

AGENDA

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

**Meeting
#273**

Join Zoom Meeting Details:

Meeting ID:
899 1706 7769

Passcode:
892095

Call-in number:
+1 646 876 9923

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

**THURSDAY
October 22, 2026
12:00 P.M.**

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

2026 MEETING SCHEDULE

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

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

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

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

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

Board Meetings

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

* Due to the proximity to the Thanksgiving Holiday weekend.

A G E N D A

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

**Partnership Meeting #273
Thursday, October 22, 2026
CareerSource Broward Boardroom
2890 West Cypress Creek Road, Ft. Lauderdale, FL 33309**

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

<https://us02web.zoom.us/j/89917067769?pwd=uDJ67dSQ0N6WORJk1GUdpPaWgCxSav.1>

PROTOCOL FOR TELEPHONE/ZOOM MEETING

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

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

PLEDGE OF ALLEGIANCE

IDENTIFICATION AND INTRODUCTION OF ANY UNIDENTIFIED CALLERS

MISSION MOMENT

APPROVAL OF MINUTES

Approval of the 8/27 BWDB meeting minutes.

RECOMM ACTION EXHIBIT	Approval Motion for Approval Minutes of the Meeting
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Pages 11 - 21

Approval of the minutes of the 9/8 CSBD Council of Elected Officials meeting.

RECOMM ACTION EXHIBIT	Approval Motion for Approval by CSBD Council of Elected Officials Minutes of the CSBD Council Meeting
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Pages 22 - 26

CONSENT AGENDA

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

ACCEPTANCE OF CONSENT AGENDA

RECOMM ACTION	Approval Motion for Approval
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1. Monthly Performance Report

The State was delayed in providing the data we use for the Monthly Performance Report. We anticipate providing a report at the next meeting.

ACTION None
EXHIBIT None

2. Letters of Support

Letters of support were written for 1) Healthy Mothers, Healthy Babies Coalition of Broward County for its Empowering People in Crisis Program 2) Broward College's Adult Education Pathways to Workforce Success Initiative 3) HOPE South Florida's Family Pathways Initiative and Quick Response Training grant applications for 4) Align1 Services, LLC, and 5) Gold Aviation Services, Inc.

ACTION None
EXHIBIT None

REGULAR AGENDA

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

NEW BUSINESS

1. Accept SYEP Funds from the Children's Services Council

Consideration to accept \$4,558,365 from the Children's Services Council, an increase of \$265,216 over last year, to serve 913 economically disadvantaged youth, ages 16-18. The additional funds will cover the increase in the minimum wage to \$15/hr. The SYEP will provide each youth with three days of employability skills training and an eight-week meaningful summer work experience. The youth application portal will go live on 12/1, and we are also currently seeking employers to serve as worksites. Approved at the 10/13 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, older workers and ex-offenders)).*

RECOMM Approval
ACTION Motion for Approval
EXHIBITS [Youth Flyer](#)
[Employer Flyer](#)

2. President/CEO Evaluation

In accordance with the governing boards' policy, the Executive Committee evaluated the President/CEO using the Evaluation Form developed by the Organizational Resources Committee. The highest rating on the Form is a 4.0. All the members rated Carol a 4.0 Outstanding, with several rating her a 5.0, in every category resulting in a combined rating of 4.38. The Executive Committee reviewed the 1) scores 2) member comments 3) salaries and retirement benefits of similarly situated CEOs 4) the Committee matrices with the Board's goals and objectives, listing the attainments over the course of the year 5) the State Performance Report for the past year 6) the State letter grade rating of CSBD as an "A+" Board and 7) an excerpt from our Audit, which had zero findings. Following a robust discussion praising Ms. Hylton's leadership and accomplishments, the Executive Committee is recommending a 4% merit increase in the same amount as awarded to performing staff and an additional \$20,000 annual contribution to her retirement benefit. Approved at the 10/13 Executive Committee meeting. *(This is in alignment with the Board's goal to maintain our role as workforce development leaders through advocacy by the Board, collaboration, and providing information and intelligence to stakeholders with feedback from the community.)*

RECOMM	Review of President/CEO Evaluation
ACTION	Discussion
EXHIBITS	Memo #02-26 (LS)
	President/CEO Evaluation Form

Pages 29 - 34

3. CSBD Central Office Relocation

Consideration to approve entry into a 5-year lease with the City of Oakland Park. Over the summer, the state informed us that the City of Oakland Park was interested in purchasing all the buildings to further its downtown redevelopment. The City offered us a lease for a 10,000-square-foot space at 5399 N. Dixie Highway, adjacent to Holy Cross Hospital. The space was recently hardened, with new air, a new roof, and impact windows, so we believe we will not experience any major repair costs. The City is proposing the same \$18.00/square foot we are paying the state. The lease will be a triple-net lease. We would be responsible for repairs; however, following the recent hardening of the facility, we don't anticipate any major repairs. The building is in excellent condition, and the floor plan would serve our needs with minimal changes. Approved at the 10/13 Executive Committee meeting. *(This is in alignment with the Board's goal to improve the sustainability of the workforce system through increased funding, efficiency, technology, and relevancy.)*

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Memo #01-26 (LS)

Pages 35 - 36

4. **WIOA Local Workforce Plan Two-Year Modification**

Consideration to approve modifications to our WIOA Local 4-Year Strategic Plan, which the state requires local workforce development boards to update every two years. Our updates include 1) current economic and labor market analysis 2) new state requirements for staff training and professional credentialing 3) new apprenticeship strategies and 4) a Regional Plan developed with CareerSource South Florida. Pursuant to WIOA, the draft plans were posted on our website on 9/22 for a 30-day public review period. We also held a publicly noticed meeting on 9/30 for community input. No public comments were received at the meeting. Approved at the 9/29 One-Stop Services and 10/13 Executive Committee meetings. *(This is in alignment with the Board goal to maintain our role as workforce development leaders through advocacy by the board, collaboration, and providing information and intelligence to stakeholders with feedback from the community.)*

**RECOMM
ACTION
EXHIBITS**

Approval
Motion for Approval
Memo #01-26 (QA)
Executive Summary

Pages 37 - 43

5. **Accept SYEP Funds from Broward County**

Consideration to accept \$808,013 from Broward County, an increase of \$108,013 over last year, to serve 158 youth in our summer program. The additional funds will allow us to serve an additional 8 youth. Broward County funds will be targeted for youth, ages 16-18, who reside in one of the six distressed zip codes and/or have had contact with the Juvenile Justice system. As the County is awarding us funds, there is no conflict of interest. Approved at the 10/13 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, older workers and ex-offenders)).*

**RECOMM
ACTION
EXHIBIT**

Approval
Motion for Approval
None

6. **Addition of New Course for Existing Eligible Training Provider – Florida Atlantic University (FAU)**

Consideration to approve adding FAU's Executive Certificate in Hospitality & Tourism training program to the WIOA Individual Training Account list. CSBD reviewed the application for completeness and to ensure that the training program meets Board-mandated criteria and is on the Targeted Occupations List. Because Board member Dr. Stacy Volnick is employed by FAU, a 2/3 vote of the Board is required. Approved at the 9/29 One-Stop Services and 10/13 Executive Committee meetings. *(This is in alignment with the Board Goal to encourage job seekers to choose CSBD for comprehensive employment, education and training services, and to connect them to the workforce system using the state's job bank.)*

**RECOMM
ACTION
EXHIBITS**

Approval
2/3 Vote for Approval
Memo #06-26 (OPS)
ITA Course Summary Spreadsheet

Pages 44 - 46

7. **Accept Non-Custodial Parent (NCP) Employment Program Funds**

Consideration to accept \$600,000 in NCP Employment Program Funds. The grant period is through 6/30/27. The funds will provide assistance to parents who are experiencing difficulty in meeting their child support obligations. Participants are eligible to receive services such as 1) paid work experience 2) scholarships for training 3) supportive services and 4) job placement assistance. Approved at the 9/29 One-Stop Services and 10/13 Executive Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

**RECOMM
ACTION
EXHIBIT**

Approval
Motion for Approval
None

8. Region 22 Targeted Occupations List (TOL) for Program Year 26/27

Consideration to approve our local area's TOL for PY 26/27. CSBD recommends 1) adding seventy-one (71) new occupations proposed by the state and 2) retaining fifteen (15) occupations the state had slated for removal. As we always do, we reviewed the state's preliminary list against Board-approved criteria and sought feedback from 1) members of the Education and Industry Consortium, 2) local education and business partners, and 3) community partners. They were also invited to a publicly noticed meeting on 9/1, where we provided an overview of the PY 26/27 TOL. Approved at the 9/14 Employer Services and 10/13 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, youth, individuals with disabilities, older workers, and ex-offenders).)*

RECOMM	Approval
ACTION	Motion for Approval
EXHIBITS	Memo #07-26 (BR) Exhibit A Region 22 PY 26/27 TOL

Pages 47 - 59

REPORTS

1. CSBD Paid Internship Program Guide

Pursuant to a recommendation received at this year's Board Planning Session, CSBD developed a how-to guide to assist employers with utilizing our Paid Internship Program. The guide provides a practical roadmap outlining program requirements, processes, employer responsibilities, and tips for successfully hosting and managing interns. It will be shared with employers to promote our Paid Internship Program as a resource for developing their talent pipelines.

ACTION	None
EXHIBIT	<u>CSBD Paid Internship Program Guide</u>

Pages 60 - 67

2. AI Playbook Updates and Expansion

CSBD is advancing several Board planning session recommendations to keep the AI Playbook current and expand its use. Staff 1) identified three AI tools to add to the Playbook 2) developed a process for biannual updates 3) created quizzes for each of its four pillars 4) engaged Broward College to explore certifying the Playbook for integration into its AI curriculum and 5) is planning a February 2027 Summit to provide employers with practical insights, demonstrations, and tools for applying AI in the workplace.

ACTION	None
EXHIBIT	None

3. Apprenticeship Job Fair and Summit

CSBD will 1) host an Apprenticeship Job Fair on 12/3 to connect job seekers with registered apprenticeship programs with openings in high-demand industries, including construction and manufacturing, and 2) conduct an Apprenticeship Summit in January 2027 to increase employer awareness of apprenticeship opportunities and encourage their participation. The Employer Services Committee provided input on the Summit at its 9/14 meeting.

ACTION	None
EXHIBIT	Memo #06-26 (BR)

Pages 68 - 69

4. 2026 Paychecks for Patriots (P4P) Job Fair

CSBD will host our annual P4P Hiring Fair on 11/17 at the Tamarac Community Center. The event will be marketed through 1) social media 2) radio advertisements and 3) community partners. To better manage attendance and enhance employer engagement, we plan to strategically shorten the marketing period to reduce the number of job seekers, allowing attendees more meaningful time with employers. The City of Tamarac will provide expanded off-site parking to accommodate attendees. We are currently seeking sponsorship support.

ACTION	None
EXHIBIT	P4P Employer / Sponsorship Flyer

Pages 70 - 71

5. Education and Industry Consortium (EIC) 2026 2nd Quarter Report

The EIC held its second-quarter meeting on 4/28. Consortium members highlighted emerging workforce opportunities in aviation and marine industries, including electric air taxis, potential shipyard expansion, and new marine education programs. Discussions emphasized preparing students for these opportunities through career awareness and training.

ACTION None
EXHIBIT 2nd Quarter Report

Pages 72 - 78

6. Summer Youth Employment Program 2026

The Summer Youth Employment Program had a remarkable year, placing nearly 1,300 youth at more than 400 worksites across Broward County. Youth gained hands-on experience in 1) healthcare, 2) skilled trades, and 3) hospitality within a variety of professional settings. The Children's Services Council of Broward County conducted an administrative and fiscal review of the SYEP Program for Summer 2026, and we were commended for having no findings.

ACTION None
EXHIBIT CSC Financial and Administrative Review Letter

Page 79

7. WIOA Youth Provider Performance for Program Year (PY) 25/26

For PY 25/26, CSBD funded four (4) Out-of-School Youth (OSY) and two (2) In-School Youth (ISY) programs. Youth received case management, career pathway planning, occupational skills training, and job readiness preparation while enrolled in the programs. While the SBBC experienced some challenges this year in meeting their OSY enrollment goals, largely due to an overall decline in enrollment, our youth providers are meeting their contractual goals. The following report provides the provider performance as required under their agreements. This was reviewed by the Youth Committee at their 9/15 meeting.

ACTION None
EXHIBIT Memo #03-26 (OPS)

Pages 80 - 85

8. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 4.1 percent in September 2026. This rate was 0.1 percentage points higher than the region's year-ago rate. In September 2026, Broward County's unemployment rate was 0.1 percentage points lower than the State's rate. Out of a labor force of 1,074,400, down 6,309 (-0.6 percent) over the year, there were 44,170 unemployed Broward County residents. The dashboard is a value-added resource allowing businesses and those looking to move to Broward the ability to make data-informed decisions.

**ACTION
EXHIBITS**

None
Broward County Unemployment Release for September 2026
[CareerSource Broward Dashboard](#)

Pages 86 - 87

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

<i>THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE BROWARD COUNCIL IS DECEMBER 10, 2026.</i>
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CAREER SOURCE BROWARD COUNCIL OF ELECTED OFFICIALS

Mayor Josh Levy
City of Hollywood
Chair

Mayor Dean Trantalis
City of Fort Lauderdale
Vice Chair

Commissioner Alexandra Davis
Broward County
Chair Pro Tem

BROWARD WORKFORCE DEVELOPMENT BOARD, INC. - EXECUTIVE COMMITTEE

Jim Ryan, Chair

Kevin Kornahrens
Vice Chair

Zac Cassidy
Secretary/Treasurer
Chair Audit Committee

Francois Leconte
Chair Employer Services Committee

Richard Shawbell
Chair One Stop Services Committee

Kevin Kornahrens
Chair Organizational Resources Committee

Heiko Dobrikow
(Immediate Past Chair)

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

Dawn Liberta
Chair Youth Committee

BROWARD WORKFORCE DEVELOPMENT BOARD, INC (BWDB) MEMBERSHIP

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

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

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

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

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

PUBLIC COMMENTS

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

Broward Workforce Development Board Committee Membership – 2026

EXECUTIVE COMMITTEE

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

Jim Ryan, Board Chair

Kevin Kornahrens	Vice-Chair
Zac Cassidy	Secretary/Treasurer, Chair, Audit Committee
Heiko Dobrikow	Member – (Immediate Past Chair)
Richard Shawbell	Chair, One Stop Services Committee
Francois Leconte	Chair, Employer Services
Kevin Kornahrens	Chair, Organizational Resources Committee
Frank Horkey	Chair, Strategic Planning
Dawn Liberta	Chair, Youth Committee

AD HOC ORGANIZATIONAL RESOURCES COMMITTEE

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

Kevin Kornahrens, Chair

Zac Cassidy	Frank Horkey
Jim Ryan	

STRATEGIC PLANNING COMMITTEE

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

Frank Horkey, Chair

Heiko Dobrikow	Dr. Stacy Volnick
Shane Strum	Francois Leconte

ONE STOP SERVICES COMMITTEE

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

Richard Shawbell, Chair

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

EMPLOYER SERVICES COMMITTEE

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

Francois Leconte, Chair

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

AUDIT COMMITTEE

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

Zac Cassidy, Chair

Frank Horkey	Keith Costello
Bob Swindell	

YOUTH COMMITTEE

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

Dawn Liberta, Chair

Kris Hopkins	Jill Denis-Lay
Rufus James	Traci Schweitzer
Yaite Artmann	Claudeen Williams

Agenda Backup

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

**Meeting
#273**

Join Zoom Meeting Details:

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899 1706 7769

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

**THURSDAY
October 22, 2026
12:00 P.M.**

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

WHAT IS WIOA? (Federal)

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

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

Barriers to employment for adults are:

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

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

WHAT IS FLORIDA WIA 2000? (State)

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

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

Requires Work

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

Sets Strict Time Limits for Collecting Cash Assistance

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

Requires Child Support

Strengthens Teen Pregnancy Prevention and Teen Parent Requirements

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

Improves Transition and Support Services

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

Education and Training Requirements

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

MEETING MINUTES

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

**Partnership Meeting #272
Thursday, August 27, 2026
CareerSource Broward Boardroom
2890 West Cypress Creek Road, Ft. Lauderdale, FL 33309**

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

Attendees: Yaite Arthmann, Vanessa Cantave, Zac Cassidy, Keith Costello, Heiko Dobrikow, Paul Farren, Michael Goldstein, Rufus James, Kevin Kornahrens, Francois Leconte, Dawn Liberta, Dr. Kelly Moore, Felipe Pinzon, Rick Shawbell, Lori Wheeler, Tara Williams and Jim Ryan, who chaired the meeting.

Guests: Tameka Thomas with Florida Commerce.

Staff: Carol Hylton, Mark Klineciewicz, Kimberly Bryant, Rochelle Daniels, Tony Ash, Maurice Gardner, Kaminnie Kangal and Michell Williams.

INTRODUCTION

Chair, Jim Ryan welcomed the BWDB members and guests to the meeting.

MISSION MOMENT

Jim Ryan introduced Rayn Wright, a former Summer Youth Employment Program Participant. Ms. Wright shared that after completing her 3-day employability skills training, she was assigned to work at the Fort Lauderdale Eye Institute as a front-desk assistant trainee. Once she completed the program, she was offered a position to continue as a patient coordinator with the eye institute. Ms. Wright expressed her appreciation for the program and her excitement about working at the eye institute. Ms. Wright's office manager joined in, praised her performance as an employee, and thanked CSBD.

PRESENTATION

None.

APPROVAL OF MINUTES

Approval of the BWDB minutes of the 6/25/26 meeting #271.

On a motion made by Rick Shawbell and seconded by Felipe Pinzon, the BWDB unanimously approved the minutes of the 6/25 meeting.

CONSENT AGENDA

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

ACCEPTANCE OF CONSENT AGENDA

1. Monthly Performance Report

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

2. Letters of Support

Letters of support were written for the following grant applications 1) HANDY's application for the BlackRock Future Builders grant program 2) South Florida Operating Engineers for the BlackRock Future Builders initiative 3) CareerSource Florida's application for the U.S. Department of Labor Employment and Training Administration's Industry-Driven Skills Training Fund Grant Program and Quick Response Training Grant applications for 4) Complete Turbine Services 5) JET Aircraft Maintenance 6) Good Greek Franchises, d/b/a Good Greek Moving and Storage 7) Monica Arroyo, LCSW, P.A., d/b/a Family Therapy Group of Weston 8) Paisly and 9) Tropic Ocean Airways LLC.

On a motion made by Keith Costello and seconded by Francois Leconte, the BWDB/CSBD Council of Elected Officials unanimously approved the Consent Agenda of 8/27/26.

REGULAR AGENDA

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

NEW BUSINESS

1. On-the-Job Training (OJT) Contract with 2Lyons Aerospace

Considered the approval of the entry into an OJT contract with 2Lyons Aerospace to train up to five (5) employees. Participants will receive occupational training for aviation and aerospace positions aligned with the employer's workforce needs. The contract will provide up to 90% reimbursement of participants' wages while in training, totaling up to \$60,000 through June 2027. Because Board member Vanessa Cantave serves as President of 2Lyons Aerospace, a 2/3 vote of the Board was required. Approved at the 8/3 Employer Services and 8/10 Executive Committee meetings. *(This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, educating and connecting them to the workforce system to produce innovative workforce solutions.)*

Mr. Ryan introduced the item, and Francois Leconte, Chair of the Employer Services Committee, presented the recommendation.

Vanessa Cantave declared a conflict of interest and abstained from voting.

On a motion made by Francois Leconte and seconded by Rick Shawbell, the BWDB/CSBD Council of Elected Officials unanimously approved the OJT contract with 2Lyons Aerospace, totaling up to \$60,000 through June 2027.

2. New Programs for Existing Provider – Florida Atlantic University (FAU)

Considered the approval of the addition of three (3) training programs at FAU to the WIOA Individual Training Account list 1) CompTIA Network+ Certificate 2) CompTIA Security+ Certificate and 3) CompTIA Tech+ Certificate. CSBD reviewed the applications for completeness and to ensure that Board-mandated criteria are met for the training programs. Because Board member Dr. Stacy Volnick is employed by FAU, a 2/3 vote of the Board was required. Approved at the 8/4 One-Stop Services and 8/10 Executive Committee meetings. *(This is in alignment with the Board Goal to encourage job seekers to choose CSBD for comprehensive employment, education and training services, and to connect them to the workforce system using the state's job bank.)*

Rick Shawbell, Chair of the One-Stop Services Committee, presented the recommendation. Mr. Ryan noted that a follow-up would be made with Dr. Volnick, who is employed by FAU, to officially declare a conflict of interest.

On a motion made by Rick Shawbell and seconded by Francois Leconte, the BWDB/CSBD Council of Elected Officials unanimously approved the addition of three (3) training programs at FAU to the WIOA Individual Training Account list 1) CompTIA Network+ Certificate 2) CompTIA Security+ Certificate and 3) CompTIA Tech+ Certificate.

3. Memorandum of Understanding (MOU) Between CSBD and the Urban League of Palm Beach County

Considered the approval of the one-stop MOU with our mandatory one-stop partner and local Senior Community Service Employment Program provider, the Urban League of Palm Beach County. WIOA allows us to enter into One-Stop MOUs for up to 3-years. The MOUs included a required Infrastructure agreement, which detailed how the costs of the One-Stop are shared. Approved at the 8/4 One-Stop Services and 8/10 Executive Committee meetings. *(This is in alignment with the Board Goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, youth, individuals with disabilities, older workers and ex-offenders.)*

Mr. Shawbell reviewed the item.

On a motion made by Rick Shawbell and seconded by Rufus James, the BWDB/CSBD Council of Elected Officials unanimously approved the MOU between CSBD and the Urban League of Palm Beach County.

4. **National Emergency Grant – Spirit Airlines Funds**

Considered the acceptance of \$2,004,217 in National Emergency Grant – Spirit Airlines. The grant period is through 4/30/2029. The funds will be used to provide rapid, comprehensive employment and training services to workers affected by the Spirit Airlines closure. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

Mr. Ryan introduced the item, and Ms. Hylton highlighted that the regional hiring events are underway. On 8/25, CareerSource Broward held its most recent hiring event, in partnership with Miami-Dade, to facilitate regional activities.

Mr. Ryan mentioned that while attending a meeting yesterday, the new Secretary of Education, Henry Mack, and the Secretary of Labor both commented on the great work done on this initiative. Mr. Ryan congratulated the Board and everyone involved in the rapid response and thanked them for their support.

On a motion made by Heiko Dobrikow and seconded by Felipe Pinzon, the BWDB/CSBD Council of Elected Officials unanimously approved the acceptance of \$2,004,217 in National Emergency Grant – Spirit Airlines through 4/30/2029.

5. **Renewal of the Contract for Audit Services with Anthony Brunson, P.A**

Considered approval of the renewal of the contract with Anthony Brunson P.A. for the conduct of the fiscal year 25/26 organization-wide audit in the amount of \$34,680, a 2% (\$680) increase over last year's cost of \$34,000. This was the 3rd of 4 one-year renewals under their contract. CSBD has been pleased with their work. Approved at the 7/13 Audit and 8/10 Executive Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

Mr. Ryan introduced the item and Zac Cassidy, Chair of the Audit Committee, presented the recommendation.

On a motion made by Zac Cassidy and seconded by Keith Costello, the BWDB/CSBD Council of Elected Officials unanimously approved the contract with Anthony Brunson P.A. for the conduct of the fiscal year 25/26 organization-wide audit in the amount of \$34,680.

6. **Renewal of the Contract with Taylor Hall Miller Parker, P.A. (THMP) for Program Monitoring Services**

Considered approval of the renewal of the contract with THMP for program monitoring for Program Year 26/27. Per Board approval, they visit twice a year. The fee for each visit will be \$27,000, the same as last year, for a contract total of \$54,000. This was the final renewal under their contract. Approved at the 7/13 Audit and 8/10 Executive Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

Mr. Ryan introduced the item and Mr. Cassidy presented the item.

On a motion made by Lori Wheeler and seconded by Vanessa Cantave, the BWDB/CSBD Council of Elected Officials unanimously approved the contract with THMP for program monitoring for Program Year 26/27.

7. Renewal of the Contract with Cherry Bekaert for Fiscal Monitoring Services

Considered approval of the renewal of the contract with Cherry Bekaert for fiscal monitoring for Program Year 26/27. Per Board approval, they visit twice a year. The fee for each visit will be \$24,600, the same as last year, for a contract total of \$49,200. This was the final renewal under their contract. Approved at the 7/13 Audit and 8/10 Executive Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

Mr. Ryan introduced the item and Mr. Cassidy presented the item.

On a motion made by Dr. Kelly Moore and seconded by Rufus James, the BWDB/CSBD Council of Elected Officials unanimously approved the contract with Cherry Bekaert for fiscal monitoring for Program Year 26/27.

8. One-Stop Operator (OSO) Contract Renewal

Considered approval of the renewal of our OSO contract with Workforce Guidance Associates, LLC. in the amount of \$114,000. Under WIOA, the OSO is responsible for coordinating service delivery with our mandatory one-stop partners. Ms. Jackson, the principal for WGA, also supervises the community liaison, assists with grant acquisition, and oversees some dedicated grants. Our staffing company provider, ISG, has agreed to include Ms. Jackson in the group insurance pool. This was the first of two renewals under the current procurement. Approved at the 8/4 One-Stop Services and 8/10 Executive Committee meetings. *(This is in alignment with the Board goal to maintain our role as workforce development leaders through advocacy by the Board, collaboration, providing information and intelligence to stakeholders, with feedback from the community.)*

Mr. Shawbell reviewed the item.

On a motion made by Rick Shawbell and seconded by Heiko Dobrikow, the BWDB/CSBD Council of Elected Officials unanimously approved the One-Stop Operator contract with Workforce Guidance Associates, LLC. in the amount of \$114,000.

9. New Eligible Training Provider and Course for Emergency Education Institute

Considered approval of 1) Emergency Education Institute under the initial status as an Eligible Training Provider and 2) add the course Emergency Medical Technician to the WIOA Individual Training Account List. Emergency Medical Technician is a high-demand occupation essential for local emergency response efforts. CSBD adds schools and courses that meet federal, state, and local criteria, giving customers more choices. Approved at the 8/4 One-Stop Services and 8/10 Executive Committee meetings. *(This is in alignment with the Board Goal to encourage job seekers to choose CSBD for comprehensive employment, education and training services, and to connect them to the workforce system using the state's job bank.)*

Mr. Shawbell reviewed the item.

On a motion made by Rick Shawbell and seconded by Dawn Liberta, the BWDB/CSBD Council of Elected Officials unanimously approved the 1) Emergency Education Institute under the initial status as an Eligible Training Provider and 2) adding the course Emergency Medical Technician to the WIOA Individual Training Account List.

10. Sectors of Strategic Focus Apprenticeship Expansion Funds

Considered the acceptance of \$200,000 in Sectors of Strategic Focus Apprenticeship Expansion Funds. The grant period is through 6/30/27. These funds would be used to support 1) apprenticeships 2) on-the-job training and 3) training in Broward County's targeted industry sectors, such as 1) Healthcare 2) Information Technology 3) Construction and 4) Advanced Manufacturing. Approved at the 8/4 One-Stop Services and 8/10 Executive Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

Mr. Ryan reviewed the item, noting that CSBD has been actively engaged in the efforts to increase apprenticeships.

On a motion made by Rick Shawbell and seconded by Felipe Pinzon, the BWDB/CSBD Council of Elected Officials unanimously approved the acceptance of \$200,000 in Sectors of Strategic Focus Apprenticeship Expansion Funds.

11. Community Foundation of Broward, Inc., "Runway to Reemployment" Funds

Considered the acceptance of \$30,000 from the Community Foundation of Broward, Inc. to provide emergency support services to former Spirit Airlines employees to assist in stabilizing them as they return to work. Approved at the 8/4 One-Stop Services and 8/10 Executive Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

Mr. Shawbell reviewed the item.

On a motion made by Rick Shawbell and seconded by Lori Wheeler, the BWDB/CSBD Council of Elected Officials unanimously approved the acceptance of \$30,000 from the Community Foundation of Broward, Inc.

REPORTS

1. General Fund Balance

As of 12/31/25, the General Fund balance was \$1,396,394. The General Fund balance as of 5/31/26 was \$1,362,800. Of this amount, \$623,227 was held in reserve, leaving a balance of \$739,573. From 1/1/26 through 5/31/26, we realized revenues of \$103,207 and incurred expenditures of \$136,801. Ticket to Work (TTW) has been slow due to a change in the rules; however, we now have a full caseload and expect to see an increase in our revenue going forward.

Rochelle Daniels provided an overview of the item. Mr. Ryan asked why the TTW slow to progress. Ms. Daniels explained that the required training takes nearly six months to complete and, due to staff turnover, it takes time to hire and train the new staff.

2. Budget vs. Actual Expenditure Report

Per Audit Committee direction, CSBD reports on budget vs. actual expenditures throughout the year. This is an internal control best practice. CSBD receives funds on varying schedules 1) our program year 7/1 – 6/30, 2) Wagner Peyser has a 15-month schedule of 7/1 – 9/30 and 3) the federal fiscal year 10/1 – 9/30. We are on target to expend the majority of our funds and anticipate a small allowable carryforward in the WIOA Adult/Dislocated Worker and Youth funding streams, which would be used for training.

Carol Hylton provided an overview of the report and indicated that we anticipate fully spending the Welfare Transition Program funds. We have a small carryforward in WIOA AD/DW, and SNAP had a small amount of funds, about 204,000. We are a little over, but we will be in alignment by the end of the year.

3. Report on the Chambers - Greater Fort Lauderdale (GFLCC) and Greater Hollywood (GHCC) Contract Renewals and Performance

CSBD contracts with the GFLCC and the GHCC for business intermediary services to increase their members' awareness of our business services. This was to report on 1) the renewal contracts for the GFLCC in the amount of \$50,000 and the GHCC in the amount of \$45,000 for the CSBD Fiscal Year 26/27 and 2) the performance activities for each of the Chambers. This was the last renewal under their current contracts. Per Council and Board direction, the CSBD President has authority over these contracts, as each was under \$100,000.

Ms. Daniels reviewed the item and highlighted some of the benefits under these contracts with the Chambers, including staff memberships, newsletter presence, testimonials, and at least four major event appearances annually to discuss our services. Ms. Daniels added that, along with the Chambers, we have developed strategies to help sell our services, such as OJT, Incumbent Worker Training, and Work Experience.

Mr. Dobrikow asked whether there was a limit on how many Chamber contracts could be established and whether another could be added, and explained that because we already have the Hollywood and Greater Fort Lauderdale Chambers, we should consider adding the Pompano Chamber given regional segmentation and their manufacturing presence.

Ms. Hylton thanked Mr. Dobrikow for his suggestion and shared that we issued a Request for Quotes (RFQ) when we were seeking to contract with the chambers and sent it out to all chambers, and only the two Chambers we currently have responded. She explained that Pompano Chamber, at the time, informed us that they were undergoing some changes and were not ready to move forward to apply. However, we continue to maintain strong relationships with Pompano and other Chambers.

4. FloridaCommerce Programmatic Monitoring Report for PY 23/24

The State conducted program monitoring on 1/29/24 through 2/2/24. To date, we have not received an official communication closing out the review period. As we did not want any further delay, the report was presented for the Board's review. The State reviewed 247 program cases and CSBD operations consisting of approximately 7,176 elements. There were 10 program findings and 3 other non-compliance issues.

All findings and other non-compliance issues were corrected. The program findings equate to an error rate of .21%, less than 1%.

Mark Klincewicz provided an overview of the item.

5. Expansion and Enhancement of the AI Playbook

Following the successful launch of CSBD's AI Playbook for Small & Medium-Sized Businesses, we are taking steps to keep the resource up to date and expand its value to employers. Strategies vetted through the Employer Services Committee at their 8/3 meeting include ongoing content updates, interactive learning enhancements, education partnerships, and opportunities for additional AI-focused employer engagement.

Mr. Klincewicz provided an overview of the item and mentioned that we are working with the Hollywood and Greater Fort Lauderdale Chambers to create an AI Summit. At the summit, business owners would learn how to upskill their staff, save time, and boost profits using available AI tools. There will be demonstrations on how to use popular AI tools, and discussions covering privacy and cybersecurity.

Mr. Klincewicz shared that, per Board instruction, we would add self-assessments, including short quizzes, to gauge readers' understanding of the material and their retention. Also, we reached out to Dr. Steven Tinsley of Broward College's Adult and Education Division to see whether the playbook could be certified as additional coursework.

Mr. Ryan asked whether there was an update on statistics that could be shared to show how has continues to grow. Jim indicated that he agreed with Mr. Dobrikow's idea, suggesting that the Chambers could put the playbook link on their websites, so it could be cross-pollinated more effectively and broadcast beyond some of the initial work that we have done with our press releases and announcements.

Mr. Klincewicz replied that impressions are growing steadily and that additional social media marketing campaigns are underway. QR codes linking to the playbook are being included on all brochures distributed at job fairs. He noted that the playbook's international reach is expanding, with users in more countries accessing it. He shared that EIC member Richard Haughton had read the playbook and was using some of its tools in his business, reducing the time spent on certain projects.

6. Cherry Bekaert, LLP (CB) Fiscal Monitoring - Report #1 PY 25/26

CB conducted fiscal monitoring for the period 7/1/25 through 12/31/25. They reviewed a total of 1,102 elements during the review period. There were no findings or observations. Based upon the total elements reviewed, we had a 0% error rate. CB reviewed each of the internal control areas listed on the chart attached to the memo.

Mr. Klincewicz reviewed the item and noted that, of the 36 extensive procedures reviewed, we had no findings or observations. Mr. Ryan acknowledged the staff's efforts and asked the Board to give a round of applause.

7. Taylor Hall Miller Parker, P.A., (THMP) Program Monitoring - Report #1 PY 25/26

THMP conducted program monitoring for the period 9/1/25 through 2/12/26. They reviewed a total of 186 files consisting of 7,485 elements. There were 3 findings and 11 observations. This

equates to an error rate of .06%, or less than 1%. All findings and observations were corrected except where cases were closed and no further action could be taken.

Mr. Klineciewicz reviewed the item.

8. Disaster Grant – Staffing Agency Vendor List

This was to report on the establishment of a vendor list to prepare for hurricane season. In the event of a hurricane, CSBD hires temporary workers as part of the clean-up effort. You may recall that on 3/2, CSBD released a Request for Proposals for staffing companies to provide temporary workers in the event of a disaster. We received 9 proposals, all of which were responsive. It is CSBD's practice to establish a vendor list for all the responsive companies. This allows us to rotate among the providers. The providers are 1) 22nd Century Technologies 2) A & A Services 3) Adaptive Workforce Solutions 4) Apple One 5) Catalyst 6) EmpHire Staffing 7) Integrative Staffing Group 8) WITS and 9) Xpand Staffing. The RFP allowed for a total of 5 years, renewable each year.

Ms. Daniels explained that CSBD will be contracting with all nine agencies because, in a disaster situation, not all companies are ready and able to step up immediately. What we generally do is find out who is immediately available and who we can contact in order to refer individuals.

Ms. Daniels shared that some companies provide administrative staff, while others provide laborers, and both are needed during a disaster. For this reason, all selected companies are included on the list, and referrals rotate among them. Their responsiveness during a disaster helps determine which companies receive referrals and serve as employers of record. Mr. Ryan commented that this was a smart procurement approach to ensure staffing support during a disaster.

9. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 4.6 percent in July 2026. This rate was 0.7 percentage points higher than the region's year-ago rate. In July 2026, Broward County's unemployment rate was equal to the state's rate. Out of a labor force of 1,067,539, down 8,491 (-0.8 percent) over the year. There were 49,140 unemployed Broward County residents. The dashboard is a value-added resource that enables businesses and those looking to move to Broward to make data-informed decisions.

Mr. Klineciewicz reviewed the dashboard.

MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL OF ELECTED OFFICIALS

None, the Council was absent.

MATTERS FROM THE BROWARD WORKFORCE DEVELOPMENT BOARD CHAIR

None.

MATTERS FROM THE BOARD

Mr. James stated that skilled trades, such as electrical work, can offer higher earnings than careers requiring a four-year college degree and allow students to enter the workforce without student loan debt.

Mr. Ryan added that the Administrator of the U.S. Small Business Administration, Kelly Loeffler, also spoke specifically about the need to add trade programs back into school curricula.

Mr. Shawbell reported strong local interest in their apprenticeship programs, noting that high demand had prompted them to tighten admission standards. In July, they received more than 300 applications for only 30 to 50 available seats.

Ms. Liberta asked whether there were enough businesses offering apprenticeships. Ms. Hylton responded that Broward has a significant number of participating businesses. This year, CSBD is focused on helping additional businesses develop and expand apprenticeship programs. She explained that CSBD can provide financial assistance to help employers hire additional apprentices, sustain their programs, and grow their businesses.

Mr. Shawbell asked whether the OJT reimbursement paperwork could be simplified, noting that many contractors had requested a more streamlined process. Ms. Hylton explained that the OJT documentation requirements are mandated by the State. She indicated that we are working on developing strategies to better manage the employer expectations so they are aware that we must follow the State's requirements.

Ms. Cantave, who had received several OJT grants, recommended we consider creating a step-by-step guide for employers new to OJT. Ms. Hylton responded that we were developing an OJT roadmap with Employer Services Committee. Mr. Shawbell supported Ms. Cantave's recommendation and praised Tony Ash and Barbara Cevieux for their work on the apprenticeship program and their consistent willingness to assist.

Mr. Kornahrens suggested we could explore creating an OJT chatbot to answer employers' questions. Ms. Hylton indicated it was a great idea and we would look into that.

MATTERS FROM THE FLOOR

None.

MATTERS FROM THE PRESIDENT/CEO

Ms. Hylton shared that she attended the U.S. Small Business Administration and U.S. Department of Labor, Manufacturing Workforce Expo at Atlantic Technical College. With the coordination of Board member Matt Rocco and Dr. Howard Hepburn, we were able to help bring 35 employers to the event. Board Chair Jim Ryan and Yaite Arthmann were in attendance.

She indicated that we were able to spend time with the U.S. Department of Labor Acting Secretary Keith Sonderling, the U.S. Small Business Administration Administrator Kelly Loeffler, and the new Commissioner of Education Henry Mack. The main emphasis at the expo was on apprenticeships.

Ms. Hylton stated that expanding apprenticeships is a major focus this year. She noted that CSBD is planning an Apprenticeship Summit to help employers grow their businesses and develop talent pipelines that meet their needs.

Mr. Ryan stated that OpenAI sponsored the tour by Mr. Sonderling and Ms. Loeffler. Discussions focused on workforce needs for data centers, skilled trade shortages, and career and wage growth opportunities in construction, electrical work, and general contracting.

Ms. Hylton provided an update on the State's sale of the Central One-Stop Center complex, and noted that the City of Oakland Park intends to purchase the complex and has offered us a new space in the former emergency services building off Dixie Highway, next to Holy Cross Hospital. This new space has a proposed triple-net lease at \$18/sq ft.

Ms. Hylton added that the North office also needs to be relocated, and an RFQ for brokerage services was issued on 8/13/26, with responses due on 9/3/26, to assist us with finding space. We have Board members who will be the review committee.

Ms. Hylton reported that State performance negotiations are scheduled for the week of 10/31/26. The State is proposing ambitious stretch goals because CSBD is a high-performing board. She expressed concern about meeting these goals, particularly given the potential impact of office relocations on performance. She noted that the State's statistical model will retroactively adjust targets, affecting how CSBD's performance is evaluated.

Ms. Hylton stated that the State has indicated it will provide funding to help with retrofit costs when the Central One-Stop Center complex is sold. Mr. Ryan asked whether the funding amount was known. Ms. Hylton replied that the amount had not yet been determined and discussions were ongoing.

Ms. Hylton announced that the Annual Staff Training Day will be held on 9/3/26 at the Urban League of Broward County. She invited Board members to attend.

ADJOURNMENT 1:17 p.m.

<i>THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE BROWARD COUNCIL MEETING IS OCTOBER 22, 2026.</i>



CareerSource Broward
Council of Elected Officials
Tuesday, September 8, 2026
10:00 a.m. – 10:30 a.m.

Zoom Meeting ID: 821 7116 5792
Zoom Password: 481990
Zoom Call-In: +1 646 876 9923

MEETING MINUTES

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

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

ATTENDEES IN-PERSON: Mayor Dean Trantalis, Commissioner Alexandra Davis and Mayor Josh Levy, who chaired the meeting.

STAFF: Carol Hylton, Mark Klinecicz, Kim Bryant and Rochelle Daniels.

NEW BUSINESS

1. Memorandum of Understanding (MOU) Between CSBD and the Urban League of Palm Beach County

Considered the approval of the One-Stop MOU with our mandatory one-stop partner and local Senior Community Service Employment Program provider, the Urban League of Palm Beach County. WIOA allows us to enter into One-Stop MOUs for up to 3-years. The MOUs included a required infrastructure agreement, which detailed how the costs of the One-Stop are shared. Approved at the 8/4 One-Stop Services and 8/10 Executive Committee meetings. (This is in alignment with the Board Goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, youth, individuals with disabilities, older workers and ex-offenders.)

Ms. Carol Hylton introduced and reviewed the item.

On a motion made by Mayor Dean Trantalis and seconded by Mayor Josh Levy, the CareerSource Broward Council of Elected Officials unanimously approved the Memorandum of Understanding Between CSBD and the Urban League of Palm Beach County.

2. National Emergency Grant – Spirit Airlines Funds

Considered the acceptance of \$2,004,217 in National Emergency Grant – Spirit Airlines. The grant period is through 4/30/2029. The funds will be used to provide rapid, comprehensive employment and training services to workers affected by the Spirit Airlines closure. (This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)

Ms. Carol Hylton introduced and reviewed the item.

Commissioner Alexandra Davis asked whether CSBD is tracking employment and training services provided to the affected workers.

Ms. Hylton confirmed that CSBD is tracking these services and reported that our Rapid Response services reached more than 2,000 individuals, many of whom are now returning for direct placement and training services.

Mayor Josh Levy asked whether CSBD received a list of affected workers for direct outreach to encourage participation and ensure the funds are fully expended by April 2029.

Ms. Hylton confirmed the receipt of the list and that individuals are currently enrolling in training and or receiving direct placement services. She noted that the grant also covers program administration.

On a motion made by Mayor Josh Levy and seconded by Commissioner Alexandra Davis, the CareerSource Broward Council of Elected Officials unanimously approved the acceptance of \$2,004,217 in National Emergency Grant – Spirit Airlines through 4/30/2029.

3. Renewal of the Contract for Audit Services with Anthony Brunson, P.A

Considered approval of the renewal of the contract with Anthony Brunson P.A. for the conduct of the fiscal year 25/26 organization-wide audit in the amount of \$34,680, a 2% (\$680) increase over last year's cost of \$34,000. This was the 3rd of 4 one-year renewals under their contract. CSBD has been pleased with their work. Approved at the 7/13 Audit and 8/10 Executive Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

Ms. Carol Hylton introduced and reviewed the item.

On a motion made by Mayor Josh Levy and seconded by Commissioner Alexandra Davis, the CareerSource Broward Council of Elected Officials unanimously approved the contract with Anthony Brunson P.A. for the conduct of the fiscal year 25/26 organization-wide audit in the amount of \$34,680.

4. Renewal of the Contract with Taylor Hall Miller Parker, P.A. (THMP) for Program Monitoring Services

Considered approval of the renewal of the contract with THMP for program monitoring for Program Year 26/27. Per Board approval, they visit twice a year. The fee for each visit will be \$27,000, the same as last year, for a contract total of \$54,000. This was the final renewal under their contract. Approved at the 7/13 Audit and 8/10 Executive Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

Ms. Carol Hylton introduced and reviewed the item.

On a motion made by Commissioner Alexandra Davis and seconded by Mayor Josh Levy, the CareerSource Broward Council of Elected Officials unanimously approved the contract with THMP for program monitoring for Program Year 26/27.

5. Renewal of the Contract with Cherry Bekaert for Fiscal Monitoring Services

Considered approval of the renewal of the contract with Cherry Bekaert for fiscal monitoring for Program Year 26/27. Per Board approval, they visit twice a year. The fee for each visit will be \$24,600, the same as last year, for a contract total of \$49,200. This was the final renewal under their contract. Approved at the 7/13 Audit and 8/10 Executive Committee meetings. (This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)

Ms. Carol Hylton introduced and reviewed the item.

On a motion made by Mayor Dean Trantalis and seconded by Commissioner Alexandra Davis, the CareerSource Broward Council of Elected Officials unanimously approved the contract with Cherry Bekaert for fiscal monitoring for Program Year 26/27.

6. One-Stop Operator (OSO) Contract Renewal

Considered approval of the renewal of our OSO contract with Workforce Guidance Associates, LLC. in the amount of \$114,000. Under WIOA, the OSO is responsible for coordinating service delivery with our mandatory one-stop partners. Ms. Jackson, the principal for WGA, also supervises the community liaison, assists with grant acquisition, and oversees some dedicated grants. Our staffing company provider, ISG, has agreed to include Ms. Jackson in the group insurance pool. This was the first of two renewals under the current procurement. Approved at the 8/4 One-Stop Services and 8/10 Executive Committee meetings. (This is in alignment with the Board goal to maintain our role as workforce development leaders through advocacy by the Board, collaboration, providing information and intelligence to stakeholders, with feedback from the community.)

Ms. Carol Hylton introduced and reviewed the item.

Mayor Josh Levy asked why the OSO is being paid as a company and not as an individual working directly for CSBD.

Ms. Hylton replied that WIOA does not allow the OSO to be a direct employee of the LWDB.

On a motion made by Mayor Josh Levy and seconded by Mayor Dean Trantalis, the CareerSource Broward Council of Elected Officials unanimously approved the One-Stop Operator contract with Workforce Guidance Associates, LLC. in the amount of \$114,000.

7. Sectors of Strategic Focus Apprenticeship Expansion Funds

Considered the acceptance of \$200,000 in Sectors of Strategic Focus Apprenticeship Expansion Funds. The grant period is through 6/30/27. These funds would be used to support 1) apprenticeships 2) on-the-job training and 3) training in Broward County's targeted industry sectors, such as 1) Healthcare 2) Information Technology 3) Construction and 4) Advanced Manufacturing. Approved at the 8/4 One-Stop Services and 8/10 Executive Committee meetings. (This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)

Ms. Carol Hylton introduced and reviewed the item.

On a motion made by Mayor Dean Trantalis and seconded by Commissioner Alexandra Davis, the CareerSource Broward Council of Elected Officials unanimously approved the acceptance of \$200,000 in Sectors of Strategic Focus Apprenticeship Expansion Funds.

8. Community Foundation of Broward, Inc., “Runway to Reemployment” Funds

Considered the acceptance of \$30,000 from the Community Foundation of Broward, Inc. to provide emergency support services to former Spirit Airlines employees to assist in stabilizing them as they return to work. Approved at the 8/4 One-Stop Services and 8/10 Executive Committee meetings. (This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)

Ms. Carol Hylton introduced and reviewed the item.

Ms. Hylton reported that the funds will provide emergency supportive services to assist former Spirit Airlines employees stabilize and return to work. She noted that employees received no advance notice of the layoffs, creating an urgent need for assistance. In response, the Community Foundation is providing funds to support CSBD’s efforts to assist affected workers.

Mayor Dean Trantalis asked what the funds will be used for specifically.

Ms. Hylton explained that the funds provide emergency assistance to affected workers who could not obtain support through other sources. Assistance includes car repairs and transportation needed to return to work, housing assistance to prevent the loss of a home, and emergency food.

On a motion made by Mayor Josh Levy and seconded by Commissioner Alexandra Davis, the CareerSource Broward Council of Elected Officials unanimously approved the acceptance of \$30,000 from the Community Foundation of Broward, Inc.

MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL OF ELECTED OFFICIALS

MATTERS FROM THE FLOOR

MATTERS FROM THE PRESIDENT/CEO

Ms. Hylton reported that responses to the brokerage RFQ had been received and that Board members would serve on the review committee.

Ms. Hylton reported that performance goal negotiations with the State remain ongoing. The State is proposing substantially higher targets based on CSBD’s strong performance over the past two years. She expressed concern about the proposed employment targets and the statistical adjustment model, which could revise targets after they are established.

Commissioner Davis asked about the renewals of the contracts with the Greater Hollywood and Greater Fort Lauderdale Chamber of Commerce and why there is no contract with Miramar / Pembroke Pines Chamber of Commerce.

Ms. Hylton explained that the current chamber contracts resulted from an RFQ process, with contracts awarded to those that responded. At the end of the current contract cycle, CSBD may issue another RFQ, subject to available funding. All chambers and associations would be eligible to respond.

Ms. Hylton highlighted planned updates and enhancements to the AI Playbook based on recommendations from the Board Planning Session. She shared an example of a consortium member who used the playbook's tools to reduce report preparation from several hours to 15 minutes.

CSBD is also planning an AI Summit for small businesses, including a panel discussion on practical applications. She noted that she had contacted Dr. Tinsley at Broward College to explore certification through adult education for individuals who complete the playbook.

ADJOURNMENT 10:30 a.m.

<i>THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/ CAREERSOURCE BROWARD COUNCIL MEETING IS OCTOBER 22, 2026.</i>
--



SAVE THE DATE

Summer Youth Employment Program

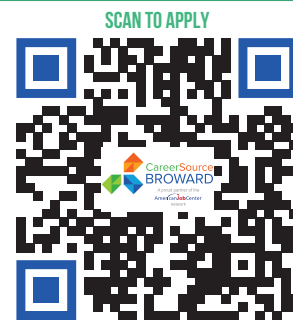
**APPLICATION OPENS
DEC. 1, 2026**



ELIGIBILITY:

- Broward County resident
- Ages 16-18 years old
- Low-income household

EARN \$15 PER HOUR



Limited Slots, Apply Here!

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27

Invest in Broward
County's Youth

Become a Worksite!

Real
Experience.
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Futures.



CareerSource Broward's **Summer Youth Employment Program** connects **youth ages 16–18** with employers who provide hands-on learning opportunities during the summer, from **June through August**.

WORKSITE REQUIREMENTS:

- Business operates in Broward County for 2 or more years
- Able to provide youth supervision for 7 weeks, June–August
- Have 5 or more employees

SCAN ME!



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 Contact Ana Bravo
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Scan the QR code or visit:

careersourcebroward.com/syep-emp



Memorandum # 02-26 (LS)

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

FROM: Rochelle J. Daniels, General Counsel

SUBJECT: President/CEO Evaluation

DATE: October 15, 2026

SUMMARY

In accordance with the governing boards' policy, the Executive Committee evaluated the President/CEO using the Evaluation Form developed by the Organizational Resources Committee. The highest rating on the Form is a 4.0. All the members rated Carol a 4.0 Outstanding, with several rating her a 5.0, in every category resulting in a combined rating of 4.38. The Executive Committee reviewed the 1) scores 2) member comments 3) salaries and retirement benefits of similarly situated CEOs 4) the Committee matrices with the Board's goals and objectives, listing the attainments over the course of the year 5) the State Performance Report for the past year 6) the State letter grade rating of CSBD as an "A+" Board and 7) an excerpt from our Audit, which had zero findings. Following a robust discussion praising Ms. Hylton's leadership and accomplishments, the Executive Committee is recommending a 4% merit increase in the same amount as awarded to performing staff and an additional \$20,000 annual contribution to her retirement benefit. Approved at the 10/13 Executive Committee meeting.

BACKGROUND

Each year, the President/CEO is evaluated by the Executive Committee, which makes a recommendation regarding a merit increase and benefits to the board and Council of Elected Officials. The Legal Department distributed the evaluation form to all the Executive Committee members in September. Members were provided with a synopsis of some of the most memorable CSBD activities and links to our avatar highlights video from our annual planning session, summarizing the previous year's activities. Members were also provided with 1) the evaluation scores 2) member comments 3) salaries and retirement benefits of similarly situated CEOs 4) the Committee matrices with the Board's goals and objectives, listing the attainments over the course of the year 5) the State Performance Report for the past year 6) the State letter grade rating of CSBD as an "A+" Board and 7) an excerpt from our Audit, which had zero findings as described below. The completed Evaluation Forms, were returned to the Legal Department for review and tally.

DISCUSSION

A completed Evaluation Form was received from all of the Executive Committee members. The Evaluation Form directs the members to rate Carol from 1 – 4, with 4 being excellent. Ms. Hylton received a rating of 4 excellent from everyone in every category with several Executive Committee Members rating Ms. Hylton a **5.0 excellent +** in every category for a combined score of 4.38. The consolidated Evaluation Form is attached along with many of the comments made by the Executive Committee members.

Our chair, Mr. Ryan, requested that the Executive Committee be provided with some data points when considering Ms. Hylton's salary and benefits. In addition to the items mentioned above, our Executive Committee members were provided with:

1. A compensation chart listing the salaries and retirement benefits of the CEO's of the other large boards, as well as some of our local community-based organizations' CEO's.
2. Our performance information, as these are our measurable deliverables of success, which include a) The State's publication of the federal performance attainments for the Big 6 boards. CSBD met and exceeded the measures and b) the A+ letter grade awarded to CSBD by the state.
3. The Committee Matrices' goals, which were developed during the Annual Planning Session. They contain a record of the Boards' goals and objectives as well as a report on their accomplishment.
4. A link to our Audit Report indicating excellent management of the budget, as we had a clean Audit.

The Executive Committee was unanimous in its commendation of Ms. Hylton and her leadership over the past year. After a robust discussion, the Executive Committee voted to recommend that Ms. Hylton be awarded a 4% merit increase, as is our policy for all performing staff, and an additional annual contribution of \$20,000 toward her retirement.

RECOMMENDATION

That the governing boards approve the Executive Committee's recommendation.

RJD/
Attachment



PRESIDENT/CHIEF EXECUTIVE OFFICER EVALUATION FORM 2026

PRESIDENT/CEO: CAROL HYLTON

RATING	DESCRIPTION	POINTS
OUTSTANDING	Exceptional in all areas, superior	4
EXCELLENT	Exceeds position requirements, high quality, consistent	3
MEETS EXPECTATIONS	Competent level of performance, meets standards	2
NEEDS IMPROVEMENT	Deficient in some areas, room for improvement	1
UNSATISFACTORY	Unacceptable, needs immediate improvement	0

Directions: Consider the performance of the President/CEO over the course of the past year. Keep in mind the essentials of the job. Review the President / CEO's work product, projects, and/or programs. We have attached a link to the year's highlights and also provided a short summary of Ms. Hylton's additional accomplishments and CSBD upcoming events, in the cover email.

Be as objective as possible. If there is a category for which you do not feel comfortable placing a rating, insert "N/A" next to that category. This will in no way reflect on the overall rating.

INTERPERSONAL RELATIONSHIPS

Appearance; attitude; business sense; cooperation; motivation; achieves appropriate balance among public service objectives, organizational objectives, and employee interests.

Rating: 4.38

LEADERSHIP

Formulates and articulates a vision for the organization; inspires teamwork and effectiveness; demonstrates a positive and exemplary approach to work; involves and encourages employees; maintains high professional standards.

Rating: 4.38

JUDGEMENT

Exercises discretion and diplomacy; handles difficult situations in a professional and proactive manner.

Rating: 4.38

INTERGOVERNMENTAL RELATIONS

Aggressive advocate for the organization; maintains communications with elected and non-elected officials of local, state, and federal governments.

Rating: 4.38

BROWARD WORKFORCE DEVELOPMENT BOARD RELATIONS

Responds in a prompt, professional, and efficient manner; keeps the Board informed; submits comprehensive, concise and understandable agenda items; provides assistance and support in carrying out Board decisions.

Rating: 4.38

MEETS OVERALL BWDB OBJECTIVES

Includes overall financial management and effective management of public risk and financial needs. Ensures CareerSource Broward delivery of services in a cost effective and customer-oriented manner; meets performance standards, and achieves BWDB priorities.

Rating: 4.38

DIVERSITY

Hires and/or promotes employees in numbers that reflect the diverse makeup of the community (women and minorities); meets or exceeds organization goals in awarding acceptable number of contracts and services to minority and/or women-owned businesses.

Rating: 4.38

OVERALL RATING: 4.38

Comments:

- Keep up the great work!
- I am pleased to give our CEO, Ms. Carol a perfect score, because, under her leadership,
- CareerSource Broward has continued to demonstrate strong organizational leadership, effective workforce development, and a clear commitment to serving Broward County residents and the business community...Overall, her leadership has been exemplary. She has done an outstanding job guiding CareerSource Broward, strengthening its role in the community, and advancing its mission.
- I am pleased to be able to give Carol a perfect evaluation for a continued job well done! Every time that I think I have seen it all, she impresses me with something new and innovative.
- As a member of the Board, I have had the privilege of witnessing the remarkable leadership of Carol Hylton ... In my view, Carol is operating at the peak of her leadership abilities, consistently demonstrating vision, integrity, and an unwavering commitment to workforce development. She has cultivated strong and meaningful relationships with local, state, and federal stakeholders, positioning the organization as a trusted and influential leader in the workforce ecosystem. One of Carol's greatest accomplishments has been the development of a highly engaged, high-performing team capable of executing at the highest level. She has fostered a culture of accountability, collaboration, and excellence, ensuring that every team member understands their role in advancing the organization's mission. Under her leadership, CareerSource Broward has not only met established performance metrics but has consistently exceeded expectations through disciplined execution and a relentless focus on results. Carol's fiscal stewardship has been exemplary...she has ensured the organization maintains exceptional operational and financial performance. The outstanding audit results and exceptional performance reports achieved during her tenure are a direct reflection of her attention to detail and commitment to organizational excellence. Her leadership was further amplified on a national level when CareerSource Broward responded to the workforce challenges created by the Spirit Airlines layoffs... Recognizing the transformative potential of artificial intelligence, Carol also collaborated closely with our Board Chair to pioneer the development of a first-of-its-kind AI

Playbook for Businesses...I am extremely proud to serve on the Board of an organization led by Carol Hylton. Her strategic vision, rapid pace of advancement, operational excellence, and dedication to serving our community continue to position CareerSource Broward for sustained success in an increasingly complex and ever-changing workforce environment.

- Carol's leadership is unparalleled, we are very lucky to have her here in Broward leading CareerSource.
- Carol continues to demonstrate transformative leadership
- Great leader, a community, state, and national collaborator

Memorandum #01 – 26 (LS)

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

From: Carol Hylton, President/CEO

Subject: CSBD Central Office Relocation

Date: October 14, 2026

SUMMARY

Consideration to approve entry into a 5-year lease with the City of Oakland Park. Over the summer, the state informed us that the City of Oakland Park was interested in purchasing all the buildings to further its downtown redevelopment. The City offered us a lease for a 10,000-square-foot space at 5399 N. Dixie Highway, adjacent to Holy Cross Hospital. The space was recently hardened, with new air, a new roof, and impact windows, so we believe we will not experience any major repair costs. The City is proposing the same \$18.00/square foot we are paying the state. The lease will be a triple-net lease. We would be responsible for repairs; however, following the recent hardening of the facility, we don't anticipate any major repairs. The building is in excellent condition, and the floor plan would serve our needs with minimal changes. Approved at the 10/13 Executive Committee meeting.

BACKGROUND

CSBD has been located in the State complex on Oakland Park Blvd., just west of I-95, for over 50 years. As previously reported, the State decided to sell the buildings.

Over the summer, the state informed us that the City of Oakland Park was interested in purchasing all the buildings to further its downtown redevelopment. The state also indicated that they were working with the City to find acceptable office space for CSBD. One consideration was to allow us to remain in our current space for 18 months under a new triple-net lease with the City of Oakland Park. This was not a feasible offer because the buildings are very old and need constant maintenance, which is currently covered by the state.

Because there was still uncertainty regarding the relocation of our central office, we also sought a broker through an RFQ while the negotiations between the State and the City were ongoing. As can be seen below, the City was able to offer us an alternative space.

DISCUSSION

During discussions in August, the City offered us a tour and a five-year lease at their Emergency Services facility on 5399 N. Dixie Highway, adjacent to Holy Cross Hospital, which was recently vacated.

This space is about 10,000 square feet, similar to our current space, and would serve us very well. The City told us that the space was recently hardened, with new air, a new roof, and impact windows, so we believe we will not experience any major repair costs. The City proposed (although nothing is in writing) the same \$18.00/square foot we are paying the state. The lease will be a triple net lease where we would be responsible for repairs; however, following our tour and recent hardening of the facility, we don't anticipate any major repairs.

In order to finalize the purchase of the buildings, the City must allow for a public hearing at 2 different commission meetings. They anticipate approval of the sale in November. Once approval of the purchase is granted, the City will be in a position to finalize a lease with us, which will go through the same public hearing process as the purchase.

In anticipation of the purchase moving forward, we are seeking approval to move forward in securing a lease for the space.

RECOMMENDATION

Approval to secure a lease for the premises.

Memorandum #01 – 26 (QA)

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

From: Carol Hylton, President/CEO

Subject: WIOA Local Workforce Plan Two-Year Modification and Regional Plan for 1/1/27 – 12/31/28

Date: October 14, 2026

SUMMARY

Consideration to approve the modifications to our WIOA Local 4-Year Strategic Plan. The state requires each local workforce development board to modify its Plan every two years. Our updates include 1) current economic and labor market analysis of our workforce area, 2) new state policy requirements for staff training and professional credentialing, 3) new apprenticeship strategies, and 4) the addition of a Regional Plan developed with CareerSource South Florida (CSSF). Pursuant to WIOA, the draft plans were posted on our website on 9/22 for a 30-day public review period. We also held a publicly noticed meeting on 9/30 for community input. No public comments were received at the meeting. Approved at the 9/29 One-stop Services and 10/13 Executive Committee meetings.

BACKGROUND

WIOA requires each LWDB to develop a two-year modification to their four-year WIOA Local Workforce Plan. The Plan follows the guidance received from the state. WIOA requires that our partners and the public be given an opportunity to provide comments and input in the development of the plan.

In addition, the REACH Act established a requirement for a Regional Plan among LWDBs assigned to a region by the state. The Regional Plan must be appended to the WIOA Local Workforce Plan. Regional Plans are meant to promote workforce area optimization of opportunities for collaboration to support regional growth. CSBD and CSSF have been designated as a regional area and is referred to as the Southeast Florida Regional Planning Area (RPA).

DISCUSSION

CSBD has updated its four-year WIOA Local Workforce Plan and attached our Regional Plan as required. Pursuant to WIOA, we posted the draft plans on our website on 9/22

to allow for a 30-day public review period and have set a publicly noticed meeting for 9/30 to allow for community input.

Our modification includes 1) current economic and labor market analysis of our workforce area, 2) new state policy requirements for staff training and professional credentialing, 3) new apprenticeship strategies, and 4) the addition of a Regional Plan developed with CareerSource South Florida (CSSF).

The plans provide a comprehensive view of the needs of the local workforce development area and address how we will 1) foster strategic alignment, 2) improve service integration, and 3) ensure that the workforce system is industry-relevant and responsive to the economic needs of our local workforce development areas by matching employers with skilled workers. We will use the information from the economic and labor market analysis and offer resources for training in emerging industries, thereby expanding the supply of qualified workers. We will also identify occupations and skill sets with declining demand so we can better advise our career center customers.

The Plans address current and future strategies to address continuous improvement of our local and statewide workforce system by focusing on customer service excellence, while aligning with the business- and market-driven principles of CareerSource Florida.

An Executive Summary of the Two-Year Modification to the CSBD Local Workforce Plan is attached to this memo.

To date, we have not received any comments from the public. Any public review comments will be included in the Plan as required by the state.

RECOMMENDATION

Approve CSBD's WIOA Local Workforce Plan Two-Year Modification for 1/1/27 – 12/31/28 and its Regional Plan with CareerSource South Florida.

Executive Summary

I. Organizational Structure

The CareerSource Broward (CSBD) Council of Elected Officials was created in 1973, in accordance with an inter-local agreement (ILA) entered into pursuant to §163.01 of the Florida Statutes by the Cities of Fort Lauderdale and Hollywood and the Board of Broward County Commissioners. In accordance with Florida Statutes 163.01 the Council created CSBD to serve as their administrative entity. The ILA describes how the Council will execute their duties and responsibilities. The ILA was amended several times over the years, most recently on 1/28/2016, at a publicly noticed meeting to incorporate their WIOA responsibilities.

CSBD serves as staff to the Council and to the Broward Workforce Development Board, Inc. and also serves as the fiscal agent. There is an agreement in place between the BWDB and the CSBD Council of Elected Officials regarding the responsibilities of each of the entities and CSBD. In accordance with the requirement that firewalls are to be in place to guard against conflict of interest, the BWDB, the CSBD Council of Elected Officials and CSBD have also implemented safeguards described in this Local Workforce Plan.

Career services are delivered through a competitively procured staffing company, Integrative Staffing Group, LLC., that manages and staffs the one-stop career centers. Staff delivers WIOA Title I adult and dislocated worker services and career services under any discretionary grants received.

CSBD separately procured a One-Stop Operator (OSO), and contracts with Workforce Guidance Associates, LLC., to serve as the coordinator of services among the partners.

II. Analysis of Need and Available Resources

CSBD uses multiple economic, demographic and labor market data including forecast modeling to assess and analyze demand in its local economy, along with emerging industry sectors, occupations and talent development needs. This includes using tools such as JobsEQ and Employ Florida, and input from the members of the Education and Industry Consortium. Local area resources are identified and sourced on a continuous basis through horizontal and vertical research, partnerships, community networking and scanning.

Our strategic planning elements include on-going regional analysis of:

1. Economic conditions
2. The knowledge and skills, including credentials and licenses, needed to meet the employment needs of the employers in the local area; and,
3. The availability of education and training in Broward County. This analysis includes the strengths and weaknesses of talent development and the capacity to provide a workforce to address the education and skill needs of employers and job seekers, including individuals with barriers to employment.

Since the 2024 Plan, economic and labor market conditions have softened. National economic growth slowed in 2026, unemployment was 4.1% in July, and inflation increased to 3.4%. Broward County similarly experienced a cooling labor market, with unemployment rising to 4.5% in June 2026 from 3.7% a year earlier and nonagricultural employment declining by 5,000 jobs over the year.

Broward remains economically diverse, with continued long-term growth potential in healthcare, aviation, logistics, technology, financial/professional services, manufacturing, and other targeted industries. Port Everglades remains a major economic engine, generating \$48.3 billion in annual economic activity, while wage growth has been substantial but continues to be offset by housing and affordability pressures. These conditions reinforce CSBD's focus on employer-driven workforce strategies, higher-skill occupations, industry-recognized credentials, career pathways, and work-based learning aligned with current and emerging employer demand. CSBD will continue to use real-time labor market intelligence, employer engagement, education and training partnerships, and the Education and Industry Consortium to refine occupational priorities and ensure that WIOA investments respond to current and emerging workforce needs.

III. Local Workforce Development Board Strategic Vision and Goals

The Plan includes the Mission, Vision and Goals of the BWDB.

Mission:

To provide innovative solutions through the professional delivery of quality services which consistently and effectively meet workforce needs.

Vision:

To be the premier workforce agency facilitating better jobs and providing quality workers that enhances the quality of life and builds a sustainable economy for Broward County.

Goals:

1. Improve the sustainability of the workforce system through increased funding, efficiency, technology, and relevancy.
2. 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.
3. Encourage employers by engaging and identifying their needs, and educating and connecting them to the workforce system to produce innovative workforce solutions.
4. Encourage job seekers to choose CSBD for comprehensive employment, education and training services, and to connect them to the workforce system using the state's job bank.
5. 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).
6. Develop and utilize a legislative agenda to improve employment services and opportunities in Florida.
7. To anticipate legislative, environmental, and economic changes in the near and long-term future and prepare for those changes.

The CSBD governing boards meet annually to review and update their Vision, Mission and Goals. The core partners all have seats on the BWDB as required by law and also serve on Board committees. CSBD has entered in a Memoranda of Understanding with both our core and legislative partners. Because of the presence of our core partners on the BWDB and BWDB committees, they are a part of the decision-making process.

IV. Description of Strategies and Program Services

To expand our function as strategists and community conveners to hear “the voice of the customer” on the workforce needs of Broward County, we participate in community and business initiatives to harness the expertise that exists within the local workforce area. The intent of our

participation in these collaborative efforts is to meet local workforce area development needs, coordinate services as well as to find solutions for special populations with barriers to employment. Recommendations from the meetings move on to our governing boards, culminating in the roadmap, which are both incorporated into this local workforce plan and also into a strategic planning matrix, as applicable to each of the board's committees, so that the members can work on the objectives throughout the year.

In accordance with the REACH Act, we established an Education and Industry Consortium (EIC), which meets quarterly. We consult with the consortium on issues relating to education and employer needs. The EIC's list of members, agendas and quarterly reports can be found on the CSBD's website here:

<https://careersourcebroward.com/about-us/education-and-industry-consortium>.

As is required by WIOA, secondary and post-secondary education is represented on the BWDB. This provides an opportunity for education to be aware of and have input into Board initiatives and activities. Education representatives are also invited to business forums so they can hear directly from the business community with respect to training needs and skills gaps. The Plan identifies the advantages of a single school district, technical college and community colleges have when working to meet employer and student needs.

The one-stop system provides access to the career services, as required by WIOA Section 134 and integrates Wagner-Peyser, Veterans, RA and RESEA, WIOA Title I, WT/TANF, SNAP Employment and Training, Vocational Rehabilitation, Adult Education and Family Literacy Act funding streams and programs.

CSBD partners with local chambers of commerce and serves on the Executive Committee of the Greater Fort Lauderdale Alliance, our local Economic Development Organization, allowing us to review various industries' hiring demands, along with the Florida Chamber Foundation's Six Pillars of Florida's Future Economy™.

Intermediaries are utilized to engage the targeted industries of Healthcare, Technology, Marine, Aviation, Hospitality/Tourism, Manufacturing and Construction to partner with trade and professional associations, expanding service delivery to employers. CSBD is also expanding employer-driven sector and apprenticeship strategies with assistance from its dedicated Apprenticeship Navigator.

CSBD complies with the WIOA priority of service emphasis on Veterans, recipients of public assistance, low-income, and basic skills deficient job seekers, as well as individuals with one or more barriers to employment as described in WIOA §3 (24).

CSBD supports the use of Registered Apprenticeship Programs to enhance employment opportunities for job seekers. CSBD meets periodically with Atlantic Technical College to discuss additional ways we can partner to expand apprenticeship opportunities. CSBD's board of directors has three member representatives from organized labor, including the JATC, all of whom work with us on promoting apprenticeship opportunities.

V. Description of Local One-Stop Delivery System

All required partners are co-located or connected using technology in the CSBD one-stop career centers. The partners make their core services available through the one-stop centers. All one-stop centers are American with Disabilities Act (ADA) compliant. If needed, Integrated Resource

Teams are assembled for special needs individuals. Each center has a Disability Specialist assigned to assist these customers with using the assistive technology or to schedule an interpreter as needed. Staff is trained annually on disability etiquette and serving customers with disabilities.

VI. Coordination of Services

CSBD has developed strong relationships with partner agencies and uses a cross-referral online platform called Crosswalk, which was developed by another region, to make and receive customer referrals to and from dozens of local community-based organizations. This helps us further coordinate workforce investment activities, including transportation and other supportive services, through partnerships and a focus on unduplicated service delivery.

Transportation assistance, including public transit and other supportive services, is provided based on job seekers' needs and funding availability. CSBD collaborates with Broward County's Family Success Centers for emergency services, such as utility bill payments and free bus passes. For individuals unable to use public transportation, referrals are made to the Transportation Options Program (TOPS). Support services, including childcare, are referred to TANF and the Welfare Transition Program.

CSBD integrates services through co-locating Wagner-Peyser employment services and other partner agencies in one-stop career centers to eliminate service duplication and improve efficiency. The centers offer universally accessible, customer-centered, and career-driven training, with services like career counseling, job search assistance, and labor market information provided by cross-trained staff. Resource rooms are available for free use of computers, phones, and copiers.

For TANF/Welfare Transition and SNAP E&T participants, CSBD provides individualized services to help reduce welfare dependency. Services include access to job readiness training, referrals to partner agencies, and support with employment-related needs, such as transportation and work attire. CSBD also uses tools like the CLIFF suite to assess training needs and forecast career paths, integrating TANF and SNAP E&T with other programs to expand available options. Additionally, CSBD works with partners such as Women in Distress to offer specialized support to victims of domestic violence. Follow-up and transitional services are provided to help participants maintain employment and reduce recidivism.

VII. Performance and Effectiveness

The Council of Elected Officials and Broward Workforce Development Board ensures the success of achieving organizational goals on an on-going and annual basis using a broad array of performance indicators. Such indicators include:

- State annual program and fiscal reviews
- Annual external audit
- Multiple yearly external fiscal monitorings
- Multiple external program monitorings each year
- Monthly quality assurance reviews
- Monthly performance reports covering all funding streams
- Monthly Financial Reports.

The BWDB and its committees also receive frequent briefings from CSBD at their meetings to increase their understanding of each workforce program and related initiatives, which increases their ability to provide oversight and develop policies.

CSBD's Finance Department creates a Monthly Financial Report for staff to track budget versus expenditures. CSBD staff reviews the reports monthly and budget corrections are made, as necessary.

CSBD's Operations Department have developed reports that measures staff performance. Staff regularly convenes to discuss the reports, and corrective actions are implemented, as needed.

VIII. Public Comment Process

In accordance with the WIOA regulations, which require local areas to establish a public comment process consistent with State direction, CSBD made its WIOA Local and Regional Workforce Plan available to the public on its website beginning on 9/22/2026, indicating that the Plan was open for public comment and the email address to submit comments. The public comment period will end on 10/21/2026. Any public comments are pending.

Entities represented on the BWDB and its committees, along with our Education and Industry Consortium, which include economic development, public and private education, veterans' groups, community-based organizations, chambers, entities representing the disabled, to name a few, provided continuous input used to inform the plan by appearing at committee and board meetings to share their thoughts and recommendations regarding the local workforce system.

CSBD also holds a strategic planning "retreat" for its Board and Council of Local Elected Officials to solicit ideas for the plan's 2-year modification. Our most recent planning day was held in April 2026. A curated list of guest speakers and invitees provided state and local input regarding the labor market and the economy in Broward County. Questions were formulated as a guide for the BWDB members and community leaders, which centered on how to make our services more accessible to employers and job seekers, and enhance the effectiveness of CSBD.

Per FloridaCommerce instructions, the below is the process that will be used by the BWDB to review and approve this local plan. Specifically:

- The Plan was posted on the CSBD website on 9/22, and the BWDB and local elected officials were noticed regarding its availability so that, along with the public, they could review the plan at their convenience.
- The public will also have an opportunity to provide comments on the Plan on 9/30 at CSBD's Administrative Office from 3:00 p.m. to 4:30 p.m., as noticed on CSBD's website.
- The Plan will be presented to the BWDB One-Stop Services Committee at a publicly noticed meeting on 9/29.
- The Plan will be presented to the BWDB Executive Committee at a publicly noticed meeting on 10/13.
- The Plan will be presented for approval to the combined CSBD Council of Elected Officials and BWDB at a publicly noticed meeting on 10/22.

Memorandum #06-26 (OPS)

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

From: Carol Hylton, President/CEO

Subject: Addition of New Course for Existing Eligible Training Provider – Florida Atlantic University (FAU)

Date: October 14, 2026

SUMMARY

Consideration to approve adding FAU's Executive Certificate in Hospitality & Tourism training program to the Workforce Innovation and Opportunity Act (WIOA) Individual Training Account list. CareerSource Broward (CSBD) reviewed the application for completeness and to ensure the training program meets Board-mandated criteria. Because Board member Dr. Stacy Volnick is employed by FAU, a 2/3 vote of the Board is required. Approved at the 9/29 One-Stop Services and 10/13 Executive Committee meetings.

BACKGROUND

WIOA requires classroom or online training to be provided through ITAs at schools and for courses approved by the local workforce board. Additionally, all occupational training must prepare students for in-demand occupations appearing on the Targeted Occupations List (TOL) and meet the Board-established minimum evaluation criteria. This includes but is not limited to licensure, accreditation (or equivalent), and issuance of an industry-recognized credential. All of our current eligible training providers meet these criteria.

DISCUSSION

FAU, an approved CSBD eligible training provider, is accredited by the Southern Association of Colleges and Schools, Commission on Colleges.

FAU has applied to add one (1) new program, Executive Certificate in Hospitality & Tourism Management, to our WIOA ITA List. This program provides opportunities to train for a career in the hospitality/tourism industry and earn a certificate in this field.

Using Jobs EQ and Employ Florida, CSBD was able to validate that within the past 90 days, there have been at least 25 job openings for General and Operations Managers in Broward County. A CSBD review team comprised of staff from Operations, Quality Assurance, and Business Services evaluated the application. This committee determined

that all Board-mandated criteria have been met for the training program and related occupational title.

Course to be added to the WIOA ITA List:

Provider	Credentialing Program	TOL Demand Occupation	Entry Wage
Florida Atlantic University	Executive Certificate in Hospitality & Tourism Management	General and Operations Managers	\$28.39

We will limit customer enrollment to 10 in this program until performance is established.

RECOMMENDATION

Approve the addition of FAU occupational training program to the WIOA ITA list:
Executive Certificate in Hospitality & Tourism Management.

ITA Course Summary Spreadsheet
Attachment to Memo #06-26 (OPS)

School Name	License / State Agency Approval	DOE Accreditation	Course Title	Type of Credential Offered	Program Length	Clock Hours	Entry Wage	Course Offering (Virtual/ Classroom/ Blended*)	Class Size (Max)	Prerequisites	Tuition and Fees	Other Costs (Books, Uniforms, Supplies, Cert./Lic. Exams)	Program Total Costs
Florida Atlantic University	YES	YES	Executive Certificate in Hospitality & Tourism Management	Certificate	9 weeks	35	\$28.39	Virtual	250	none	\$299.00	\$0.00	\$299.00

Memorandum #07-26 (BR)

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

From: Carol Hylton, President/CEO

Subject: Targeted Occupations List (TOL) for Program Year (PY) 26/27

Date: October 14, 2026

SUMMARY

Consideration to approve changes to our local area's TOL for PY 26/27. Based upon our review and community input, CSBD is recommending to 1) add seventy-one (71) new occupations proposed by the State and 2) retain fifteen (15) occupations the State had slated for removal. As we always do, we researched the State's preliminary list and compared it to the Board-approved criteria. To get input and feedback on the State's proposed list and gather additional relevant labor market data, we sent the preliminary TOL to 1) members of the Education and Industry Consortium, 2) local education and business partners, and 3) community partners. They were also invited to a publicly noticed meeting held on 9/1. At the meeting, we provided an overview of the PY 26/27 TOL and the governing board's criteria for updating the TOL. Approved at the 9/14 Employer Services and 10/13 Executive Committee meetings.

BACKGROUND

In compliance with federal law, the TOL governs the provision of the Workforce Innovation and Opportunity Act-funded training programs being offered to individuals needing training assistance within the workforce system. Annually, the State evaluates each local area's TOL and sends a preliminary list of the in-demand occupations to the workforce boards. CSBD received its preliminary TOL from the State on 8/11, which proposed 1) removing some occupations that were on the list last program year and 2) adding new ones.

Once the TOL is approved by the Board, it becomes final and requires no further ratification by the CareerSource Florida (CSF), Inc. Board of Directors. The CSBD governing boards may approve changes and add new occupations to the TOL throughout the year.

For an occupation to be included on CSBD's TOL for PY 26/27, the occupation must meet all of the following criteria:

1. Have a minimum of twenty-five unique job openings in Broward County in the past ninety days,
2. Have an entry wage rate equal to or greater than the established Broward County wage rate of \$16.44 and a mean wage rate equal to or greater than \$20.23,
3. Require more than a high school diploma but less than a Master's degree,
4. Require occupational training at a minimum that results in a postsecondary adult vocational training certificate, college credit certificate, applied technology diploma, Associate of Science degree, or Bachelor of Science degree.

DISCUSSION

For the PY 26/27 TOL, the State proposes to 1) **add** 71 new occupational titles and 2) **remove** 25 occupational titles that were on the list last year, of which we recommend retaining 15 occupations. In addition, based on the Florida Price Level Index, the CSF Board of Directors proposed an increase in the minimum entry wage rate from \$15.88 per hour to \$16.44 per hour.

To get input and feedback on the State's proposed list and gather additional relevant labor market data, CSBD sent the preliminary TOL to members of the Education and Industry Consortium, local education and business stakeholders, community partners, business leaders, and industry intermediaries, and invited them to a publicly noticed meeting held on 9/1/26. We provided an overview of the PY 26/27 TOL and the governing board's criteria for updating the TOL.

Based on feedback we received during the meeting and our own research using tools such as 1) JobsEQ¹ 2) O*NET² and 3) Employ Florida, supporting evidence was established to **retain** 15 occupational titles that were proposed by the State for removal.

The State proposed **adding** 71 occupations to this year's list that were not on the TOL last year. CSBD recommends that they be added since the TOL presents local labor market information that may be useful to others for research. Prior to adding any new training provider to the Eligible Training Provider (ETP) List or occupational training course to the Individual Training Account (ITA) list, CSBD re-confirms that occupations meet all Board criteria. Table 1 is a list of the 71 occupations proposed by the State that CSBD is recommending be added.

Table 1: The Addition of 71 New Occupations Proposed by the State

1. Actuaries	37. Food Science Technicians
2. Advertising and Promotions Managers	38. Food Scientists and Technologists
3. Advertising Sales Agents	39. Fundraisers
4. Aerospace Engineering and Operations Technologists and Technicians	40. Geological Technicians, Except Hydrologic Technicians
5. Aerospace Engineers	41. Geoscientists, Except Hydrologists and Geographers
6. Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	42. Health Information Technologists and Medical Registrars
7. Airfield Operations Specialists	43. Healthcare Practitioners and Technical Workers, All Other
8. Airline Pilots, Copilots, and Flight Engineers	44. Industrial Production Managers
9. Architects, Except Landscape and Naval	45. Insurance Appraisers, Auto Damage
10. Avionics Technicians	46. Interpreters and Translators
11. Bioengineers and Biomedical Engineers	47. Landscape Architects
12. Biological Technicians	48. Magnetic Resonance Imaging Technologists
13. Brokerage Clerks	49. Marine Engineers and Naval Architects
14. Career/Technical Education Teachers, Secondary School	50. Materials Scientists
15. Chemical Plant and Systems Operators	51. Mechanical Engineering Technologists and Technicians

¹ JobsEQ is a software tool that provides local demographic, industry, occupation, and employment data.

² O*NET is a database of occupational information that provides labor market data on employment trends.

Table 1 Continued: The Addition of 71 New Occupations Proposed by the State

16. Chemical Technicians	52. Media and Communication Workers, All Other
17. Civil Engineering Technologists and Technicians	53. Medical Appliance Technicians
18. Commercial Pilots	54. Medical Dosimetrists
19. Compensation and Benefits Managers	55. Milling and Planning Machine Setters, Operators, and Tenders, Metal and Plastic
20. Computer Hardware Engineers	56. Mining and Geological Engineers, Including Mining Safety Engineers
21. Computer Numerically Controlled Tool Operators	57. Nuclear Medicine Technologists
22. Computer Numerically Controlled Tool Programmers	58. Occupational Health and Safety Technicians
23. Craft Artists	59. Prepress Technicians and Workers
24. Credit Analysts	60. Radiation Therapists
25. Dental Laboratory Technicians	61. Radio, Cellular, and Tower Equipment Installers and Repairers
26. Dietitians and Nutritionists	62. Ship Engineers
27. Directors, Religious Activities and Education	63. Social Science Research Assistants
28. Electrical and Electronics Drafters	64. Social Workers, All Other
29. Electro-Mechanical and Mechatronics Technologists and Technicians	65. Surgical Assistants
30. Environmental Engineering Technologists and Technicians	66. Surveyors
31. Environmental Engineers	67. Tax Preparers
32. Environmental Science and Protection Technicians, Including Health	68. Technical Writers
33. Farmers, Ranchers, and Other Agricultural Managers	69. Therapists, All Other
34. Financial Clerks, All Other	70. Tool and Die Makers
35. Financial Examiners	71. Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders
36. Financial Risk Specialists	

Table 2 is a list of the 15 occupations to be retained on the TOL for PY 26/27.

Table 2: The Retention of 15 Occupations

1. Captains, Mates, and Pilots of Water Vessels	9. Operating Engineers and Other Construction Equipment Operators
2. Cargo and Freight Agents	10. Painters, Construction and Maintenance
3. Education Administrators, Postsecondary	11. Personal Service Managers, All Other
4. First-Line Supervisors of Housekeeping and Janitorial Workers	12. Pest Control Workers
5. Industrial Truck and Tractor Operators	13. Physician Assistants

Table 2 Continued: The Retention of 15 Occupations

6. Lodging Managers	14. Purchasing Agents, Except Wholesale, Retail & Farm Products
7. Maintenance & Repair Workers, General	15. Purchasing Managers
8. Medical Equipment Preparers	

Table 3 is a list of 10 occupations the State removed due to insufficient wages or demand.³

Table 3: The 10 Occupations Removed by the State

1. Actors
2. Computer, Automated Teller, and Office Machine Repairers
3. Education Administrators, Kindergarten through Secondary
4. Glaziers
5. Nursing Assistants
6. Postsecondary Teachers, All Other
7. Property Appraisers and Assessors
8. Roofers
9. Special Effects Artists and Animators
10. Veterinary Assistants and Laboratory Animal Caretakers

Exhibit A is the PY 26/27 TOL per the State that includes the addition of 71 new occupations.

The final TOL will be posted to our website upon Board approval.

RECOMMENDATION

Approve the PY 26/27 TOL with the 1) addition of 71 new occupations proposed by the State and 2) retention of 15 occupations slated for removal by the State, which local labor market data shows these occupations still meet wage and demand criteria.

³ As shown in Table 2, CSBD found supporting evidence to retain 15 occupations.

BR #07-26 Exhibit A
2026-2027 Regional Demand Occupations List
Sorted by Occupational Title

Workforce Development Area 22 - Broward County

Selection Criteria:

- 1 LMEC Educational Requirements: 3 (Some College, No Degree), 4 (Postsecondary Non-Degree Award), 5 (Associate Degree), or 6 (Bachelor's Degree)
- 2 80 annual openings and positive growth
- 3 Mean Wage of \$20.23/hour and Entry Wage of \$16.44/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$31.68/hour and Entry Wage of \$20.23/hour

SOC	HSHW**	Occupation Title*	Regional				Statewide				LMEC	In	Qualifying
			Annual % Growth	Annual Openings	2025 Hourly Wage Mean	2025 Hourly Wage Entry	% Growth	Annual Openings	2025 Hourly Wage Mean	2025 Hourly Wage Entry	Training Code	Target Industry?	
132011	HSHW	Accountants and Auditors	1.56	1052	43.12	26.74	1.61	9,421	42.41	26.49	6	Yes	R
152011	HSHW	Actuaries	N/A	N/A	N/A	N/A	3.48	158	65.84	40.88	6	Yes	E
113012	HSHW	Administrative Services Managers	1.08	151	56.61	29.23	1.27	1,560	53.37	28.42	6	Yes	R
413011		Advertising Sales Agents	0.07	54	36.28	19.40	0.03	584	33.44	18.61	3	Yes	E
112011		Advertising and Promotions Managers	0.80	18	95.31	33.87	0.91	152	N/A	N/A	6	Yes	E
173021	HSHW	Aerospace Engineering and Operations Technologists and Technicians	N/A	N/A	N/A	N/A	1.68	180	39.99	29.10	5	Yes	E
172011	HSHW	Aerospace Engineers	2.14	10	62.04	42.52	1.46	247	63.01	44.60	6	Yes	E
493011	HSHW	Aircraft Mechanics and Service Technicians	1.57	214	41.62	24.71	1.56	1,400	38.40	23.81	5	Yes	R
512011	HSHW	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	N/A	N/A	N/A	N/A	-0.99	134	32.84	23.45	4	Yes	E
532022		Airfield Operations Specialists	1.75	117	26.13	18.08	1.46	410	27.97	19.45	3	Yes	R
532011	HSHW	Airline Pilots, Copilots, and Flight Engineers	1.77	154	120.14	71.88	1.78	892	122.32	64.73	6	Yes	R
171011	HSHW	Architects, Except Landscape and Naval	1.54	36	49.15	32.25	1.57	496	48.16	31.74	6	Yes	N
173011	HSHW	Architectural and Civil Drafters	1.50	52	30.11	20.17	1.57	901	31.52	21.30	5	Yes	S
119041	HSHW	Architectural and Engineering Managers	1.32	43	84.79	57.10	1.34	628	85.58	60.02	6	Yes	S
271011	HSHW	Art Directors	1.11	62	51.94	30.28	1.29	604	50.58	30.58	6	Yes	S
274011		Audio and Video Technicians	1.08	73	28.96	18.99	1.05	629	28.79	19.57	5	Yes	N
493021		Automotive Body and Related Repairers	0.64	127	28.56	20.32	0.79	1,094	27.12	18.60	4	Yes	R
493023		Automotive Service Technicians and Mechanics	1.03	473	26.89	17.16	1.14	5,193	25.84	16.52	4	Yes	R
492091	HSHW	Avionics Technicians	1.68	28	37.58	24.72	1.63	212	42.04	27.97	5	Yes	E
172031	HSHW	Bioengineers and Biomedical Engineers	1.24	6	58.00	36.28	0.98	45	52.76	33.14	6	Yes	E
194021		Biological Technicians	1.08	40	23.69	17.89	1.41	396	25.20	17.69	6	Yes	N
433031		Bookkeeping, Accounting, and Auditing Clerks	0.22	1336	25.57	18.87	0.35	14,245	25.28	18.53	3	Yes	R
434011	HSHW	Brokerage Clerks	-0.58	17	N/A	N/A	-0.26	284	32.79	25.71	3	Yes	E
493031		Bus and Truck Mechanics and Diesel Engine Specialists	0.71	102	30.09	22.97	0.95	1,284	30.17	22.21	4	Yes	R
131199	HSHW	Business Operations Specialists, All Other	1.40	614	43.25	23.09	1.28	7,397	43.76	23.48	6	Yes	R
131020	HSHW	Buyers and Purchasing Agents	1.47	334	37.16	23.67	1.49	3,583	37.52	23.45	6	Yes	R

			Regional				Statewide				LMEC	In	
			Annual %	Annual	2025 Hourly Wage		Annual	Annual	2025 Hourly Wage		Training	Target	
SOC	HSHW**	Occupation Title*	Growth	Openings	Mean	Entry	% Growth	Openings	Mean	Entry	Code	Industry?	Level***
535021		Captains, Mates, and Pilots of Water Vessels	7.30	114	42.00	23.19	N/A	N/A	N/A	N/A	4	No	R
292031		Cardiovascular Technologists and Technicians	1.06	20	43.15	23.09	0.89	415	34.55	18.89	5	Yes	E
435011		Cargo and Freight Agents	-5.90	87	26.02	19.98	N/A	N/A	N/A	N/A	3	Yes	S
252032	HSHW	Career/Technical Education Teachers, Secondary School	N/A	N/A	N/A	N/A	0.77	770	31.13	24.64	6	No	E
472031		Carpenters	1.26	494	25.57	19.37	1.49	5,497	25.27	18.99	4	Yes	R
351011		Chefs and Head Cooks	1.61	273	27.93	16.15	1.62	2,548	29.67	17.93	5	Yes	S
518091	HSHW	Chemical Plant and Systems Operators	N/A	N/A	N/A	N/A	-0.44	21	52.45	32.46	5	Yes	E
194031		Chemical Technicians	1.57	30	26.68	18.52	1.24	262	27.09	19.59	5	Yes	E
192031	HSHW	Chemists	2.00	19	40.70	26.29	1.50	149	44.04	25.81	6	Yes	E
111011	HSHW	Chief Executives	1.49	463	95.02	27.98	N/A	N/A	N/A	N/A	6	Yes	R
211021		Child, Family, and School Social Workers	0.89	196	28.00	21.32	0.95	1,604	27.87	20.48	6	Yes	R
173022	HSHW	Civil Engineering Technologists and Technicians	0.95	23	33.76	24.73	1.05	284	32.29	21.74	5	Yes	E
172051	HSHW	Civil Engineers	1.51	188	46.30	26.18	1.55	1,868	49.91	31.34	6	Yes	R
131031	HSHW	Claims Adjusters, Examiners, and Investigators	0.63	221	38.09	25.62	0.72	2,205	36.91	24.41	3	Yes	R
292010		Clinical Laboratory Technologists and Technicians	1.18	276	30.65	19.09	0.93	2,009	30.60	18.85	5	Yes	R
532012	HSHW	Commercial Pilots	1.54	202	69.35	35.96	1.32	854	69.87	36.26	4	Yes	R
211094		Community Health Workers	N/A	N/A	N/A	N/A	1.80	238	23.00	16.52	6	Yes	N
211099		Community and Social Service Specialists, All Other	0.89	96	28.83	20.40	1.12	640	25.83	18.27	6	Yes	R
113111	HSHW	Compensation and Benefits Managers	0.72	11	67.25	41.83	1.03	126	65.76	41.94	6	Yes	E
131141	HSHW	Compensation, Benefits, and Job Analysis Specialists	1.39	62	34.53	22.16	1.42	610	34.74	22.22	6	Yes	S
131041	HSHW	Compliance Officers	0.94	253	39.74	23.55	1.02	2,929	38.98	22.77	6	Yes	R
172061	HSHW	Computer Hardware Engineers	2.31	14	71.79	47.22	1.78	222	66.25	42.24	6	Yes	E
151241	HSHW	Computer Network Architects	2.49	55	65.91	42.98	2.31	668	66.01	44.28	6	Yes	S
151231	HSHW	Computer Network Support Specialists	0.92	58	41.79	24.86	1.04	608	38.14	24.53	5	Yes	E
519161		Computer Numerically Controlled Tool Operators	-0.36	40	24.46	18.94	-0.14	402	22.86	17.83	4	Yes	E
519162	HSHW	Computer Numerically Controlled Tool Programmers	2.02	7	31.46	22.65	2.17	96	31.43	21.62	5	Yes	E
151299	HSHW	Computer Occupations, All Other	2.00	139	53.76	28.04	1.91	1,557	53.08	29.17	6	Yes	R
151251	HSHW	Computer Programmers	0.68	33	49.33	31.30	0.33	287	46.61	28.17	6	Yes	E
151211	HSHW	Computer Systems Analysts	1.90	220	51.54	34.29	1.90	2,890	51.26	33.26	6	Yes	R
151232		Computer User Support Specialists	0.62	353	30.65	20.25	0.72	3,508	30.26	20.24	4	Yes	R
113021	HSHW	Computer and Information Systems Managers	2.36	355	84.93	52.91	2.44	3,169	84.20	54.11	6	Yes	R
119021	HSHW	Construction Managers	1.63	384	66.88	39.57	1.76	4,371	61.64	35.77	6	Yes	R

			Regional				Statewide				LMEC	In	
			Annual %	Annual	2025 Hourly Wage		Annual	Annual	2025 Hourly Wage		Training	Target	
SOC	HSHW**	Occupation Title*	Growth	Openings	Mean	Entry	% Growth	Openings	Mean	Entry	Code	Industry?	Level***
474011	HSHW	Construction and Building Inspectors	0.58	146	37.42	24.33	0.78	1,416	34.30	22.92	4	Yes	R
131051	HSHW	Cost Estimators	0.40	115	39.71	24.06	0.57	1,344	39.00	23.50	6	Yes	R
434031		Court, Municipal, and License Clerks	0.65	130	25.43	19.85	0.79	1,175	23.66	18.40	3	Yes	R
271012		Craft Artists	N/A	N/A	N/A	N/A	N/A	N/A	24.52	17.56	3	Yes	E
132041	HSHW	Credit Analysts	0.50	22	39.45	27.52	0.28	227	43.12	27.75	6	Yes	E
152051	HSHW	Data Scientists	3.87	86	60.52	37.19	4.06	1,068	57.28	35.07	6	Yes	R
151243	HSHW	Database Architects	N/A	N/A	N/A	N/A	1.92	150	68.40	45.11	6	Yes	E
319091		Dental Assistants	1.43	322	23.38	19.84	1.51	3,552	23.32	19.50	4	Yes	R
291292	HSHW	Dental Hygienists	1.55	107	41.94	36.27	1.57	1,121	42.46	35.89	5	Yes	R
519081		Dental Laboratory Technicians	-0.06	23	N/A	N/A	-0.17	241	28.61	19.81	4	Yes	E
292032	HSHW	Diagnostic Medical Sonographers	2.02	49	44.02	36.26	2.01	519	41.34	34.05	5	Yes	S
291031	HSHW	Dietitians and Nutritionists	1.11	37	37.31	29.07	1.14	435	35.23	26.08	6	Yes	E
212021		Directors, Religious Activities and Education	0.21	101	26.25	16.73	0.54	970	26.48	15.91	6	Yes	R
119033	HSHW	Education Administrators, Postsecondary	1.40	362	51.72	33.51	N/A	N/A	N/A	N/A	5	No	S
172071	HSHW	Electrical Engineers	1.47	38	52.06	34.71	1.39	528	53.57	34.87	6	Yes	S
499051	HSHW	Electrical Power-Line Installers and Repairers	0.73	28	42.75	29.35	0.72	645	40.82	27.62	4	Yes	N
173012	HSHW	Electrical and Electronics Drafters	0.71	6	34.09	24.48	0.50	77	34.09	23.44	5	Yes	E
472111		Electricians	1.53	542	28.38	21.34	1.85	5,975	27.72	20.63	4	Yes	R
173024	HSHW	Electro-Mechanical and Mechatronics Technologists and Technicians	N/A	N/A	N/A	N/A	1.26	77	35.47	26.68	5	Yes	E
172072	HSHW	Electronics Engineers, Except Computer	2.06	29	60.44	41.51	1.62	373	59.18	41.63	6	Yes	E
252021		Elementary School	0.63	521	29.40	24.68	0.75	6,005	28.62	23.37	6	No	R
292042		Emergency Medical Technicians	1.59	49	21.87	17.63	1.39	632	21.22	16.69	4	Yes	S
173029	HSHW	Engineering Technologists and Technicians, Except Drafters, All Other	1.01	9	34.73	22.79	1.12	250	35.42	23.47	5	Yes	E
172199	HSHW	Engineers, All Other	0.38	35	44.89	28.70	0.77	634	53.09	31.36	6	Yes	E
173025		Environmental Engineering Technologists and Technicians	1.06	3	N/A	N/A	1.51	53	25.51	18.40	5	Yes	E
172081	HSHW	Environmental Engineers	1.95	10	49.88	28.94	1.82	138	53.62	31.53	6	Yes	E
194042		Environmental Science and Protection Technicians, Including Health	1.46	25	28.42	21.20	1.35	264	25.78	19.52	5	Yes	E
192041	HSHW	Environmental Scientists and Specialists, Including Health	1.37	47	37.37	22.94	0.91	619	33.57	21.83	6	Yes	N
436011	HSHW	Executive Secretaries and Executive Administrative Assistants	0.67	232	34.55	22.97	0.68	2,351	33.21	22.19	3	Yes	R
113013	HSHW	Facilities Managers	0.95	66	48.19	24.90	1.13	737	49.94	28.89	6	Yes	N
119013	HSHW	Farmers, Ranchers, and Other Agricultural Managers	N/A	N/A	N/A	N/A	-0.18	4,939	53.80	29.25	6	Yes	E

SOC	HSHW**	Occupation Title*	Regional				Statewide				LMEC	In	Qualifying
			Annual %	Annual	2025 Hourly Wage		Annual	Annual	2025 Hourly Wage		Training	Target	
			Growth	Openings	Mean	Entry	% Growth	Openings	Mean	Entry	Code	Industry?	
433099		Financial Clerks, All Other	0.91	20	25.44	16.12	0.97	276	27.35	20.18	3	Yes	E
132061	HSHW	Financial Examiners	2.42	35	47.54	30.65	2.83	454	40.16	25.46	6	Yes	E
113031	HSHW	Financial Managers	2.16	494	86.08	47.38	2.28	4,861	81.72	43.84	6	Yes	R
132054	HSHW	Financial Risk Specialists	1.43	31	60.71	34.79	1.50	397	53.61	31.08	6	Yes	E
132099	HSHW	Financial Specialists, All Other	1.09	38	37.07	21.98	1.13	646	36.04	22.67	6	Yes	N
132051	HSHW	Financial and Investment Analysts	1.31	134	54.82	32.51	1.40	1,837	49.85	30.53	6	Yes	R
332011	HSHW	Firefighters	0.70	198	33.33	23.53	0.81	1,990	29.51	19.62	4	Yes	R
471011	HSHW	First-Line Supervisors of Construction Trades and Extraction Workers	1.32	656	39.33	26.59	1.50	7,746	38.08	25.90	3	Yes	R
391014		First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	1.10	93	29.13	18.68	1.36	785	26.78	18.31	3	Yes	R
331021	HSHW	First-Line Supervisors of Firefighting and Prevention Workers	0.70	102	52.56	39.53	0.83	658	48.52	32.95	5	Yes	R
371011		First-Line Supervisors of Housekeeping and Janitorial Workers	1.50	318	23.65	17.53	N/A	N/A	N/A	N/A	3	No	S
371012		First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	0.90	169	27.27	19.07	1.05	2,531	27.34	19.32	3	Yes	R
491011	HSHW	First-Line Supervisors of Mechanics, Installers, and Repairers	1.09	398	38.18	25.19	1.11	3,975	37.64	24.97	3	Yes	R
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.69	237	44.65	26.59	0.76	2,014	43.89	26.12	3	Yes	R
431011	HSHW	First-Line Supervisors of Office and Administrative Support Workers	0.78	1049	34.85	22.99	0.87	11,128	33.84	22.62	3	Yes	R
391022		First-Line Supervisors of Personal Service Workers	1.21	67	24.75	17.79	1.46	818	24.68	17.02	3	Yes	S
511011	HSHW	First-Line Supervisors of Production and Operating Workers	0.92	273	34.29	22.34	1.07	3,200	34.27	22.35	3	Yes	R
411011		First-Line Supervisors of Retail Sales Workers	0.41	937	26.70	17.92	0.47	10,122	25.35	17.12	3	Yes	R
531047	HSHW	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	1.09	382	32.50	21.41	1.32	4,026	31.10	21.34	3	Yes	R
331012	HSHW	FirstLine Supervisors of Police and Detectives	0.60	72	56.33	40.28	0.70	754	51.37	34.28	6	No	E
194013		Food Science Technicians	N/A	N/A	N/A	N/A	0.79	73	29.93	19.71	5	Yes	E
191012	HSHW	Food Scientists and Technologists	N/A	N/A	N/A	N/A	1.03	14	49.02	28.65	6	Yes	E
119051	HSHW	Food Service Managers	1.45	291	40.92	25.82	1.50	4,173	37.19	24.20	3	Yes	R
131131		Fundraisers	1.24	95	33.18	19.79	1.26	600	37.51	21.11	6	Yes	R
111021	HSHW	General and Operations Managers	1.25	2454	63.24	28.19	1.35	24,561	61.03	27.36	6	Yes	R

			Regional				Statewide				LMEC	In	
			Annual %	Annual	2025 Hourly Wage		Annual	Annual	2025 Hourly Wage		Training	Target	
SOC	HSHW**	Occupation Title*	Growth	Openings	Mean	Entry	% Growth	Openings	Mean	Entry	Code	Industry?	Level***
194043		Geological Technicians, Except Hydrologic Technicians	N/A	N/A	N/A	N/A	1.36	29	26.00	18.69	5	Yes	E
192042	HSHW	Geoscientists, Except Hydrologists and Geographers	N/A	N/A	N/A	N/A	1.53	81	49.66	29.60	6	Yes	E
271024	HSHW	Graphic Designers	1.11	159	34.19	22.22	1.16	1,489	32.73	21.17	6	Yes	R
211091	HSHW	Health Education Specialists	0.80	25	20.90	14.42	0.86	325	25.74	14.71	6	Yes	N
299021	HSHW	Health Information Technologists and Medical Registrars	2.12	19	42.76	22.41	2.33	234	38.23	23.67	4	Yes	E
251071	HSHW	Health Specialties Teachers, Postsecondary	1.49	110	64.88	30.81	2.23	1,047	63.24	28.88	6	No	R
292099		Health Technologists and Technicians, All Other	1.14	82	24.76	18.57	1.25	939	24.61	18.22	4	Yes	R
299099	HSHW	Healthcare Practitioners and Technical Workers, All Other	1.41	10	37.63	19.98	1.15	132	38.61	20.38	4	Yes	E
499021		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1.44	420	28.67	21.38	1.74	4,472	27.55	20.23	4	Yes	R
533032		Heavy and Tractor-Trailer Truck Drivers	1.15	1049	26.86	19.88	1.36	13,716	26.37	19.45	4	Yes	R
434161		Human Resource Assistants, Except Payroll and Timekeeping	0.41	60	24.09	18.95	0.31	514	23.84	18.70	5	Yes	E
113121	HSHW	Human Resources Managers	1.17	105	72.72	44.89	1.37	1,061	72.29	42.66	6	Yes	R
131071	HSHW	Human Resources Specialists	1.32	665	35.59	22.83	1.51	6,246	35.87	22.58	6	Yes	R
173026		Industrial Engineering Technologists and Technicians	1.26	21	29.27	19.93	1.16	243	30.30	20.73	5	Yes	E
172112	HSHW	Industrial Engineers	1.81	109	52.44	36.32	2.07	1,312	51.52	35.41	6	Yes	R
499041		Industrial Machinery Mechanics	2.24	113	30.48	22.05	2.24	1,679	30.14	21.44	4	Yes	R
113051	HSHW	Industrial Production Managers	1.00	59	63.93	36.99	1.06	673	62.98	36.02	6	Yes	N
537051		Industrial Truck and Tractor Operators	-2.40	206	24.91	18.49	N/A	N/A	N/A	N/A	3	Yes	R
151212	HSHW	Information Security Analysts	3.67	104	58.77	39.71	3.68	1,415	59.86	38.07	6	Yes	R
519061		Inspectors, Testers, Sorters, Samplers, and Weighers	1.03	303	23.77	16.15	0.99	2,822	24.51	16.80	4	Yes	S
131032	HSHW	Insurance Appraisers, Auto Damage	N/A	N/A	N/A	N/A	N/A	N/A	32.33	23.11	4	Yes	E
413021		Insurance Sales Agents	1.35	747	36.38	19.55	1.44	6,866	35.27	19.72	4	Yes	R
132053	HSHW	Insurance Underwriters	0.72	61	43.99	26.90	0.97	601	42.81	26.28	6	Yes	E
271025		Interior Designers	1.61	102	31.91	19.60	1.58	930	31.72	19.89	6	Yes	R
273091		Interpreters and Translators	0.82	42	31.62	18.81	0.97	659	28.32	17.64	6	Yes	E
252012		Kindergarten Teachers, Except Special Education	0.67	100	28.89	24.06	0.77	1,148	28.83	23.63	6	No	R
171012	HSHW	Landscape Architects	1.62	11	41.29	30.38	1.42	160	41.03	28.73	6	Yes	E
436012		Legal Secretaries and Administrative Assistants	0.90	232	28.27	16.52	0.79	1,634	26.64	17.80	3	Yes	R

			Regional				Statewide				LMEC	In	
			Annual %	Annual	2025 Hourly Wage		Annual	Annual	2025 Hourly Wage		Training	Target	
SOC	HSHW**	Occupation Title*	Growth	Openings	Mean	Entry	% Growth	Openings	Mean	Entry	Code	Industry?	Level***
292061		Licensed Practical and Licensed Vocational Nurses	0.51	250	30.46	26.04	0.82	3,478	29.88	25.52	4	Yes	R
194099		Life, Physical, and Social Science Technicians, All Other	0.91	40	35.45	22.48	1.02	428	32.05	18.44	6	Yes	N
132072		Loan Officers	0.96	118	38.73	18.61	0.80	1,522	39.10	19.70	6	Yes	R
119081	HSHW	Lodging Managers	-1.20	84	44.09	22.22	N/A	N/A	N/A	N/A	6	No	S
131081	HSHW	Logisticians	2.71	142	35.87	23.42	2.58	1,688	38.25	23.98	6	Yes	R
514041		Machinists	0.57	61	30.37	21.81	0.85	905	27.69	20.71	4	Yes	E
292035	HSHW	Magnetic Resonance Imaging Technologists	1.41	17	44.85	35.16	1.42	233	41.40	33.31	5	Yes	E
499071		Maintenance & Repair Workers, General	-1.20	2,828	24.02	17.66	N/A	N/A	N/A	N/A	3	No	R
131111	HSHW	Management Analysts	2.03	989	51.33	29.96	1.87	9,182	48.00	27.91	6	Yes	R
119199	HSHW	Managers, All Other	1.15	781	58.88	29.73	1.28	8,651	59.51	29.42	6	Yes	R
172121	HSHW	Marine Engineers and Naval Architects	1.43	6	61.43	35.88	1.59	53	64.34	38.94	6	Yes	E
131161	HSHW	Market Research Analysts and Marketing Specialists	1.61	613	38.92	21.54	1.72	6,296	38.95	21.63	6	Yes	R
112021	HSHW	Marketing Managers	1.22	224	74.60	42.21	1.47	2,099	76.45	42.62	6	Yes	R
319011		Massage Therapists	1.70	174	24.99	17.70	1.98	2,063	25.83	17.26	4	Yes	R
192032	HSHW	Materials Scientists	N/A	N/A	N/A	N/A	N/A	N/A	52.21	37.09	6	Yes	E
173027		Mechanical Engineering Technologists and Technicians	N/A	N/A	N/A	N/A	1.08	72	28.68	18.19	5	Yes	E
172141	HSHW	Mechanical Engineers	1.66	46	49.91	33.34	1.84	677	50.86	33.83	6	Yes	S
273099	HSHW	Media and Communication Workers, All Other	0.94	122	40.27	29.47	N/A	N/A	36.99	22.61	5	Yes	R
519082		Medical Appliance Technicians	0.48	23	22.99	16.91	0.78	177	22.97	16.72	4	Yes	E
319092		Medical Assistants	2.06	786	21.09	17.12	2.16	9,448	20.81	17.39	4	Yes	R
292036	HSHW	Medical Dosimetrists	N/A	N/A	N/A	N/A	1.26	26	73.35	61.10	4	Yes	E
319093		Medical Equipment Preparers	2.20	183	23.35	17.79	N/A	N/A	N/A	N/A	4	Yes	R
499062		Medical Equipment Repairers	1.61	59	28.25	19.64	1.58	408	29.18	18.71	5	Yes	N
292072		Medical Records Specialists	1.55	113	26.25	18.91	1.64	1,369	24.25	17.41	4	Yes	R
191042	HSHW	Medical Scientists, Except Epidemiologists	1.70	38	60.18	36.22	1.76	357	58.58	33.07	6	Yes	N
436013		Medical Secretaries and Administrative Assistants	1.09	830	21.68	17.63	1.20	9,338	21.02	17.28	3	Yes	R
119111	HSHW	Medical and Health Services Managers	2.77	420	67.85	39.47	2.77	4,869	65.10	37.58	6	Yes	R
131121		Meeting, Convention, and Event Planners	1.13	109	30.59	18.56	1.22	1,192	31.01	18.16	6	Yes	R
211023		Mental Health and Substance Abuse Social Workers	1.51	89	26.71	19.96	1.57	725	26.59	19.34	6	Yes	R
252022		Middle School Teachers, Except Special and Career/Technical Education	0.62	199	29.49	24.96	0.74	2,486	28.86	23.77	6	No	R
514035		Milling and Planning Machine Setters, Operators, and Tenders, Metal and Plastic	N/A	N/A	N/A	N/A	-0.25	20	21.82	17.56	4	Yes	E

			Regional				Statewide				LMEC	In	
			Annual %	Annual	2025 Hourly Wage		Annual	Annual	2025 Hourly Wage		Training	Target	
SOC	HSHW**	Occupation Title*	Growth	Openings	Mean	Entry	% Growth	Openings	Mean	Entry	Code	Industry?	Level***
172151	HSHW	Mining and Geological Engineers, Including Mining Safety Engineers	N/A	N/A	N/A	N/A	1.46	4	59.67	42.36	6	Yes	E
493042		Mobile Heavy Equipment Mechanics, Except Engines	1.04	81	31.58	23.75	1.23	1,019	30.81	22.81	4	Yes	R
493051		Motorboat Mechanics and Service Technicians	1.36	106	28.73	20.79	1.54	668	27.48	19.89	4	Yes	R
272042	HSHW	Musicians and Singers	N/A	N/A	N/A	N/A	0.69	1,425	77.63	23.96	3	Yes	S
119121	HSHW	Natural Sciences Managers	1.42	33	78.12	37.64	1.25	421	65.75	32.74	6	Yes	N
151244	HSHW	Network and Computer Systems Administrators	0.71	134	49.55	32.02	0.68	1,290	46.85	30.56	6	Yes	R
292033	HSHW	Nuclear Medicine Technologists	1.07	10	46.58	38.60	1.08	117	46.34	39.17	5	Yes	E
195011	HSHW	Occupational Health and Safety Specialists	1.82	62	46.63	27.63	2.03	754	43.60	26.74	6	Yes	S
195012		Occupational Health and Safety Technicians	0.80	11	34.71	21.66	1.60	98	30.01	23.72	4	Yes	E
312011	HSHW	Occupational Therapy Assistants	1.98	47	33.48	26.71	2.00	559	33.80	28.42	5	Yes	S
439199		Office and Administrative Support Workers, All Other	0.12	282	26.93	16.99	0.05	3,871	20.78	15.27	3	Yes	R
472073		Operating Engineers and Other Construction Equipment Operators	0.40	93	26.52	20.94	N/A	N/A	N/A	N/A	3	No	R
152031	HSHW	Operations Research Analysts	2.97	72	39.16	25.97	2.76	786	40.51	24.68	6	Yes	S
292057		Ophthalmic Medical Technicians	2.66	102	23.07	18.24	2.66	1,282	22.26	17.63	4	Yes	R
472141		Painters, Construction and Maintenance	-3.90	71	24.44	18.63	N/A	N/A	N/A	N/A	3	No	S
232011		Paralegals and Legal Assistants	1.31	559	31.43	21.39	1.29	4,707	30.41	21.06	5	Yes	R
433051		Payroll and Timekeeping Clerks	-0.34	112	27.19	18.75	-0.35	1,037	26.52	18.84	3	Yes	E
132052	HSHW	Personal Financial Advisors	1.37	156	84.40	29.71	1.63	2,139	78.26	27.66	6	Yes	R
119179	HSHW	Personal Service Managers, All Other	9.00	163	32.17	20.81	N/A	N/A	N/A	N/A	5	No	R
372021		Pest Control Workers	-2.00	159	22.61	17.52	N/A	N/A	N/A	N/A	3	No	S
292052		Pharmacy Technicians	1.34	343	21.42	17.33	1.44	4,310	21.21	17.31	4	Yes	R
319097		Phlebotomists	1.70	133	20.60	17.32	1.62	1,476	20.19	17.25	4	Yes	R
312021	HSHW	Physical Therapist Assistants	2.24	146	35.43	28.62	2.22	1,788	34.19	27.96	5	Yes	R
291071	HSHW	Physician Assistants	2.00	361	66.28	51.45	N/A	N/A	N/A	N/A	5	No	S
472152		Plumbers, Pipefitters, and Steamfitters	1.03	192	27.30	21.05	1.36	2,988	26.94	20.44	4	Yes	R
333051	HSHW	Police and Sheriff's Patrol Officers	0.66	529	40.14	30.92	0.77	4,378	36.21	26.63	5	No	R
515111		Prepress Technicians and Workers	-1.11	13	22.75	18.69	-1.00	124	22.44	17.31	4	Yes	E
272012	HSHW	Producers and Directors	0.55	49	51.48	28.36	1.10	774	45.83	24.81	6	Yes	N
435061		Production, Planning, and Expediting Clerks	0.69	202	25.93	17.44	0.72	2,223	26.70	18.86	3	Yes	R
131082	HSHW	Project Management Specialists	1.36	585	50.43	31.89	1.51	5,993	49.89	31.12	6	Yes	R
119141	HSHW	Property, Real Estate, and Community Association Managers	1.17	505	42.89	24.32	1.21	4,514	40.07	23.12	6	Yes	R
292053		Psychiatric Technicians	2.64	200	21.80	16.79	2.59	1,748	21.59	17.29	4	Yes	R

			Regional				Statewide				LMEC	In	
			Annual %	Annual	2025 Hourly Wage		Annual	Annual	2025 Hourly Wage		Training	Target	
SOC	HSHW**	Occupation Title*	Growth	Openings	Mean	Entry	% Growth	Openings	Mean	Entry	Code	Industry?	Level***
273031	HSHW	Public Relations Specialists	1.13	164	35.35	20.82	1.27	2,001	34.59	20.11	6	Yes	R
131023		Purchasing Agents, Except Wholesale, Retail & Farm Products	1.40	430	36.93	23.57	N/A	N/A	N/A	N/A	5	No	R
113061	HSHW	Purchasing Managers	0.50	268	66.30	39.30	N/A	N/A	N/A	N/A	6	Yes	N
291124	HSHW	Radiation Therapists	1.52	5	48.41	43.31	1.14	83	48.31	40.61	5	Yes	E
492021	HSHW	Radio, Cellular, and Tower Equipment Installers and Repairers	N/A	N/A	N/A	N/A	1.79	84	32.92	22.98	5	Yes	E
292034	HSHW	Radiologic Technologists and Technicians	1.11	75	38.00	26.36	1.14	1,049	35.94	26.67	5	Yes	N
419021		Real Estate Brokers	1.11	62	43.27	20.10	N/A	N/A	42.49	20.89	4	Yes	N
419022		Real Estate Sales Agents	1.12	687	40.41	18.44	1.21	5,224	35.39	17.01	4	Yes	R
291141	HSHW	Registered Nurses	1.02	1158	45.40	35.73	1.03	14,276	43.58	34.37	6	Yes	R
291126	HSHW	Respiratory Therapists	1.63	53	39.53	31.47	1.72	650	39.61	32.46	5	Yes	S
112022	HSHW	Sales Managers	1.17	358	71.94	38.30	1.33	3,422	72.17	38.03	6	Yes	R
413091		Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1.12	1292	35.60	19.15	1.24	12,095	35.13	18.61	6	Yes	R
414012		Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.55	1114	36.47	19.52	0.77	9,273	36.50	19.49	3	Yes	R
414011	HSHW	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1.47	293	58.16	26.19	1.12	2,094	56.43	27.67	6	Yes	R
252031		Secondary School Teachers, Except Special and Career/Technical Education	0.64	277	30.32	25.34	0.77	3,430	29.60	23.89	6	No	R
413031	HSHW	Securities, Commodities, and Financial Services Sales Agents	0.87	371	40.13	23.16	1.07	4,116	41.97	23.11	6	Yes	R
492098		Security and Fire Alarm Systems Installers	1.17	107	27.92	20.90	1.63	1,019	28.06	20.99	4	Yes	R
535031	HSHW	Ship Engineers	N/A	N/A	N/A	N/A	1.10	127	58.88	42.77	4	Yes	E
194061		Social Science Research Assistants	0.95	5	25.56	17.45	1.59	182	26.21	16.72	6	Yes	E
211029	HSHW	Social Workers, All Other	0.23	28	33.19	22.70	0.48	540	33.20	22.10	6	Yes	N
119151	HSHW	Social and Community Service Managers	1.11	75	42.72	26.12	1.18	793	40.32	25.41	6	Yes	S
211093		Social and Human Service Assistants	1.04	243	21.82	17.00	1.09	2,793	21.82	16.89	3	Yes	R
151252	HSHW	Software Developers	2.50	646	70.00	42.98	2.60	6,848	65.87	42.39	6	Yes	R
151253	HSHW	Software Quality Assurance Analysts and Testers	2.12	83	50.25	31.39	2.19	1,017	49.31	30.62	6	Yes	R
252052		Special Education Teachers, Kindergarten and Elementary School	N/A	N/A	N/A	N/A	0.78	666	29.14	24.94	6	No	E
252058	HSHW	Special Education Teachers, Secondary School	0.67	71	33.83	28.50	0.76	651	31.39	25.46	6	No	E

			Regional				Statewide				LMEC	In	
			Annual %	Annual	2025 Hourly Wage		Annual	Annual	2025 Hourly Wage		Training	Target	Qualifying
SOC	HSHW**	Occupation Title*	Growth	Openings	Mean	Entry	% Growth	Openings	Mean	Entry	Code	Industry?	Level***
211018		Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.24	325	29.49	19.94	2.13	2,896	29.34	20.15	6	Yes	R
299093	HSHW	Surgical Assistants	1.28	12	46.82	22.81	1.33	175	36.52	21.50	4	Yes	E
292055	HSHW	Surgical Technologists	1.07	47	32.61	22.69	1.04	608	30.94	22.36	4	Yes	N
173031		Surveying and Mapping Technicians	1.48	40	26.24	18.99	1.53	769	25.01	18.34	5	Yes	S
171022	HSHW	Surveyors	1.71	20	40.24	26.38	1.55	396	36.77	23.76	6	Yes	E
132082		Tax Preparers	1.93	62	23.01	14.15	2.13	621	26.29	15.53	4	Yes	N
253099		Teachers and Instructors, All Other	0.73	200	26.65	19.27	0.89	1,446	27.44	17.13	6	No	R
273042	HSHW	Technical Writers	0.92	18	44.24	29.04	1.40	250	44.28	30.52	6	Yes	E
492022		Telecommunications Equipment Installers and Repairers, Except Line Installers	0.92	160	30.22	23.20	0.68	1,093	30.30	22.19	4	Yes	R
499052		Telecommunications Line Installers and Repairers	0.88	62	32.42	25.32	0.80	693	29.62	20.65	4	Yes	E
291129	HSHW	Therapists, All Other	1.54	39	45.77	28.48	1.76	127	35.44	23.68	6	Yes	E
514111		Tool and Die Makers	N/A	N/A	N/A	N/A	0.38	62	30.56	22.45	4	Yes	E
131151	HSHW	Training and Development Specialists	1.65	282	35.97	22.68	1.84	3,348	35.89	20.78	6	Yes	R
113071	HSHW	Transportation, Storage, and Distribution Managers	1.24	138	54.26	30.24	1.44	1,300	54.36	29.44	6	Yes	R
413041		Travel Agents	1.15	286	28.49	20.64	1.11	1,351	26.27	17.71	3	Yes	R
292056		Veterinary Technologists and Technicians	1.79	113	23.31	19.37	1.94	1,347	22.26	17.83	5	Yes	R
151254		Web Developers	1.49	31	41.49	23.98	1.65	367	N/A	N/A	5	Yes	E
151255	HSHW	Web and Digital Interface Designers	1.45	35	46.01	26.62	1.58	377	43.00	25.84	5	Yes	N
514121		Welders, Cutters, Solderers, and Brazers	1.03	148	26.92	20.77	1.27	2,042	25.98	20.32	4	Yes	R
514122		Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	0.59	8	22.16	18.13	0.68	106	21.49	18.15	4	Yes	E
273043	HSHW	Writers and Authors	1.14	81	33.95	21.80	1.23	778	36.00	21.49	6	Yes	R

*SOC Code and Occupational Title refer to Standard Occupational Classification codes and titles.

**HSHW = High Skill/High Wage.

***Qualifying Level:

R = Meets regional wage and openings criteria based on state Labor Market Statistics employer survey data.

S = Meets statewide wage and openings criteria based on state Labor Market Statistics employer survey data.

N = Meets national wage and openings criteria based on national Labor Market Statistics employer survey data.

E = Meets emerging wage and openings criteria based on state Labor Market Statistics employer survey data.

N/A = Not available/releasable.

LMEC = Labor Market Estimating Conference



CareerSource
BROWARD

A proud partner of the
AmericanJobCenter
network

PAID INTERNSHIP

EMPLOYER GUIDE

A practical guide for employer partners



BUILD YOUR TALENT PIPELINE

Introduce and evaluate
potential talent.



DEVELOP WORKPLACE SKILLS

Provide meaningful,
career-connected
experience.



STRENGTHEN OUR COMMUNITY

Support Broward County's
future workforce.



1 PROGRAM OVERVIEW AND BENEFITS

A short-term workplace learning opportunity that develops talent

CareerSource Broward partners with employers to provide eligible participants with meaningful workplace experience. Employers introduce, develop and evaluate potential talent while interns build occupational and workplace skills.

PROGRAM AT A GLANCE



Up to
480
total hours



Up to
28
hours per week



Up to
\$16
per hour paid by CSBD



Workers'
compensation insurance
covered by CSBD

BENEFITS TO YOUR BUSINESS



BUILD A TALENT PIPELINE
Observe how a potential worker learns and performs.



REDUCE WAGE COSTS
CSBD pays wages during the authorized internship.



DEVELOP NEEDED SKILLS
Provide hands-on experience tied to real responsibilities.



IDENTIFY POTENTIAL HIRES
Provide hands-on experience tied to real responsibilities.



2

HOW THE PROCESS WORKS

CareerSource Broward guides the employer through each step

1



IDENTIFY THE OPPORTUNITY

Provide the duties, schedule, required skills and learning opportunities.

2



REVIEW REQUIREMENTS

CSBD reviews the opportunity for program fit.

3



IDENTIFY CANDIDATES

CSBD works to identify eligible participants aligned with the opportunity.

4



INTERVIEW AND SELECT

The employer may interview referred candidates and select the best fit.

5



COMPLETE DOCUMENTS

All required documents must be completed before the internship begins.

6



BEGIN THE INTERNSHIP

The employer supervises the intern while CSBD provides program support.



WHAT TO EXPECT

CSBD does not maintain a pool of interns who can be assigned automatically. The time needed to identify an eligible and appropriate candidate can vary.

Submitting a job description does not guarantee that a participant will be immediately available.



3

CREATE A STRONG INTERNSHIP OPPORTUNITY

A clear job description and learning goals improve the match

INCLUDE IN THE JOB DESCRIPTION



Job title, worksite and schedule



Duties and responsibilities



Required and preferred skills



Equipment, technology or software used



Physical or environmental requirements, if applicable



Skills the intern will learn



Supervisor's name and contact information



SEPARATE REQUIRED SKILLS FROM SKILLS THAT CAN BE LEARNED

Identify three to five practical learning outcomes, such as using company software, applying customer-service standards, following safety procedures or learning an occupational process.



REMEMBER THE PURPOSE

The internship must provide meaningful work and skill development. It cannot be used to replace regular staff or simply obtain free labor.



4

SUPERVISION, PAYROLL AND WORKPLACE CONCERNS

The employer manages the workplace; CSBD manages payroll and program support



SUPERVISE THE INTERN

Designate a supervisor to train, answer questions and provide feedback.



TRACK AND SUBMIT HOURS

Maintain accurate records and submit the required CSBD timesheet.



PAYROLL

Once the supervisor submits the timesheet, CSBD processes payroll.



SAFE WORKPLACE

Follow applicable safety, labor and nondiscrimination requirements.



WORKERS' COMPENSATION

CSBD provides coverage. Report any workplace incident immediately.



REPORT CONCERNS PROMPTLY

- Repeated tardiness or absences
- Performance or conduct concerns
- Failure to follow instructions
- Safety concerns or workplace incidents
- Changes in duties, schedule or worksite



Contact CSBD before making significant changes to the internship.



5

FROM INTERN TO EMPLOYEE

Hiring is not required, but a successful internship can build your talent pipeline

The internship allows you to evaluate a participant over time. Employers are encouraged to consider successful interns for available positions.

WHAT TO EVALUATE

AREA	WHAT TO CONSIDER
 Attendance	Dependable and punctual
 Learning	Applies instruction and feedback
 Skills	Develops required occupational skills
 Communication	Communicates professionally
 Teamwork	Works effectively with others
 Overall fit	Could succeed as an employee



FROM PAID INTERNSHIP TO ON-THE-JOB TRAINING

As the internship draws to a close and you would like to retain the intern; however, they need additional training, CSBD can offer you an On-the-Job Training (OJT) contract to enhance any skills the intern needs. During the OJT, CSBD will provide wage reimbursement funding for the new training period, as determined with CSBD.

To take advantage of the OJT option, please contact your CSBD Business Services Consultant four weeks before the internship ends.



6

FREQUENTLY ASKED QUESTIONS

Quick answers for employer partners

1

Can I request a specific type of intern?

Yes. Describe the duties, skills and learning opportunities. CSBD will work to identify an eligible, appropriate match.

2

How quickly will I receive an intern?

There is no guaranteed turnaround time. The time needed to identify a candidate can vary.

3

Can I interview candidates?

Yes. You may interview referred candidates and select the best fit.

4

Do I have to hire the intern?

No. However, employers are encouraged to consider successful interns for available positions.

5

Who supervises and pays the intern?

The employer provides day-to-day supervision. CSBD processes payroll after receiving the supervisor-approved timesheet.

6

Does CSBD cover workers' compensation?

Yes. Report any workplace incident to CSBD immediately.

7

Can I change the intern's duties or schedule?

Discuss significant changes with CSBD before making them.

8

Can I hire the intern when the internship ends?

Yes, if the intern successfully completes the internship and meets your hiring requirements.

7

EMPLOYER READINESS CHECKLIST

Use this checklist before requesting a paid intern

- ☒ We have a meaningful work experience and complete job description.
- ☒ We identified required skills and skills that can be learned.
- ☒ We identified three to five learning objectives.
- ☒ We designated a supervisor or mentor.
- ☒ We can provide the agreed worksite and schedule.
- ☒ We can provide instruction, feedback and a safe workplace.
- ☒ We understand that CSBD must identify an eligible and appropriate participant.
- ☒ We understand that a candidate may not be immediately available.
- ☒ We will submit accurate CSBD timesheets.
- ☒ We will report attendance, performance and workplace incidents promptly.
- ☒ We will consider the intern for available positions.



READY TO BEGIN

If the opportunity provides meaningful experience and skills that move a participant closer to employment, contact CareerSource Broward.

Visit employerinterest.careersourcebroward.com for current program terms and assistance.

This guide is a practical overview and does not replace applicable laws, policies, agreements or program requirements. Confirm current terms with CSBD before an internship begins.

Memorandum #06-26 (BR)

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

From: Carol Hylton, President/CEO

Subject: Apprenticeship Summit Strategies

Date: October 14, 2026

SUMMARY

CSBD will 1) host an Apprenticeship Job Fair on 12/3 to connect job seekers with registered apprenticeship programs with openings in high-demand industries, including construction and manufacturing, and 2) conduct an Apprenticeship Summit in January 2027 to increase employer awareness of apprenticeship opportunities and encourage their participation. The Employer Services Committee provided input on the Summit at its 9/14 meeting.

BACKGROUND

In July 2026, the U.S. Department of Labor awarded the State of Florida \$40 million to expand registered apprenticeships nationwide. In response, CareerSource Florida and Florida Commerce established a statewide goal of 5,000 apprentices by 2030 and assigned CSBD a local goal of over 400 apprentices within the same timeframe.

To support these priorities, CSBD received dedicated funding to strengthen local apprenticeship efforts and established an Apprenticeship Navigator function within the organization. As part of this shift, CSBD assigned one of its Business Services Managers to focus on apprenticeship development, employer engagement, and program expansion.

CSBD is now planning an Apprenticeship Summit. The event will convene employers, apprenticeship sponsors, workforce partners, and job seekers to highlight available programs, employer resources, and career pathways.

DISCUSSION

The Apprenticeship Summit will focus on building community awareness of the benefits of registered apprenticeships. The planning and event execution strategies include:

1. Employer & Sponsor Engagement - Invite employers and program sponsors currently operating registered apprenticeship programs to showcase opportunities and share best practices.

2. Leadership Participation - Extend an invitation to the State Director of Apprenticeship Training (or designee) to participate in the event and provide statewide context on apprenticeship expansion efforts.
3. Panel Discussions - Host employer/sponsor and apprentice panels to highlight both the business perspective and the apprentice experience, ensuring attendees receive a comprehensive understanding of apprenticeship pathways.
4. Employer & Job Seeker Education - Provide information on CSBD's role in connecting employers to prospective apprentices and explain how CSBD can assist employers through wage reimbursement for apprentices.
5. Program Development Support - Offer guidance to employers interested in creating or expanding registered apprenticeship programs.
6. Event Feedback - Disseminate a post-event survey to gather feedback on the effectiveness of the summit and identify future needs for apprenticeship expansion.

We request the Committee's approval of these strategies and welcome additional recommendations.

RECOMMENDATION

None. For information only.

SUPPORTER COMMITMENT OPPORTUNITIES

PAYCHECKS FOR PATRIOTS JOB FAIR



NOV. 17, 2026



9 AM — 1 PM



Introduction

Each year, CareerSource Broward brings together veterans, military families, employers, and community partners for **Paychecks for Patriots**, one of Broward County's premier hiring events.

Organizations are invited to become event supporters and align their brand with an initiative that connects local talent with meaningful career opportunities while honoring those who have served our country.

About the Organization and Initiative

CareerSource Broward is Broward County's workforce development agency, connecting job seekers with employment and training opportunities while providing businesses with resources to recruit, train, and strengthen their workforce.

Services are delivered through three career centers located throughout Broward County.

Why Become a Supporter?

Put your organization in front of approximately 1,000 job seekers, nearly 100 participating employers, community leaders, and workforce partners while demonstrating your commitment to Broward County's veterans and military families.

Depending on commitment, supporters can receive **prominent event branding**, social media and digital exposure, priority event placement, dedicated signage, VIP visibility, and even **podium time** before attendees and participating employers.

More than logo placement, a **Paychecks for Patriots** support commitment gives your organization the opportunity to be recognized as a community partner invested in veterans, employment, economic opportunity, and Broward County's workforce.

SUPPORTER PACKAGES

 Platinum Supporter Package \$2,500	Podium time to provide a welcome. Logo placed on CareerSource Broward's (CSBD's) Paychecks For Patriots (P4P) Webpage, prominently placed on event signage, and in event social media postings. Priority Event Table Placement, and Individual Signage poster at the Event. Deadline 10/16/26.
 Gold Supporter \$1,000 Package	Logo placed on CSBD's P4P Webpage, prominently placed on event signage, and in event social media postings. Priority Event Table Placement, and Individual Signage poster at the Event. Deadline 10/16/26.
 Silver Supporter \$550 Package	Logo placed on CSBD's P4P Page, and in event social media postings. Level 2 Priority Event Table Placement. Deadline 10/16/26.
 Bronze Supporter \$300 Package	Logo placed on CSBD's P4P Page and in event social media postings. Deadline 10/16/26.

REGISTER TO BECOME A 2026 PAYCHECKS FOR PATRIOTS SUPPORTER:

bit.ly/p4p2026supporter



**Broward Workforce Development Board
Education and Industry Consortium**
Tuesday, April 28, 2026

12:30 pm – 2:00 pm.

2nd QUARTER REPORT
CareerSource Broward Main Conference Room
2890 West Cypress Creek Road, Ft Lauderdale, FL 33309

ATTENDEES: Kathleen Hagan, Richard Haughton, Michael Smith and Maria Formoso, who chaired the meeting.

STAFF: Mark Klinecicz, Rochelle Daniels and Michell Williams.

GUESTS: Lidia Clarke, Florida Department of Juvenile Justice Representative for the Florida Youth College, South Region Workforce Development Manager.

NEW BUSINESS

1. Quarterly Report of the 2/17 Meeting

Considered approval of the 2nd Quarter Report from the 2/17 meeting. (*This aligns with the Consortium's requirement to provide a quarterly report to the Broward Workforce Development Board.*)

Maria Formoso introduced the item. There was no further discussion.

On a motion made by Michael Smith and seconded by Kathleen Hagan, the EIC unanimously approved the 2nd Quarter Report.

2. Industry Updates

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

Maria Formoso introduced the item, and Mark Klinecicz asked the members to share any new information and workforce trends in their industries.

Mr. Haughton reported that the Florida Department of Transportation (FDOT) will redesignate all of the vertical takeoff locations, currently called Heliports, as Vertiports. The operators will receive up to 100% funding for the required modifications. He stated that Florida leads the

Nation among areas designated for the establishment of Vertiports, specifically the Fort Lauderdale-to-Miami corridor. Mr. Haughton mentioned that it would be helpful if we had a contact at the FDOT to explore the types of jobs likely to be generated from converting Heliports to Vertiports.

Kathleen Hagan asked Mr. Haughton to clarify what a Vertiport is and when they would go into effect. Mr. Haughton explained that Electric Vertical Take-Off and Landing (eVTOL) aircraft are electric-powered vehicles designed to hover, take off, and land vertically, aiming to revolutionize urban transportation as "air taxis" similar to a flying Uber. Operating similarly to helicopters but with multiple electric rotors, they will require converting Heliports to Vertiports to accommodate the larger aircraft that will be used for transportation.

Mr. Haughton said these aircraft are already certified by the Federal Aviation Administration, and three companies, BETA Technologies and Archer Technologies, have already been manufacturing these aircraft, and Joby Aviation was in the final testing stages of its aircraft. Test flights have already started in Manhattan. He explained that while progress in this emerging industry was under the radar, now is a key opportunity to get students excited about it. He emphasized that we should help students prepare for this new development in aviation, because youth will encounter these emerging job opportunities when they graduate. Mr. Haughton stated that large drone deliveries up to 1,000 pounds could be expected within the next two years. Mr. Haughton commented to Ms. Formoso that it may be time to schedule a meeting to discuss ways to raise awareness among youth and encourage students to enter these fields of work.

Mark Klinecicz added that, with this technology, he was wondering whether there would be demand for engineers and technicians who would need to repair these aircraft, and whether there would be a need to develop training for these technologies. Mr. Haughton responded that, most likely, the engine repair would require an add-on certificate to the existing avionics technician certification. Still, there would also be a need for technicians to convert the Heliports to Vertiports. The current physical infrastructure will need to be updated to accommodate these vehicles, so we need to be aware that there may be a training need not only in aviation but also in construction.

Rochelle Daniels asked Mr. Haughton whether, eventually, eVTOL aircraft would become more AI-driven than human-driven. He replied that he did not think this would happen in the U.S. over the next five to eight years, but that it would happen much faster in other countries. Emirates and Africa are already operating flights, so those countries would have autonomous vehicles before the U.S. He explained that, because our infrastructure is so complex, autonomous vehicles cannot integrate easily. Mr. Haughton believes that human-piloted aircraft will begin this year and that test flights will soon be conducted between the Fort Lauderdale and Miami airports.

Maria Formoso asked Mr. Haughton for an estimate of the cost to be a passenger on one of these flights and whether the information is public. He responded that they are trying to keep the price closer to what an Uber Black ride would cost, which is optimistic, but it would definitely be less than the cost of a helicopter flight from Fort Lauderdale to Miami.

Kathleen Hagan shared that in March, the White House launched an initiative to build shipyards and introduced it as Maritime Prosperity Zones (MPZs), designed to encourage shipyard growth and bring investment opportunities specifically to the Maritime Industry. It starts at the shipyard level, but the goal is to support small businesses that provide auxiliary services to shipyards. Hopefully, they will be doing zoning around the U.S., and with South Florida being a major Maritime hub, there will be several of them, specifically the shipyards in the Fort Lauderdale area.

Ms. Hagan explained that the initiative is circulating throughout her industry, and they are listening and learning more about the MPZs. According to the report she has seen, they seem to be looking for investment opportunities to go in on these MPZs. Ms. Hagan stated that the report was a nice overview of where we are with shipbuilding, the shipyards available, and the action plan for how they intend to fund it, but stated that she was unsure when this would go into effect. Ms. Hagan stated she would share the link to the report from the White House website.

Ms. Daniels added that our new Board member, Kris Hopkins from the maritime industry, recently shared that, over the years, the number of shipyards in this country has decreased, leaving few remaining. Ms. Daniels inquired whether this MPZ initiative would lead to shipbuilding taking hold again locally and whether we would see some of these shipyards reopen or new ones open. Ms. Hagan responded “yes” that she believed that MPZs would apply not only to commercial shipyards but also to yachting shipyards, potentially enabling them to convert or expand their operations and initiatives to address the need.

Ms. Daniels asked Ms. Hagan if she sees jobs, such as welders, engineers and other trades coming to South Florida, to build ships. Ms. Hagan responded that, because Florida has a vibrant maritime industry, we should definitely be among the main recipients of several MPZs and are pursuing designation as a designated zone. Once designated, we would look for investment opportunities and develop them further, either by using existing shipyards or by developing a facility that may currently be underserved, and then attract more opportunities, which would obviously have a spillover effect on our communities.

Ms. Formoso added that Broward Schools were adding two new marine programs for the upcoming school year. They have their secondary program at South Broward High School and their post-secondary program at McFatter Technical College and High School. They will also be opening the Outboard program at North East High School and the Maritime Technology program at Stranahan High School. She mentioned that they are introducing these programs to students at the local middle school as well.

REPORTS

1. Upcoming Industry Sector Job Fairs

CSBD will be holding a series of Industry Job Fairs in the 1) Technology 2) Healthcare and 3) Hospitality sectors. During this time, job seekers will connect directly with employers actively seeking local talent. The events will strengthen employer pipelines, promote career pathways, and reinforce these industries as critical drivers of Broward County's economy.

Maria Formoso introduced the item and asked Mark Klincewicz to further elaborate. Mr. Klincewicz provided an update on the number and types of employers signed up to participate in each of the fairs, and the initiatives CSBD is taking to identify and prepare our job seeker customers for the upcoming Industry Job Fairs.

2. New Starter Guide For Youth on How To Get Started In Skilled Trades

CSBD created a “How To Get Started in Skilled Trades” Starter Guide for Youth and Young Adults (Ages 16–24). This two-page resource gives our future workforce a clear, engaging overview of today’s skilled trades, outlines practical training pathways, and provides a simple roadmap for getting started. It also highlights helpful career resources, including CSBD, to help youth move toward apprenticeships, certifications, and employment.

Maria Formoso introduced the item, and Mark Klincewicz reviewed the new starter guide and stated that it had been shared with the Brace Advisors and others at the School Board. Ms. Formoso added that the guide would also be great for their Education Advisors to share with their seniors.

3. Summer Youth Employment Program 2026 Updates

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

Mark Klincewicz provided the update on the Summer Youth Employment Program and thanked the Consortium members for circulating the information about the program.

Ms. Daniels reported that this year we would serve an estimated 1,300 youth, and even though we have a good amount of job sites, we were still accepting additional employer job orders to match youth with their areas of interest. She also informed the Consortium that, thanks to our President and CEO Carol Hylton’s efforts, CSBD was awarded \$1.5 million by the DeLuca Foundation over the next three years to increase the number of youth we can serve in our highly sought-after youth employment program. Ms. Daniels reminded the Consortium that over 3,000 youth applied, meaning we are serving only 1/3 of them. We are delighted to have been awarded this additional grant so we can serve more youth. The SYEP brings more income into youths’ households and provides a meaningful work experience in a supported environment, offering employability skills training and a worksite monitor who visits daily to ensure a good introduction to the world of work.

4. Manufacturing Industry Employer Forum

CSBD held a Manufacturing Employer Forum on 2/18 to engage local manufacturers on workforce needs and opportunities. The forum included 1) a presentation on operating within Foreign Trade Zones (FTZs) 2) a discussion on industry skill gaps and best practices and 3) strategies to strengthen the local manufacturing talent pipeline. Employers identified a need for trained FTZ operators and greater awareness of manufacturing careers among students and job seekers. CSBD intermediaries are currently researching potential strategies and partnerships to address the identified needs.

Mark Klincewicz provided an update on the Manufacturing Industry Employer Forum and highlighted the many ways CSBD has promoted and continues to promote the Manufacturing Career Pathway video to youth.

5. Construction Industry Employer Forum

CSBD partnered with the Greater Fort Lauderdale Chamber of Commerce (GFLCC) to host a Construction Industry Employer Forum on 2/25, bringing together industry stakeholders and workforce partners to discuss current hiring trends and workforce needs within the construction sector. Employers highlighted industry challenges such as 1) limited soft skills among entry-level workers 2) growing interest in understanding how artificial intelligence and digital tools can support construction operations and 3) low awareness among youth of career opportunities in the skilled trades. Follow-up efforts are underway to identify workforce strategies that respond to the needs highlighted by employers.

Maria Formoso introduced the item, and Mark Klincewicz provided an update on the Construction Industry Employer Forum, featuring keynote speaker Ian Schwartz, Vice President of Operations at Stiles Construction. Mr. Klincewicz highlighted the topics of discussion at the forum. Ms. Formoso added that, on the secondary school sites, the School Board has added employability and soft skills to their curriculum.

6. Worlds of Work (WOW) Youth Career Exploration Event

CSBD, in partnership with the School Board of Broward County, hosted the 3rd Annual WOW Youth Career Exploration event on 3/4 at the Amerant Bank Arena for 9th and 10th-grade students. The event received media coverage from WSVN Channel 7, WSFL Channel 39, and 101.5 FM Voice of the Caribbean, raising community awareness of CSBD's efforts to introduce Broward County youth to a wide range of career pathways. Students participated in hands-on activities across ten industry worlds. The exhibits were provided by our education and employer community. Feedback from students and exhibitors during the event was extremely positive.

Maria Formoso introduced and reviewed the item and shared that WOW was such an incredible event, one of her favorites. Mr. Klincewicz presented the Worlds of Work video to the Consortium and highlighted coverage from several outlets. Michael Smith mentioned that he attended the event and that his organization provided one of the cranes seen in the video. It was his second year attending, and the event was fantastic. Mr. Klincewicz noted that, between the cranes and the assimilators, they were the two most visited pieces of equipment and were loved by the youth at WOW.

Mr. Haughton added that he always tries to bring hands-on equipment for the youth and said this was one of his favorite events of the year as well.

7. The Source Podcast – Apprenticeship Edition

CSBD has released the seventh episode of *The Source Podcast*, exploring pre-apprenticeship and registered apprenticeship opportunities for youth. The episode featured Rick Shawbell, BWDB Member and Training Director of the Florida East Coast Electrical Joint Apprenticeship Training Committee (JATC), along with Blake Kanarek, JATC Instructor, and hosted by Yushika Florence, CSBD's Youth Programs and Services Manager. Their discussion highlighted how apprenticeships combine classroom instruction with on-the-job training, so participants can build practical skills while earning an income. The podcast was part of CSBD's digital marketing strategy and was now available to stream on Spotify.

Ms. Formoso introduced the item, and Mark Klincewicz discussed the CSBD quarterly podcast and informed the Consortium that we have expanded our reach and that all of our podcasts are now available on additional media platforms. Ms. Daniels added that if any members had ideas, subjects, or suggestions for the podcasts, to let us know. Ms. Formoso responded that the School Board could definitely collaborate with CSBD by having seniors or graduates who are working in our in-demand industries join a future podcast to discuss their experiences. Ms. Daniels agreed that this was a great idea and said she would discuss it with Ms. Hylton to determine a good topic and how our Communications team can coordinate it.

8. Tech Hub Pulse 2026

CSBD's Technology Industry Intermediary and Outreach Team participated in Tech Hub Pulse 2026 on 3/5 at the Broward County Convention Center, where BWDB Chair Jim Ryan served as a guest speaker. Hosted by the South Florida Tech Hub, the event convened IT professionals, employers, and community stakeholders to discuss emerging trends shaping South Florida's innovation economy, including artificial intelligence and cybersecurity. CSBD hosted an exhibitor table, connected with employers, promoted the upcoming AI Playbook for Small and Medium Employers, highlighted the AI Resources for Employers webpage, and shared information about workforce services, recruitment support, and work-based training funding opportunities.

Maria Formoso introduced the item, and Mark Klincewicz presented the Tech Hub Pulse post to the Consortium.

9. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 4.6 percent in February 2026. This rate was 1.3 percentage points higher than the region's year-ago rate. In February 2026, Broward County's unemployment rate was 0.2 percentage points lower than the State's rate. Out of a labor force of 1,075,893, down 695 (-0.1%) over the year, there were 49,032 unemployed Broward County residents. The dashboard is a value-added resource allowing businesses the ability to make data-informed decisions.

Mark Klincewicz provided an overview of the Economic Dashboard and added that, as CSBD receives data, the dashboard is updated.

MATTERS FROM THE CONSORTIUM CHAIR:

None

MATTERS FROM THE CONSORTIUM:

None

MATTERS FROM THE FLOOR:

None

MATTERS FROM THE CAREERSOURCE BROWARD PRESIDENT:

On behalf of Carol Hylton, Ms. Daniels reminded the Consortium that their ideas, suggestions, and thoughts are welcome and very important, and that feedback or recommendations received are shared with the Board.

Mr. Klinecicz announced that CSBD recently completed the Board Planning session, and the discussions and engagement were great. More intel was being gathered to determine how we can forge our direction for the next year. Ms. Daniels added that the attendance was great, and we had Dr. Howard Hepburn, Dr. Stacy Volnick, and Dr. Steven Tinsley, as speakers, who provided a lot of information to discuss during the breakout sessions as they studied the goals and objectives for the upcoming year. The Council of Elected Officials indicated that the thought questions for this year's work groups were important and hit the mark for what we need to be doing now. Ms. Daniels explained that the report will go to the Board and then be shared with the Consortium, which may prompt additional discussion by the members.

ADJOURNMENT – 1:16 pm.

THE NEXT EDUCATION AND INDUSTRY CONSORTIUM MEETING WILL BE HELD ON AUGUST 18, 2026.
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Child Protection Director,
Southeast & Southern
Regions
Department of Children &
Families

Dr. Paula Thaqi

Director
Broward County Health
Department

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STAFF

Cindy Arenberg Seltzer

President /CEO

LEGAL COUNSEL

John Milledge
Garry Johnson

August 21, 2026

Ms. Carol Hylton, CEO
CareerSource Broward
2890 W. Cypress Creek Rd.
Fort Lauderdale, FL 33309

Financial and Administrative Review of CareerSource Broward, CSC Funded Program and Contract-SYEP #23-5016.

Dear Ms. Hylton,

We are pleased to inform you that the Children's Services Council of Broward County (CSC) completed the financial and administrative review of CareerSource Broward, program and contract, SYEP #23-5016, funded by the CSC. The assessment tools are attached to this report.

In general, CareerSource Broward has sufficient controls in place to manage the program, and we are happy to report that there were no findings that impacted the administration of the program.

SYEP #23-5016:

- You are commended for a financial and administrative review with no findings.

A copy of this report has been retained in your file for future reference. If you plan to apply for future funding, the contents will be considered during the rating of your funding proposal.

Thank you for your cooperation during the review process. We hope that you find the administrative evaluation informative. Your Agency can respond in writing with feedback on the financial and administrative review experience and report. If you have questions, please contact me at (954) 377-1140 or [Mina Razavi's Email](mailto:mravazi@cscbroward.org) (mravazi@cscbroward.org).

Sincerely,

Mina Razavi

Mina Razavi
Assistant Director of Finance

Memorandum #03-26 (OPS)

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

From: Carol Hylton, President/CEO

Subject: WIOA Youth Provider Performance for Program Year (PY) 25/26

Date: October 13, 2026

SUMMARY

For PY 25/26, CareerSource Broward (CSBD) funded four (4) Out-of-School Youth (OSY) and two (2) In-School Youth (ISY) programs. Youth received case management, career pathway planning, occupational skills training, and job readiness preparation while enrolled in the programs. While the SBBC experienced some challenges this year in meeting their OSY enrollment goals, largely due to an overall decline in enrollment, our youth providers are meeting their contractual goals. The following report provides the Youth Committee with provider performance as required under their agreements.

BACKGROUND

For PY 25/26 which ended on 6/30 CSBD funded four (4) OSY program contracts for the delivery of WIOA youth services. Each OSY program serves youth between ages 17-24 through case management; referrals to WIOA funded services, career pathway and planning, employability skills training, and paid work experience. They were:

- The School Board of Broward County (SBBC) – GED Program
- The Florida Independence, Training and Education (FLITE) Center – Let's Get To Work Program
- Helping Advance and Nurture the Development of Youth (HANDY) – The LIFE Program
- Center for Independent Living (CIL) – Jobs for youth.

CSBD also funded two (2) ISY program contracts for the delivery of WIOA youth services. They were:

- SBBC
- Junior Achievement of South Florida (JA)

Last year, CSBD's youth providers served a total of 250 low-income youth facing substantial barriers including: high school drop-outs, youth with disabilities, foster care youth, justice system involved youth, and homeless youth.

DISCUSSION

The following charts provide an overview of each provider's performance for PY 25/26.

SBBC OSY GED PROGRAM

SBBC OSY provides youth with assistance towards obtaining their high school credential together with individual pathway plans, work experience and employability skills training.

Contract Deliverables	Due Date	Performance	CSBD Comments
Enroll 110 youth into the OSY GED program.	3/31/26	82 youth were enrolled.	Enrollment was below target. The SBBC reported overall declines in enrollment. 31 youth are being carried forward. For PY 26/27, we have reduced the number of OSY to take into account this concern.
90% of youth enrolled must achieve a Measurable Skills Gain (MSG).	6/30/26	77 youth (94%) received an MSG.	
Of the 57 youth that must exit prior to 6/30/26, 48 youth, which is 85%, must complete their GED and obtain a High School credential by 6/30/26.	6/30/26	41 youth (71%) obtained their GED.	The SBBC reported a higher number of dropouts this year due to justice involvement and mental health issues among some youth. While PY 25/26 performance is already established, the SBBC is working to reengage these youth for future success.
Of the 57 youth that must exit prior to 6/30/26, 48 youth, which is 85%, must enter the military, post- secondary education or unsubsidized employment during the 2 nd quarter after exit.	6/30/26	52 youth exited. 44 youth have been placed. There were 2 neutral exits. ¹	Youth continue to receive follow-up support focused on improving employment outcomes during the 2nd quarter after exit.

¹ A neutral exit occurs when a participant cannot continue in the program because of 1) medical reasons 2) incarceration 3) returning to active duty or 4) death.

HANDY – THE LIFE PROGRAM

HANDY's The LIFE Program serves youth with barriers to employment and education through case management; referral to WIOA funded services, career pathway planning, job placement, and follow up services.

Contract Deliverables	Due Date	Current Performance	CSBD Comments
Enroll 20 OSY.	3/31/26	20 youth enrolled. 2 were carried forward from PY 24/25.	
100% of youth enrolled in training must achieve a measurable skills gain (MSG).	6/30/26	Training is optional for youth enrolled in the program. No youth were enrolled in training.	
100% of youth enrolled in a GED or post-secondary training must attain their GED or post-secondary credential in the program year in which they exit.	6/30/26	No youth were enrolled in training.	
Of the youth that must exit prior to 6/30/26, 15 youth, which is 85%, must enter the military, post- secondary education or unsubsidized employment upon exit.	6/30/26	17 youth exited. 15 youth have been placed.	

THE FLITE CENTER – LET’S GET TO WORK PROGRAM

FLITE’s Let’s Get to Work program serves foster care youth with on-site GED preparation, employability skills training, and WEX to ensure the successful transition into adulthood.

Contract Deliverables	Due Date	Current Performance	CSBD Comments
Enroll 36 OSY	3/31/26	36 youth were enrolled. 8 were carried forward from PY 24/25.	
100% of youth enrolled in training must achieve a measurable skills gain.	6/30/26	Training is optional for youth enrolled in the program. No youth were enrolled in training.	
100% of youth enrolled in training must obtain their GED or post-secondary credential in the year that they exit.	6/30/26	No youth were enrolled in training.	
Of the youth that exit prior to 6/30/26; 21 youth, which is 85%, must enter the military, post- secondary education or unsubsidized employment at exit.	6/30/26	26 youth exited. 21 have been placed. There were 2 neutral exits. ²	

- ². A neutral exit occurs when a participant cannot continue in the program because of 1) medical reasons 2) incarceration 3) returning to active duty or 4) death.

CIL – JOBS FOR YOUTH PROGRAM			
CIL's Jobs for Youth program helps youth with disabilities achieve their career and occupational goals through help with peer counseling, WEX, and employability skills training.			
Contract Deliverables	Due Date	Current Performance	CSBD Comment
Enroll 12 - 15 youth into the program.	3/31/26	12 youth enrolled. 6 were carried forward from PY 24/25.	
Of the 6 youth that must exit prior to 6/30/26; 5 youth, which is 85%, must enter the military, post-secondary education, or be in unsubsidized employment in the 2nd quarter after exit	6/30/26	7 youth exited. 4 youth have been placed.	CIL continues to work with the youth through their retention period.

SBBC ISY Program			
SBBC ISY provides youth with assistance towards obtaining their high school credential together with individualized career pathway plans, work experience, and employability skills training.			
Contract Deliverables	Due Date	Current Performance	CSBD Comments
Enroll 75 youth into the ISY program.	6/30/26	75 youth enrolled.	
100% of youth enrolled must achieve a Measurable Skills Gain (MSG).	6/30/26	75 youth (100%) have received an MSG.	
Of the 75 youth that must exit prior to 6/30/26, 68 youth, which is 90%, must obtain a High School credential by 6/30/26.	6/30/26	74 youth (98%) obtained their High School credential.	
Of the 75 youth that must exit prior to 6/30/26, 68 youth must enter the military, post-secondary education or unsubsidized employment during the 2 nd quarter after exit from the program.	6/30/26	75 youth exited and have been placed.	

JA ISY Program			
JA ISY provides youth with employability skills training and assists youth with planning their individual career pathways.			
Contract Deliverables	Due Date	Current Performance	CSBD Comments
Enroll a minimum of 22 and up to 25 youth into the ISY program.	6/30/26	22 youth enrolled.	
100% of youth enrolled must achieve a Measurable Skills Gain (MSG).	6/30/26	22 youth (100%) have earned an MSG.	
Of the youth that must exit prior to 6/30/26, 21 youth, which is 95%, must attain their High School credential by 6/30/25.	6/30/26	22 youth (100%) have obtained their high school credential.	
Of the youth that must exit prior to 6/30/26, 20 youth, which is 90%, of them must enter the military, post-secondary education or unsubsidized employment during the 2 nd quarter after exit from the program.	6/30/26	22 youth exited and 21 have been placed.	

RECOMMENDATION

None. For information only.

Overview of the CareerSource Broward Region
Not Seasonally Adjusted
October 16, 2026

- The unemployment rate in the CareerSource Broward region (Broward County) was 4.1 percent in September 2026. This rate was 0.1 percentage point greater than the region's year ago rate of 4.0 percent. The region's September 2026 unemployment rate was 0.1 percentage point lower than the state rate of 4.2 percent. The labor force was 1,074,400, down 6,309 (-0.6 percent) over the year. There were 44,170 unemployed residents in the region.

Fort Lauderdale-Pompano Beach-Sunrise Metro Division

- In September 2026, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Sunrise MD was 915,100, an increase of 300 jobs (>+0.1 percent) over the year.
- The Education and Health Services (+2.7 percent); Manufacturing (+1.5 percent); Government (+1.4 percent); and Construction (+0.7 percent) industries grew as fast or faster in the metro area than statewide over the year.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the highest annual job growth compared to all the metro areas in the state in the Government (+1,600 jobs) industry.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the third highest annual job growth compared to all the metro areas in the state in the Construction (+400 jobs) industry.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the third fastest annual job growth rate compared to all the metro areas in the state in the Construction (+0.7 percent) industry.
- The industries gaining jobs over the year were Education and Health Services (+3,300 jobs); Government (+1,600 jobs); Leisure and Hospitality (+800 jobs); Manufacturing (+500 jobs); and Construction (+400 jobs).
- The industries losing jobs over the year were Professional and Business Services (-3,300 jobs); Trade, Transportation, and Utilities (-2,100 jobs); Financial Activities (-400 jobs); Information (-300 jobs); and Other Services (-200 jobs).

Note: All data are subject to revision.

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

Unemployment Rates			
(not seasonally adjusted)	Sep-26	Aug-26	Sep-25
CareerSource Broward (Broward County)	4.1%	4.4%	4.0%
Florida	4.2%	4.6%	4.2%
United States	4.0%	4.3%	4.3%

Nonagricultural Employment by Industry (not seasonally adjusted)	Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division				Florida				Annualized Avg. Wages Broward County, Q1 2026
	Sep-26	Sep-25	change	percent change	Sep-26	Sep-25	change	percent change	
Total Employment	915,100	914,800	300	0.0	9,997,700	9,926,000	71,700	0.7	\$92,931.28
Mining and Logging	#N/A	#N/A	#N/A	#N/A	5,600	5,600	0	0.0	\$300,701.03
Construction	55,100	54,700	400	0.7	657,000	653,000	4,000	0.6	\$82,973.12
Manufacturing	32,800	32,300	500	1.5	427,100	424,800	2,300	0.5	\$110,374.13
Trade, Transportation, and Utilities	197,200	199,300	-2,100	-1.1	1,972,200	1,963,800	8,400	0.4	\$73,490.00
Wholesale Trade	54,200	53,100	1,100	2.1	403,000	395,000	8,000	2.0	\$113,690.93
Retail Trade	106,100	106,200	-100	-0.1	1,135,600	1,133,600	2,000	0.2	\$50,223.84
Transportation, Warehousing, and Utilities	36,900	40,000	-3,100	-7.8	433,600	435,200	-1,600	-0.4	\$87,373.16
Information	18,100	18,400	-300	-1.6	147,400	150,200	-2,800	-1.9	\$154,558.82
Financial Activities	70,800	71,200	-400	-0.6	674,800	689,500	-14,700	-2.1	\$164,113.02
Professional and Business Services	170,900	174,200	-3,300	-1.9	1,628,300	1,603,100	25,200	1.6	\$93,292.47
Education and Health Services	126,800	123,500	3,300	2.7	1,635,800	1,593,000	42,800	2.7	\$68,953.92
Leisure and Hospitality	95,800	95,000	800	0.8	1,314,100	1,298,600	15,500	1.2	\$40,999.10
Other Services	35,500	35,700	-200	-0.6	380,100	382,500	-2,400	-0.6	\$53,372.75
Government	112,000	110,400	1,600	1.4	1,155,300	1,161,900	-6,600	-0.6	\$92,784.14

Population	2025	2024	change	percent change
CareerSource Broward (Broward County)	2,013,317	2,037,472	-24,155	-1.2
Florida	23,462,518	23,372,215	90,303	0.4
Average Annual Wage	2025	2024	change	percent change
CareerSource Broward (Broward County)	\$74,612	\$71,496	\$3,116	4.4
Florida	\$72,732	\$69,505	\$3,227	4.6

Note: All data are subject to revision.

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

Guide to Workforce Acronyms

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

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

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

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

CAREER AND JOB INFORMATION SOURCES

Broward Workforce Development Board

www.careersourcebroward.com

Broward Intern

www.browardintern.com

CareerSource Florida

www.careersourceflorida.com

Employ Florida

www.employflorida.com

EMPLOYMENT AND TRAINING

My Next Move

www.mynextmove.org

Unemployment Claims

www.fluidnow.com

www.floridajobs.org

USDOL, Employment and Training Administration

www.doleta.gov

O*Net

www.doleta.gov/programs/onet

National Association of Workforce Boards (NAWB)

www.nawb.org

U.S. Conference of Mayors

www.usmayors.org

WorkforceGPS

www.workforcegps.org

WELFARE TO WORK

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

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

Joint Center on Poverty Research

<https://jointcenter.org/>

LABOR MARKET INFORMATION

Bureau of Labor Statistics

www.bls.gov

Bureau of Economic Analysis (Dept. of Commerce)

www.bea.gov

Minimum Wage

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

Florida Labor Market Information

www.floridajobs.com/

Labor law / Wage and Hour

www.dol.gov/whd/

Federal Reserve Bank of Atlanta

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

GENERAL

Florida State Legislature (Online Sunshine)

www.leg.state.fl.us

U.S. Congress

www.house.gov

www.senate.gov

Work Opportunity Tax Credit

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

Federal Bonding Program

www.bonds4jobs.com

Opportunity Zones

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

YOUTH WORKFORCE DEVELOPMENT

Florida Dept. of Education

www.fldoe.org

Youth Promising and Effective Practices Network

www.nyec.org/pepnet/

National Youth Employment Coalition

www.nyec.org

Employ Florida

www.employflorida.com

DISABILITY

Social Security / Work Incentives

www.ssa.gov/disability/

Americans with Disabilities

www.ada.gov

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

Ticket to Work

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

WOMEN'S EMPLOYMENT

U.S. Department of Labor

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

SENIORS

AARP

www.aarp.org

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

Florida Department of Elder Affairs

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

Employ Florida Marketplace Silver Edition

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

VETS

Dept. of Veteran Affairs

www.va.gov

www.vacareers.va.gov

www.careeronestop.org/militarytransition/

Employ Florida Vets

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