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

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

**Partnership Meeting #252  
Thursday, December 14, 2023  
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/83199917375?pwd=d29jS2xJSTE5bHRESXZ5TWsxRzl2Zz09>

### **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.

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

## **PLEDGE OF ALLEGIANCE**

## **IDENTIFICATION AND INTRODUCTION OF ANY UNIDENTIFIED CALLERS**

## **MISSION MOMENT**

## **APPROVAL OF MINUTES**

Approval of the minutes of the 10/26 BWDB meeting #251.

**RECOMM  
ACTION  
EXHIBIT**

Approval  
Motion for Approval  
Minutes of the Meeting

**Pages 14 – 26**

## **CONSENT AGENDA**

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

## **ACCEPTANCE OF CONSENT AGENDA**

**RECOMM  
ACTION**

Approval  
Motion for Approval

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**1. Addition of Occupational Title to Current Targeted Occupations List (TOL)**

Consideration to approve adding Data Analyst/Scientist to our local TOL. Over the year CSBD receives input from our industry intermediaries, eligible training providers, and employers and evaluates our local TOL. A Data Analyst/Scientist is an analytical data expert with strong math and technical skills who works with a variety of programming languages. CSBD staff has been able to establish local demand and that all Board-mandated criteria have been met for this occupational title to be added to the TOL for PY 23/24. Approved at the 11/28 One Stop Services and 12/4 Executive Committee meetings. (*This is in alignment with the Board goal to maintain our role as workforce development leaders through advocacy by the board, collaboration, and providing information and intelligence to stakeholders with feedback from the community.*)

<b>RECOMM</b>	Approval
<b>ACTION</b>	Motion for Approval
<b>EXHIBIT</b>	Memo #10 – 23 (OPS)

**Pages 27 – 28**

**2. Monthly Performance Report**

The current performance for the month of October is provided. The data reflects that within the Big 7 Regions, CSBD is in a five-way tie for 1<sup>st</sup> in WIOA Entered Employment Rate (EER), 1<sup>st</sup> in Welfare Transition (WT) All Family participation Rate and Two-parent participation Rate, 2<sup>nd</sup> in Wagner Peyser EER, and 3<sup>rd</sup> in Veterans EER.

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

**Pages 29 – 40**

**3. Letter of Support**

A letter of support was written for Broward College's submission to the U.S. Department of Labor, Employment and Training Administration, Strengthening Community Colleges Training Grant.

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

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## 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. Election of CareerSource Broward Council of Elected Officials Officers for 2024**

Officers for the CareerSource Broward (CSBD) Council of Elected Officials must be selected for the 2024 calendar year. There are no legal or by-law requirements for the selection of officers. Current CSBD Council officers are Commissioner Tim Ryan, Chair; Mayor Josh Levy, Vice-Chair; and Mayor Dean Trantalis, Chair Pro Tem. *(This is in alignment with the Board goal to maintain our role as workforce development leaders through advocacy by the board, collaboration, and providing information and intelligence to stakeholders with feedback from the community.)*

**RECOMM  
ACTION  
EXHIBIT**

Selection of Chair, Vice-Chair, and Chair Pro Tem by CSBD Council  
**CSBD Council Selects its Officers**  
Memo #02 – 23 (Exec)

**Page 41**

#### **2. Membership Renewals**

Consideration of the renewal of BWDB members whose terms will expire in January 2024 and who are eligible for renewal for an additional two years. The fourteen (14) members being recommended for renewal are 1) Dr. Ben Chen 2) Paul Farren 3) Cynthia Gaber 4) Michael Goldstein 5) Rufus James 6) Dr. Lisa Knowles 7) Kevin Kornahrens 8) Dawn Liberta 9) Felipe Pinzon 10) Jim Ryan 11) Mark Schaunaman 12) Cynthia Sheppard 13) Shane Strum and 14) Marjorie Walters. The CSBD Council of Elected Officials appoints board members following a recommendation from the Board. Approved at the 11/13 Ad hoc Organizational Resources and 12/4 Executive Committee meetings. *(This is in alignment with the board goal to maintain our role as workforce development leaders through advocacy by the board, collaboration, and providing information and intelligence to stakeholders with feedback from the community.)*

**RECOMM  
ACTION  
EXHIBIT**

Approval  
**Motion for Approval by CSBD Council of Elected Officials**  
Memo #01 – 23 (Exec)

**Pages 42 – 43**

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### 3. Food and Beverage Purchases

Consideration to approve up to \$27,000 from the General Fund for food and beverage expenses for 2024. This is the same amount set aside last year. We use these funds for 1) board and committee meetings 2) staff planning sessions and day-long staff training 3) employer forums 4) networking events such as chamber of commerce/industry association meetings 5) community meetings attended by the President/CEO, Executive Vice Presidents, and management and 6) staff appreciation up to 3 times per year. Funds not expended remain in the General Fund. Approved at the 12/4 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  
ACTION  
EXHIBIT**

Approval  
**Motion for Approval by CSBD Council of Elected Officials**  
None

### 4. Incumbent Worker Training (IWT) Contract with Locality Bank

Consideration to approve entry into an IWT contract for up to \$120,000 with Locality Bank to provide sales training for up to fifty (50) employees. The employees will receive training in sales processes, prospecting, sales cycles, managing sales teams, and accountability. Locality Bank will contribute 10% of the cost of the training per WIOA, which requires a 10% match from employers of not more than 50 employees. Because Keith Costello, Board member, is a partner, and Heiko Dobrikow, Board Chair, is Chair of the advisory board and a shareholder of the Bank, this recommendation must be approved by a 2/3 vote of the Board members. We will submit it to FloridaCommerce for their approval as required by the state. Approved at the 11/20 Employer Services and 12/4 Executive Committee meetings. *(This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and educating and connecting them to the workforce system to produce innovative workforce solutions.)*

**RECOMM  
ACTION  
EXHIBIT**

Approval  
**2/3 Vote for Approval**  
None

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## 5. WIOA Youth Work Experience Contract Approval for Locality Bank

Consideration to approve a Workforce Innovation and Opportunity Act Youth Work Experience (WEX) contract with Locality Bank for Program Year 23/24. WEX contracts are non-financial, as CSBD is the employer of record and, therefore is not required to be submitted to FloridaCommerce for their approval. Because Keith Costello, Board member, is a partner, and Heiko Dobrikow, Board Chair, is Chair of the advisory board and a shareholder of the Bank, this recommendation must be approved by a 2/3 vote of the Board members. Approved at the 11/20 Employer Services and 12/4 Executive Committee meetings. *(This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and educating and connecting them to the workforce system to produce innovative workforce solutions.)*

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

## 6. Broward Health Work-Based Training

Healthcare occupations are in high demand in Broward County. To assist individuals entering these occupations, Broward Health will work with CSBD to provide Internships, On-the-Job Training (OJT) and IWT. We anticipate obligating up to \$250,000 across these work-based options. Because Board member Shane Strum serves as the President/CEO of Broward Health, this recommendation must be approved by a 2/3 vote of the Board members. The internship contracts are non-financial in nature and do not require state approval. However, the OJT and IWT contracts will be submitted to FloridaCommerce for their approval as required by the State. Approved at the 11/20 Employer Services and 12/4 Executive Committee meetings. *(This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and educating and connecting them to the workforce system to produce innovative workforce solutions.)*

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

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## 7. Addition of Courses to the WIOA Individual Training Account (ITA) List

Consideration to approve the addition of 1) Broward College's Phlebotomy Technician and 2) McFatter Technical College's Forklift Certification to the WIOA ITA list. These programs provide opportunities to train for careers in the healthcare and manufacturing industries and are in high demand. CSBD reviewed the programs for completeness and to ensure that Board-mandated criteria have been met for the training programs and related occupational titles. CSBD adds schools and courses that meet federal, state, and local criteria to give customers more choices. Because Board member, Dr. Peter Licata, is employed by Broward County Public Schools, this recommendation must be approved by a 2/3 vote of the Board members. Approved at the 11/28 One Stop Services and 12/4 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, youth, individuals with disabilities, older workers, and ex-offenders).)*

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

## 8. 2024 Stop-Loss Coverage

Consideration to approve the purchase of Stop-Loss coverage for the CSBD self-insurance health policy from Sirius Point America at a cost of \$197,200 based on our current census. This insurance caps payouts in the event of claims in excess of \$75,000 per individual and includes a pharmacy cap for employees. A Request For Proposals was issued in October for 2024 coverage and allows for three (3) renewals depending upon the reasonableness of the increase if any. We received two quotes. One was from Benecon Insurance who declined to quote, and the other was from Sirius Point America Insurance Company, offering the same rates as our current carrier. American Fidelity, our current carrier is no longer offering Stop-Loss coverage. Approved at the 11/13 Ad hoc Organizational Resources and 12/4 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.)*

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

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## 9. Clarification of Match for the Employee Deferred Compensation Plan

Consideration to approve a clarification to the match for the employee deferred compensation plan. In 2021 as a part of the overall review of employee compensation and benefits, it was recommended that CSBD match employee contributions to the deferred compensation plan “dollar for dollar.” At that time the allowable match was \$10,250, and this figure was a part of the motion and reported as such in the minutes. Since then, the IRS has increased the cap for the allowable contribution, so now instead of employees receiving a “dollar for dollar” match, they are being matched at 82%. To fulfill the original intent of the governing boards, a clarification that the intent was to match “dollar for dollar” is requested. In the future, when the IRS raises the cap for contributions, we would be able to increase the match for CSBD and one-stop (ISG) staff. Approved at the 11/13 Ad hoc Organizational Resources and 12/4 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.)*

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

## 10. Executive Committee and BWDB 2024 Meeting Schedule

Consideration of the 2024 meeting schedule for the Executive Committee and BWDB meetings. All members are encouraged to attend in person. On occasion, if necessary, a member can attend via Zoom. Approved at the 12/4 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, providing information and intelligence to stakeholders with feedback from the community.)*

<b>RECOMM</b>	Approval
<b>ACTION</b>	Motion for Approval
<b>EXHIBIT</b>	Meeting Schedule



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### **11. Industry-Related Informational Videos**

Consideration to set aside up to \$90,000 from our dedicated grants to produce industry-specific informational videos that identify career paths in 1) manufacturing 2) marine 3) information technology and 4) healthcare as these are in-demand occupations for employers. The videos will portray the day-to-day requirements of the various career pathways available. They will expand awareness among our most barriered job seeker populations and demonstrate success through these upskilling opportunities. The videos will be posted on our website and distributed county-wide. Approved at the 11/28 One Stop Services and 12/4 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, youth, individuals with disabilities, older workers, and ex-offenders).)*

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

### **12. Request for Proposals (RFP) for WIOA Youth Providers**

Consideration to allow flexibility in serving ISY and OSY for providers serving both categories of youth under the new RFP to be released. CSBD will be releasing an RFP for OSY and ISY services as there are no renewals remaining for the OSY contracts and only one renewal remaining for the ISY contracts. This will place OSY and ISY contracts on the same schedule. The RFP will encompass the WIOA 14 elements as required by the statutes. Currently, FloridaCommerce has a waiver allowing local areas to divide youth funds 50/50 for ISY and OSY as opposed to the 25/75 allocation of funds required by the statute. If the waiver continues, it is recommended that flexibility in the ratio of expenditures and numbers of youth served be incorporated into the RFP for providers serving both ISY and OSY. Approved at the 11/6 Youth and 12/4 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, youth, individuals with disabilities, older workers and ex-offenders).)*

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

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## REPORTS

### 1. Update on Inaugural State of the Workforce Breakfast, Marketplace, and Job Fair

CSBD is partnering with the Broward County Council of Chambers to hold the first Annual State of the Workforce Breakfast on Wednesday, 01/24/24, at the Broward County Convention Center. In addition to keynote speakers, the event will feature a “marketplace” for the chambers and CSBD to showcase our employer services and a job fair. Adrienne Johnson, President of CareerSource Florida, will speak on the state of the workforce in Broward, and Rob Petrosino, Head of Emerging Tech & Innovation Division of PeakActivity and an expert in AI and its application in the workplace, will be our keynote speakers. Board Chair, Heiko Dobrikow will be the Master of Ceremonies for this not-to-be-missed event. The flyer lists opportunities for sponsorship and event pricing. We hope to see all of you there!

<b>ACTION</b>	None
<b>EXHIBIT</b>	Registration Flyer

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### 2. Youth Career Exploration Event

CSBD, in partnership with the School Board of Broward County (SBBC), is planning a Youth Career Exploration event for 9th and 10th graders. The goal is to inform students about the career opportunities available to them and the skill sets needed so they can select their courses with their future in mind. We have secured the World of Work curriculum, at no cost, which has been used very successfully in other states, as well as more recently, in Tallahassee. CSBD and SBBC conducted a walkthrough of the venue on 11/1. We are in the process of securing sponsorships, virtual reality firms, and schools/employers who will provide experiential experiences for the youth. These hands-on activities will be tied to the most in-demand occupational sectors in Broward County 1) Health 2) IT 3) Hospitality 4) Transportation and Logistics 5) Aviation 6) Marine 7) Entrepreneurial/Finance 8) Automotive 9) Construction/Manufacturing and 10) Public Service/Government.

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

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### 3. Summer Youth Employment Program (SYEP) 2024

For summer 2024, we plan to serve more than 1,000 youth, and the application portal for youth is live. We are recruiting additional private-sector employers to increase the availability of jobs aligned with the youth's interests and have opened the employer portal to expand our work sites. CSBD is also incorporating mental health awareness into the work preparation component. Employability skills training will be followed by an eight-week meaningful summer work experience. The program will begin in June. Members are asked to please forward the hyperlink below to their colleagues so we can increase the job sites available to the youth.

<b>ACTION</b>	None
<b>EXHIBITS</b>	<a href="#">SYEP Landing Page for Youth</a> <a href="#">SYEP Landing Page for Employers</a>

### 4. World Emblem Inc. Incumbent Worker Training Grant Application

World Emblem Inc. applied for an Incumbent Worker Training (IWT) grant in the amount of \$82,000 to train 12 employees to learn Lean Practitioner methodologies. Pursuant to the Workforce Innovation and Opportunity Act requirements, employers must pay for a portion of the training from a non-federal source. The employer's share in the IWT depends on the size of the employer. As World Emblem Inc. employs more than 100 employees, they will contribute 50% to the cost of the training. In accordance with governing boards' policy, IWT grant applications of \$50,000 or more and recommended by the rating committee go to the Employer Services and the Executive Committees for consideration, with a report to the BWDB/CSBD Council of Elected Officials at their next meeting. Approved at the 11/20 Employer Services and 12/4 Executive Committee meetings.

<b>ACTION</b>	None
<b>EXHIBIT</b>	Memo #11 – 23 (BR)

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### 5. ITA Provider Performance

CSBD conducted its semi-annual analysis of ITA provider performance in October and found that all training programs have achieved a 70% training-related employment rate.

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

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## 6. National Apprenticeship Week Proclamation

On 11/14, CSBD and BWDB member Lori Wheeler of the Marine Industries Association of South Florida (MIASF) were recognized by the Broward County Board of County Commissioners during the proclamation ceremony recognizing 11/13 – 11/19 as National Apprenticeship Week. CSBD places a strong emphasis on the importance of cultivating registered apprenticeship programs as a cornerstone of professional development. MIASF created the Yacht Service Technician Registered Apprenticeship Program, the first of its kind in the State and which CSBD supports with OJT funding.

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

## 7. CSBD Acknowledged at the FLITE Center's Annual Heroes Luncheon

The FLITE Center awarded CareerSource Broward the Memorial Healthcare System Transition to Independent Living Collaborator of the Year Award, on 10/27 at their Heroes Luncheon held at the Signature Grand. CSBD received this award in partnership with United Healthcare/Optum as both organizations support FLITE's Certified Behavioral Health Technician program.

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

## 8. Career, Technical, Adult, and Community Education (CTACE) Advisory Board

Carol Hylton, President/CEO, was recently appointed to the Broward County Schools CTACE Advisory Board. The goal of this board is to continue to advance and meet the demands of industry and bridge the gaps for our local businesses and communities.

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

## 9. Pam Sands Honored

Board Member Pam Sands is an honoree of the Staffing Industry Analysts 2023 Global Power 150 Women in Staffing. This annual list recognizes women for exceptional contributions in the staffing industry. Congratulations Pam!

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

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**10. BWDB Officers Are Entering Their Term’s 2nd Year in January 2024**

In the past, we would present a slate of Officers annually. The updated By-Laws approved by the governing boards align with the REACH Act, which provides for officers to serve 2-year terms. Our current officers will continue in their offices for the upcoming year.

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

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

The unemployment rate in Broward County was 3 percent in October 2023. This rate was 0.4 percentage points higher than the region’s year-ago rate. In October 2023, Broward County’s unemployment rate was equal to the State’s rate. Out of a labor force of 1,121,695, up 43,230 (+4.0 percent) over the year, there were 33,897 unemployed Broward County residents. CSBD also created a dashboard allowing website visitors to review the current and historical economic and workforce status of Broward County. The dashboard is a value-added resource allowing businesses and those looking to move to Broward the ability to make data-informed decisions.

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

**Pages 47 – 48**

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

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

**MATTERS FROM THE BOARD**

**MATTERS FROM THE FLOOR**

**MATTERS FROM THE PRESIDENT/CEO**

**ADJOURNMENT**

<p><b><i>THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE BROWARD COUNCIL MEETING IS TO BE DETERMINED.</i></b></p>
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## **MEETING MINUTES**

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

**Partnership Meeting #251  
Thursday, October 26, 2023  
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 via Zoom/in person: Mayor Josh Levy, Mayor Dean Trantalis, Commissioner Tim Ryan, Zac Cassidy, Dr. Ben Chen, Keith Costello, Paul Farren, Michael Goldstein, Frank Horkey, Rufus James, Dr. Lisa Knowles, Kevin Kornahrens, Francois Leconte, Dawn Liberta, Sandy McDonald, Felipe Pinzon, Jim Ryan, Rick Shawbell, Cynthia Sheppard, Shane Strum, Robert Swindell, Marjorie Walters, Tara Williams, and Heiko Dobrikow, who chaired the meeting.

Guests: Jason Kruszka, Commissioner Ryan's office and Maribel Fernandez Placement Specialist at CSBD Central Career Center.

Staff: Carol Hylton, Ron Moffett, Mark Klineciewicz, Rochelle Daniels, Tony Ash, Kim Bryant, Andrew Skobinsky, and Michell Williams.

### **MISSION MOMENT**

Maribel Fernandez, Placement Specialist at CSBD Central Career Center, provided the mission moment. The Board congratulated Ms. Fernandez for being the recipient of the 2023 Workforce Professional Champion Award and thanked her for a job well done. The All Staff Training and Proclamation Award video was shared with the Board members.

### **APPROVAL OF MINUTES**

Approval of the minutes of the 8/24 BWDB meeting #250.

**On a motion made by Rick Shawbell and seconded by Marjorie Walters, the BWDB/CSBD Council of Elected Officials unanimously approved the minutes of the 8/24 Meeting #250.**

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## CONSENT AGENDA

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

### **ACCEPTANCE OF CONSENT AGENDA**

**On a motion made by Commissioner Tim Ryan and seconded by Mayor Dean Trantalis, the BWDB/CSBD Council of Elected Officials unanimously approved the Consent Agenda of 10/26.**

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

The current performance for the month of August was provided. The data reflects that within the Big 7 Regions, CSBD is in a five-way tie for 1<sup>st</sup> in WIOA Entered Employment Rate (EER), 1<sup>st</sup> in Veterans EER, 1<sup>st</sup> in Welfare Transition (WT) All Family participation rate and Two-parent participation rate, and 2<sup>nd</sup> WT EER.

Commissioner Ryan asked Ms. Hylton to explain how CSBD maintains its level of performance. Ms. Hylton replied it was the staff's hard work and their constant analysis of the data to ensure we were going in the right direction that helps us to succeed. Mr. Dobrikow added that it is also because of the strong leadership of our President, Ms. Hylton, working relentlessly for her people and guiding them in the right direction.

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

Letters of support were written for 1) Complete Turbine Services, LLC Quick Response Training grant application to assist in the creation of 121 new jobs with an average salary of \$78,660 2) Keith and Associates, Inc.'s grant application to assist in the creation of 50 new jobs with an average salary of \$85,800 3) the Urban League of Broward County's application for the Multipurpose Community Facilities Program 4) Atlantic Technical College's postsecondary NCCER Carpentry Level 3 and 4 credentials and 5) Broward College's SHRM Certified Professional, Microsoft Office Specialist Excel Expert, and QuickBooks Certified User certifications to the State's Master Credential list.

## 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. Registered Apprenticeship On-the-Job Training (OJT) Contract with Advanced Roofing**

Considered the approval of entry into an upgrade OJT training contract with Advanced Roofing to train up to ten (10) employees participating in their registered apprenticeship program. The

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apprentices will receive training in roofing, including handling asphalt equipment, detail sheet metal fabrication, and installation. The contract will provide the employer with a 75% wage reimbursement for the apprentices while in training, totaling up to \$150,000. Because Board member Kevin Kornahrens is employed by Advanced Roofing, this recommendation must be approved by a 2/3 vote of the Board members present at a meeting with an established quorum. Approved at the 9/11 Employer Services and 10/9 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, Youth, individuals with disabilities, older workers, and ex-offenders)).*

Mr. Dobrikow asked Mr. Leconte to introduce and present the item.

Mr. Kornahrens declared his conflict and abstained from voting. He will be required to submit a conflict-of-interest form.

Mayor Levy mentioned that many of their residents were having difficulty getting insurance or were seeing very high premiums because of their roof's age. Some of the insurance companies were requiring new roofs even if the roof was watertight. He stated that in the City of Hollywood many of the residents cannot pay for a new roof.

Commissioner Ryan commented that in one year, the premiums for homeowner's insurance in Florida increased almost 40 percent, making Florida the most expensive State for the purchase of homeowners insurance. He shared that constituents were reporting that the technology for shingle roofs was now superior to what it was ten years ago. He asked Mr. Kornahrens if he had anything to share regarding the cost and availability of materials because he also heard that it was taking six to nine months to get tile from the manufacturers.

Mr. Kornahrens replied that since the hurricane last year, there are still material shortages especially tile. In response to Mayor Levy's point, he has seen insurance companies make people replace their roof for no reason. He stated materials are getting better as technology progresses, but homeowners would benefit from regulatory relief from the state.

Commissioner Ryan asked about the cost differential between asphalt and shingles. Mr. Kornahrens responded that his focus was commercial property, and he did not have as much information regarding residential property.

Mr. Farren shared that he was in the solar business, and many of his customers have to re-roof and they are going with the expanding seam metal roof, which he believed to be the strongest and readily available.

Mr. Dobrikow commented that when it came to condos, updating the elevators could take up to two years. Mr. Dobrikow stated that we need. It's vital for us to invest in the labor force that specializes in the various construction trades in order to keep our community growing.

**On a motion made by Francois Leconte and seconded by Keith Costello, the BWDB/CSBD Council of Elected Officials unanimously approved entry into an upgrade OJT training contract with Advanced Roofing to train up to ten employees totaling up to \$150,000.**



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## **2. Increase the Threshold for Single-Item Purchases From \$50,000 to \$100,000**

Considered an increase to the threshold for a single item purchase/contract by the President/CEO from \$50,000 to \$100,000. Following a procurement targeting business associations that would offer OJT, IWT, and work experience directly to their employer members, we received proposals from 3 Chambers. The review committee recommended contracting with all 3 entities. Under the Florida Statutes §445.007 the legislature has provided a process under which Florida Commerce can approve contracts between the Board and its members. The Florida Statutes at § 112.313 prohibits public officials, which includes workforce board members, from doing business with their own agencies. Many of our board members are dues-paying members of the Chambers, which the Commission on Ethics (COE) considers doing business with one's own agency. Our Legal Department conferred with the COE regarding the application of the 2 statutes. COE indicated that elected officials, appointed to Chamber boards in their official capacity have been determined not to be doing business with their own agency when they vote on the award of funds to the Chambers. However, the COE, not being familiar with process set forth in Fla. Stat. §445.007 said they would need time to study the matter as it relates to Board members. The General Counsel shared with the COE that the President/CEO has authority to make single-item purchases/contracts of up to \$50,000 for day to day operations and asked whether increasing that limit to \$100,000 could be a solution. The COE stated that could be an acceptable option. If an increase to the threshold is approved, CSBD will report the purchases/contracts to the Board. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, Youth, individuals with disabilities, older workers, and ex-offenders)).*

Mr. Dobrikow asked Ms. Daniels to introduce and present the item.

Ms. Daniels provided an in-depth analysis and stated that she believed that if the COE had an opportunity to study Fla. Stat. §445.007 they would agree that this was a waiver to the certain prohibitions under F.S. 112.313. However, in the interim, this is a solution that allows us to move forward.

Commissioner Ryan replied that he supported the motion and asked how difficult it was for a small business to qualify and participate in an on-the-job training program. Ms. Hylton responded that it is not difficult that most of our contracts were with small employers.

Mayor Levy mentioned that the dollar figure of \$100,000 was similar to what they had for their City Manager in Hollywood and asked if the increase for a single-item purchase from \$50,000 to \$100,000 would apply to any procurement, not just the Chambers. Ms. Hylton confirmed the increase to the threshold applies to any single-item purchase. Mayor Levy stated he would support the increase but asked that a report be brought back to the board.

Ms. Hylton shared that we currently bring a single item over \$10,000 to the Board as a report and that a process was already in place to meet the Mayor's request.

Mayor Trantalis asked if the request to increase the limit was occasioned by the desire to contract with the chambers, and Ms. Daniels responded yes. Mayor Trantalis asked for clarification that when it came to the review, the Board had no authority to void or ratify the expenditures, and the reporting was just to let them know for transparency. Ms. Daniels replied yes. She also added that in all cases CSBD must follow the State and Federal procurement requirements. Mayor Trantalis stated that he is aware Fort Lauderdale has a similar threshold

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and a billion-dollar budget. He does not want the State to ever question where we spend our money or how they allowed certain types of expenditures to occur since we are already being looked at closely. He said he would approve the vote, but there should be some checks and balances to consider for the future.

Ms. Daniels shared that the Board approves the categories of expenditures through the budget and we also send the budget to the state for their approval.

Mr. Dobrikow also stated that the Federal threshold was \$250,000 for quotes, so we were way below that threshold, and we have to act within the budgetary guidelines. Mr. Dobrikow stated that to address Mayor Trantalis' concern CSBD will review the process with the Audit Committee at their next meeting.

**On a motion made by Mayor Josh Levy and seconded by Mayor Dean Trantalis, the BWDB/CSBD Council of Elected Officials unanimously approved an increase to the threshold for single item purchases/contracts by the President/CEO from \$50,000 to \$100,000 with a report on the purchases/contracts to the Board.**

### **3. 2024 Draft BWDB Legislative Agenda**

Considered the approval of 1) the 2024 draft BWDB Legislative Agenda and 2) the identification of Committee members who can reach out to our local delegation to present our Agenda. Approved at the 10/3 Strategic Planning and 10/9 Executive Committee Meetings. *(This is in alignment with the Board goal to develop and utilize a legislative agenda to improve employment services and opportunities in Florida.)*

Mr. Dobrikow asked Mr. McDonald to introduce and present the item.

Mr. Dobrikow asked the Board members to build more connections with our Legislators, and he stated he would like to see more Board members' names on the Legislative Contact List. He pointed out that the Broward County Commission was also added to the contact list and was important.

**On a motion made by Jim Ryan and seconded by Mayor Dean Trantalis, the BWDB/CSBD Council of Elected Officials unanimously approved the 2024 draft BWDB Legislative Agenda.**

### **4. 2024 Community Partner Legislative Agenda**

To fulfill our role as conveners, we have collected a community partner legislative agenda for reference and consideration. As of 10/18, only 1 community partner agenda has been available with items related to workforce development. Approved at the 10/3 Strategic Planning and 10/9 Executive Committee Meetings. *(This is in alignment with the Board goal to develop and utilize a legislative agenda to improve employment services and opportunities in Florida.)*

Mr. Dobrikow asked Mr. McDonald to introduce and present the item.

Ms. Hylton explained that we looked at our community partners when preparing the Legislative Agenda. It was a little early, and agendas were now being fleshed out, but she

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anticipated they may have more in December. She shared that she recently attended the Broward Delegation meeting with the County Commissioners to hear their priorities firsthand.

**On a motion made by Mayor Dean Trantalis and seconded by Mayor Josh Levy, the BWDB/CSBD Council of Elected Officials unanimously approved support of the one community partner agenda with items related to workforce development.**

## **5. Accept Summer Youth Employment Program Funds**

Considered the acceptance of \$2,815,656 plus an additional \$1.4 million for a total of \$4,215,656 from the Children's Services Council for the 2024 Summer Youth Employment Program. The funds will enable us to serve 913 economically disadvantaged youth ages 16-18 years old at a wage of \$14.00 per hour. The program will provide each Youth with three days of employability skills training and an eight-week meaningful summer work experience. Approved at the 9/27 Youth and 10/9 Executive Committee Meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, Youth, individuals with disabilities, older workers and ex-offenders).*

Mr. Dobrikow asked Ms. Liberta to introduce and present the item.

Mr. Dobrikow shared that he knew the program works because he recently walked into a bakery and noticed a new employee he had seen before and recognized. The new employee was from the summer youth employment program and had such a good experience he continued to work part-time after completing the program while going to school.

**On a motion made by Keith Costello and seconded by Rick Shawbell, the BWDB/CSBD Council of Elected Officials unanimously approved the acceptance of \$2,815,656 plus an additional \$1.4 million for a total of \$4,215,656 from the Children's Services Council for the 2024 Summer Youth Employment Program.**

## **6. President/CEO Evaluation**

In accordance with the Broward Workforce Development Board, Inc. (BWDB) and CareerSource Broward Council of Elected Officials' policy, the Executive Committee evaluated the President/CEO using an instrument developed by the Organizational Resources Committee. The Evaluation Form was distributed to the Executive Committee members by the Legal Department on 9/18. As is the custom, a composite of all the scores and members' comments were provided for discussion and consideration. The Executive Committee recommended a 4% merit increase and an annual employer-discretionary contribution to the President's retirement. Approved at the 10/9 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.)*

Ms. Hylton was asked to leave the room for the Board discussion.

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Mr. Dobrikow asked Mr. Horkey to introduce and present the item.

Mr. Horkey reviewed the elements of the evaluation and commented on Ms. Hylton's excellent performance and on her dedication to hearing and meeting board member requests and suggestions for moving CSBD forward.

Mr. Dobrikow stated that she received an overall rating of 3.9 and that all of the comments from the raters were positive in support of the President/CEO's performance.

Mayor Trantalis stated that he noticed the item states a 4% merit increase and asked whether a cost-of-living increase was considered. Ms. Daniels replied that we only have a cost of living increase when the Council and Committee vote for a cost of living increase, and it's a separate item. Mayor Trantalis asked what the cost-of-living increase was the last time they approved it and Ms. Daniels replied it was 5%.

**On a motion made by Frank Horkey and seconded by Commissioner Tim Ryan, the BWDB/CSBD Council of Elected Officials unanimously approved 1) a 4% merit increase and 2) awarding an annual discretionary employer contribution to her retirement 401A account of \$20,000.**

Ms. Hylton was invited to return to the room, and Mr. Dobrikow informed her of the governing board's recommendation. Ms. Hylton expressed her appreciation, recognized the staff for the wonderful work they do, and indicated it's a pleasure to work with the members to support the mission.

## **7. Accept Florida Healthcare Training Initiative Funds**

Considered the acceptance of \$916,666 in Florida Healthcare Training funds. This discretionary grant is for 2 years and will end 6/30/25. CSBD was one of two Boards in the State selected by FloridaCommerce to receive this funding. The purpose of the award is to support the healthcare industry by funding initiatives to reduce the shortage of employees in healthcare occupations and reduce turnover in these occupations. Approved at the 9/26 One Stop Services and 10/9 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, Youth, individuals with disabilities, older workers and ex-offenders).*

Mr. Dobrikow asked Mr. Shawbell to introduce and present the item.

Mr. Shawbell reviewed the recommendation to accept the funds.

Ms. Hylton added that we plan to partner with community hospitals to upskill their workforce. She stated she plans to call. Broward Health (Shane Strum), Memorial Health, and Cleveland Clinic and will work through the forums we have in healthcare to engage our healthcare partners.

Ms. Hylton indicated she has reached out to the technical colleges to discuss paid internships for students in healthcare professions so they could get into the hospitals sooner.

Commissioner Ryan asked Mr. Strum to elaborate on the emerging new partnership between the North Broward and South Broward hospital districts on specific programs where they can share services for outpatient facilities they were working on in Broward County.

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Mr. Strum provided an overview of the strategic partnerships he is forging with the CEO at Memorial Healthcare Systems. In one of their first meetings, Mr. Strum said he suggested first searching for those areas within Broward that were technically considered a healthcare desert. The City of Sunrise, believe it or not, although a city on the rise, the home of the Florida Panthers and Sawgrass Mills Mall, had no healthcare facilities. So together they stepped up and decided to build an accessible Emergency Department in partnership with Joe DiMaggio so that any family in the community, either adult or pediatric, could receive healthcare. It was unanimously approved after 18 months of working with the City Commission, City of Sunrise Mayor Ryan, and the Board of Commissioners.

Mr. Swindell asked how they were working together on tackling the workforce shortage in the nursing field.

Mr. Strum replied that they are trying a whole new collaboration and are working with Memorial, Holy Cross, and Cleveland Clinic and brought in the universities, like FIU and FAU, who have done a tremendous amount of work to assist with building talent pipelines for nurses, surgical staff, scrub nurses and other healthcare careers. They are working with universities and colleges like Broward College and also CareerSource Broward to help create these talent pipelines and fill these healthcare needs.

Ms. Hylton shared that CSBD had a wonderful partnership with Broward Health this past summer. They took about 30 of our Youth for the Summer Youth Employment Program, and at the end of the summer, they took a day and had the kids tour their virtual hospital, which was very successful. Ms. Hylton said she's looking forward to expanding that number next year.

Additionally, CSBD partnered with Broward Health in a recent application for a multipurpose facility through the State's Broadband office. She explained the components of the grant and thanked Mr. Strum and his team for helping with the proposal. Commissioner Ryan and Broward County, Representative Hunschofsky, Commissioner Nan Rich, and South Florida Regional Planning Council for providing support letters.

**On a motion made by Rick Shawbell and seconded by Marjorie Walters, the BWDB/CSBD Council of Elected Officials unanimously approved the acceptance of \$916,666 in Florida Healthcare Training funds. This discretionary grant is for 2 years and will end 6/30/25.**

#### **8. Accept Non-Custodial Parent Employment Program Funds**

Considered the acceptance of \$772,447 in Non-Custodial Parent Employment Program funds, which is slightly less than what the State initially awarded. This discretionary grant is for one year and ends 6/30/24. CSBD was one of three Boards in the State selected by FloridaCommerce to receive this funding. The purpose of the award is to assist non-custodial parents who are under or unemployed and have difficulty meeting child support obligations to obtain employment. CSBD will dedicate funds to provide core services such as occupational and work-based training and support services to remove barriers to employment. Approved at the 10/9 Executive Committee meeting. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, Youth, individuals with disabilities, older workers and ex-offenders).*

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Mr. Dobrikow reviewed the item with the members. There was no further discussion.

**On a motion made by Commissioner Tim Ryan and seconded by Zac Cassady, the BWDB/CSBD Council of Elected Officials unanimously approved the acceptance of \$772,447 in Non-Custodial Parent Employment Program funds. This discretionary grant is for one year and ends 6/30/24.**

**9. Accept Hope Florida – Pathway to Promise Funds**

Considered the acceptance of \$217,815.45 Hope Florida – Pathway to Promise funds. This discretionary grant is for two years and ends 6/30/25. CSBD will use these discretionary grant funds to provide navigators to deliver staff-assisted guidance and to launch new career pathways that lead to self-sufficiency for customers referred to us by the Florida Department of Children and Families. Through this initiative, customers will be referred to community service providers based on their needs, and we will foster community collaboration among the private sector, faith-based community organizations, and non-profits. Board members Heiko Dobrikow, Kevin Kornahrens, and Shane Strum have embraced their roles as leaders by agreeing to become Hope Florida employers to support referrals. Approved at the 9/26 One Stop Services and 10/9 Executive Committee Meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, Youth, individuals with disabilities, older workers and ex-offenders)).*

Mr. Dobrikow asked Mr. Shawbell to introduce and present the item.

Mr. Dobrikow commented that he hoped all the Board members who were business leaders would embrace the initiative and become Florida Hope employers to help people in the Prosperity zip codes.

**On a motion made by Rick Shawbell and seconded by Zac Cassidy, the BWDB/CSBD Council of Elected Officials unanimously approved the acceptance of \$217,815.45 Hope Florida – Pathway to Promise funds. This discretionary grant is for two years and ends 6/30/25.**

**10. Continued Eligibility – Hollywood Career Institute**

Considered the approval of 1) current eligible training provider Hollywood Career Institute's (HCI) continued eligibility status for the period 12/1/23 through 12/1/25 and 2) retention of all of their current programs on the Individual Training Account list. The State requires that eligible training providers be renewed every 2 years. HCI has met continued eligibility requirements that include but are not limited to, licensure, accreditation, issuance of an industry-recognized credential, and reporting to the Florida Education and Training Placement Information Program. CSBD reviewed the applications for completeness and to ensure that CareerSource Florida requirements and board-mandated criteria are met. Approved at the 9/26 One Stop Services and 10/9 Executive Committee Meetings. *This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, Youth, individuals with disabilities, older workers, and ex-offenders).*

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Mr. Dobrikow asked Mr. Shawbell to introduce and present the item.

Mr. Shawbell reviewed the item with the members. There was no further discussion.

**On a motion made by Rick Shawbell and seconded by Paul Farren, the BWDB/CSBD Council of Elected Officials unanimously approved 1) current eligible training provider Hollywood Career Institute's (HCI) continued eligibility status for the period 12/1/23 through 12/1/25 and 2) retention of all of their current programs on the Individual Training Account list.**

#### **11. Distribution of Fully Depreciated Computers**

Considered expanding the distribution of CSBD computers to include 1) summer youth 2) veterans' participants as well as 3) CSBD/ISG/DEO staff. CSBD cycles computers out of use every 5 years in accordance with our rotation policy. To date, per Board policy, we offer them to WIOA youth and Welfare program participants or other non-profit organizations. Because many of our participants in training receive technology through support services or from the training institution, we still have computers left after offering them to WIOA youth and Welfare participants. By expanding the distribution of the old computers, we can reach additional participants as well as staff who could benefit from being able to add technology to their homes. Approved at the 9/27 Youth and 10/9 Executive Committee meetings. *This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, Youth, individuals with disabilities, older workers, and ex-offenders).*

Mr. Dobrikow asked Ms. Liberta to introduce and present the item.

Ms. Liberta reviewed the item with the members. There was no further discussion.

**On a motion made by Dawn Liberta and seconded by Rick Shawbell, the BWDB/CSBD Council of Elected Officials unanimously approved expanding the distribution of CSBD computers to include 1) summer youth 2) veterans' participants as well as 3) CSBD/ISG/DEO staff.**

## **REPORTS**

### **1. Update on Meetings with Local Legislators and City Officials**

To increase awareness about CSBD and to strengthen community relationships, Carol Hylton, President/CEO, and CSBD staff frequently meet with local legislators and city officials. This outreach involves meeting with local officials in person or via Zoom, including inviting them to 1) tour our career centers 2) employer job fairs and 3) workforce events that we host. These meetings also provide an opportunity to listen to their priorities and areas of focus and to reaffirm our value to their constituents by offering an array of customizable job seeker and employer workforce-related services that we can provide based on their specific circumstances. Since March 2023, Carol Hylton, President/CEO, and CSBD staff have met with 16 elected officials, with several more planned this month.

Ms. Hylton provided an update on meetings with local legislators and city elected officials and upcoming scheduled meetings and invited the members to join her in these meetings.

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## **2. Hospitality Career Fair**

To support employers in the hospitality industry as they prepare for peak season, which started in the Fall and runs through Spring, CSBD hosted a Hospitality Job Fair at the Urban League. Fourteen hospitality companies, including Riverside Hotel, Pelican Grand Resort, Holiday Inn Express Ft. Lauderdale Cruise Airport, and Margaritaville Resort, with job openings from entry-level to management. Board Chair, Heiko Dobrikow and Carol Hylton, President/CEO, welcomed the employers and almost 200 jobseekers. Employers at the event shared that they were pleased with the number, quality, and skill of applicants. Several on-the-spot offers of employment were made, and we are following up with the employers and the job seekers to obtain employment information and offer additional services.

Mr. Ash provided an update on the Hospitality Career Fair at the Urban League of Broward County. Mr. Ash said they were putting together a video from the hospitality fair, which would be shared at the upcoming Employer Services Committee and the next Board meeting.

## **3. Update on WIOA Youth Performance for Program Year 23/24**

This Youth Performance report provides the Youth Committee with provider performance as required under their agreements and in accordance with the Workforce Innovation and Opportunity Act. CSBD funds 4 Out-of-School and 2 In-School Youth programs. Since the beginning of the program year, which began on 7/1, CSBD staff has been meeting with each of the providers to discuss contract expectations, offer ongoing technical support, and receive updates on recruitment activities. The report shows that all of our youth providers are off to a great start and actively enrolling Youth to meet their deliverables.

Mr. Dobrikow asked Ms. Liberta to introduce and present the item.

Ms. Liberta reviewed the item with the members. There was no further discussion.

## **4. CSBD's 2023 Paychecks for Patriots Veterans Hiring Fair**

CSBD will host its annual Paychecks for Patriots Veterans Hiring Fair on 11/8 at The City of Plantation Central Park. The first two hours 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. To date, over 80 employers have expressed interest in recruiting at this year's event.

Mr. Dobrikow asked Mr. Leconte to introduce and present the item.

Mr. Leconte reviewed the item with the members. There was no further discussion.

## **5. Update on the First Annual State of the Workforce Breakfast**

CSBD, in partnership with the Broward County Council of Chambers, will host the inaugural State of Our Workforce Breakfast on 01/24/24 at the Broward County Convention Center. Initially, we planned to hold the breakfast in October, but all event organizers agreed a



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January date was better suited for the event. Businesses will learn about the latest workforce trends and available tools to grow their business. Staff would like to thank BWDB Chair Heiko Dobrikow for cultivating the idea for this event.

Mr. Dobrikow asked Ms. Hylton to introduce and present the item.

Ms. Hylton reviewed the item with the members and announced that Adrienne Johnson of CareerSource Florida would be the keynote speaker. She has a meeting with the Chambers to finalize additional speakers.

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

The unemployment rate in Broward County was 3.0 percent in September 2023. This rate was 0.4 percentage points higher than the region's year-ago rate. In September 2023, Broward County's unemployment rate was equal to the State's rate. Out of a labor force of 1,117,567 up 39,246 (+3.6 percent) over the year, there were 33,791 unemployed Broward County residents. CSBD also created a dashboard allowing website visitors to review the current and historical economic and workforce status of Broward County. The dashboard is a value-added resource allowing businesses and those looking to move to Broward the ability to make data-informed decisions.

Mr. Dobrikow reviewed the Economic Dashboard.

#### **7. Heiko Dobrikow Honored**

Board Chair, Heiko Dobrikow, will be an Ally Award recipient at the upcoming Greater Fort Lauderdale Chamber of Commerce GLBX Business Community Ally Award ceremony on Thursday, 11/2. Congratulations Heiko!

Mr. Dobrikow announced that he would be honored by the Greater Fort Lauderdale Chamber of Commerce as a GLBX Business Community Ally Award recipient.

#### **8. Sandy McDonald Honored**

Board member, Sandy McDonald, Director of the Office of Economic and Small Business, Broward County, received the Minority Business Advocate of the Year for Broward County Award at the Minority Enterprise Development Week (MEDWeek) Conference - the nation's premier event for small and minority businesses, at the national, regional, and local level. Congratulations Sandy!

Mr. Dobrikow congratulated Mr. McDonald for being honored at the Minority Enterprise Development Week Conference and awarded the Minority Business Advocate of the Year for Broward County.

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

None

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

Mr. Dobrikow made an announcement to recognize Bob Swindell for receiving the 500 Most Influential Florida Businessman Award by Florida Trend.

Mr. Dobrikow and the members discussed Artificial Intelligence (AI) Technology and its effects on the workforce.

## **MATTERS FROM THE BOARD**

None

## **MATTERS FROM THE FLOOR**

None

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

Ms. Hylton provided an update that CSBD would be recognized at FLITE Center's upcoming Hero's Luncheon. Mr. Moffett is covering the December Board meeting while she attends the Leadership Florida Meeting. Ms. Hylton shared that they are in the planning process for the Career Exploration Event at the Amerant Arena.

**ADJOURNMENT 1:40 p.m.**

<p><b><i>THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE BROWARD COUNCIL MEETING IS DECEMBER 14.</i></b></p>
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**Memorandum #10 – 23 (OPS)**

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

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

**Subject:** Addition of Occupational Title to Current Targeted Occupations List (TOL)

**Date:** December 5, 2023

**SUMMARY**

Consideration to approve adding Data Analyst/Scientist to our local TOL. Over the year CSBD receives input from our industry intermediaries, eligible training providers, and employers and evaluates our local TOL. A Data Analyst/Scientist is essentially an analytical data expert with strong math and technical skills. Data Analysts work with a variety of programming languages. CSBD staff has been able to establish local demand for Data Analyst/Scientist and that all Board mandated criteria have been met for this occupational title to be added to the TOL for Program Year 23/24. Approved at the 11/28 One Stop Services and 12/4 Executive Committee meetings.

**BACKGROUND**

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

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

**DISCUSSION**

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

During our recent review, we have established Data Analyst meets the criteria outlined above in the Background. The entry wage is \$26.42, with more than 25 unique job postings over the last 3 months. A data analyst is essentially an analytical data expert, with strong math and technical skills. Data analysts work with a variety of programming languages. They must analyze data for many different end results and communicate their findings to others in their organization. CompTIA Data+ certification is an industry-recognized credential that validates these skills to employers.

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

## **RECOMMENDATION**

Approve adding Data Analyst/Scientist to our local Targeted Occupations List for PY 23/24.



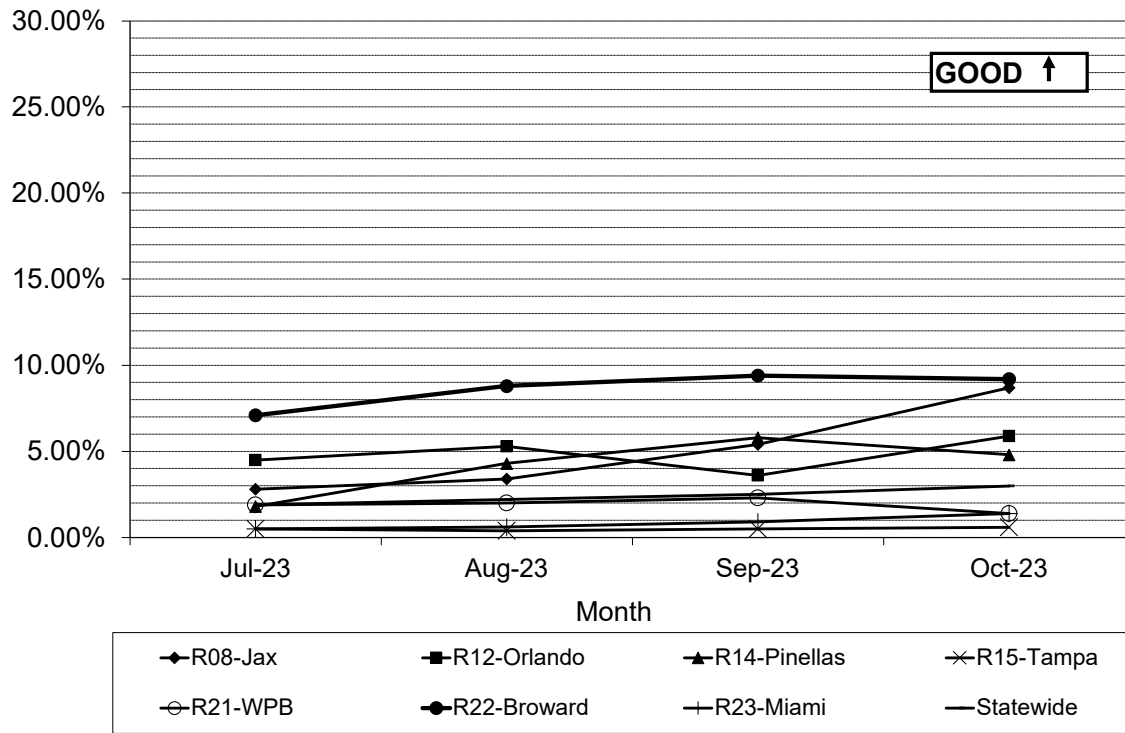
# **Performance Report**

**Performance Report July to October 2023**

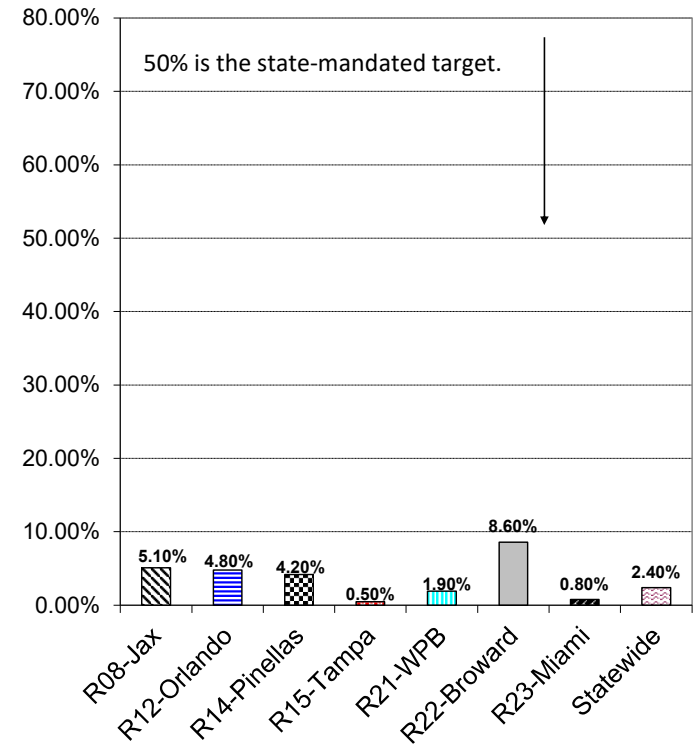
Entered Employment Rate for the Month October 2023 across all Big Seven Regions								
	WTP		Wagner-Peyser		Veterans		WIOA Adult/DW	
Region 8 - Jacksonville	27.20%	↑	20.80%	↓	21.70%	↑	100.00%	—
Region 12 - Orlando	30.30%	↑	37.50%	↓	35.20%	↓	72.70%	↓
Region 14 - Pinellas	29.50%	↓	36.60%	↑	24.10%	↓	80.00%	↑
Region 15 - Tampa	37.00%	↓	32.00%	↑	51.00%	↑	100.00%	—
Region 21 - WPB	29.20%	↑	30.50%	↓	30.00%	↓	100.00%	—
Region 22 - Broward	29.90%	↓	53.70%	↑	36.40%	↓	100.00%	—
Region 23 - Miami	37.70%	↓	69.50%	↑	50.00%	↓	100.00%	—
Statewide	34.20%	↑	38.60%	↑	38.90%	↓	85.50%	↑
Note: Arrows indicate direction of change since previous month's figures. Flat line indicates no change.								
<u>Legend / Abbreviation Key</u>		WTP	Welfare-Transition Program			DW	Dislocated Worker	
		WIOA	Workforce Innovation and Opportunity Act					

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

**Month-to-Month Participation Rate from July 2023 to October 2023**

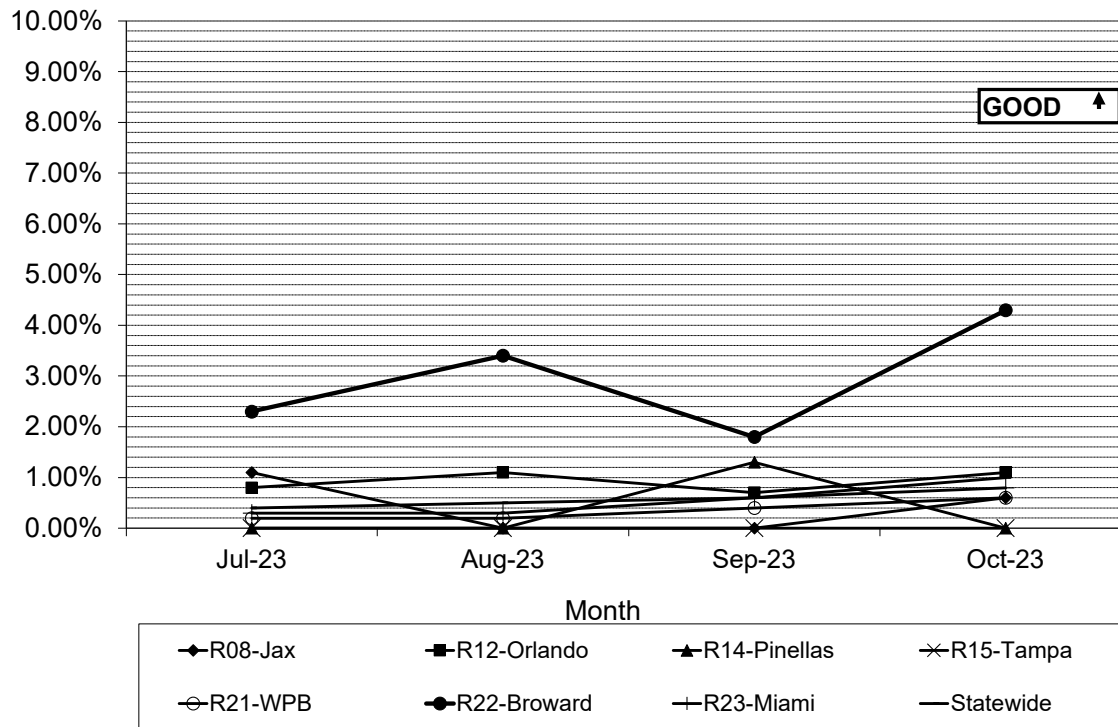


**Program Year-to-Date (YTD)  
Participation Rate as of October 2023**

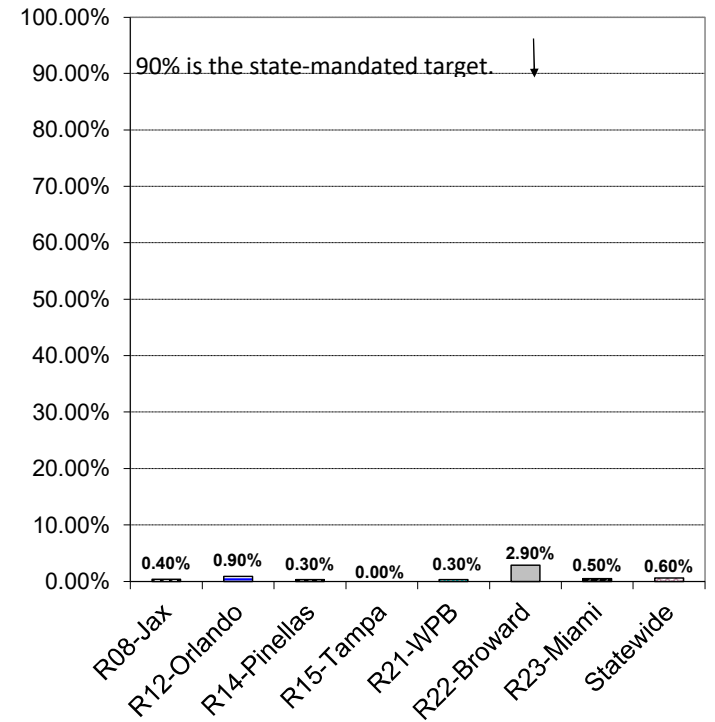


## Welfare Transition Program (WTP) Two-Parent Family Participation Data for the Big 7 Regions

**Month-to-Month Participation Rate from July 2023 to October 2023**



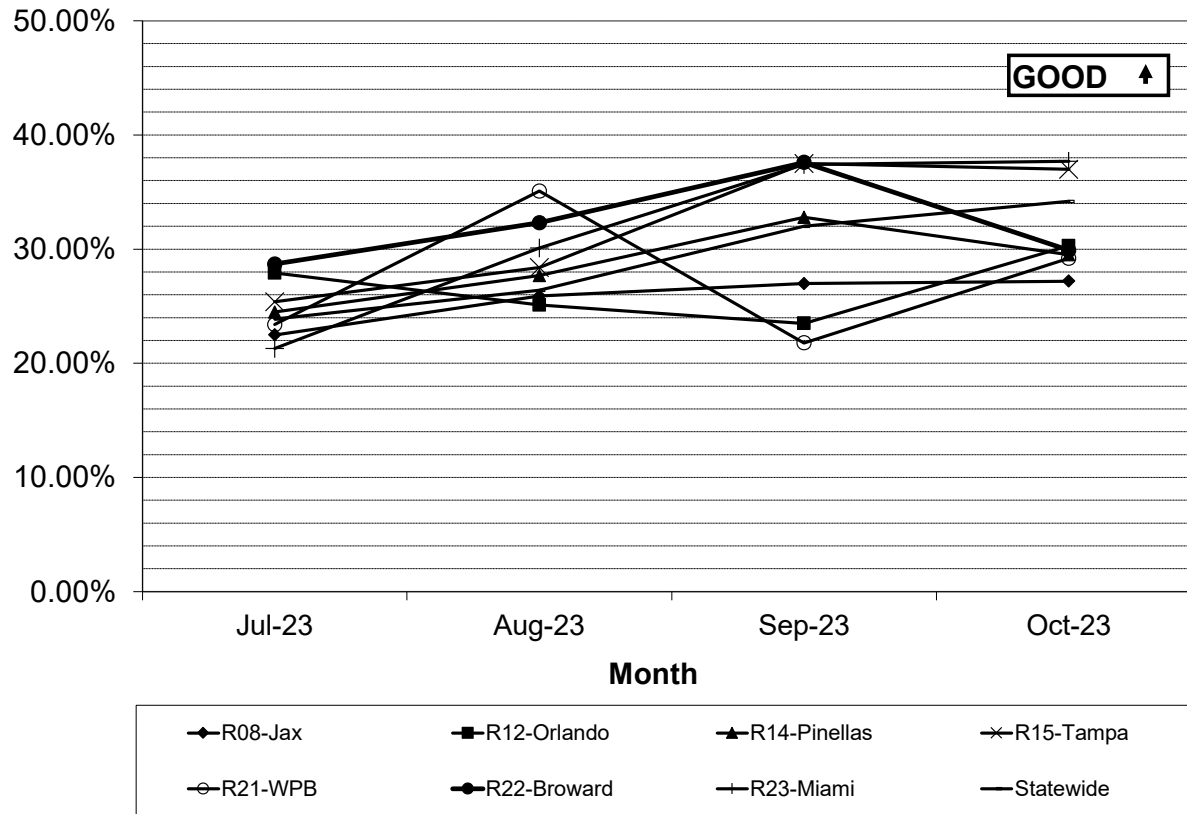
**Program Year-to-Date (YTD) Participation Rate as of October 2023**



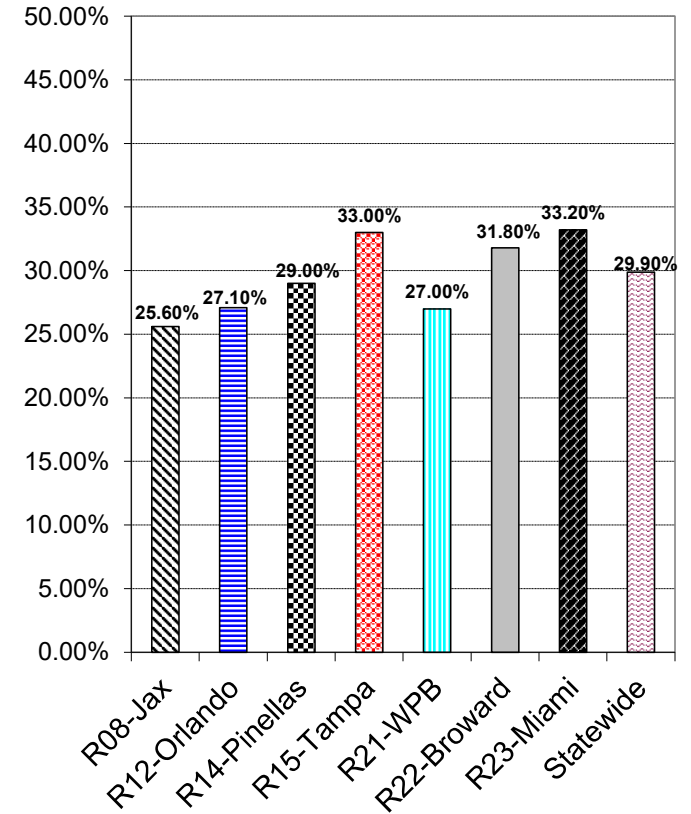


## Welfare Transition Program (WTP) Entered Employment (EE) Data for the Big 7 Regions

**Month-to-Month Entered Employment Rate from July 2023 to October 2023**



**Program Year-to-Date (YTD) EE Rate as of October 2023**

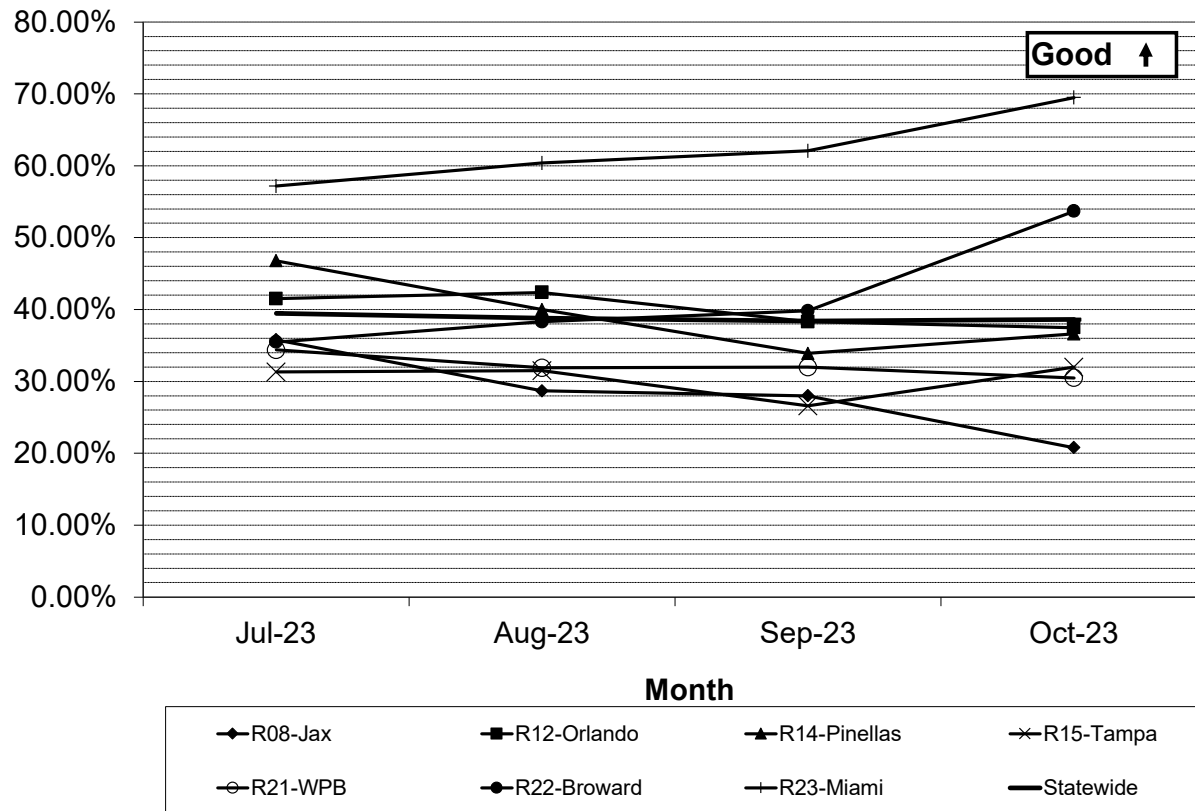


## Analysis of Welfare Transition Program (WTP) Performance

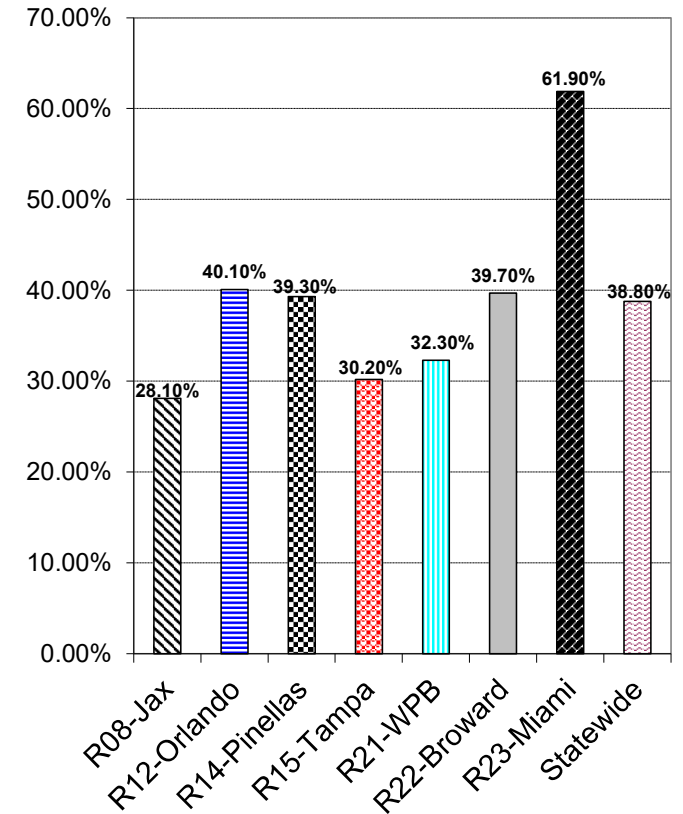
<b>WTP Program Performance At-A-Glance</b>	<b>Measure</b>	<b>Goal</b>	<b>Month (October)</b>	<b>PYTD</b>
	All Family Participation	50%	9.2%	8.6%
	Two-Parent Family Participation	90%	4.3%	2.9%
	Entered Employment Rate (EER)	39%	29.9%	31.8%
<b>Current Situation and Performance Summary</b>	<p>In relation to the Big 7 Regions:</p> <p>All Family Participation Rate CSBD ranks 1<sup>st</sup> in performance for the month and ranks 1<sup>st</sup> for Program Year 23/24</p> <p>Two-Parent Participation Rate CSBD ranks 1<sup>st</sup> in performance for the month and ranks 1<sup>st</sup> for Program Year 23/24</p> <p>Entered Employment Rate CSBD ranks 4<sup>th</sup> in performance for the month and ranks 3<sup>rd</sup> for Program Year 23/24.</p>			
<b>Strategies and Action Steps</b>	<p>To increase performance, we are taking the following steps:</p> <ul style="list-style-type: none"> <li>WTP customers currently in job search attended the Paychecks for Patriots Job Fair. These customers had the opportunity to meet with over 100 employers who were hiring for many different positions. We will continue to follow up to determine if any WTP job seekers were hired.</li> <li>Job Club will host industry recruiters to facilitate conversations between industry recruiters and customers to bridge the gap between job seekers and employment opportunities. By inviting employers to share insights about their industries, company culture, and job opportunities. This gives job seekers a better understanding of what employers are looking for.</li> </ul>			

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

**Month-to-Month Entered Employment Rate from July 2023 to October 2023**



**Program Year-to-Date (YTD) EE Rate as of October 2023**

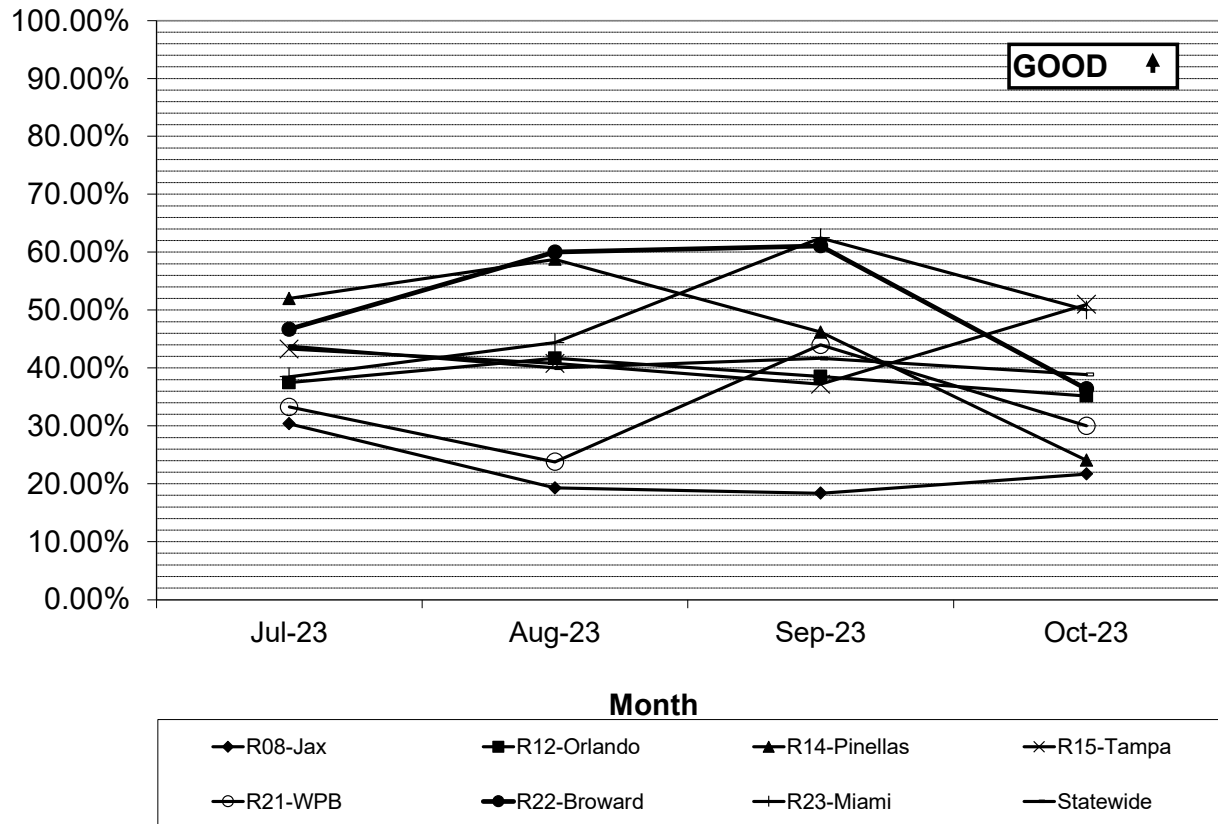


## Analysis of Wagner-Peyser (WP) Performance

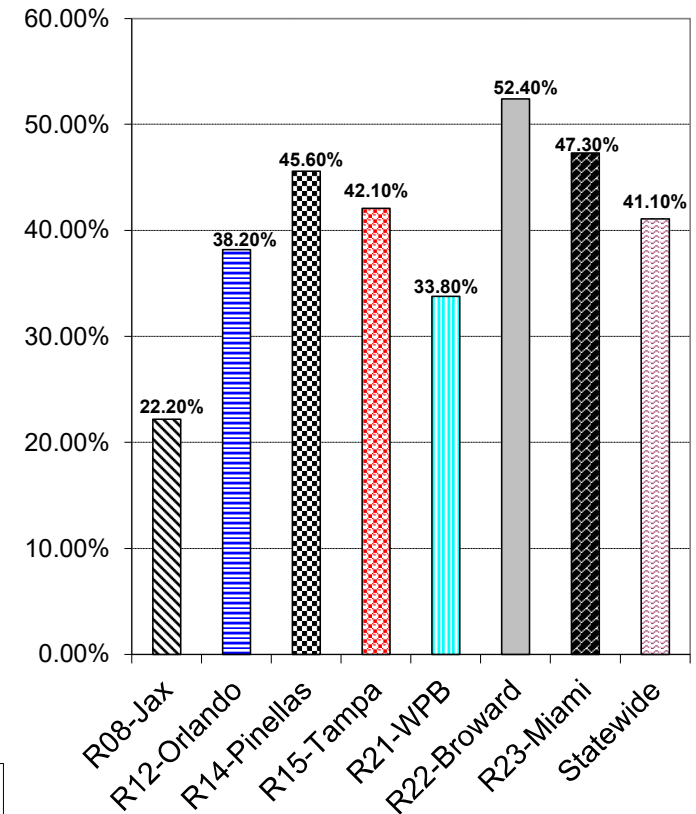
WP Program Performance At-A-Glance	<u>Measure</u>	Performance*	
		Month (October)	PYTD
	Entered Employment Rate (EER)	53.7%	39.7%
	*Please note: The performance detail is based on the Monthly Management Report (MMR). Due to lagging data, our true YTD rate will adjust at the end of the program year.		
<b>Current Situation and Performance Summary</b>	<p>In relation to the Big 7 Regions:</p> <p>CSBD ranks 2<sup>nd</sup> for the month and ranks 3<sup>rd</sup> year-to-date in Entered Employment Rate.</p>		
<b>Strategies and Action Steps</b>	<p>To increase the number of job seekers engaged with us and improve our Entered Employment Rate, we have implemented the following strategies:</p> <ul style="list-style-type: none"> <li>CSBD did an analysis of our job seekers and developed, promoted, and hosted 12 in-house employer recruitment events targeting the industries and employers with open positions that match current demand. There were over 100 positions offered in the following industries 1) hospitality 2) construction 3) municipal government 4) technology 5) marine and 6) transportation. Through our efforts more than 40 job seekers received employment offers and we are in the process of following up to capture the new hire information.</li> <li>The staff has been proactively working with our newly registered customers to update and enhance resumes reflective of current market trends, to provide them with information on upcoming inhouse recruitments and to refer them to current open positions. Additionally, staff has been marketing our new training opportunities for non-custodial parents and veterans through our partner departments and is discussing how additional skills and certifications can provide opportunities for positions with increased salaries.</li> </ul>		

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

**Month-to-Month Entered Employment Rate from July 2023 to October 2023**



**Program Year-to-Date (YTD) EE Rate as of October 2023**

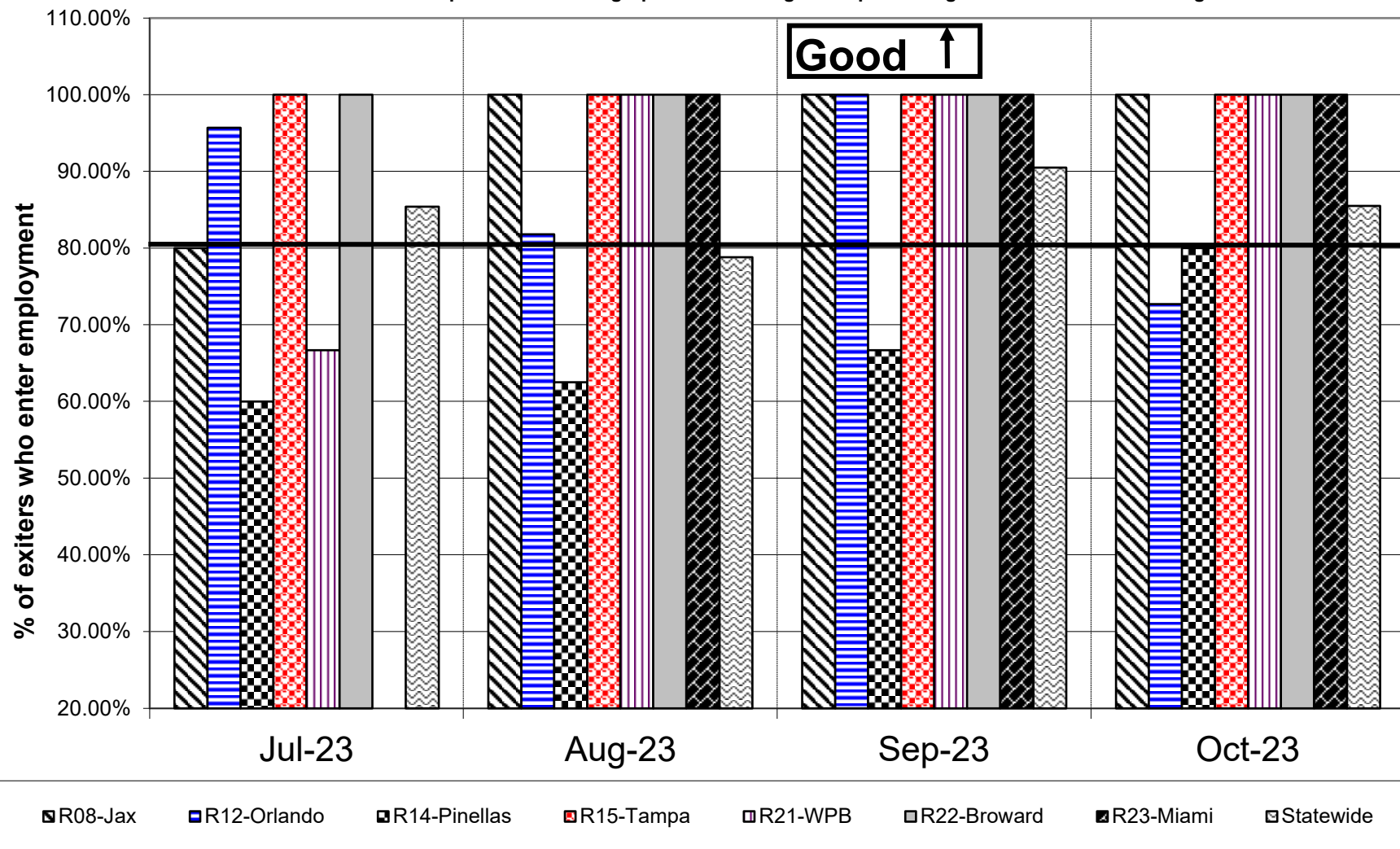


## Analysis of Veterans' Performance

Veterans Program Performance At-A-Glance	<u>Measure</u>	Performance*	
		Month (October)	PYTD
	Entered Employment Rate (EER)	36.4%	52.4%
<i>*Please note: The performance detail is based on the Monthly Management Report (MMR).</i>			
<b>Current Situation and Performance Summary</b>	<p>In relation to the Big 7 Regions:</p> <p>CSBD ranks 3<sup>rd</sup> for the month and 1<sup>st</sup> for Program Year 23/24 in Veteran's Entered Employment Rate.</p>		
<b>Strategies and Action Steps</b>	<p>To increase our EER and improve performance the following strategies were implemented:</p> <ul style="list-style-type: none"> <li>During October, the CSBD team's focus was on preparing for the 11<sup>th</sup> Annual Paychecks for Patriots event. We surpassed last year's target of recruiting 75 employers by having 101 employers attend who were all hiring for positions paying \$15 an hour or more. There were a variety of companies offering positions that our veteran job seekers are interested in, such as law enforcement, construction, logistics, and more. Our success coaches focused on getting their veteran job seekers interview-ready to gain employment from this major event. It will take staff time to assess the number of hires that resulted from this event.</li> <li>The Veterans team has joined the South Florida Women's Veterans Task Force through the Florida Department of Veterans Affairs Advisory Council. The purpose is to directly support women veterans in obtaining employment. The Task Force consists of representatives from the Veterans Administration, local colleges and universities, Florida Representative Dunkley, and Mission United who have been instrumental in marketing CareerSource Broward's veteran programs to our women veterans and veteran spouses. This partnership has provided another avenue to connect with our veteran community to support women veterans with training, job search, and on-the-job training opportunities to ensure our veterans are employed in the community with new skills and sustainable jobs.</li> </ul>		

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

.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 (October)	PYTD
	Entered Employment Rate	100%	98.6%
<b>Current Situation and Performance Summary</b>	<p>CSBD is in a 5-way tie for 1<sup>st</sup> in Entered Employment Rate.</p> <p>CSBD ranked 1<sup>st</sup> in Adult and 2<sup>nd</sup> in Dislocated Worker in the Entered Employment Wage Rate, with an average placement wage of \$33.48 and \$50.97, respectively.</p> <p>Since the beginning of the new PY 23/24, CSBD has assisted 317 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>		
<b>Strategies and Action Steps</b>	<p>To increase WIOA customer satisfaction and enrollment, we implemented the following strategies:</p> <ul style="list-style-type: none"> <li>This year, the WIOA team expanded their participation in CSBD's annual Paychecks for Patriots event. We held WIOA Orientations during the event, where over 40 prospective customers learned more about the grant, education opportunities, internships, and On-the-Job training. In addition, attendees had the opportunity to meet with 10 of our eligible training providers who were also in attendance at the job fair.</li> <li>To assist our current "Single Mothers" Grant customers, we have developed and are surveying the participants to determine interest in workshops. Based on the survey results, we are partnering with Henderson Behavioral Health to provide monthly group counseling sessions that focus on topics such as stress management and parenting techniques. As many participants are exiting from the various training programs, these informative workshops will complement services already given and remove barriers to employment.</li> </ul>		



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**Memorandum #02 – 23 (Exec)**

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

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

**Subject:** Election of CareerSource Broward Council of Elected Officials Officers for 2024

**Date:** November 21, 2023

**SUMMARY**

CareerSource Broward Council by-laws require the CareerSource Broward Council of Elected Officials to elect officers for the calendar year. The positions of Chair, Vice-Chair, and Chair Pro Tem need to be filled.

There are no legal, by-law, or procedural proscriptions bearing on who serves in which office or for how many terms. This is entirely at the CareerSource Broward Council's discretion.

Current CareerSource Broward Council Officers:

- Chair – Commissioner Tim Ryan
- Vice-Chair – Mayor Josh Levy
- Chair Pro Tem – Mayor Dean Trantalis

## Memorandum #01 – 23 (Exec)

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

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

**Subject:** Membership Renewals

**Date:** December 5, 2023

### SUMMARY

Consideration of the renewal of BWDB members whose terms will expire in January 2024 and who are eligible for renewal for an additional two years. The fourteen (14) members recommended for renewal are 1) Dr. Ben Chen 2) Paul Farren 3) Cynthia Gaber 4) Michael Goldstein 5) Rufus James 6) Dr. Lisa Knowles 7) Kevin Kornahrens 8) Dawn Liberta 9) Felipe Pinzon 10) Jim Ryan 11) Mark Schaunaman 12) Cynthia Sheppard 13) Shane Strum and 14) Marjorie Walters. The CSBD Council of Elected Officials appoints board members following a recommendation from the Board. Approved at the 11/13 Ad hoc Organizational Resources and 12/4 Executive Committee meetings.

### BACKGROUND

WIOA requires fixed and staggered terms of appointment for the members of the local workforce development boards.

The By-Laws call for the reappointment of all members beginning in January 2022 with a new assignment of fixed and staggered terms.

The rotation schedule whereby 25% of the BWDB members are rotated off beginning in January 2024 has been satisfied through attrition from resignations and retirements from the board over the past two years. Members who joined the Board after January 2022 were appointed to fill the remaining term of the initial incumbent to maintain the fixed and staggered structure.

### DISCUSSION

The By-Laws allow for members to be removed from the Board after three consecutive unexcused absences. Since being appointed, none of the members recommended for reappointment have had three consecutive unexcused absences.

The table below provides additional information and attendance information regarding the Board members recommended for reappointment.

## TERMS EXPIRING AS OF JANUARY 2024

	NAME	Attendance 1/22– 10/23				Committee(s)	Category
		P	E	U	PS-23		
1	Dr. Ben Chen	13	1	0	Y	Executive Audit Org Resources Strategic Planning	BU
2	Paul Farren	14	0	0	Y	Employer Services	BU
3	Cynthia Gaber	10	4	0	Y	Strategic Planning	GRVRD
4	Michael Goldstein (Appointed 12/22)	4	2	0	N	Employer Services	BU
5	Rufus James (Appointed 12/22)	3	3	0	N	Youth	BU
6	Dr. Lisa Knowles	13	1	0	Y	Executive Org Resources Youth	ETPO
7	Kevin Kornahrens	10	4	0	Y	Executive Org Resources	BU
8	Dawn Liberta	13	1	0	Y	Executive Youth	WOD
9	Felipe Pinzon (Appointed 12/22)	5	0	0	Y	One-Stop Services	WOY
10	Jim Ryan	12	2	0	Y	Executive	BU
11	Mark Schaunaman (Appointed 2/23)	2	2	0	Y	Employer Services	WOLO
12	Cynthia Sheppard	8	6	0	Y	One-Stop Services	BU
13	Shane Strum (Appointed 12/22)	5	0	0	Y	Strategic Planning	BU
14	Marjorie Walters	14	0	0	Y	Executive One-Stop Services	GRO

The Legend for the chart above is as follows:

P	Present	Y	Yes
E	Excused Absence	N	No
U	Unexcused Absence	BU	Business, Private Sector Member
PS	Attended BWDB Planning Session	WOD	Workforce - CBO representing individuals with disabilities
GRVRD and GRO	Government Representative – Vocational Rehabilitation and Other	WOY	Workforce – Community-based organizations representing youth
ETPO	Education and Training Provider - Other Providers	WOLO	Workforce – Labor organization

## RECOMMENDATION

That the Board recommends membership renewals for the fourteen (14) members listed above whose terms expire in January 2024. The renewal of their terms is to January 2026. The CSBD Council of Elected Officials appoints Board members following a recommendation from the Board.

## 2024 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*

Meetings are in person. On occasion, if necessary, for accessibility, a member can attend via Zoom.
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### Executive Committee Meetings

Month	Day
February	2/12
April	4/8
May	5/13
June	6/10
August	8/12
October	10/14
December	12/2

### Board Meetings

Month	Day
February	2/22
April	4/25 Board & Planning Session
May	5/23
June	6/27
August	8/22
October	10/31
December	12/12

# REGISTER NOW



## BROWARD COUNTY STATE OF THE WORKFORCE



**WEDNESDAY, JANUARY 24, 2024, 8 AM - 2 PM**  
**BROWARD COUNTY CONVENTION CENTER**  
(registration begins at 7:30 am)

Don't miss out on this chance to gain essential knowledge, access powerful tools, and network with professionals to elevate your business. Connect with top talent at our job fair, providing an opportunity to build a dynamic, skilled team.

**JOB FAIR • 10 AM - 2 PM**

### SPONSORSHIP OPPORTUNITIES

#### **PRESENTING SPONSOR \$10,000**

Two tables of Ten (10). Table at the marketplace. Table at Career Fair. Mic time 5 (five minutes) at the podium (or video). Premium table placement. Pictures with speakers and VIPs. Logo, company background and full-page ad in program. Logo on all print and digital representations. Tile ad on Chamber website for six (6) months. Table drop of item provided by Presenting Sponsor. Registration list from event. Banner ad in six (6) Chamber newsletters. Breakfast or Lunch with Chamber President & CEO.

#### **PARTNER SPONSOR \$2,500**

Table of Ten (10). Vendor table at the marketplace. Table at Career Fair. Logo displayed on all digital and print materials. Four (4) month tile ad on Chamber website. Banner ad in two (2) Chamber's weekly newsletter.

#### **BUSINESS SPONSOR \$1,500**

Half a Table/ Five (5) registrations. Vendor table at the marketplace. Table at Career Fair. Logo displayed on all digital and print materials. Two (2) month tile ad on Chamber website. Banner ad in one (1) Chamber weekly newsletter.

*\*Newsletter and website ads are for members only.*

### EVENT PRICING

#### **BREAKFAST SINGLE SEATING**

MEMBERS • \$50

FUTURE MEMBERS • \$75

#### **BREAKFAST TABLE OF 10**

MEMBERS • \$500

FUTURE MEMBERS • \$750

#### **MARKETPLACE VENDOR TABLE**

**\$250** • includes 2 Breakfast Seats; exclusive to chamber member and CareerSource Broward partners

#### **JOB FAIR EMPLOYER TABLE**

**\$250** • includes 2 Breakfast Seats; exclusive to chamber member and CareerSource Broward partners

register online at [www.ftlchamber.com/workforce](http://www.ftlchamber.com/workforce)

For sponsorship information please contact:  
**Liza Soto** at [liza@ftlchamber.com](mailto:liza@ftlchamber.com) | 954-462-5380



### PRESENTED BY



**Register at [www.ftlchamber.com/workforce](http://www.ftlchamber.com/workforce)**

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**Memorandum #11-23 (BR) Revised**

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

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

**Subject:** World Emblem International, Inc. Incumbent Worker Training Grant  
Application

**Date:** December 5, 2023

**SUMMARY**

World Emblem Inc. applied for an Incumbent Worker Training (IWT) grant in the amount of \$82,000 to train 12 employees to learn Lean Practitioner methodologies. Pursuant to the Workforce Innovation and Opportunity Act requirements, World Emblem Inc. will contribute 50% to the cost of the training. In accordance with governing boards' policy, IWT grant applications of \$50,000 or more and recommended by the rating committee go to the Employer Services and the Executive Committees for consideration, with a report to the BWDB/CSBD Council of Elected Officials at their next meeting. Approved at the 11/20 Employer Services and 12/4 Executive Committee meetings.

**BACKGROUND**

IWT is a work-based training option under WIOA to assist companies in remaining competitive by upgrading existing employees' skills. Employees must have been employed by the employer for at least six (6) months, and employers must contribute to the cost of the training based upon the number of their employees.

**DISCUSSION**

World Emblem International, Inc. is a 30-year-old business located in Broward County. As global competition grows, World Emblem needs to streamline its processes in order to maintain and grow its position in the marketplace. World Emblem submitted an IWT Application to train 12 employees at a cost of \$82,000. Employees in occupations such as sales, marketing, and research and development will learn Lean Practitioner methodologies such as Value Stream Mapping, Business Process Kaizen Overview, Value Added and Waste Reduction, and Hoshin Planning and Policy Deployment. World Emblem will contribute 50% to the cost of the training by paying the wages of employees while they are in training. Time-Based Management, Inc. is the trainer of choice for World Emblem, which offers coursework that is best suited for their training needs and was the most cost-effective among the training vendors they considered.

The occupations to be trained are on the Targeted Occupations List for Broward County. Employees will earn an average of \$49.42 per hour upon completion of the training. The training is projected to start in January 2024 and be completed by April 2024. A CSBD rating committee reviewed the application and recommends this grant for funding.

IWT grant applications of \$50,000 or more go to the Employer Services and the Executive Committees for consideration, with a report to the BWDB and CSBD Council of Elected Officials at their next meeting.

**RECOMMENDATION**

None. For information only.

**Overview of the CareerSource Broward Region  
Not Seasonally Adjusted  
November 17, 2023**

- The unemployment rate in the CareerSource Broward region (Broward County) was 3.0 percent in October 2023. This rate was 0.4 percentage point greater than the region's year ago rate of 2.6 percent. The region's October 2023 unemployment rate was equal to the state rate of 3.0 percent. The labor force was 1,121,695, up 43,230 (+4.0 percent) over the year. There were 33,897 unemployed residents in the region.

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

- In October 2023, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Deerfield Beach MD was 924,800, an increase of 23,900 jobs (+2.7 percent) over the year.
- The Financial Activities (+5.5 percent); Professional and Business Services (+4.2 percent); and Leisure and Hospitality (+2.0 percent) industries grew faster in the metro area than statewide over the year.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the highest annual job growth compared to all the metro areas in the state in the Financial Activities (+4,000 jobs) industry.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the fastest annual job growth rate compared to all the metro areas in the state in the Financial Activities (+5.5 percent) industry.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the second highest annual job growth compared to all the metro areas in the state in the Trade, Transportation, and Utilities (+6,600 jobs) industry.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the third highest annual job growth compared to all the metro areas in the state in the Professional and Business Services (+7,300 jobs) industry.
- The industries gaining jobs over the year were Professional and Business Services (+7,300 jobs); Trade, Transportation, and Utilities (+6,600 jobs); Education and Health Services (+5,400 jobs); Financial Activities (+4,000 jobs); Leisure and Hospitality (+1,900 jobs); and Other Services (+300 jobs).
- The industries losing jobs over the year were Construction (-1,200 jobs); Information (-200 jobs); Manufacturing (-100 jobs); and Government (-100 jobs).

Note: All data are subject to revision.

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

<b>Unemployment Rates</b>			
<b>(not seasonally adjusted)</b>	<b>Oct-23</b>	<b>Sep-23</b>	<b>Oct-22</b>
CareerSource Broward (Broward County)	3.0%	3.0%	2.6%
Florida	3.0%	3.0%	2.8%
United States	3.6%	3.6%	3.4%

<b>Nonagricultural Employment by Industry</b> <b>(not seasonally adjusted)</b>	<b>Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division</b>				<b>Florida</b>				<b>Annualized Avg. Wages Broward County, Q1 2023</b>
	<b>Oct-23</b>	<b>Oct-22</b>	<b>change</b>	<b>percent change</b>	<b>Oct-23</b>	<b>Oct-22</b>	<b>change</b>	<b>percent change</b>	
Total Employment	924,800	900,900	23,900	2.7	9,858,700	9,580,900	277,800	2.9	\$69,454.49
Mining and Logging	#N/A	#N/A	#N/A	#N/A	5,800	5,700	100	1.8	\$84,418.97
Construction	49,500	50,700	-1,200	-2.4	617,900	609,400	8,500	1.4	\$71,534.56
Manufacturing	30,500	30,600	-100	-0.3	422,400	417,600	4,800	1.1	\$73,863.11
Trade, Transportation, and Utilities	211,600	205,000	6,600	3.2	2,013,200	1,946,300	66,900	3.4	\$66,937.92
Wholesale Trade	53,700	52,900	800	1.5	399,300	382,600	16,700	4.4	\$103,473.72
Retail Trade	111,800	110,700	1,100	1.0	1,162,300	1,138,000	24,300	2.1	\$46,792.59
Transportation, Warehousing, and Utilities	46,100	41,400	4,700	11.4	451,600	425,700	25,900	6.1	\$76,239.83
Information	20,300	20,500	-200	-1.0	153,200	157,600	-4,400	-2.8	\$136,123.09
Financial Activities	77,100	73,100	4,000	5.5	695,300	676,200	19,100	2.8	\$134,433.97
Professional and Business Services	179,200	171,900	7,300	4.2	1,649,400	1,612,800	36,600	2.3	\$83,258.16
Education and Health Services	122,800	117,400	5,400	4.6	1,521,700	1,430,700	91,000	6.4	\$67,235.73
Leisure and Hospitality	96,100	94,200	1,900	2.0	1,286,200	1,261,800	24,400	1.9	\$36,582.50
Other Services	34,700	34,400	300	0.9	352,200	346,400	5,800	1.7	\$49,494.54
Government	102,900	103,000	-100	-0.1	1,141,400	1,116,400	25,000	2.2	\$80,883.11

<b>Population</b>	<b>2022</b>	<b>2021</b>	<b>change</b>	<b>percent change</b>
CareerSource Broward (Broward County)	1,947,026	1,935,729	11,297	0.6
Florida	22,244,823	21,828,069	416,754	1.9

<b>Average Annual Wage</b>	<b>2022</b>	<b>2021</b>	<b>change</b>	<b>percent change</b>
CareerSource Broward (Broward County)	\$66,751	\$63,542	\$3,209	5.1
Florida	\$63,770	\$60,299	\$3,471	5.8

Note: All data are subject to revision.

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