

SAVE THE DATE

**PAYCHECKS FOR
PATRIOTS**

**NOVEMBER 7, 2025
9 a.m. – 1 p.m.**

AGENDA

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

**Meeting
#266**

Join Zoom Meeting Details:

Meeting ID:
874 4874 2905

Passcode:
569315

Call-in number:
+1 646 876 9923

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

**THURSDAY
October 23, 2025
12:00 P.M.**

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

2025 MEETING SCHEDULE

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

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

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

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

Executive Committee Meetings

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

Board Meetings

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

AGENDA

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

**Partnership Meeting #266
Thursday, October 23, 2025
CareerSource Broward Boardroom
2890 West Cypress Creek Road, Ft. Lauderdale, FL 33309**

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

<https://us02web.zoom.us/j/87448742905?pwd=SgsXKliKf4P8ED78Ys5G6XaY0JIWRZ.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

BOARD MEMBER TRIBUTE

MISSION MOMENT

PRESENTATION

In accordance with our contracted agreement, Gilead Sanders will present an overview of the AI Playbook for small and medium employers. The Playbook will include links to tools, real-life examples, and case studies of AI's practical applications.

APPROVAL OF MINUTES

Approval of the 8/28 BWDB meeting minutes.

RECOMM ACTION EXHIBIT	Approval Motion for Approval Minutes of the Meeting
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Pages 11 – 22

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 current performance for the month of August is provided. The data reflects that within the Big 6 Regions, CSBD is in a 3-way tie for 1st in WIOA Entered Employment Rate (EER), ranks 1st in WTP All Family Participation and 2-Parent Family Participation Rate, and ranks 2nd in Vets EER.

ACTION None
EXHIBIT Performance Report for August

Pages 23 – 34

2. Letters of Support

Letters of support for grant applications were written for 1) HOPE South Florida for Broward County’s Safe Parking program 2) HOMES, Inc. to provide services for former homeless youth and families 3) House of Hope for their Bridge to Independence Program and Quick Response Training Grants for 4) Pixels on Target, LLC 5) Kelley Kronenberg, P.A. and 6) Keith and Associates, 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 \$4,293,149 from the Children’s Services Council to serve 913 youth ages 16-18 years old and economically disadvantaged. The SYEP will provide each youth with three days of employability skills training and an eight-week meaningful summer work experience. The application portal for youth will go live on 12/1. 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
EXHIBIT	SYEP Youth Application Flyer

Page 35

2. Accept SYEP Funds From Broward County

Consideration to accept \$700,000 from Broward County to serve 150 youth. Broward County funds will be targeted for youth 16-18 years old who have had contact with the Juvenile Justice system and/or reside in one of the six distressed zip codes. As the County is awarding CSBD funds, there is no conflict of interest. Each youth will receive three days of employability skills training and an eight-week meaningful summer work experience. 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
EXHIBIT	None

3. Accept Sectors of Strategic Focus Funds

Consideration to accept \$265,000 in Sectors of Strategic Focus funds from Florida Commerce. The grant period is through 6/30. These funds will be used to support occupational skills and work-based training, focusing on 1) customers in the healthcare sector 2) HOPE customers and 3) veterans. Approved at the 9/30 One-Stop 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
EXHIBIT	None

4. Accept Florida Network Navigator Funds

Consideration to accept \$208,571 in Florida Network Navigator funds from Florida Commerce. The grant period is through 6/30. These funds provide support for dedicated navigator staff for the 1) Apprenticeship 2) Hope Florida and 3) Military Family programs. These navigators will engage with educational institutions, employers, and community organizations to strengthen awareness and utilization of available workforce services. The Military Family program provides employment services and case management to spouses and dependents of active-duty military personnel. Approved at the 9/30 One-Stop 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
EXHIBIT	None

5. President/CEO Evaluation

In accordance with governing boards' policy, the Executive Committee evaluated the President/CEO using the Evaluation Form developed by the Organizational Resources Committee and distributed by the Legal Department in September, accompanied by the Board's strategic highlights video and a summary of many of the year's accomplishments. All the members responded, resulting in a consolidated score of 4.01, over the 4.0 cap. The Executive Committee reviewed the 1) member comments 2) salaries and retirement benefits of similarly situated CEO's 3) the Committee matrices with the Board's goals and objectives listing the attainments over the course of the year 4) the State Performance Report for the past year, showcasing CSBD as the only board that exceeded every federal performance measure 5) the new State letter grade rating of CSBD as an "A+" Board and 6) an excerpt from our Audit which had no findings. Following a discussion praising the leadership skills of Ms. Hylton, the Executive Committee is recommending a 4% merit increase and an additional \$7,851 annual contribution to the President's retirement. Approved at the 10/13 Executive Committee meeting. *(This is in alignment with the Board goal to maintain our role as workforce development leaders through advocacy by the Board, collaboration, and providing information and intelligence to stakeholders with feedback from the community.)*

RECOMM Review of President/CEO Evaluation
ACTION Discussion
EXHIBITS Memo #02 – 25 (LS)
 President/CEO Evaluation Form

Pages 36 – 42

6. CareerSource Broward To Serve As Quick Response Training Grants Fiscal Agent

Consideration to approve 1) CareerSource Broward as the local fiscal agent for the Quick Response Training (QRT) program and 2) to add QRT to the employer services offered by CSBD. The program provides training grants to new and expanding businesses for new hires. CareerSource Florida is asking local boards to serve as the fiscal agent for the QRT grants. As a fiscal agent, we assist employers with the application process and approve the grant distributions once training is completed, and we will receive a payment of 5% of each grant awarded. Approved at the 10/7 Employer 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, efficiency, technology, and relevancy.)*

RECOMM Approval
ACTION Motion for Approval
EXHIBIT Memo #11 – 25 (BR)

Page 43

7. New Training Providers – Coding Clarified and Broward-Miami Health Institute

Consideration to approve adding 1) Coding Clarified as an eligible training provider and their Professional Medical Coding program to the WIOA Individual Training Account (ITA) list and 2) Broward-Miami Health Institute and their Practical Nursing, Medical Assistant, Patient Care Technician, Medical Billing and Coding, and Home Health Aide (WTP only) programs to the ITA list. Approved at the 9/30 One-Stop 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 #04-25 (OPS)
 ITA Course Summary Spreadsheet

Pages 44 – 46

REPORTS

1. 2025 Employer Awareness and Satisfaction Survey Results

Every two years, CSBD surveys local employers to measure their awareness and satisfaction with our services. The 2025 results show a 17% increase in employer awareness from the 2023 survey, with many citing chamber partnerships, social media, and word-of-mouth as the primary vehicles of introduction. A majority of employers expressed 1) a preference for smaller, industry-focused job fairs and 2) an interest in guidance and support related to AI-driven workplace transformation. CSBD has incorporated their input into the deliverables for the AI Playbook.

ACTION None
EXHIBIT Memo #12 – 25 (BR)

Pages 47 – 49

2. The State of the Workforce (SOTW) Event

The SOTW employers and job seekers' feedback regarding the execution and deployment of the event earlier this year was stellar. A significant number of employers and job seekers commented on the parking and the traffic entering and exiting the event, indicating it took 2 hours to enter/exit the parking lot. Some of the difficulties could be attributed to the ongoing construction; however, the new Omni Hotel opening, which is adjacent to the Convention Center and the start of the cruise season in late fall, will continue to generate traffic and make parking a challenge. After conferring with the Greater Fort Lauderdale and Hollywood Chambers and speaking to members of our Executive Committee, it was determined that to be responsive to the voice of our customers, we should pivot to smaller, targeted job fairs.

ACTION None
EXHIBIT None

3. 2025 Paychecks for Patriots Job Fair

CSBD will host its annual Paychecks for Patriots (P4P) Veterans Hiring Fair on 11/7 at the Tamarac Community Center. The first hour of the event will be reserved for veterans and family members of veterans. CSBD is partnering with Broward County to provide courtesy transportation from our One-Stop Centers, and the City of Tamarac will provide expanded off-site parking and shuttle service to accommodate attendees.

ACTION None
EXHIBITS P4P Employer Flyer
 P4P Job Seeker Flyer

Pages 50 – 51

4. Education and Industry Consortium (EIC) 2025 Second Quarter Report

The EIC held its second quarter meeting on 5/28. Chris Albert, Fortress Marine Anchors, Eddie Popelca, Trividia Health, and Mari Grande, Randstad, participated in a panel discussion on the current state of the manufacturing industry, emerging trends, and recruitment. They emphasized the challenges in sourcing local talent and the services provided by CSBD to offset training costs, such as On-the-Job Training, Incumbent Worker Training, and the AI Grant, to integrate AI in talent development and employee retention.

ACTION None
EXHIBIT 2nd Quarter Report

Pages 52 – 57

5. National Workforce Development Month

September was National Workforce Development Month. Our Chair Jim Ryan, CEO Carol Hylton, and staff attended the Annual State Workforce Summit, where two of our own were honored. County Administrator Monica Cepero received the Workforce Partner of the Year award, and Adult Programs Administrator Kasia Kossak received the Florida Lighthouse Award in recognition of her service as a beacon for servant leadership and innovation. On 9/16, the Broward County Board of County Commissioners acknowledged CSBD and Workforce Development Month with a proclamation.

ACTION None
EXHIBITS [Workforce Summit Photo](#)
 [Proclamation Announcement](#)

6. Board Member Recognition

Sandy-Michael McDonald has resigned from the Board due to his promotion to Assistant County Administrator. We will invite him back to an upcoming meeting and “plaque” him.

ACTION None
EXHIBIT None

7. Board Members Honored

The Greater Fort Lauderdale Chamber of Commerce will present members Heiko Dobrikow of The Las Olas Company with the Multi-Generational Legacy Award and Michael Goldstein of LAN Infotech with the Champion of the Year Award on 11/20. Congratulations, Heiko and Michael!

ACTION None
EXHIBIT None

8. Broward County Unemployment and Economic Dashboard

Due to the Federal government shutdown, the unemployment report is unavailable.

ACTION None
EXHIBIT None

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

***THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE
BROWARD COUNCIL MEETING IS DECEMBER 11, 2025.***

CAREER SOURCE BROWARD COUNCIL OF ELECTED OFFICIALS

Mayor Dean Trantalis
City of Fort Lauderdale
Chair

Mayor Beam Furr
Broward County
Vice Chair

Mayor Josh Levy
City of Hollywood
Chair Pro Tem

BROWARD WORKFORCE DEVELOPMENT BOARD, INC. - EXECUTIVE COMMITTEE

Jim Ryan, Chair

Kevin Kornahrens
Vice Chair

Zac Cassidy
Secretary/Treasurer
Chair Audit Committee

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

Francois Leconte
Chair Employer Services Committee

Richard Shawbell
Chair One Stop Services Committee

Kevin Kornahrens
Chair Organizational Resources
Committee

Heiko Dobrikow
(Immediate Past Chair)

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

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

Dawn Liberta
Chair Youth Committee

BROWARD WORKFORCE DEVELOPMENT BOARD, INC (BWDB) MEMBERSHIP

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

Frank Horkey
Rufus James
Dr. Lisa Knowles
Kevin Kornahrens
Francois Leconte
Dawn Liberta
Felipe Pinzon
Catherina Rozario

Jim Ryan
Richard Shawbell
Shane Strum
Robert Swindell
Walberto Utreras
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 – 2025

EXECUTIVE COMMITTEE

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

Jim Ryan, Board Chair

Kevin Kornahrens	Vice-Chair
Zac Cassidy	Secretary/Treasurer, Chair, Audit Committee
Dr. Ben Chen	Vice-Chair for Legislative Affairs (Board Chair – 2009-2010)
Heiko Dobrikow	Member – (Immediate Past Chair)
Richard Shawbell	Chair, One Stop Services Committee
Francois Leconte	Chair, Employer Services
Kevin Kornahrens	Chair, Organizational Resources Committee
Frank Horkey	Chair, Strategic Planning
Dawn Liberta	Chair, Youth Committee
Dr. Lisa Knowles	Member – (Board Chair 2019 - 2020)

AD HOC ORGANIZATIONAL RESOURCES COMMITTEE

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

Kevin Kornahrens, Chair

Zac Cassidy	Dr. Lisa Knowles
Dr. Ben Chen	Jim Ryan
Frank Horkey	

STRATEGIC PLANNING COMMITTEE

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

Frank Horkey, Chair

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

ONE STOP SERVICES COMMITTEE

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

Richard Shawbell, Chair

Frank Horkey	Tara Williams
Dr. Howard Hepburn	Melida Akiti
Felipe Pinzon	Sheri Brown Grosvenor
Catherina Rozario	Rashad Thomas

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	Maribel Feliciano
Paul Farren	Denise Jordan
Michael Goldstein	Marie Suarez
Lori Wheeler	

AUDIT COMMITTEE

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

Zac Cassidy, Chair

Dr. Ben Chen	Frank Horkey
Keith Costello	Bob Swindell

YOUTH COMMITTEE

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

Dawn Liberta, Chair

Rufus James	Joe Cox
Dr. Lisa Knowles	Jill Denis-Lay
Walberto Utreras	Traci Schweitzer

Agenda Backup

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

**Meeting
#266**

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Call-in number:
+1 646 876 9923

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

**THURSDAY
October 23, 2025
12:00 P.M.**

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

WHAT IS WIOA? (Federal)

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

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

Barriers to employment for adults are:

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

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

WHAT IS FLORIDA WIA 2000? (State)

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

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

Requires Work

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

Sets Strict Time Limits for Collecting Cash Assistance

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

Requires Child Support

Strengthens Teen Pregnancy Prevention and Teen Parent Requirements

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

Improves Transition and Support Services

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

Education and Training Requirements

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

MEETING MINUTES

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

**Partnership Meeting #265
Thursday, August 28, 2025
CareerSource Broward Boardroom
2890 West Cypress Creek Road, Ft. Lauderdale, FL 33309**

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

Attendees: Mayor Dean Trantalis, Mayor Beam Furr, Mayor Josh Levy, Vanessa Cantave, Zac Cassidy, Dr. Ben Chen, Keith Costello, Paul Farren, Michael Goldstein, Rufus James, Dr. Lisa Knowles, Kevin Kornahrens, Francois Leconte, Felipe Pinzon, Catherina Rozario, Richard Shawbell, Shane Strum, Bob Swindell, Tara Williams and Jim Ryan, who chaired the meeting.

Guests: Desmond Cox, Youseline Jean-Baptiste, Manesha Metayer, Clay Miller, and Cindy Arenberg Seltzer

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

MISSION MOMENT

Board Chair Jim Ryan introduced Youseline Jean-Baptiste and Manesha Metayer, both former participants in the Summer Youth Employment Program (SYEP), to share their experiences with the Board.

Ms. Jean-Baptiste expressed her appreciation to CareerSource Broward (CSBD) and the Children's Services Council (CSC) for funding the SYEP. The program taught her valuable skills such as professional communication, time management, and soft skills. These foundational experiences eventually led to her current role as lead receptionist at CSC. She praised SYEP for equipping young people with the tools and confidence needed to take their first steps into the workforce.

Ms. Metayer shared that she participated in SYEP in 2017. Originally planning to study neuroscience, she was placed at JAFCO's Children's Ability Center, where she worked with youth with developmental disabilities. She has since progressed into a leadership role at JAFCO as Enrichment Staff Supervisor. The experience was transformative and led her to change her academic path and pursue a master's degree in behavioral sciences to become a Board-Certified Behavior Analyst. She thanked CSBD and CSC for creating a program that not only provides jobs, but also a sense of direction and purpose, stating, "You're not just giving people jobs—you're giving them opportunities and careers."

Mr. Ryan commended both speakers as outstanding ambassadors for SYEP and thanked them for sharing their stories. He recognized Michelle Hamilton, Director of Human Resources at CSC, and thanked Cindy Arenberg Seltzer, President/CEO of CSC, for their long-standing support of the program.

Ms. Arenberg Seltzer spoke about the program's evolution, noting that CSC has funded SYEP for nearly 25 years and significantly increased its investment from \$1.8 million to \$4.2 million in recent years due

to the CSBD's demonstrated success. She reflected on how impactful Ms. Jean-Baptiste and Ms. Metayer's testimonies emphasized the value of connecting youth to career exploration early, especially in the nonprofit sector, where staffing needs remain high. She expressed sincere appreciation for CSBD and the work we do.

Carol Hylton thanked Ms. Arenberg Seltzer for CSC's support. She also acknowledged Latema Thomas and her staff for delivering a seamless and impactful program year after year. Ms. Hylton highlighted recent operational improvements, such as web-based timesheets, and praised the collaborative efforts of employers and municipalities that allow CSBD to scale the program up in response to funding.

Mr. Ryan thanked Ms. Hylton for her leadership and passion, adding that her commitment to youth and workforce development is evident and inspiring.

PRESENTATION

Jim Ryan introduced the fourth and final Career Pathways video, which focuses on entry-level and advanced careers in Information Technology (IT), and recognized LAN Infotech and the Levan Center of Innovation for their contributions in the video.

Following the presentation, Mr. Ryan invited Board Member Michael Goldstein, President/CEO of LAN Infotech, to comment. Mr. Goldstein shared that demand for AI-related skills and certifications continues to grow rapidly, noting that he has conducted 67 presentations on AI to date. He emphasized the importance of upskilling both employees and clients to stay competitive in the evolving IT landscape.

Ms. Hylton noted that representatives from LAN Infotech who were unable to attend today's meeting will receive a certificate of appreciation.

Mr. Ryan then invited Desmond Cox from the Levan Center to speak. Mr. Cox emphasized the importance of understanding foundational IT concepts as a gateway into the sector. Mr. Ryan and several members expressed their appreciation for Mr. Cox's role and presented him with a plaque recognizing his contributions in assisting with the video.

Fort Lauderdale Mayor Dean Trantalis commented on the economic realities faced by individuals entering the IT field. While acknowledging the potential for career growth, he observed that many entry-level IT positions offer modest starting wages, often making individuals eligible for affordable housing programs. He emphasized the need for compensation to reflect the rising cost of living and the importance of ensuring that all workers, regardless of age, have opportunities to earn a livable wage.

Ms. Hylton agreed, stating that the videos are being shared widely with partners in the Prosperity Zones, local school districts, and technical colleges. She explained that the purpose of our career pathways video series is to assist young people and a host of other job seekers in seeing the broader career ladders available to them in these industries. These are the career paths available locally that will lead to higher-paying jobs, which in turn will reduce dependency on public assistance and lead to self-sufficiency.

APPROVAL OF MINUTES

Approval of the BWDB minutes of the 6/26 (#264) meeting.

On a motion made by Mayor Dean Trantalis and seconded by Keith Costello, the BWDB/CSBD Council of Elected Officials unanimously approved the minutes of the 6/26 (#264) 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 June is provided. The data reflects that within the Big 6 Regions, CSBD is in a three-way tie for 1st in WIOA Entered Employment Rate (EER), 1st in WTP All Family Participation Rate and 2-Parent Family Participation Rate, and 2nd in Wagner Peyser EER.

2. Letters of Support

Letters of support were written for 1) Broward County Public Schools' application for the certified personal trainer program to remain on the Master Credentials List 2) OIC of South Florida's grant application to establish a Registered Electrician Apprenticeship Program 3) Broward State Attorney's Office grant application to connect survivors of violent crimes against women with career services 4) MVG Consulting LLC's grant application to promote long-term economic success to the community 5) Werne Enterprises LLC to establish AI Initiatives to assist manufacturers and Quick Response Training Grants for 6) The Pharmacy Hub, LLC 7) Tropic Ocean Airways, LLC 8) Complete Turbine Services, LLC 9) Jewel Toned, Inc. 10) Berkowitz Pollack Brant Advisors + CPAs, LLP 11) Xendoo, Inc. and 12) Gold Aviation Services, Inc.

On a motion made by Mayor Beam Furr and seconded by Francois Leconte, the BWDB/CSBD Council of Elected Officials unanimously approved the Consent Agenda of 8/28.

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

Considered approval to renew the contract between CareerSource Broward (CSBD) and Anthony Brunson P.A., with Watson Rice serving as the engagement partner for conduct of the CSBD fiscal year 24/25 organization-wide audit in the amount of \$34,000, the same rate as last year. This is the 2nd of 4 one-year renewals under their contract. Approved at the 8/11 Audit and 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.)*

Carol Hylton reviewed the item and the recommendation to renew the contract with Anthony Brunson P.A.

On a motion made by Francois Leconte and seconded by Keith Costello, the BWDB/CSBD Council of Elected Officials unanimously approved renewing the contract between CSBD and Anthony Brunson P.A., with Watson Rice serving as the engagement partner for conduct of the CSBD fiscal year 24/25 organization-wide audit in the amount of \$34,000.

2. Contract Renewal with Taylor Hall Miller Parker, P.A. (THMP) for Program Monitoring

Considered approval to renew the contract with THMP for program monitoring for Program Year 25/26. The fee for each visit will be \$27,000, the same as last year, for a contract total of \$54,000. This is the 3rd of up to 4 one-year renewals under their contract. Approved at the 8/11 Audit and 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.)*

Carol Hylton reviewed the item. She stated that the total amount of the renewal reflects the reduction to 2 visits from 3.

On a motion made by Felipe Pinzon and seconded by Mayor Beam Furr, the BWDB/CSBD Council of Elected Officials unanimously approved renewing the contract with THMP for program monitoring for Program Year 25/26 for a contract total of \$54,000.

3. Contract Renewal with Cherry Bekaert for Fiscal Monitoring

Considered approval to renew the contract with Cherry Bekaert for fiscal monitoring for Program Year 25/26. The fee for each visit will be \$24,600, the same as last year, for a contract total of \$49,200. This is the 3rd of up to 4 one-year renewals under their contract. Approved at the 8/11 Audit and Executive meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

Carol Hylton reviewed the item and its recommendation, emphasizing that the number of visits is reduced to 2 instead of 3.

On a motion made by Keith Costello and seconded by Tara Williams, the BWDB/CSBD Council of Elected Officials unanimously approved renewing the contract with Cherry Bekaert for fiscal monitoring for Program Year 25/26 for a contract total of \$49,200.

4. One-Stop Operator (OSO) Contract for PY 25/26

Considered approval to award the contract for the OSO to Workforce Guidance Associates, LLC. (WGA) at a cost of up to \$114,000. The contract will be for 1 year with 2 one-year renewals for a total of 3 years. CSBD issued a Request for Quotes, which was published in 2 papers, posted on our website, and notified all entities registered in our procurement database. The Review Committee, made up of board members, reviewed the proposal and is recommending WGA our current provider. The OSO must meet a set of highly specialized requirements. CSBD is satisfied with WGA. Approved at the 8/5 One-Stop Services and 8/11 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.)*

Rick Shawbell, Chair of the One-Stop Committee, reviewed the item and its recommendation.

Bob Swindell asked whether only one proposal had been received. Carol Hylton confirmed that while the Request for Quotes was broadly distributed, including through an auto-notification

system, only one proposal received. Ms. Hylton explained the reason for this was due to the highly specialized nature of the work. Rochelle Daniels, General Counsel, agreed and added that although seven entities downloaded the solicitation, none chose to submit a proposal.

Mayor Josh Levy inquired why the OSO role, which is held by a single individual, is filled through a vendor rather than as an in-house position. Ms. Hylton explained that the Workforce Innovation and Opportunity Act (WIOA) requires each local area to designate a One-Stop Operator. The arrangement as a vendor is designed to create a separation of duties and responsibilities to prevent conflicts of interest and ensure the integrity of the workforce system. She added that the incumbent has successfully served in this role for several years and that CSBD is satisfied with their performance.

On a motion made by Mayor Dean Trantalis and seconded by Francois Leconte, the BWDB/CSBD Council of Elected Officials unanimously approved awarding the contract for the OSO to Workforce Guidance Associates, LLC. (WGA) at a cost of up to \$114,000.

5. Region 22 Targeted Occupations List (TOL) for Program Year 25/26

Considered approval of our local area's TOL for PY 25/26. Based upon our review and community input, CSBD is recommending to 1) add twelve (12) new occupations proposed by the State and 2) retain forty-one (41) 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. We sent the preliminary TOL to 1) members of the Education and Industry Consortium 2) local education and businesses and 3) community partners and invited them to a publicly noticed meeting held on 7/17. Approved at the 8/4 Employer Services and 8/11 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, youth, individuals with disabilities, older workers, and ex-offenders).)*

Francois Leconte reviewed the item.

Mayor Beam Furr expressed surprise that acting-related occupations were included. Francois Leconte explained that Broward, Palm Beach, and Miami-Dade are all working to support this industry sector, and that Broward could one day replicate what Atlanta has accomplished in the film and media industry. Mayor Furr concurred, adding that a full studio is currently under development in Broward.

On a motion made by Francois Leconte and seconded by Keith Costello, the BWDB/CSBD Council of Elected Officials unanimously approved our local area's TOL for PY 25/26.

6. Florida Storms Funds

Considered acceptance of \$500,000 in National Emergency Grant – Florida Storms funds from Florida Commerce. Locally, this funding will be used to provide career services and training to WIOA eligible participants who are long-term unemployed and need services to return to work or whose employment was affected by the inclement weather. Approved at the 8/5 One-Stop Services and 8/11 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.)*

Rick Shawbell reviewed the item.

On a motion made by Rick Shawbell and seconded by Mayor Beam Furr, the BWDB/CSBD Council of Elected Officials unanimously approved accepting \$500,000 in National Emergency Grant – Florida Storms funds.

7. Simply Healthcare Funds

Considered acceptance of \$20,000 from Simply Healthcare. Simply Healthcare has created The Community Resource Link. The Link provides a platform of providers, including CSBD, for Simply Healthcare to utilize in referring its customers to employment and other services. CSBD will provide an opportunity for them to showcase their organization at three (3) of our events. Approved at the 8/5 One-Stop Services and 8/11 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.)*

Rick Shawbell reviewed the item.

On a motion made by Rick Shawbell and seconded by Mayor Beam Furr, the BWDB/CSBD Council of Elected Officials unanimously approved accepting \$20,000 from Simply Healthcare.

REPORTS

1. Budget vs. Actual Expenditure

CSBD receives funds based on our program year 7/1 – 6/30, and also based on the federal fiscal year 10/1 – 9/30. 1) We have a small amount of allowable carry forward in the Adult/Dislocated worker and Youth WIOA funds 2) in anticipation of the Central One-Stop Center move the state has allowed us to carry forward some Wagner Peyser funds and 3) we are on track to spend all other funds.

Carol Hylton indicated that we are on track to spend the majority of the Wagner-Peyser funds. She noted that the state has agreed to allow some funds to be carried forward to support a possible move of the north and central offices.

Regarding preparations for the Central One-Stop Center move, Ms. Hylton shared that while the original plan was to relocate to the west side of the Central strip, the state has indicated a buyer has expressed interest in that location and is therefore retaining CSBD in its current facility, albeit with a more condensed footprint.

2. General Fund Balance

As of 12/31/24 the General Fund balance was \$1,332,894. From 1/1/25 through 6/30/25, we realized revenues of \$145,804 and incurred expenditures of \$116,890. The General Fund balance as of 6/30/25 is \$1,361,808. Of this amount \$587,413 is held in reserve leaving a balance of \$774,395.

Rochelle Daniels reviewed the item. She noted that reserves are set aside for the mortgage principal and for contingencies not covered by insurance.

3. Taylor Hall Miller Parker, (THMP) P.A. Program Monitoring - Report #1

THMP conducted program monitoring for the period August 2024 through November 2024. They reviewed a total of 175 files consisting of 6,844 elements. There were 3 findings and 18

observations. This equates to an error rate of .07%, or less than 1%. All findings and observations were corrected except where cases were closed and no further action could be taken.

Ron Moffett, Executive Vice President, reviewed the item and acknowledged the staff's strong performance.

4. Taylor Hall Miller Parker, (THMP) P.A. Program Monitoring - Report #2

THMP conducted program monitoring for the period November 2024 through March 2025. They reviewed a total of 184 files consisting of 6,536 elements. There were 13 findings and 14 observations. This equates to an error rate of .30%, or less than 1%. All findings and observations were corrected except where cases were closed and no further action could be taken.

Ron Moffett reviewed the item.

5. Cherry Bekaert, LLP Fiscal Monitoring - Report #2

Cherry Bekaert conducted fiscal monitoring for the period October 2024 through February 2025. Cherry Bekaert reviewed a total of 1,042 elements during the review period. There were no findings or observations. Based upon the total elements reviewed, this was a 0% error rate.

Ron Moffett reviewed the item and acknowledged Kaminnie Kangal and her team for successful monitoring results.

6. Chamber Contract Renewals

CSBD has renewed its contracts with the 1) Greater Hollywood Chamber of Commerce for up to \$45,000 and 2) Greater Fort Lauderdale Chamber of Commerce for up to \$50,000, which serve as business intermediaries and promote our work-based training services to their members. The chamber staff will develop commitments for work-based training in OJTs, internships, and incumbent worker training contracts. CSBD has been pleased with the services provided. The contracts will be through 9/30/26. In accordance with board policy, we report single-item purchases of \$10,000 or more.

Carol Hylton stated that besides promoting work-based training services, the Chambers partnered with CSBD over the past year to host several industry forums. Going forward, the Chambers will also assist with organizing job fairs to further support business engagement and talent connection efforts.

7. The Source Podcast

CSBD released its fourth podcast episode, which addresses an area of focus approved by the Employer Services Committee. Rocio Vargas, Director of Product Line Management at Cleva Technologies, shared how partnering with CSBD for On-the-Job Training assisted in meeting their company's workforce needs. The podcast series supports CSBD's digital marketing strategy and is now available to stream on Spotify, making it even more accessible to the community. Coming up next, we're turning the mic toward our job seeker services, highlighting the tools, support, and guidance we offer to help individuals succeed.

Carol Hylton reviewed the item and shared that, in addition to the recently released episode featuring Rocio Vargas of Cleva Technologies, past podcast episodes have highlighted the

Summer Youth Employment Program, and State of the Workforce and Worlds of Work events. She thanked the Board members who participated and acknowledged Ron Moffett, Alex Shaw, and Mark Klincewicz for their contributions to the production of each episode.

8. Summer Youth Employment Program 2025

The Summer Youth Employment Program had a remarkable year, receiving over 3,000 applications and placing nearly 1,200 youth at more than 400 worksites across Broward County. These opportunities provided real-world career exploration in 1) Information Technology 2) skilled trades and 3) public service. From helping Broward County schools with software upgrades to contributing to the City of Tamarac's metaverse project to learning plumbing and electrical skills alongside journeymen, the youth made a lasting impact while gaining valuable experience. This year also marked the launch of CSBD's new electronic timesheet system—a true game changer that streamlined the program for both youth and employers.

Carol Hylton reviewed the item and emphasized the positive feedback received from both employers and participants. Many employers observed significant growth and maturity in the youth over the course of the program. Ms. Hylton stated that the youth appreciated the hands-on experience and expressed enthusiasm for returning next year.

Jim Ryan commented on the benefits of the new electronic timesheet system, calling it a major advancement that reduced logistical challenges and the potential for errors or fraud.

Ms. Hylton agreed and noted that the timesheet system was developed in-house. She described it as a "game changer," replacing the manual processing of 1,200 paper timesheets with a more efficient digital workflow. She recognized Mark Klincewicz, Peter Rivera, the Fiscal Department, and Latema Thomas for their pivotal role in developing the application.

9. Paycheck For Patriots (P4P) Update

CSBD will host its annual Paychecks for Patriots Veterans Hiring Fair on 11/7 at the Tamarac Community Center. The first hour of the event will be reserved for veterans and family members of veterans. The event will be marketed to job seekers and employees through social media, radio advertisements, distribution of flyers to community partners, advertising in the career centers, and word of mouth. Please share with your network.

Ron Moffett reviewed the item and announced that this year's Paychecks for Patriots (P4P) veterans hiring fair will take place on November 7th at the Tamarac Community Center. In preparation, staff are working with the City of Tamarac to arrange shuttle service from additional nearby parking areas to accommodate the high volume of job seekers expected to attend this year's job fair.

Mr. Moffett shared that advertising efforts will include social media, radio, flyers, and in-center promotions and encouraged Board members to share the event flyer and supporter commitment form through their networks to help promote the event.

Jim Ryan added his praise for the event and encouraged Board participation.

Mayor Josh Levy suggested exploring zip code-level data to identify where veterans live, which could help guide future site selection and improve accessibility. Carol Hylton responded that veterans served at our centers live throughout Broward County. She added that the County is arranging courtesy shuttle buses from the One Stop Centers to ensure everyone can attend the event.

Francois Leconte shared that he is working with POST29, a veterans organization launching a 24/7 networking platform, and expressed interest in partnering with CSBD to promote the P4P job fair. Ms. Hylton thanked Mr. Leconte and indicated that Tony Ash would connect with Mr. Leconte to coordinate outreach for P4P.

10. CSBD Infograph July 2024 – June 2025

CSBD's Job Seeker and Employer Services Infograph were created to convey information about the delivery of our services to employers and job seekers quickly and clearly through visual elements. The infograph is ideal for enhancing our storytelling and increasing the shareability of content across various platforms.

Ron Moffett reviewed the item, describing the Infograph as CSBD's impact statement, a visual snapshot of the agency's reach and effectiveness in the community. He noted that in addition to high service volumes, CSBD maintained top-tier performance, ranking first or second across all six state measures among large workforce regions. He emphasized that these results, coupled with excellent monitoring outcomes, reflect the team's commitment to being a high-performing workforce board.

Jim Ryan highlighted the importance of outcome-focused reporting and praised the infograph's clarity and usefulness for sharing with partners and stakeholders. He commended the team for producing a resource that is both data-driven and accessible.

Carol Hylton thanked Mr. Ryan and added that CSBD shares the infograph with the local legislative delegation and community partners to help raise awareness of the agency's impact.

11. Computer Server and Microphone System Replacement

CSBD has purchased a new 1) server for \$12,244.36 and 2) microphone conferencing system for \$68,929.87 to replace the failing 15-year-old system, as the manufacturers no longer provide support or replacement parts. The server was purchased using the state contract list. We must replace the servers every so often based on their age and life cycles. We obtained 2 quotes in accordance with our procurement policy for the microphones. Both purchases required prior state approval which was granted. In accordance with board policy, all single-item purchases exceeding \$10,000 are reported to the Board.

Carol Hylton indicated that we replaced our server and the outdated 15-year-old microphone conferencing system. She noted that the new system offers wireless functionality and improved sound quality. Both purchases followed procurement policy and received the required state approvals.

12. Board Member Recognition

We would like to recognize Board Members 1) Keith Costello, Co-founder and CEO of Locality Bank, who has been sworn in as Chairman of the Florida Bankers Association, one of the state's oldest and most influential financial trade groups and 2) Dr. Ben Chen, of Chen Moore and Associates, whose firm has been honored with the South Florida Business Journal's 2025 Business of the Year award and named Engineering News-Record (ENR) 2025 Top 500 Design Firms. The ENR List is widely regarded as the benchmark in national recognition for growth, innovation, and a community-first approach in the industry. Congratulations, Keith and Ben!

Carol Hylton recognized Keith Costello for being sworn in as Chairman of the Florida Bankers Association. Jim Ryan noted that Locality Bank also received several honors from the South Florida Business Journal, including being named the fastest-growing business under \$25 million in revenue. Mr. Costello thanked the Board for their support and highlighted how board connections, including Jim Ryan's role on Locality Bank's advisory board, have contributed to the bank's success.

Ms. Hylton added that she reached out to Mr. Costello following his appointment to determine whether he could connect us with other banks that may have CRA funds. As a result, CSBD has scheduled several meetings to discuss CRA funding and partnership opportunities.

Ms. Hylton also recognized Dr. Ben Chen, whose firm, Chen Moore and Associates, was honored with the South Florida Business Journal's 2025 Business of the Year award and was listed among Engineering News-Record's 2025 Top 500 Design Firms. The Board extended congratulations to both members.

13. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 3.8 percent in July 2025. This rate was 0.2 percentage points higher than the region's year-ago rate. In July 2025, Broward County's unemployment rate was 0.3 percentage points lower than the State's rate. Out of a labor force of 1,094,935, up 3,122 (+0.3%) over the year, there were 41,650 unemployed Broward County residents. The dashboard is a value-added resource allowing businesses the ability to make data-informed decisions.

Mark Klincewicz reviewed the item, noting that Broward County's unemployment rate increased slightly to 3.8%, though it remained below the state average. He explained that while there was a slight oversupply in the labor market relative to demand, the difference is expected to balance out as Florida Commerce revises prior data. Most dashboard indicators remain stable, though some tiles still reflect lagging data and will be updated once new figures are released.

Mayor Dean Trantalis inquired whether the data reflected impacts on specific industries. Mr. Klincewicz answered yes, highlighting the ongoing downward trend in construction jobs.

Mayor Josh Levy asked to revisit the top-advertised occupations and noted that nursing continues to rank high. Mr. Klincewicz confirmed that professional business services showed the most demand and change, while education and health services were also strong.

MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL OF ELECTED OFFICIALS

Mayor Josh Levy opened the discussion by emphasizing the growing impact of artificial intelligence (AI), including tools like ChatGPT-5, and the importance of preparing for workforce disruption. He urged the Board to be proactive in understanding how AI might reshape employment in Broward County.

Jim Ryan remarked that businesses are beginning to see the value of AI when applied to their own internal data. He clarified that many companies are not focused on layoffs but are using AI to increase productivity in response to pressures like tariffs and workforce shortages.

Michael Goldstein shared that Lan Infotech has partnered with the Levan Center to deliver a six-week after-hours AI training program for businesses. He also explained how companies are using Microsoft's Copilot to integrate AI across platforms like Salesforce and Dropbox, enhancing output without cutting staff.

Vanessa Cantave described how her small government contracting firm, 2Lyons Aerospace, implemented an AI-based platform to streamline the bidding process. The AI tool allowed her team to increase daily bidding volume from 100 to 300 while improving efficiency and focus.

Mayor Dean Trantalis noted that AI continues the historical pattern of workforce evolution, like past shifts in automation and robotics. He stressed that education and training will remain critical to helping future generations succeed in a changing economy.

Mr. Ryan agreed and highlighted the launch of CSBD's AI Playbook, which will be developed in partnership with consulting firm Gilead Sanders. Underscoring the urgency of this work, he stated that Florida cities ranked high in projected AI-related job displacement.

Hollywood Mayor Levy also raised concerns about potential unintended consequences in automated decision-making, particularly following recent Department of Justice reviews. He emphasized that ethics must remain a priority in AI implementation.

Michael Goldstein cautioned that AI systems consume significantly more energy than traditional tools, up to 50 times more than a standard web search, and warned that many cities lack the infrastructure to support the growing demand for large-scale data centers.

The elected officials also discussed the broader implications of AI for legal and document review work, with examples such as law firms using AI for keyword filtering and discovery. Mayor Levy emphasized the importance of maintaining human oversight, even in highly automated systems.

To close, Mayor Levy announced that, as of 8/ 14, all three counties of Broward, Miami-Dade, and Palm Beach, have integrated their public transit systems under the new SoFlo Go app. Riders can now use a single ticket for travel across the tri-county area, potentially improving access to job opportunities across the region.

Mayor Trantalis announced that, due to a scheduling conflict, he would be unable to attend the next meeting.

MATTERS FROM THE BROWARD WORKFORCE DEVELOPMENT BOARD CHAIR

None.

MATTERS FROM THE BOARD

None.

MATTERS FROM THE FLOOR

None.

MATTERS FROM THE PRESIDENT/CEO

Carol Hylton provided updates on several AI-related initiatives. She elaborated on CSBD's partnership with Gilead Sanders, noting that the firm will host employer forums to identify workforce pain points and build a customized AI platform for Broward employers. A digital version of the AI Playbook will also be made available on CSBD's website via a dedicated landing page.

She also reported on CSBD's AI grant initiative, highlighting Broward Health's launch of an AI-powered dashboard developed through its "Better Together" collaboration with Memorial Health System. The

dashboard analyzes trends to address community health priorities such as infant mortality and maternity care.

Ms. Hylton shared that September is National Workforce Development Month and that she and Jim Ryan will attend the State Workforce Summit from 9/7 to 9/10. She also mentioned CSBD's annual staff training day on 9/11.

She announced her recent appointment as Vice President of the Florida Workforce Development Association and previewed an upcoming strategic retreat to help shape the association's statewide priorities for the coming years.

Ms. Hylton went on to highlight CSBD's involvement in the Greater Fort Lauderdale Alliance's Six Pillars initiative, where CSBD is active in the Talent and Education pillar. Bob Swindell expanded on this, noting that the Six Pillars framework supports a strong economy through six key focus areas. He encouraged interested parties to visit sixpillarsbroward.org for updates and event information.

ADJOURNMENT 1:36 p.m.

***THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE
BROWARD COUNCIL MEETING IS OCTOBER 23, 2025.***



Performance Report

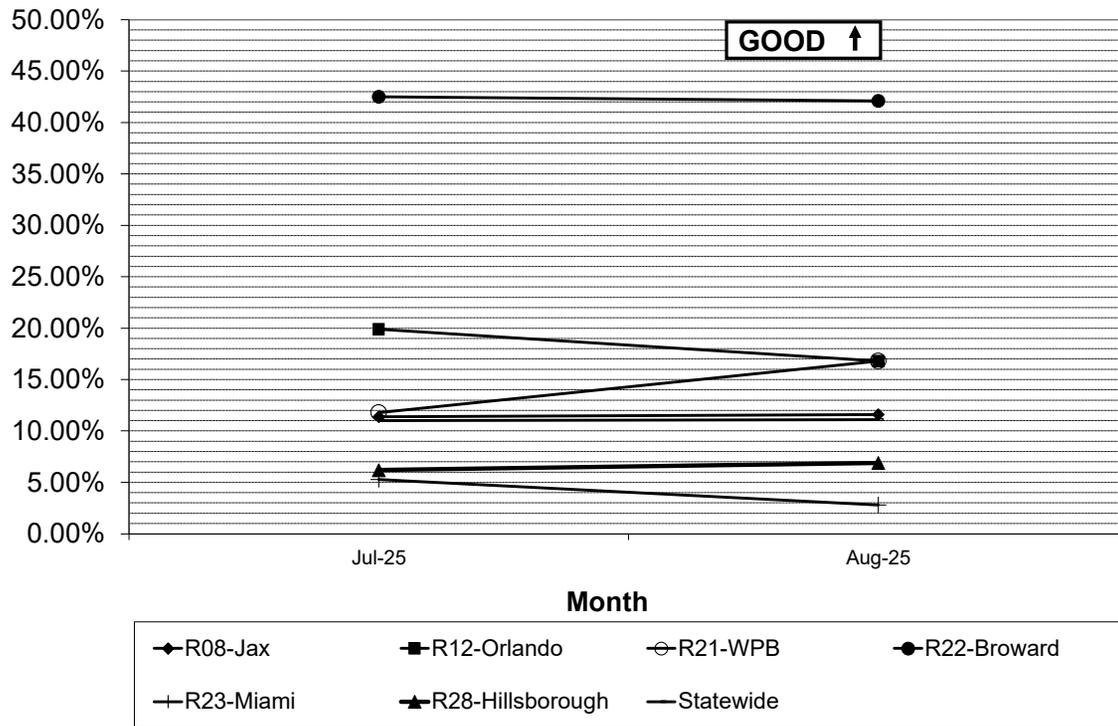
Performance Report July to August 2025

Entered Employment Rate for the Month August 2025 across all Big Six Regions

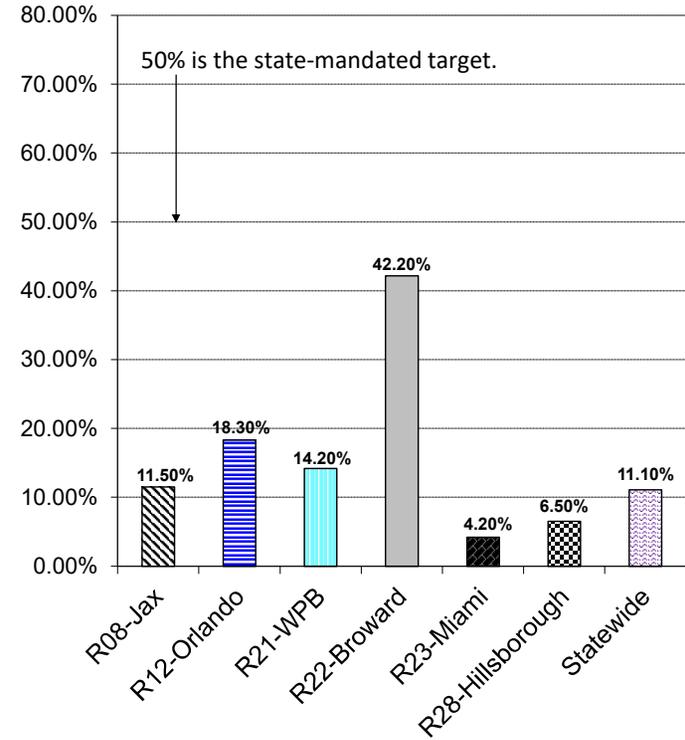
	WTP		Wagner-Peyser		Veterans		WIOA Adult/DW	
Region 8 - Jacksonville	23.10%	↓	30.40%	↑	21.30%	↑	80.00%	↓
Region 12 - Orlando	23.50%	↓	27.10%	↑	27.30%	↓	93.30%	↑
Region 21 - WPB	20.90%	↓	24.20%	↑	37.50%	↓	66.70%	↓
Region 22 - Broward	30.50%	↑	28.40%	↓	38.10%	↓	100.00%	—
Region 23 - Miami	35.90%	↑	41.70%	↓	44.40%	↑	100.00%	—
Region 28 - Hillsborough Pinellas	21.50%	↓	32.00%	↑	27.50%	↓	100.00%	↑
Statewide	26.00%	↑	34.50%	↑	31.90%	↓	88.70%	↑
Note: Arrows indicate direction of change since previous month's figures. Flat line indicates no change.								
Legend / Abbreviation Key		WTP	Welfare-Transition Program			DW	Dislocated Worker	
		WIOA	Workforce Innovation and Opportunity Act					

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

Month-to-Month Participation Rate from July 2025 to August 2025

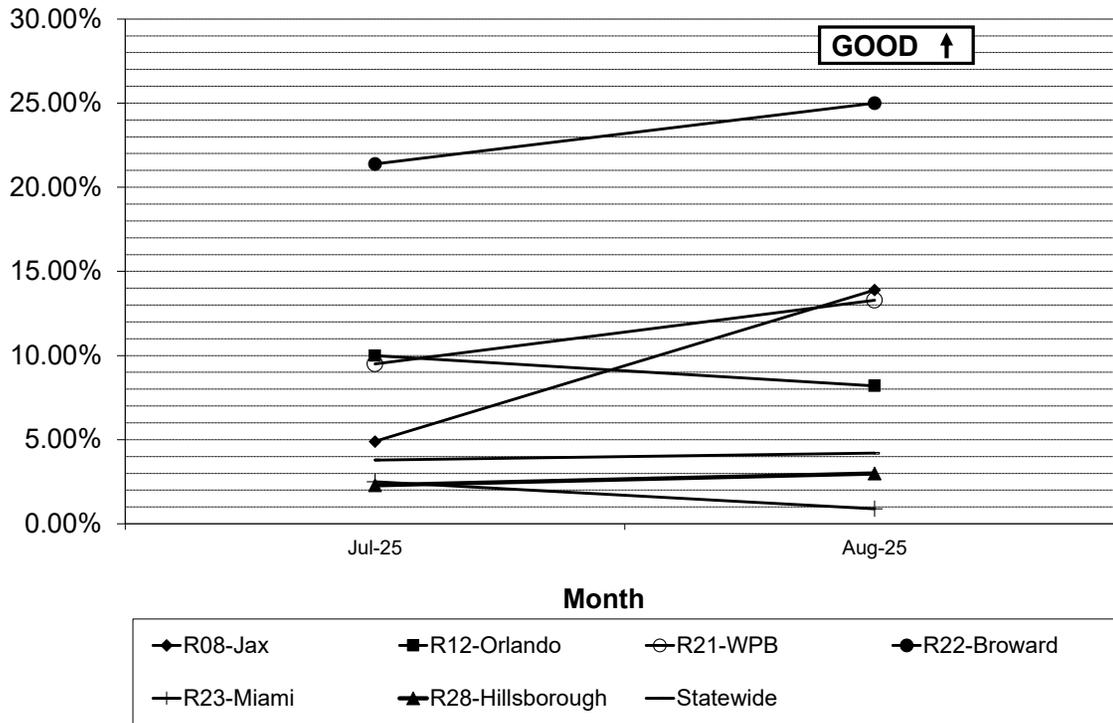


Program Year-to-Date (YTD) Participation Rate as of August 2025

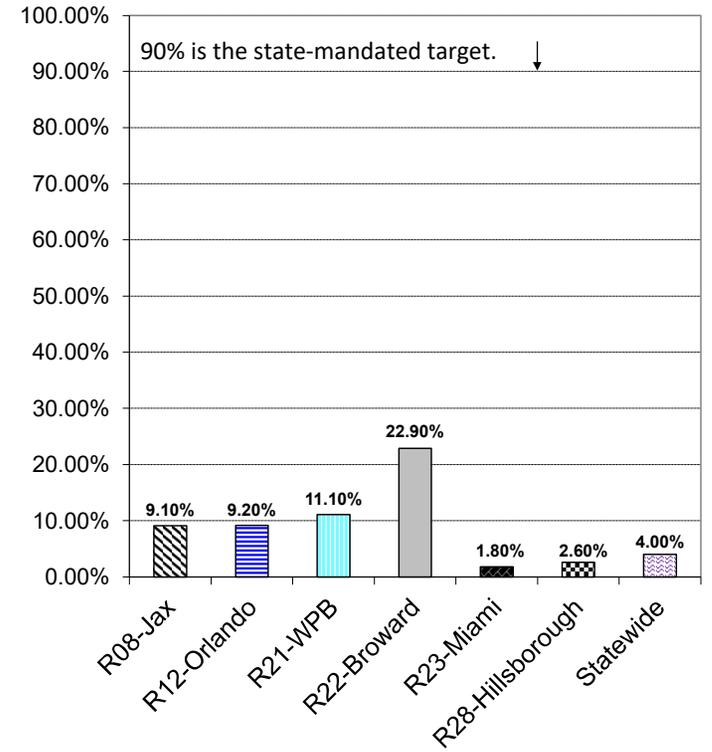


Welfare Transition Program (WTP) Two-Parent Family Participation Data for the Big 6 Regions

Month-to-Month Participation Rate from July to August 2025

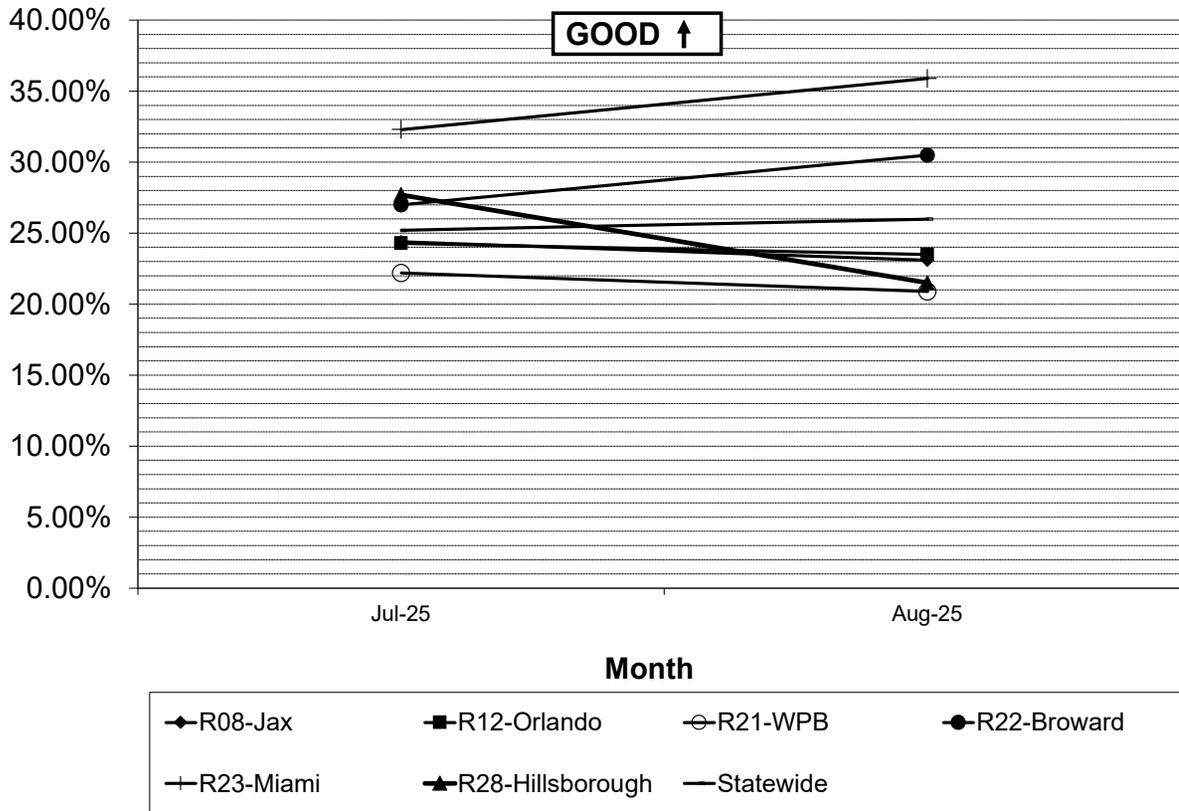


Program Year-to-Date (YTD) Participation Rate as of August 2025

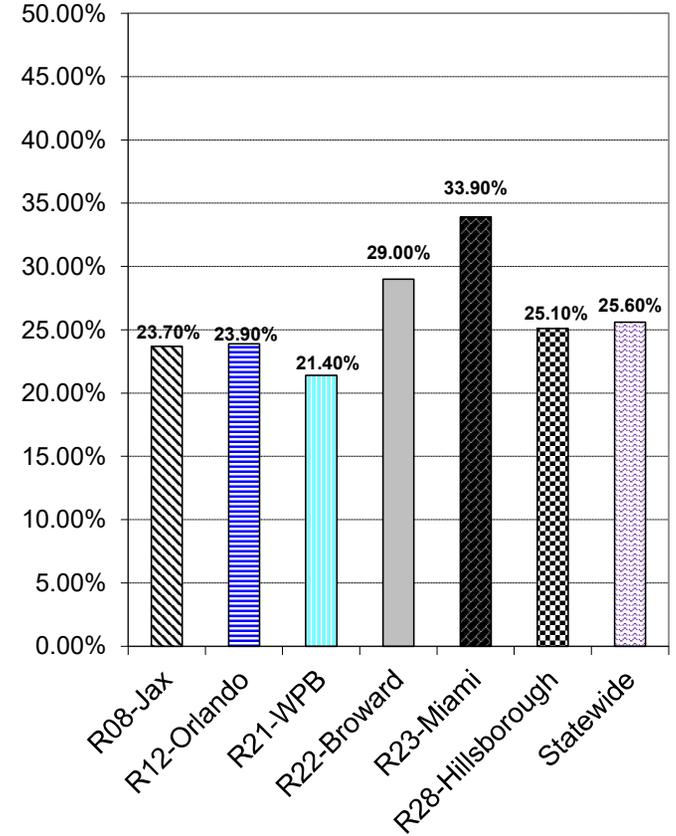


Welfare Transition Program (WTP) Entered Employment (EE) Data for the Big 6 Regions

Month-to-Month Entered Employment Rate from July to August 2025



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

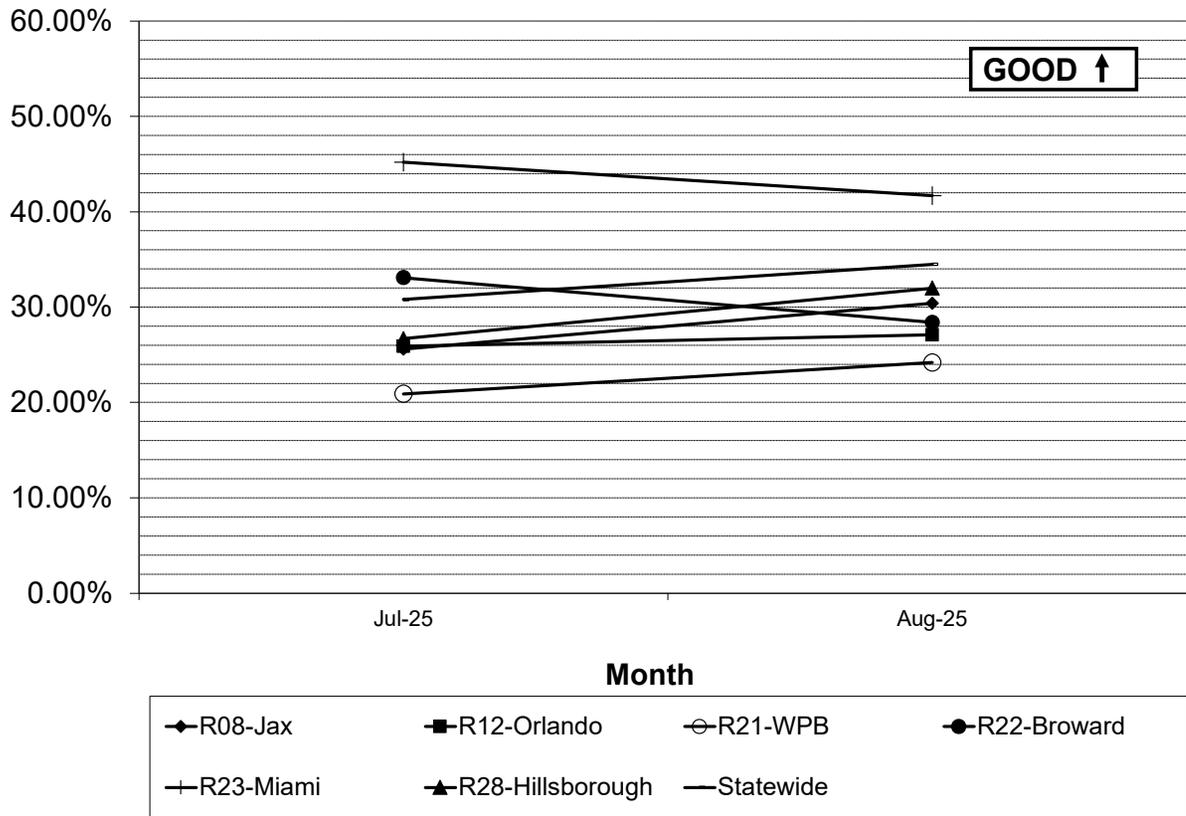


Analysis of Welfare Transition Program (WTP) Performance

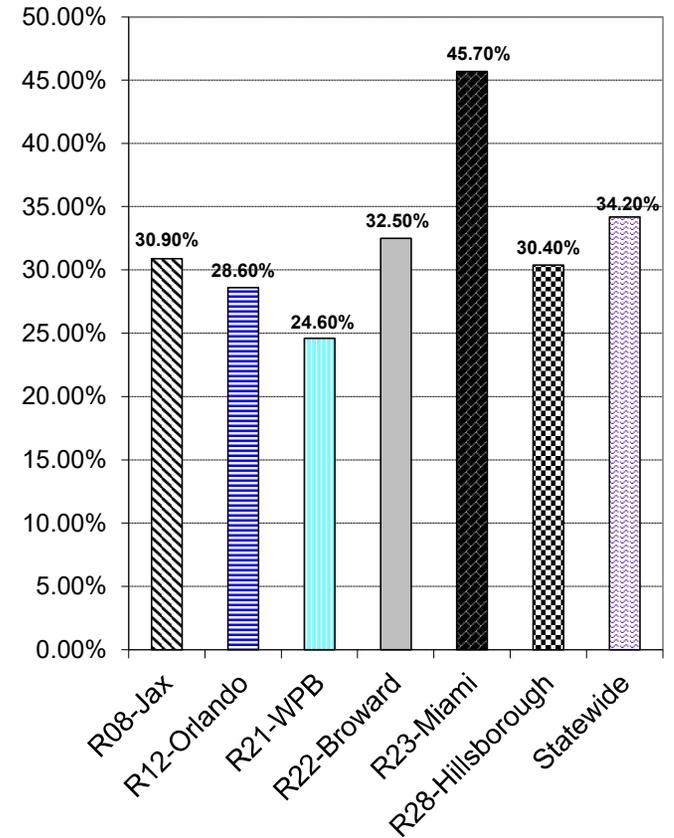
	<u>Measure</u>	<u>Goal</u>	<u>Month (August)</u>	<u>PYTD</u>
WTP Program Performance At-A-Glance	All Family Participation	50%	42.1%	42.2%
	Two-Parent Family Participation	90%	25.0%	22.9%
	Entered Employment Rate (EER)	39%	30.5%	29.0%
Current Situation and Performance Summary	<p>In relation to the Big 6 Regions:</p> <p>All Family Participation Rate CSBD ranks 1st in performance for the month and ranks 1st for Program Year 25/26</p> <p>Two-Parent Participation Rate CSBD ranks 1st in performance for the month and ranks 1st for Program Year 25/26</p> <p>Entered Employment Rate CSBD ranks 2nd in performance for the month and ranks 2nd for Program Year 25/26</p>			
Strategies and Action Steps	<p>To improve performance, we implemented the following:</p> <ul style="list-style-type: none"> We enhanced the partnership between WTP and Business Services to strengthen employment connections for customers. Building on last program year's targeted recruitment events, we are now expanding the strategy to prioritize long-term unemployed participants by placing them into Paid Work Experience (WEX) opportunities that build work skills, boost confidence, and support successful transitions to unsubsidized work. This will improve performance on all three measures. 			

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

Month-to-Month Entered Employment Rate from July to August 2025



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

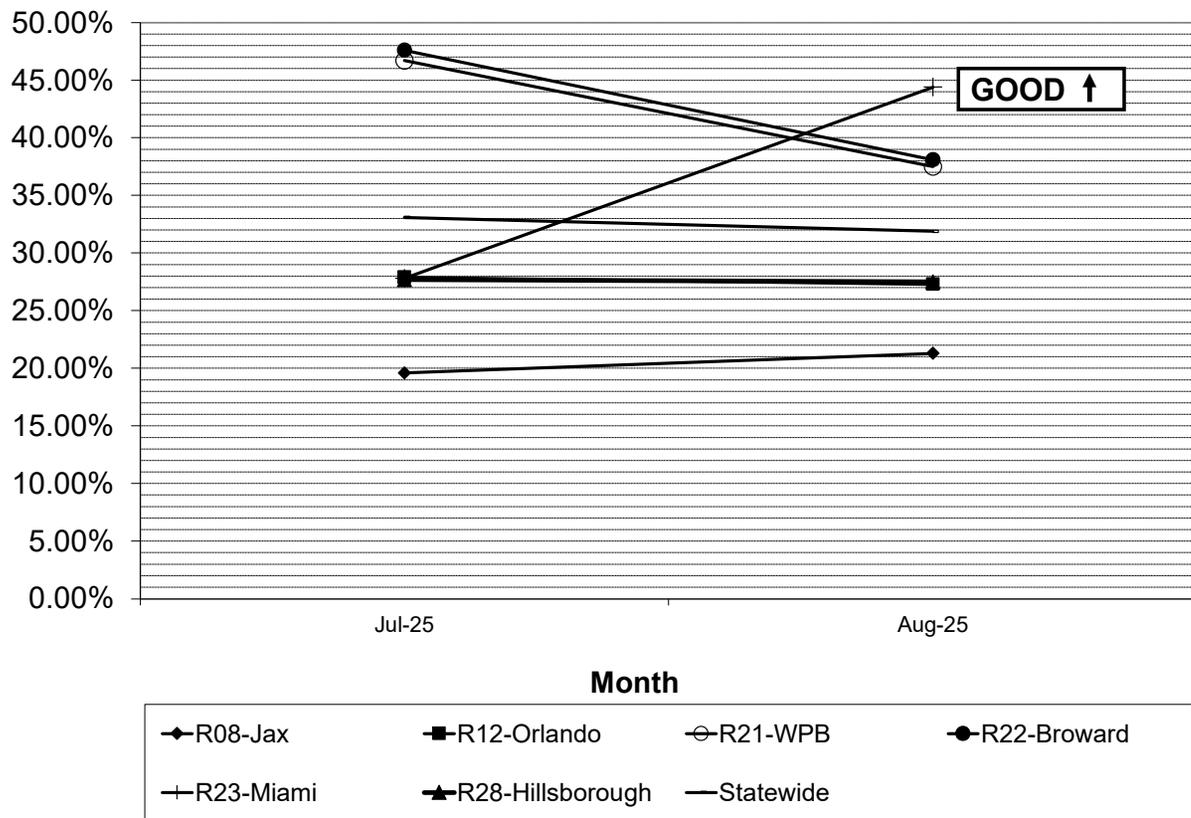


Analysis of Wagner-Peyser (WP) Performance

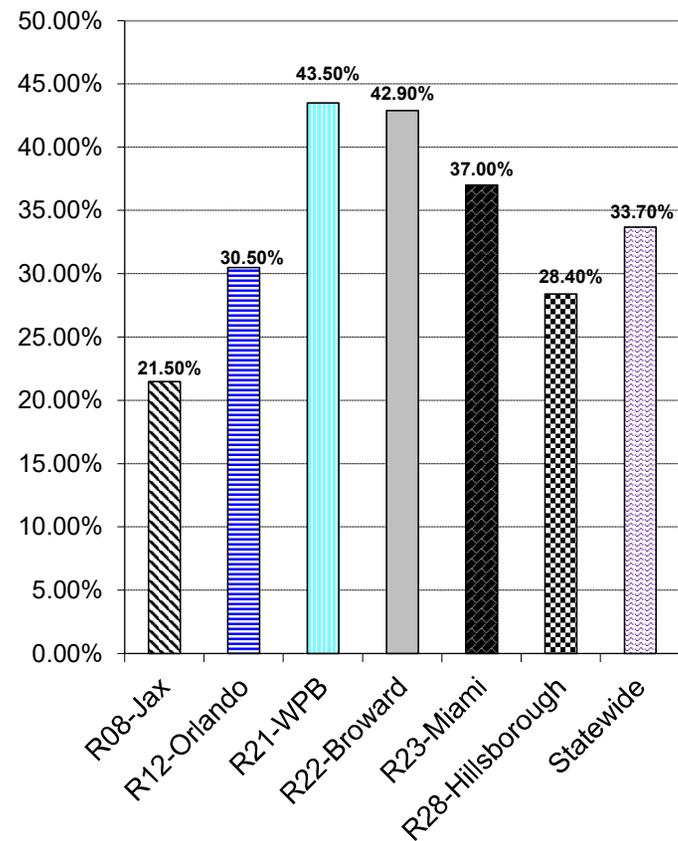
WP Program Performance At-A-Glance	Measure	Performance*	
		Month (August)	PYTD
	Entered Employment Rate (EER)	28.4%	32.50%
<p><i>*Please note: The performance detail is based on the Monthly Management Report (MMR). Due to lagging data, our true YTD rate will adjust at the end of the program year.</i></p>			
Current Situation and Performance Summary	<p>In relation to the Big 6 Regions:</p> <p>CSBD ranks 4th for the month and ranks 2nd year-to-date in Entered Employment Rate.</p>		
Strategies and Action Steps	<p>To improve our EER, we have implemented the following:</p> <ul style="list-style-type: none"> CSBD launched a centralized online events platform to streamline job search and boost job seeker engagement. Job seekers can easily register for multiple events and job fairs on a single site. The platform enhances employer-job seeker connectivity, expands candidate reach, and fosters stronger participation across all industry sectors, countywide. A job seeker can register for multiple events simultaneously, making the process more efficient. It also ensures that job seekers are aware of all upcoming events, regardless of which event flyer or advertisement they receive. CSBD has integrated AI tools, specifically Microsoft Copilot, into the Wagner-Peyser program. Success Coaches attended an interactive training session to ensure they effectively utilize this technology, enabling them to develop targeted, high-quality resumes that closely align with a customer's occupational goals. By leveraging the AI-driven suggestions, staff quickly tailor resumes to highlight relevant skills, industry-specific terminology, and accomplishments that match employer expectations in a given field. AI has increased the impact of each resume produced and streamlined the career coaching process. As a result, job seekers are presented to employers with stronger, more competitive resumes. 		

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

Month-to-Month Entered Employment Rate from July to August 2025



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

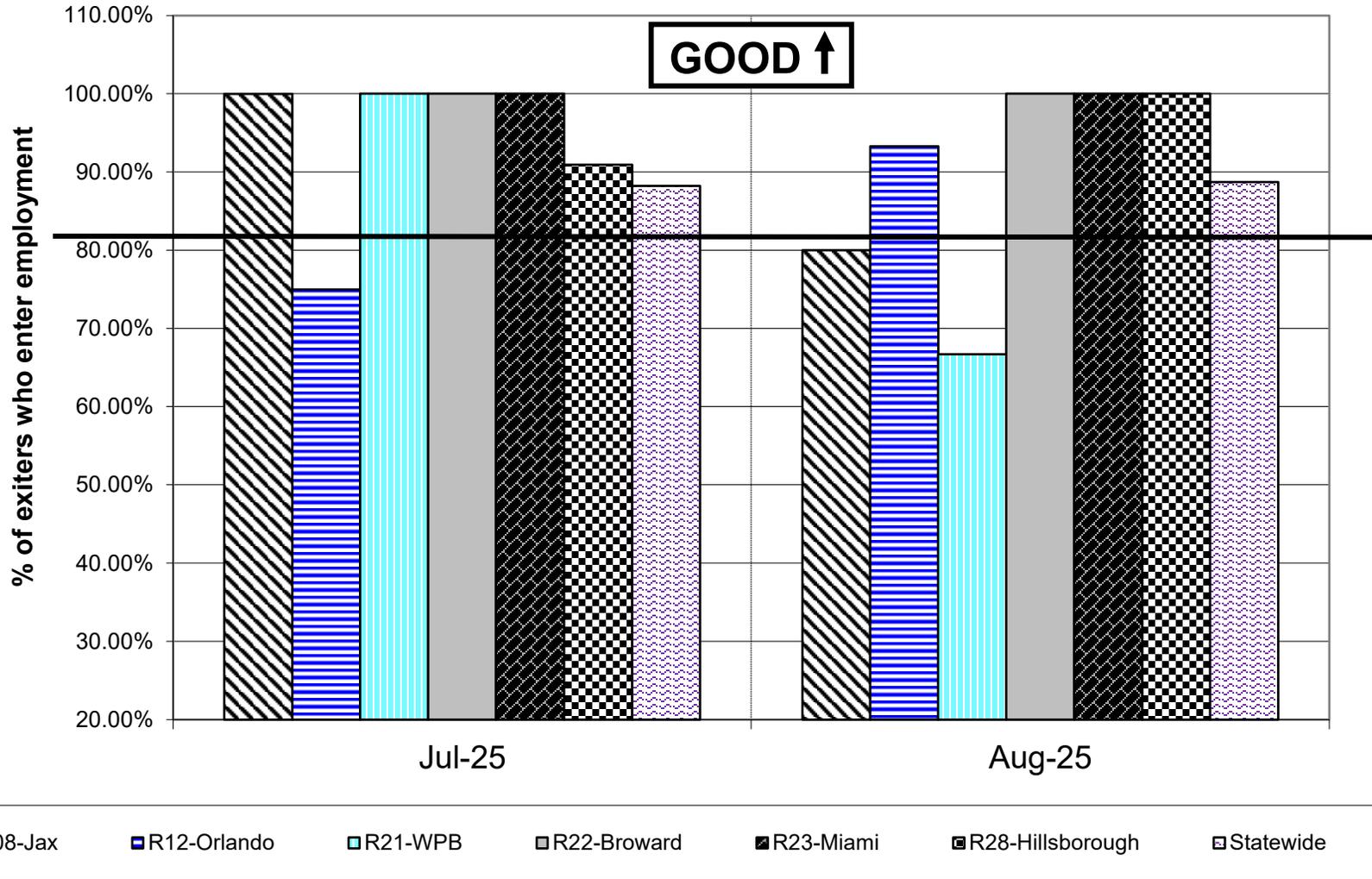


Analysis of Veterans' Performance

Veterans Program Performance At-A-Glance	Measure	Performance*	
		Month (August)	PYTD
	Entered Employment Rate (EER)	38.1%	42.9%
*Please note: The performance detail is based on the Monthly Management Report (MMR).			
Current Situation and Performance Summary	<p>In relation to the Big 6 Regions:</p> <p>CSBD ranks 2nd for the month and 2nd for the Program Year in Veterans' Entered Employment Rate.</p>		
Strategies and Action Steps	<p>To increase our EER, the following strategies were implemented:</p> <ul style="list-style-type: none"> CSBD partnered with Mission United to support homeless veterans affected by the United Way's loss of grant funding. Through case management, VA outreach, and employer advocacy, CSBD enrolled several work-ready veterans and placed those facing housing insecurity in jobs, providing ongoing career services. To ensure long-term support, we also collaborated with the VA and engaged additional employers, such as Gourmet Royal International, the Florida Department of Transportation, and FORTS Logistics, to build sustainable employment pipelines. These efforts bridged a critical service gap and increased the number of veterans gaining employment. CSBD expanded its employer outreach strategy by partnering with Job News to enhance job opportunities for veterans. This collaboration provides a dedicated Veterans Table at quarterly job fairs, ensuring priority service and improving employer engagement on behalf of veterans. The team also utilizes onsite space for intake meetings, resume support, and targeted job readiness training to help veterans secure meaningful employment. 		

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

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



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

WIOA Program Performance At-A-Glance	<u>Measure</u>	Performance	
		Month (August)	PYTD
	Entered Employment Rate	100%	100%
Current Situation and Performance Summary	<p>Since the month of July, CSBD has assisted 62 Adult and Dislocated Worker (DW) customers in obtaining employment or accessing training opportunities. This includes traditional classroom training and work-based training via internships, apprenticeships, and On-the-Job Training.</p> <p>CSBD is in a three-way tie for 1st place for August in EER and in a two-way tie for 1st place year-to-date.</p>		
Strategies and Action Steps	<p>To increase WIOA performance, we implemented the following strategies:</p> <ul style="list-style-type: none"> • Our pilot Back to Work, Back to School Fair, which took place on 9/23, was an incredible success! Employers such as the City of Hollywood, Broward Health, and VSE Corporation recruited at the event. In addition to job opportunities, several of our Eligible Training Providers joined us to highlight short-term training programs designed to help attendees upskill and prepare for in-demand careers. Staff are currently following up with over 100 attendees to obtain hire information and to offer additional services. CSBD is planning to hold more of these events that provide opportunities for job seekers and prospective students alike. 		



SAVE THE DATE

SUMMER YOUTH EMPLOYMENT PROGRAM

**APPLICATION OPENS
DEC. 1, 2025**

ELIGIBILITY:

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

EARN \$14 PER HOUR



Limited Slots, Apply Here!

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Presented by:



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An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this document may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711.

Memorandum #02- 25 (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, 2025

SUMMARY

In accordance with governing boards' policy, the Executive Committee evaluated the President/CEO using the Evaluation Form developed by the Organizational Resources Committee and distributed by the Legal Department in September, accompanied by the Board's strategic highlights video and a summary of many of the year's accomplishments. All the members responded, resulting in a consolidated score of 4.01, over the 4.0 cap. The Executive Committee reviewed the 1) member comments 2) salaries and retirement benefits of similarly situated CEO's 3) Committee matrices with the Board's goals and objectives listing the achievements over the course of the year 4) the State Performance Report for the past year, showcasing CSBD as the only board that exceeded every federal performance measure 5) the new State letter grade rating of CSBD as an "A+" Board and 6) an excerpt from our Audit which had no findings. Following a discussion praising the leadership skills of Ms. Hylton, the Executive Committee is recommending a 4% merit increase and an additional \$7,851 annual contribution to the President's retirement. 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 to the BWDB and Council of Elected Officials. The evaluation instrument was sent to all the Executive Committee members in September. Members were also provided with a synopsis of some of the most memorable CSBD highlights in video format from our annual planning session, summarizing the year's strategic objectives, accomplishments, and performance results. As the Executive Committee members completed the evaluations, they were returned to the Legal Department for review and tally. A completed evaluation was received from all of the Executive Committee members. Each of the Executive Committee members rated Ms. Hylton a 4.0, the highest score, in every category and, in some instances, members chose to award her a score of 5.0 for an average of 4.1.

DISCUSSION

The Executive Committee was provided with the 1) attached consolidated Evaluation Form with the Evaluators' comments 2) a chart comparing the salary and benefits of the President with that of similarly situated CEO's, prepared by Human Resources as is our custom. In accordance with Chair, Jim Ryan's, request additional information was provided for the Committee's consideration 3) the Matrices which set forth the Board's goals and objectives for the year, along with a description of the goals and objectives for the year 4) the State Performance Report for the past year, showcasing CSBD as the only Board that exceeded every federal performance measure 5) the designation of CSBD as an "A+" Board per the State's ratings and 6) an excerpt from our Board Agenda regarding our Annual Audit which was a clean audit with no management letter.

The Executive Committee was unanimous in its commendation of Ms. Hylton and her leadership over the course of the past year and even since her appointment to the position of President/CEO. After much discussion, the Executive Committee voted to recommend Ms. Hylton be awarded a 4% merit, as is our policy for all staff, and an additional annual contribution of \$7,851 toward her retirement.

RECOMMENDATION

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

RJD/

Attachment



**PRESIDENT/CHIEF EXECUTIVE OFFICER
EVALUATION FORM 2025**

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:

4.1

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:

4.1

JUDGEMENT

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

Rating:

4.1

INTERGOVERNMENTAL RELATIONS

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

Rating:

4.1

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:

4.1

MEETS OVERALL BWDB OBJECTIVES

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

Rating:

4.1

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.

4.1

OVERALL RATING:

Comments: Carol’s leadership continues to be exemplary. I was thrilled to see her active participation and success in Leadership Broward and nomination to NAWB. Carol has continued to keep Broward as a star performer in the Florida workforce system.

4.1

Comments:

Zac Cassidy

Thank you for your leadership.

Dr. Ben Chen

Carol meets all my expectations we are lucky to have her.

Kevin Kornahrens

Carol’s leadership is unparalleled, we are very lucky to have her here in Broward leading CareerSource.

Heiko Dobrikow

My reflection of Carol will be that of an immediate past chair. Carol Hylton exemplifies the true essence of a servant leader—one who leads with purpose, humility, and an unwavering commitment to the betterment of others. As President and CEO of CareerSource Broward since 2020, Carol has consistently demonstrated visionary leadership, guiding the organization through unprecedented challenges while remaining deeply rooted in service to the community, the Workforce Development Board, and her team.

With her amazing experience in nonprofit management and workforce development, Carol brings a wealth of knowledge and compassion to her role. Her leadership is marked by a hands-on approach, strategic oversight of a \$25 to \$30 million budget, and the successful administration on numerous funding streams. I believe over 20. She serves as the primary liaison between our Broward Workforce Development Board and the CareerSource Broward Council of Elected Officials, ensuring alignment between policy and practice to meet the evolving needs of Broward County's workforce. She has always been available and never shy to reach out for feedback.

Carol's servant leadership is evident in her tireless efforts to help the un/under employed and uplift vulnerable populations, including veterans, individuals with disabilities, and those facing significant barriers to employment. Under her guidance, CareerSource Broward has expanded access to apprenticeship programs, career training, and labor market data, while fostering innovation and inclusivity across all services. Her belief that "great ideas and insights can come from everywhere in an organization" reflects her deep respect for her team and her commitment to collaborative growth.

We used to be the "Best Kept Secret" in Broward", but no more. With her organizational leadership, Carol is a respected voice in the broader workforce development community. She was appointed to the Board of Directors of the National Association of Workforce Boards (NAWB), where she helps shape national strategies to support job seekers and employers alike. Her contributions have been recognized her and her team with numerous awards by all types of organization – business, non-profit and public.

Carol Hylton's leadership is not only strategic, but I believe is also deeply personal. She leads with empathy, integrity, and a steadfast dedication to service. Her ability to inspire, empower, and elevate those around her makes her an invaluable asset to CareerSource Broward, the Workforce Development Board, and the entire Broward County community.

Thank you, Carol, for all you did and will continue to do.

Frank Horkey

Carol is innovative, responsive, responsible and a recognized leader at the local, state and federal level. Each year she amazes us with further achievements that set her apart from and above her peers.

Dr. Lisa Knowles

Carol continues to be an outstanding leader for CareerSource Broward and has moved the organization forward, earning both national and local awards this past year. She continues to connect with outstanding leaders in the community, helping to move CareerSource Broward.

Francois Leconte

I gave our CEO, Mrs. Carol, a perfect score of 4 due to her outstanding leadership and performance. She has demonstrated exceptional vision, strategic thinking, and the ability to guide the organization to new levels of success despite the challenging environment we face today. Her commitment to the mission, ability to adapt to changing circumstances, and skill in inspiring both staff and stakeholders have strengthened the organization's position and impact. Through her leadership, we have seen measurable progress, innovation, and resilience that continue to move the organization forward.

Dawn Liberta

Carol has done an amazing job as CEO of CareerSource Broward. Her leadership has guided the organization with vision and integrity, ensuring that it continues to grow and serve our community in meaningful ways. Through her dedication, she has built strong partnerships, expanded opportunities for individuals and businesses, and positioned CareerSource Broward as a trusted resource. Her impact on the organization and the community will be felt for many years to come.

Jim Ryan

Carol is a magnificent business and workforce leader. Her range of micro and macro focus are outstanding on the needs of the staff and the community. Her passion for people and process permeates throughout CSB. Carol continues to be a cornerstone of "change for good" for Broward County and we are fortunate to have her with us.

Rick Shawbell

Carol continues to lead CSBD with exemplary knowledge and compassion.

Memorandum #11-25 (BR)

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

From: Carol Hylton, President/CEO

Subject: State Requests Local Boards Serve As Fiscal Agents For Quick
Response Training (QRT) Grants

Date: October 14, 2025

SUMMARY

Consideration to approve 1) CareerSource Broward (CSBD) as the local fiscal agent for the QRT program and 2) to add QRT to the employer services offered by CSBD. The program provides training grants to new and expanding businesses for new hires. CareerSource Florida (CSF) is asking local boards to serve as the fiscal agent for the QRT grants. As a fiscal agent, we assist employers with the application process and approve the grant distributions once training is completed, and we will receive a payment of 5% of each grant awarded. Approved at the 10/7 Employer Services and 10/13 Executive Committee meetings.

BACKGROUND

QRT is a grant program that has been in operation for over 25 years, funded via State general revenue, and administered by CSF. The program provides training grants to new and expanding businesses for new hires in Florida's Qualified Targeted Industries 1) Aviation/Aerospace 2) Cleantech 3) Financial/Professional Services 4) Homeland Security/Defense 5) Infotech 6) Life Sciences, and 7) Manufacturing. Employers are recruited locally and apply to CSF for the grants. The fiscal agent reviews the applications before they are submitted to CSF. CSF reviews and awards the grants, and through the fiscal agent, reimburses employers upon completion of training.

DISCUSSION

CSF is asking local boards to serve as the fiscal agent for processing QRT grants. The fiscal agent assists employers with the application process and approves the grant distributions once training is completed. In exchange for serving as fiscal agent, CSBD will receive a payment of 5% of each local grant awarded to an employer.

CSBD currently offers employer services through its federal workforce development grants, which are most appealing to small and medium-sized employers. If approved, QRT will provide CSBD an opportunity to offer larger-sized employers training grants. There will also be the additional advantage of being able to introduce larger employers to the One-Stop system and connect them to our job seeker population.

RECOMMENDATION

Approve 1) CSBD to serve as the local fiscal agent for the QRT grant program and to 2) add QRT to the employer services CSBD offers.

Memorandum #04-25 (OPS)

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

From: Carol Hylton, President/CEO

Subject: Add New Eligible Training Providers and Courses for Coding Clarified and Broward-Miami Health Institute

Date: October 14, 2025

SUMMARY

Consideration to approve adding 1) Coding Clarified as an eligible training provider and their Professional Medical Coding program to the WIOA Individual Training Account (ITA) list and 2) Broward-Miami Health Institute and their Practical Nursing, Medical Assistant, Patient Care Technician, Medical Billing and Coding, and Home Health Aide (WTP only) programs to the ITA list. Approved at the 9/30 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. The ITA can only be used at schools on the State list of Eligible Training Providers (ETP) and for programs aligned with in-demand occupations appearing on the Targeted Occupations List (TOL). Two critical criteria over which CSBD has no control are:

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

While the law requires that participants have customer choice in the selection of training programs, CSBD success coaches advise participants regarding all alternatives as a component of customer choice. Additionally, all occupational training must meet the Broward Workforce Development Board's established minimum evaluation criteria. This includes but is not limited to licensure, a minimum of 25 local job openings, and issuance of an industry-recognized credential. All of our current eligible training providers meet these criteria.

DISCUSSION

Coding Clarified is located in Tallahassee and has been operating since 2021, providing training in the healthcare industry. They are licensed by the Commission on Independent Education (CIE).

They are also registered with and approved by the American Academy of Professional Coders a highly respected professional organization whose credentials are considered the “gold standard” credentials by healthcare employers.

Broward-Miami Health Institute is located in Miramar and has been operating since 2021. It provides training in the healthcare industry and is licensed by the CIE and accredited by the Joint Commission.

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

Eligible Training Provider and Course to Be Added to the WIOA ITA list:

Training Provider	Occupational Training Program	Occupation	Entry Wage	Job Openings
Coding Clarified	Professional Medical Coding	Medical Records Specialists	\$18.03	>25
Broward-Miami Health Institute	Home Health Aide (WTP only)	Home Health Aides	\$14.21	>25
	Practical Nursing	Licensed Practical and Licensed Vocational Nurses	\$23.45	>25
	Medical Assistant	Medical Assistants	\$18.43	>25
	Medical Billing and Coding	Medical Records Specialists	\$18.03	>25
	Patient Care Technician	Nursing Assistants	\$15.87	>25

Staff has conducted an on-site review of the Broward-Miami Health Institute and the site meets the required standards. Because Coding Clarified’s training program is completely online, an on-site review of the school was not required. A cross-functional CSBD review committee comprised of staff from Operations, Quality Assurance, and our appropriate intermediary reviewed the applications and programs. The committee has determined that all Board-mandated criteria have been met for the schools, training programs, and related occupational titles. This includes but is not limited to 1) licensure 2) issuance of an industry-recognized credential and 3) 25 or more job openings in Broward County.

As new training providers, Coding Clarified and Broward-Miami Health Institute will be under initial eligibility status with CSBD, and we will limit enrollment of customers to 10 in each of the training programs until performance can be established for our customers.

RECOMMENDATION

Approve adding 1) Coding Clarified as an eligible training provider and their Professional Medical Coding program to the WIOA ITA list and 2) Broward-Miami Health Institute and their Practical Nursing, Medical Assistant, Patient Care Technician, Medical Billing and Coding, and Home Health Aide (WTP only) programs to the ITA list.

**ITA Course Summary Spreadsheet
Attachment to Memo #04-25 (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	SOC Code
Coding Clarified	YES	NO	*Professional Medical Coding	Certificate	16 weeks	80	\$18.03	Virtual	35	High School Diploma or its equivalent	\$3,700.00	\$1,299.00	\$4,999.00	29-2072
Broward-Miami Health Institute	YES	NO	Home Health Aide (WTP only)	Diploma	3 weeks	75	\$14.21	Blended	20	High school Diploma or score on entrance exam and background check	\$675.00	\$170.00	\$845.00	31-1121
	YES	NO	Practical Nursing	Diploma	52 weeks	1350	\$23.45	Blended	20		\$14,150.00	\$1,365.00	\$15,515.00	29-2061
	YES	NO	Medical Assistant	Diploma	44 weeks	1300	\$18.43	Blended	20		\$7,150.00	\$550.00	\$7,700.00	31-9092
	YES	NO	Medical Billing and Coding	Diploma	37 weeks	1110	\$18.03	Virtual	20		\$8,650.00	\$980.00	\$9,630.00	29-2072
	YES	NO	Patient Care Technician	Diploma	26 weeks	600	\$15.87	Blended	20		\$5,650.00	\$330.00	\$5,980.00	31-1131

*Offered in an accelerated format for those interested in short training

Memorandum #12 – 25 (BR)

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

From: Carol Hylton, President/CEO

Subject: 2025 Employer Awareness and Satisfaction Survey Results

Date: October 14, 2025

SUMMARY

Every two years, CareerSource Broward (CSBD) surveys local employers to measure their awareness and satisfaction with our services. The 2025 results show a 17% increase in employer awareness from the 2023 survey, with many citing chamber partnerships, social media, and word-of-mouth as the primary vehicles of introduction. A majority of employers expressed 1) a preference for smaller, industry-focused job fairs and 2) an interest in guidance and support related to AI-driven workplace transformation. CSBD has incorporated their input into the deliverables for the AI Playbook.

BACKGROUND

As a component of our continuous improvement strategies CSBD surveys our employers biennially to determine their level of awareness and satisfaction with our services along with an assessment of our effectiveness. The survey is conducted online. Employers can respond anonymously or can share their contact information.

To encourage broad participation, along with distribution to our internal list of employers, we asked our local chambers of commerce, industry associations, and the Greater Fort Lauderdale Alliance to distribute the survey to their members. This collaboration has significantly enhanced our reach and ensured that we capture feedback from a diverse range of employers throughout the region.

DISCUSSION

We received responses from 256 employers, providing valuable input to help shape future strategies. The majority of responders or 64% were from small businesses with 50 or fewer employees. The results are provided below.

A. Employer Awareness

Result: 83% of the employer responders heard of CSBD, a 17% increase from the 2023 survey. 34% said they heard about CSBD through word of mouth; 27% heard of us because of their association with the Chambers, and 23% heard of us through our social media.

Future Considerations:

1. Continue to work closely with our Chamber of Commerce partners on employer outreach initiatives, delivering presentations about our services, sharing information on social media, and developing work-based training grants for the Chamber member companies.

2. Since word of mouth was the main source of employer awareness of CSBD, employers who are working with us will be asked to share their experiences during chambers and employer association meetings.
3. We will continue to feature employer testimonials in our outreach materials and events.

B. CSBD Employer Effectiveness

Result: 94% of employers responded that they would recommend CSBD's employer services to other businesses. This represents a 13% increase from our last survey.

Future Considerations:

1. Continue partnering with the chambers by providing our marketing and outreach materials to them to share with their members.
2. Continue to highlight employer success stories and testimonials in our newsletters, presentations, and digital content which promote the value of our services.

C. Employer Needs/Interests

To determine whether our services are meeting employer needs we asked:

- About the size and focus of our local job fairs.
- About their interest in a South Florida region-wide job fair and other initiatives.
- About the impact of the 'Silver Tsunami' or the large number of baby boomers reaching retirement age as already retired employees seek to re-enter the labor force.
- Their knowledge and use of AI.

Results:

1. Job Fairs: 54% of employers indicated a preference for small to medium-sized job fairs rather than large events or company-specific hiring fairs.
2. Regional Job Fairs & Initiatives:
 - 49% stated regional job fairs would benefit South Florida employers.
 - 40% indicated that we could explore the idea of joint marketing initiatives.
 - 31% felt we could consider having regional business meetings.
3. Silver Tsunami and returning retirees: 30% indicated they have implemented flexible work schedules to attract older and younger workers.
4. AI: 63% of employers said they were aware of AI-powered chat systems; 37% had experience utilizing AI and where they were using AI it was for HR-related functions, such as drafting job descriptions and interview questions.

Future Considerations:

1. Job Fairs' Size and Focus: We reflected on these results along with the feedback solicited after each of our job fairs. A majority of employers prefer small and mid-sized targeted industry-related local job fairs.
2. Regionalism: CSBD is continuing to explore regional activities with CareerSource South Florida.
3. Silver Tsunami and the Great Unretirement: CSBD will solicit ideas during our Employer Forums on retaining experienced workers. We will share best practices - such as flexible scheduling and mentorship programs, through the forums and our Workforce Wednesday Employer Seminars.
4. Knowledge of AI: Based on the responses, employers need information and guidance. To that effect, CSBD will assist employers with the AI workplace transformation as follows:
 - Make the AI Playbook for Small and Medium-sized Companies that we are developing as widely available to employers as possible by posting it on our website, promoting it in our marketing materials, and providing the QR code so it can be downloaded whenever we are at employer events.
 - Inviting guest speakers on AI to our employer Workforce Wednesday Seminars.
 - Include AI in the topics covered at our Employer Industry Forums.
 - Feature AI and its transformation of the workplace as the focus of one of the CSBD podcasts.
 - Continue to offer AI Incumbent Worker Training grants to local employers.

The survey also allowed employers to share additional feedback regarding the quality of services received:

- "CareerSource Broward is great and offers excellent services to employers."
- "CareerSource Broward has been very supportive and collaborative in all our needs."
- "Thank you for allowing our organization to post our open positions on Employ Florida."
- "CareerSource Broward is very supportive of my business."
- "The on-the-job training program helped me sustain my business during a difficult time in my industry. I am grateful for the opportunity."

D. Overall Results

Of the 256 employers, 118 provided their contact information and expressed interest in learning more about CSBD's business services. The Employer Services Team has been actively following up and scheduling meetings with these employers to discuss the full range of services available to support their workforce needs.

RECOMMENDATION

None for information only.

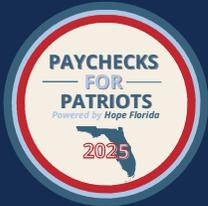
PAYCHECKS FOR PATRIOTS

JOB FAIR



NOV. 7, 2025
9AM – 1PM

TAMARAC COMMUNITY CENTER
8601 W COMMERCIAL BLVD
TAMARAC, FL 33351



REGISTER NOW

bit.ly/p4p-2025-employer

CareerSource Broward would like to thank the City of Tamarac, under the guidance of the Mayor for their partnership in this event!



Carol Hylton
President/CEO
CareerSource Broward



Michelle J. Gomez
Mayor
City of Tamarac

A proud partner of the **AmericanJobCenter** network

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SCAN TO REGISTER



PAYCHECKS FOR PATRIOTS

JOB FAIR



NOV. 7, 2025
9AM – 1PM

TAMARAC COMMUNITY CENTER
8601 W COMMERCIAL BLVD
TAMARAC, FL 33351



REGISTER NOW

bit.ly/csbdp4p2025

- ✓ All Job Seekers Welcome
- ✓ Free Headshots
- ✓ Free Haircuts
- ✓ Free Resume Reviews & Printing
- ✓ 1st Hour Reserved for Veterans
- ✓ Dress for Success
- ✓ Courtesy Shuttles Provided
- ✓ Overflow Parking at Tamarac City Hall

CareerSource Broward would like to thank the City of Tamarac, under the guidance of the Mayor for their partnership in this event!



Carol Hylton
President/CEO
CareerSource Broward



Michelle J. Gomez
Mayor
City of Tamarac

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**Broward Workforce Development Board
Education and Industry Consortium**
Wednesday, May 28, 2025
12:30 p.m. – 2:00 p.m.

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

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

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

GUESTS: Chris Albert, Eddie Popelca, Mari Grande and Ralph Aiello.

PRESENTATION

1. State of the Industry

Chris Albert, Fortress Marine Anchors, Eddie Popelca, Trividia Health, and Mari Grande, Randstad, participated in a panel discussion on the current State of the manufacturing industry, emerging trends, and recruitment challenges. *(This aligns with the Consortium's requirement to emphasize priority industry sectors and occupations for the local area.)*

Chris Albert stated that Fortress Marine Anchors was the top brand sold in South Florida Marine stores. Mari Grande stated that Randstad is one of the largest staffing agencies globally, which supports companies in recruiting qualified talent. Eddie Popelca shared that Trividia Health was among the largest manufacturers of medical devices in the health sector.

Ms. Grande emphasized the challenges in sourcing local talent and advocated for specialized training programs to prepare future employees. Ms. Grande identified that in the manufacturing sector, maintenance and Tool and Die Maker occupations are in high demand but difficult to fill.

Mr. Popelca added that most new hires arrive untrained, posing an onboarding challenge and additional costs to the employer.

Chris Albert mentioned that his company does not typically hire recent college graduates due to a lack of critical thinking and applied skills. Mr. Albert pointed out that small companies using specialized equipment often lack manuals or structured guidance for machine use, posing a challenge when establishing apprenticeship programs. Mr. Albert specifically noted the relevance of "prompt engineering" in the context of AI.

Carol Hylton stated that CareerSource Broward can assist with offsetting curriculum costs and help employers train new staff using our work-based training programs, such as On the Job Training and Incumbent Worker Training. She also highlighted an AI Grant we have that has funds to support the integration of AI in talent development and employee retention.

Marcy Mills-Matthews commented on the importance of hands-on experience and stated Broward Health is applying for funding from CareerSource Broward for AI-related upskilling.

She encouraged the panel representatives to consider utilizing the services offered by CareerSource Broward.

Maria Formoso announced that beginning next school year, students would have new opportunities related to industry training. Dr. Tinsely followed, stating that Broward College has advisory committees to assist with program and curriculum development and internship coordinators to assist with student placement.

The panelists were asked to list the top emerging workforce trends they see locally over the near term. Their collective responses are listed below:

- Eddie Popelca stated that for local manufacturers of medical devices in the health sector, he sees the convergence of AI and learning integration.
- Mari Grande indicated she sees an increase in how AI is being integrated into jobs.
- Chris Albert shared that the retirement of baby boomers requires a workforce that can adapt quickly to the shifts brought about by AI and automation, as customers demand higher quality and lower prices for manufactured products produced in the U.S.

Matt Rocco and the Education and Industry Consortium members thanked the panelists for their time and insights into the local manufacturing sector. Carol Hylton also expressed her appreciation and asked Doug Saenz, Business Services Manager, to follow up with the panelists to explore their interest in accessing CareerSource Broward's employer services and becoming a host worksite for the Summer Youth Employment Program (SYEP). Ms. Hylton stated that our SYEP is a great way to expose youth and attract them to the occupations and career ladders in the industry.

2. Year In Review Highlights

The Consortium members viewed the video highlighting the work and accomplishments of CareerSource Broward this past year. It was a jam-packed year full of new strategic partnerships, deepening relationships, innovative signature events, and community involvement. All while sustaining an "A" letter grade under the REACH Act, meeting and exceeding our Federal Performance Measures, a clean audit, and earning recognition as a Top Workplace!

Matt Rocco congratulated Ms. Hylton and the team on their great success. Carol Hylton expressed her appreciation and thanked the members for supporting the Board's vision and mission.

NEW BUSINESS

1. The 2/25 Quarterly Report

Considered approving the 1st Quarterly Report of 2025 from the 2/25 Consortium meeting. *(This aligns with the Consortium's requirement to provide a quarterly report to the Broward Workforce Development Board.)*

Matt Rocco introduced the item and reviewed the report.

On a motion made by Maria Formoso and seconded by Steven Tinsley, the EIC members unanimously approved the 1st Quarter Report.

2. Expanding Registered Apprenticeship Programs

On 4/23, an Executive Order (EO) was issued that seeks to have federal workforce programs expand registered apprenticeship programs and encourage the recognition of alternative credentials. The Consortium was asked to discuss and identify strategies and actions that CSBD could take to encourage employers to participate in the Apprenticeship Programs. *(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.)*

Matt Rocco introduced the item and asked Ron Moffett to review it.

Mr. Moffett highlighted the intent of the Executive Order that seeks to align workforce goals with reindustrializing the U.S. economy. Michael Smith stated he thought a strategy that should be looked into is engaging those employers and associations that already have registered apprenticeships to encourage them to start pre-apprenticeship programs. Ms. Hylton agreed with the strategy and added that she recently saw a demonstration of an AI program called PACE AI that helps youth better comprehend job descriptions and career ladders by putting terms in context at their reading level. She was impressed by how the software has the potential to excite youth to learn more about apprenticeship opportunities.

On a motion made by Maria Formoso and seconded by Michael Smith, the EIC members unanimously approved staff to reach out to employers and associations that already have registered apprenticeships to discuss the benefits of starting a pre-apprenticeship program.

3. Targeted Occupations List (TOL) for Program Year (PY) 25/26

In compliance with federal law, the TOL governs the provision of the WIOA funded training programs 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. In preparation for this year's Targeted Occupations List review, the Consortium was asked for their input on the local labor market and emerging in-demand occupations that should be researched for possible inclusion on our list. *(This aligns with the Consortium's requirement to emphasize priority industry sectors and occupations for the local area.)*

Rochelle Daniels explained that if a job is not included on the Targeted Occupations List (TOL), CSBD is not permitted to provide funding for occupational training. Ron Moffett informed the Consortium that a new TOL would be released soon. Mr. Moffett requested that Consortium members review the list and submit suggestions for additions or removals and that we invite members to the publicly noticed meeting so they may provide their feedback.

The Chair and members agreed that no motion or vote was needed.

REPORTS

1. Artificial Intelligence Incumbent Worker Training Grant

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

Matt Rocco suggested sharing information regarding the Artificial Intelligence Incumbent Worker Training Grant with the Consortium to increase their awareness and potential participation. Carol Hylton indicated that staff would do so.

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

CSBD, in partnership with the School Board of Broward County, hosted their 2nd Annual WOW Youth Career Exploration event on 3/10 at the Amerant Bank Arena for 9th and 10th-grade students. This experience provided a broad spectrum of career pathways through hands-on and virtual reality immersive exhibits. The exhibits were provided by our education and employer community and included interactive FBI crime scene activities, culinary activities, airplane simulators, 3D digital models and designs, respiratory mannequins, patient simulators, robots, web development, cyber security projects, drones, a 100+ ft. construction crane, a fire engine, an ambulance, and various police vehicles. Feedback from students and exhibitors has been very positive.

In the interest of time, Ron Moffett stated the WOW video link would be sent to the Consortium members so they could view it at a later time and share it with those in their networks.

3. CSBD 2025 BWDB Legislative Agenda

At our April Board meeting, the 2025 BWDB Legislative Agenda was approved, allowing the President/CEO to support follow-up communications from other public interest groups, such as the U.S. Conference of Mayors and supporting community partners' workforce-related legislative agendas. Consortium members input was incorporated into the legislative agenda.

Carol Hylton reviewed the BWDB legislative agenda and thanked the Consortium members for their input.

4. Apprenticeship Fair

CSBD hosted an Apprenticeship Fair on 5/15 at the South One-Stop Center, drawing over 140 job seekers to explore career pathways in high-demand industries including construction, manufacturing, IT, and healthcare. Participating employers and registered apprenticeship sponsors, such as Memorial Hospital, Advanced Roofing, Miller Electric, McFatter Technical College, and the Broward County Office of Economic and Small Business Development, provided valuable information about current job openings and apprenticeship opportunities.

CSBD's Apprenticeship Navigator was on-site to help job seekers understand the benefits and accessibility of registered apprenticeship programs. It is too soon to determine hiring information from the event. We will continue to monitor and follow up on the hiring activity. Feedback from the employers and job seekers was very positive.

Matt Rocco introduced the item, and Ron Moffett summarized the event and its success.

5. Upcoming Employer Industry Forums

These events provide an opportunity to convene the business community, education partners, and economic development stakeholders to address workforce challenges in Broward County's targeted industries collaboratively. Sessions focus on identifying talent needs, creating industry-aligned solutions, including addressing the impacts of artificial intelligence on the workforce. Registration information will be shared with the members as we get closer to each event, and an optional calendar invite will be sent to their Outlook calendars.

Doug Saenz indicated he would email Matt Rocco the details for the manufacturing forum so he could share it with the association's members and encourage them to attend.

6. Laurie Moran Partnership Award

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

Matt Rocco congratulated Carol and the CSBD team.

7. CSBD Top Workplace Recognition

We are thrilled to announce that CSBD has been recognized as a 2025 Top Workplace by the South Florida Sun Sentinel! This prestigious award is based entirely on employee feedback and reflects our organization's commitment to fostering a positive, supportive, and mission-driven work environment. It highlights our team's passion for serving the Broward County community and helping businesses and job seekers thrive.

To celebrate this achievement and accept our award, Board Chair Jim Ryan and members, Dr. Lisa Knowles and Marjorie Walters, along with members from our team, attended the 2025 Sun Sentinel Top Workplaces Awards Ceremony at the Coral Springs Marriott Hotel & Convention Center. We are proud of this achievement and grateful to every staff member whose dedication made this recognition possible.

Matt Rocco asked the consortium members to join him in congratulating Carol and the CSBD team on receiving this well-deserved award.

8. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 3.2 percent in April 2025. This rate was 0.4 percentage points higher than the region's year-ago rate. In April 2025, Broward County's

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

After discussing the Dashboard, Carol Hylton asked Doug Saenz to pull up the CSBD website to showcase our employer OJT calculator. Doug did so and demonstrated how the Value Calculator can be used to show the dollar value of wage reimbursements an employer can realize during the employee's training period. The members expressed how this shows employers can benefit their bottom line by using our services.

MATTERS FROM THE CONSORTIUM CHAIR

Matt Rocco stated that the Healthcare sector would be the industry highlighted at the next EIC meeting.

MATTERS FROM THE CONSORTIUM

None.

MATTERS FROM THE CAREERSOURCE BROWARD PRESIDENT

None.

MATTERS FROM THE PUBLIC

None.

ADJOURNMENT – 2:10 p.m.

THE NEXT EDUCATION AND INDUSTRY CONSORTIUM MEETING WILL BE HELD ON AUGUST 26, 2025

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>