share their expertise, provide guidance, and answer questions to help job seekers successfully enter or advance in these fields. Job seekers would also be able to apply for open positions with the employers. Consortium member input was requested on ways to promote these events.

Matt Rocco asked when the next industry session would be. Carol Hylton explained that they are still planning the sessions.

**On a motion made by Maria Formoso and seconded by Richard Haughton, the Consortium unanimously approved 1) the Industry Sessions for Job Seekers and 2) the use of the current methods to promote these events, including social media.**

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## **5. Local Employer Awareness and Satisfaction Survey**

Every two years, CSBD surveys employers to measure awareness and customer satisfaction of our services. We collected data on workforce challenges and got input on areas for regional collaboration on initiatives such as job fairs. Responses to the survey would be used to develop value-added workshop content and establish a list of guest speakers for our Workforce Wednesday seminars. It was recommended that the Education and Industry Consortium members send the link to the survey to their network of employers.

**On a motion made by Maria Formoso and seconded by Matt Rocco, the EIC unanimously approved the Local Employer Awareness and Satisfaction Survey.**

## **REPORTS**

### **1. Paychecks for Patriots Hiring Event**

CSBD hosted its 12th annual Paychecks for Patriots Veterans Hiring Fair on 11/14 at the Tamarac Community Center. We had about 200 employers register for the event and broke our record for jobseekers from earlier this year with about 1,400 attending the event. We also had 2 barber shops donate their time to provide 100 free haircuts to those in need.

The consortium reviewed the video.

### **2. 2nd Annual State of the Workforce Employer Breakfast and Job Fair**

On 1/29, CSBD, in partnership with the Fort Lauderdale, Hollywood, and Pompano Beach chambers of commerce, hosted the 2nd Annual State of the Workforce Employer Breakfast and Job Fair at the Broward County Convention Center. It was a record-breaking success, bringing over 2,200 job seekers to connect with 200 local employers. We partnered with 1) Visit Lauderdale for free parking and 2) Broward County Transit for complimentary transportation from economically distressed zip codes. In addition to social media and a live radio broadcast on 102.1FM - Voice of the Caribbean, we also had television coverage!

The consortium reviewed the highlights and photos.

### **3. Florida Manufacturing Days in Tallahassee**

This annual event provided manufacturers with the opportunity to meet with their legislators to discuss and advocate for manufacturing-related issues. It also offered valuable opportunities to network with colleagues and peers and learn more about the legislative process. The South Florida Manufacturing Association engaged in productive discussions with a significant number of legislators to highlight the importance of addressing key manufacturing issues and advancing the interests of the industry.

The consortium reviewed the photos.

Matt Rocco shared that Florida was number 10 in the nation for manufacturing from a workforce standpoint and number three for most companies, with over 37,000 manufacturing companies. He highlighted some discussion topics at the event on workforce development, such as tax incentives, funding for cybersecurity, legislative priorities, and the Made in Florida Campaign.

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#### **4. 2025 BWDB Legislative Agenda**

Every year, the BWDB approves a legislative agenda. As part of the process, community partner legislative agendas are presented for their information. As discussed at the last meeting, they seek consortium input regarding this year's draft legislative agenda. In addition to the SFMA's legislative priorities, they asked the committee to share their agendas, and they would pull out the workforce-related items for our Boards to consider.

Carol Hylton asked the consortium to share their agendas with us.

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

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

Carol Hylton encouraged the consortium to visit the WOW event on 3/11. Ron Moffett added that there are three new worlds 1) education 2) government and 3) professional services based on the input we received from the EIC members.

#### **6. Youth Committee Strategic Planning Matrix PY 24/25**

On 6/24, the Youth Committee approved their strategic goals and objectives for PY 24/25. The committee tracks progress on achieving the deliverables in the form of a strategic planning matrix, which CSBD staff updates and reports on throughout the year. This was the updated Matrix approved by the Youth Committee at their meeting on 11/18.

Ron Moffett provided an overview of the Youth Committee Strategic Planning Matrix.

#### **7. The Source Newsletter**

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

Matt Rocco mentioned that the source newsletter is excellent and provides an opportunity to educate and update CSBD's stakeholders and the community at large regarding current initiatives being undertaken by CSBD. He said it was a way to inform people about what was happening, and was done in a thoroughly professional manner.



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## **8. Summer Youth Employment Program Update**

The Summer Youth application portal opened on 12/2 for Summer 2025. Youth accessed the portal online via computer, tablet, or cell phone. We received nearly 3,300 applications. Approximately 1,200 youth would be enrolled and receive an 8-week meaningful work experience, earning \$14 per hour. The employer portal was also open, and we are looking for private employers, not-for-profit organizations, and municipalities to become worksites for the youth over the summer. The program offers employers an incredible opportunity to empower the next generation by shaping our youth for future careers today!

Carol Hylton asked the consortium to share the SYEP flyer with their colleagues and mentioned that employers were needed.

## **9. CSBD Infograph January 2024 – December 2024**

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

Matt Rocco reviewed the infograph with the members and thanked the staff for producing it as he felt it was a valuable resource for employers and the community.

## **10. CSBD Hosts Leadership Fort Lauderdale Class**

On 1/14, CSBD hosted the Greater Fort Lauderdale Chamber of Commerce's Leadership Fort Lauderdale class. This session provided these up-and-coming influential leaders an opportunity to learn about CSBD's mission, resources, and impact on the community, fostering valuable discussions about workforce development and local initiatives.

Carol Hylton indicated that the Leadership Fort Lauderdale tours take place in areas critical to Broward, and this was the first year they stopped by to tour our career center. She explained that several valuable leads came about as a result of the tours, including interest in becoming host worksites for our SYEP.

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

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

Mark Klincewicz reviewed and discussed the dashboard and highlighted information on priority industry sectors and occupations, including talent pipelines.

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#### **MATTERS FROM THE CONSORTIUM CHAIR**

Matt Rocco mentioned a date change for the next EIC meeting and asked Ron Moffett to provide an update. Mr. Moffett explained there was a conflict with the original date of 5/27 and asked if the meeting could be moved to 5/28. The consortium agreed that the meeting could be moved to 5/28.

Mr. Rocco stated that the manufacturing industry would be presented at the next EIC meeting.

#### **MATTERS FROM THE CONSORTIUM**

None.

#### **MATTERS FROM THE CAREERSOURCE BROWARD PRESIDENT**

None.

#### **MATTERS FROM THE PUBLIC**

None.

**ADJOURNMENT** – 2:04 p.m.

<b>THE NEXT EDUCATION AND INDUSTRY CONSORTIUM MEETING WILL BE HELD ON MAY 28, 2025</b>
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**Overview of the CareerSource Broward Region**  
**Not Seasonally Adjusted**  
**June 20, 2025**

- The unemployment rate in the CareerSource Broward region (Broward County) was 3.3 percent in May 2025. This rate was 0.4 percentage point greater than the region's year ago rate of 2.9 percent. The region's May 2025 unemployment rate was 0.2 percentage point lower than the state rate of 3.5 percent. The labor force was 1,086,514, up 3,441 (+0.3 percent) over the year. There were 35,534 unemployed residents in the region.

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

- In May 2025, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Sunrise MD was 936,500, an increase of 9,800 jobs (+1.1 percent) over the year.
- The Other Services (+3.8 percent); Leisure and Hospitality (+2.0 percent); Trade, Transportation, and Utilities (+1.9 percent); Government (+1.9 percent); Manufacturing (+1.6 percent); and Financial Activities (+0.9 percent) industries grew faster in the metro area than statewide over the year.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the fastest annual job growth rate compared to all the metro areas in the state in the Other Services (+3.8 percent) industry.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the second highest annual job growth compared to all the metro areas in the state in the Trade, Transportation, and Utilities (+3,800 jobs); Government (+2,100 jobs); and Other Services (+1,400 jobs) industries.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the third highest annual job growth compared to all the metro areas in the state in the Financial Activities (+700 jobs) industry.
- The industries gaining jobs over the year were Trade, Transportation, and Utilities (+3,800 jobs); Government (+2,100 jobs); Leisure and Hospitality (+2,000 jobs); Other Services (+1,400 jobs); Professional and Business Services (+900 jobs); Financial Activities (+700 jobs); and Manufacturing (+500 jobs).
- The industries losing jobs over the year were Construction (-1,000 jobs); Information (-500 jobs); and Education and Health Services (-100 jobs).

Unemployment Rates (not seasonally adjusted)			
	May-25	Apr-25	May-24
CareerSource Broward (Broward County)	3.3%	3.2%	2.9%
Florida	3.5%	3.5%	3.1%
United States	4.0%	3.9%	3.7%

Nonagricultural Employment by Industry (not seasonally adjusted)	Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division				Florida				Annualized Avg. Wages Broward County, Q4 2024
	May-25	May-24	change	percent change	May-25	May-24	change	percent change	
Total Employment	936,500	926,700	9,800	1.1	10,088,400	9,948,100	140,300	1.4	\$72,470.20
Mining and Logging	#N/A	#N/A	#N/A	#N/A	5,700	5,700	0	0.0	\$84,420.64
Construction	53,800	54,800	-1,000	-1.8	655,500	650,200	5,300	0.8	\$82,779.12
Manufacturing	32,400	31,900	500	1.6	434,400	428,800	5,600	1.3	\$103,430.60
Trade, Transportation, and Utilities	206,700	202,900	3,800	1.9	2,007,900	1,978,400	29,500	1.5	\$67,925.86
Wholesale Trade	56,300	53,600	2,700	5.0	403,700	396,800	6,900	1.7	\$102,216.60
Retail Trade	109,200	107,200	2,000	1.9	1,164,200	1,151,600	12,600	1.1	\$47,752.60
Transportation, Warehousing, and Utilities	41,200	42,100	-900	-2.1	440,000	430,000	10,000	2.3	\$81,048.36
Information	19,500	20,000	-500	-2.5	158,000	155,900	2,100	1.3	\$125,078.68
Financial Activities	74,500	73,800	700	0.9	688,300	686,300	2,000	0.3	\$122,043.44
Professional and Business Services	173,900	173,000	900	0.5	1,641,400	1,622,800	18,600	1.1	\$91,748.78
Education and Health Services	123,400	123,500	-100	-0.1	1,571,500	1,529,600	41,900	2.7	\$67,221.68
Leisure and Hospitality	102,400	100,400	2,000	2.0	1,359,200	1,346,500	12,700	0.9	\$39,881.02
Other Services	38,300	36,900	1,400	3.8	389,200	381,200	8,000	2.1	\$53,179.05
Government	111,500	109,400	2,100	1.9	1,177,300	1,162,700	14,600	1.3	\$90,796.79

Population	2024	2023	change	percent change
CareerSource Broward (Broward County)	2,037,472	2,002,786	34,686	1.7
Florida	23,372,215	22,904,868	467,347	2.0
Average Annual Wage	2024	2023	change	percent change
CareerSource Broward (Broward County)	\$71,492	\$69,239	\$2,253	3.3
Florida	\$69,492	\$66,447	\$3,045	4.6

## 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>