

AGENDA

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

**Meeting
#269**

Join Zoom Meeting Details:

Meeting ID:
893 4440 0471

Passcode:
822863

Call-in number:
+1 646 876 9923

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

**THURSDAY
April 23, 2026
11:30 A.M.**

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

2026 MEETING SCHEDULE

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

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

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

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

Executive Committee Meetings

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

Board Meetings

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

* Due to the proximity to the Thanksgiving Holiday weekend.

AGENDA

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

**Partnership Meeting #269
Thursday, April 23, 2026
CareerSource Broward Boardroom
2890 West Cypress Creek Road, Ft. Lauderdale, FL 33309**

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

<https://us02web.zoom.us/j/89344400471?pwd=hLwhijRjL6RNVWPdfZJRazidNYVR7s.1>

PROTOCOL FOR TELEPHONE/ZOOM MEETING

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

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

PLEDGE OF ALLEGIANCE

IDENTIFICATION AND INTRODUCTION OF ANY UNIDENTIFIED CALLERS

MISSION MOMENT

APPROVAL OF MINUTES

Approval of the 2/26 BWDB meeting minutes.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Minutes of the Meeting

Pages 9 – 17

CONSENT AGENDA

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

ACCEPTANCE OF CONSENT AGENDA

RECOMM	Approval
ACTION	Motion for Approval

1. Monthly Performance Report

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

ACTION	None
EXHIBIT	Performance Report for February

Pages 18 – 29

2. Letters of Support

Letters of support were written for the following grant applications 1) Broward County Public Schools' proposal to the Office of Naval Research to create an Aerospace, Engineering, and Manufacturing Workforce Pipeline 2) OIC of South Florida for the Reentry Employment Training grant 3) Harmony Development Center's New Day 2026 application to the Children's Services Council 4) Broward Education Foundation's Bridge 2 Life application for the Talent Strong Florida High-Value Pathways Initiative 5) AMIkids Inc. for the RESTART grant and 6) the State of Florida for the U.S. Department of Labor's Pay-for-Performance Program to expand shipbuilding and related industry apprenticeships.

ACTION None
EXHIBIT None

REGULAR AGENDA

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

NEW BUSINESS

1. Board Recertification

Consideration to approve the request for subsequent local area and board designation. In compliance with WIOA the state has issued instructions for local area re-designation which require that the CareerSource Broward Council of Elected Officials formally request subsequent area designation and certify our local workforce development board. Approved at the 4/13 Executive Committee meeting. *(This is in alignment with the Board's goal to maintain our role as workforce development leaders through advocacy by the board, collaboration, and providing information and intelligence to stakeholders with feedback from the community.)*

RECOMM Approval
ACTION **Motion for Approval by CSBD Council of Elected Officials**
EXHIBIT Memo #05 – 25 (LS)

2. Broward Workforce Development Board Appointment

Consideration to appoint Yaite Artmann, Director, Area 7 Vocational Rehabilitation, to represent the Economic/Community Development slot formerly held by Catherina Rozario. Vocational Rehabilitation is a core partner and a mandatory member of the Board. The CSBD Council of Elected Officials appoints Board members following a recommendation from the Board. Approved at the 4/13 Executive Committee meeting. *(This is in alignment with the Board's goal to maintain our role as workforce development leaders through advocacy by the board, collaboration, and providing information and intelligence to stakeholders with feedback from the community.)*

RECOMM	BWDB to Recommend Approval
ACTION	Motion for Approval by CSBD Council of Elected Officials
EXHIBIT	None

3. On-the-Job Training (OJT) Contract with Advanced Roofing

Consideration to approve entry into an upgrade OJT contract with Advanced Roofing to train up to ten (10) employees in their registered apprenticeship program. The apprentices will receive training in 1) roofing 2) handling asphalt equipment and 3) sheet metal fabrication and installation. The contract will provide up to a 90% reimbursement for wages paid to the apprentices while in training, totaling up to \$150,000 through 2027. Because Board member Kevin Kornahrens is employed by Advanced Roofing, a 2/3 vote of the Board members is required. Approved at the 3/16 Employer Services and 4/13 Executive Committee meetings. *(This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, educating and connecting them to the workforce system to produce innovative workforce solutions.)*

RECOMM	Approval
ACTION	2/3 Vote for Approval
EXHIBIT	None

4. Summer Youth Work Experience Contract for Marine Industries Assoc. of South Florida

Consideration to approve a non-financial Summer Youth Employment Program contract with the Marine Industries Association of South Florida (MIASF) through 9/30/29. CSBD is the employer of record and summer youth are covered by CSBD workers' compensation. Because Board Member Lori Wheeler is employed by MIASF, a 2/3 vote of the Board is required. Approved at the 3/17 Youth and 4/13 Executive Committee meetings. *(This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, educating and connecting them to the workforce system to produce innovative workforce solutions.)*

RECOMM	Approval
ACTION	2/3 Vote for Approval
EXHIBIT	None

5. PY 26/27 School Board of Broward County (SBBC) Out-of-School Youth (OSY) & In-School Youth (ISY) Contract Renewals

Consideration to approve PY 26/27 contract renewals for the SBBC in the amounts up to 1) \$300,000 to serve 75 OSY and 2) \$170,000 to serve 65 ISY, subject to negotiation. These amounts are lower than this year's awards because we anticipate a decrease in our WIOA Youth allocation for PY 26/27. Further, the SBBC has reported that their OSY enrollments are lower than last year. This is the 2nd of 4 renewals under their current contracts. Because Board Member, Dr. Howard Hepburn, is employed by the SBBC, a 2/3 vote of the Board is required. Approved at the 3/17 Youth and 4/13 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations veterans, youth, individuals with disabilities, and ex-offenders.)*

RECOMM	Approval
ACTION	2/3 Vote for Approval
EXHIBIT	Memo #11-25 (OPS) Revised

6. PY 26/27 Out of School Youth & In-School Youth Contract Renewals

Consideration to approve PY 26/27 youth contract renewals. We anticipate youth funds will be decreased for PY 26/27. Also, providers have reported that enrollments are a little lower than last year. As a result, we are recommending funding at slightly lower levels than previously approved, except for The Center for Independent Living of Broward (CILB), as they only have one case manager. Renewals are recommended for our providers at the amounts as stated: 1) CILB to serve 12- 15 OSY in the amount of \$58,896, 2) Helping Advance and Nurture the Development of Youth (HANDY) to serve 12 - 15 OSY in the amount of \$87,000, 3) Florida Independence Training and Education (FLITE) Center to serve 30 OSY in the amount of \$160,000 and 4) Junior Achievement of South Florida (JA) to serve 25 ISY in the amount of \$140,000. The budget amounts vary due to differences in direct overhead program design. All contracts are subject to negotiation. This is the 2nd of 4 renewals under their current contracts. Approved at the 3/17 Youth and 4/13 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations veterans, youth, individuals with disabilities, and ex-offenders.)*

RECOMM Approval
ACTION Motion for Approval
EXHIBIT Memo #12-25 (OPS) Revised

Pages 33 – 37

7. Add New Eligible Training Provider and Course for APEX Training Center

Consideration to approve adding Apex Training Center as an Eligible Training Provider and add HVAC Mechanic Assistant to the Workforce Innovation and Opportunity Act Individual Training Account List. CareerSource Broward adds schools and courses that meet federal, state, and local criteria to give customers more choices. Approved at the 1/27 One-Stop Services and 2/9 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations veterans, youth, individuals with disabilities, and ex-offenders.)*

RECOMM Approval
ACTION Motion for Approval
EXHIBITS Memo #10 – 25 (OPS)
 ITA Course Summary Spreadsheet

Pages 38 – 40

REPORTS

1. Purchase of Workers' Compensation Insurance

This is to report on the renewal of our workers' compensation policy with Bridgefield Employers Insurance Company (BEIC) for 5/1/2026 - 4/30/2027 at a cost of \$49,555.01, which is consistent with the overall increase in payroll for the Summer Youth Program. Our procurement allows us to renew the policy for three (3) one-year periods. This will be the 3rd renewal under the current procurement. The policy covers CSBD employees and the youth in our summer employment program. This is being reported in accordance with our board policy to report single purchases over \$10,000.

ACTION None
EXHIBIT None

2. Education and Industry Consortium Fourth Quarter Report

School Board of Broward County representatives discussed talent skills gaps, expanded CTE pathways, AI integration in classrooms, and youth career exploration initiatives designed to strengthen education-to-industry pipelines. Members also received a demonstration of the JobsEQ labor market software and updates on CSBD's AI initiatives, employer forums, targeted hiring events, and workforce investments supporting local employers.

ACTION None
EXHIBIT Quarterly Report

Pages 41 – 46

3. Broward County Unemployment and Economic Dashboard

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

ACTION None
EXHIBITS Broward County Labor Market Information
[CareerSource Broward Dashboard](#)

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

***THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE
BROWARD COUNCIL IS MAY 28, 2026.***

CAREER SOURCE BROWARD COUNCIL OF ELECTED OFFICIALS

Mayor Josh Levy
City of Hollywood
Chair

Mayor Dean Trantalis
City of Fort Lauderdale
Vice Chair

Commissioner Alexandra Davis
Broward County
Chair Pro Tem

BROWARD WORKFORCE DEVELOPMENT BOARD, INC. - EXECUTIVE COMMITTEE

Jim Ryan, Chair

Kevin Kornahrens
Vice Chair

Zac Cassidy
Secretary/Treasurer
Chair Audit Committee

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

Francois Leconte
Chair Employer Services Committee

Richard Shawbell
Chair One Stop Services Committee

Kevin Kornahrens
Chair Organizational Resources
Committee

Heiko Dobrikow
(Immediate Past Chair)

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

Dawn Liberta
Chair Youth Committee

BROWARD WORKFORCE DEVELOPMENT BOARD, INC (BWDB) MEMBERSHIP

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

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

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

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

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

PUBLIC COMMENTS

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

Broward Workforce Development Board Committee Membership – 2026

EXECUTIVE COMMITTEE

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

Jim Ryan, Board Chair

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

AD HOC ORGANIZATIONAL RESOURCES COMMITTEE

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

Kevin Kornahrens, Chair

Zac Cassidy	Frank Horkey
Dr. Ben Chen	Jim Ryan

STRATEGIC PLANNING COMMITTEE

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

Frank Horkey, Chair

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

ONE STOP SERVICES COMMITTEE

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

Richard Shawbell, Chair

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

EMPLOYER SERVICES COMMITTEE

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

Francois Leconte, Chair

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

AUDIT COMMITTEE

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

Zac Cassidy, Chair

Dr. Ben Chen	Frank Horkey
Keith Costello	Bob Swindell

YOUTH COMMITTEE

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

Dawn Liberta, Chair

Kris Hopkins	Jill Denis-Lay
Rufus James	Traci Schweitzer

Agenda Backup

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

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

**THURSDAY
April 23, 2026
11:30 A.M.**

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

WHAT IS WIOA? (Federal)

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

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

Barriers to employment for adults are:

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

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

WHAT IS FLORIDA WIA 2000? (State)

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

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

Requires Work

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

Sets Strict Time Limits for Collecting Cash Assistance

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

Requires Child Support

Strengthens Teen Pregnancy Prevention and Teen Parent Requirements

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

Improves Transition and Support Services

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

Education and Training Requirements

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

MEETING MINUTES

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

**Partnership Meeting #268
Thursday, February 26, 2026
CareerSource Broward Boardroom
2890 West Cypress Creek Road, Ft. Lauderdale, FL 33309**

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

Attendees: Mayor Dean Trantalis, Commissioner Alexandra Davis, Vanessa Cantave, Zac Cassidy, Keith Costello, Heiko Dobrikow, Nelson Fernandez, Paul Farren, Michael Goldstein, Dr. Howard Hepburn, Frank Horkey, Rufus James, Dr. Lisa Knowles, Francois Leconte, Dawn Liberta, Felipe Pinzon, Matt Rocco, Richard Shawbell, Dr. Stacy Volnick, Tara Williams, Lori Wheeler, Bob Swindell, and Jim Ryan, who chaired the meeting.

Guests: Anthony Brunson, Jean Borno, and Tameka Thomas.

Staff: Carol Hylton, Rochelle Daniels, Mark Klinecicz, Kim Bryant, Kaminnie Kangal, Maurice Gardner, Tony Ash, and Samantha Vazquez.

Introduction

Board Chair Jim Ryan welcomed new members to the Board and the Council of Elected Officials, including Broward County Commissioner Alexandra Davis, Matt Rocco, President of the South Florida Manufacturers Association, and Nelson Fernandez, Principal and Owner of ANF Group.

Commissioner Davis shared that she previously served as a Commissioner in the City of Miramar for nearly ten years before joining the Broward County Commission just over a year ago. She stated that she has worked with CareerSource Broward in the past, is pleased with the organization's work, and looks forward to learning more in her new role.

Mr. Rocco expressed appreciation for the opportunity to serve, noting that manufacturing is one of Broward County's targeted industries. He stated that he looks forward to contributing and supporting the Board's efforts.

Mr. Fernandez shared that he is a principal and owner of ANF Group, a Broward County-based commercial construction firm specializing in commercial, industrial, healthcare, and multifamily projects. He noted that he previously served on the Board in 2012 and expressed his appreciation for the opportunity to return.

PRESENTATION

Jim Ryan began by acknowledging the transitions in board leadership over recent years, noting that he has had strong predecessors to follow, including recent Chair Heiko Dobrikow and former

Chair Dr. Lisa Knowles. He then formally recognized Dr. Knowles for her longstanding service to the organization.

Mr. Ryan stated that Dr. Knowles has served CareerSource Broward since 2007, providing nearly two decades of steady leadership, institutional knowledge, and commitment to the organization's mission. Following her service as Chair of the Strategic Planning Committee, where she helped guide the organization's direction during pivotal years, she served as Chair of the Broward Workforce Development Board from 2019 to 2020. Throughout her tenure, Dr. Knowles has been a consistent advocate for aligning education with workforce development and strengthening pathways for youth and emerging talent. She also represented CareerSource Broward beyond the boardroom, participating in national, state, and community workforce and education-related events alongside President/CEO Carol Hylton.

Mr. Ryan stated that her service reflects a deep dedication to advancing opportunities for Broward County residents and supporting a strong, responsive workforce system. He invited members to join in recognizing Dr. Knowles for her years of service, and a plaque was presented in her honor.

Dr. Knowles expressed her appreciation for the recognition and reflected on the many years she has served alongside fellow members, noting that over the years she has witnessed both high and low unemployment periods, economic challenges, and other impactful events. She praised the organization's teamwork and culture, noting that the leadership and organizational management principles she has taught as a professor are clear in how the Board and staff function. She thanked Carol Hylton and the entire team for their leadership and dedication, and encouraged the Board to continue moving forward and building on its success.

MISSION MOMENT

Jim Ryan introduced Marvin Dejean, who provided an update on the AI Playbook for Small and Medium-Sized Businesses.

Mr. Dejean reported that since the prior update, three employer roundtables have been held in Broward County, drawing over 100 business owners, executives, and industry leaders. In addition, an online survey yielded 217 responses providing strong statistical confidence in employer perspectives to assist in the development of the AI Playbook.

Mr. Dejean emphasized that the Playbook is designed to be practical and solution-oriented, incorporating more than 20 downloadable tools to allow businesses to immediately apply concepts within their organizations. It will be hosted online through an interactive platform, allowing users to navigate by topic, access industry-specific guidance relevant to Broward County. He further shared that there are key themes identified through employer engagement, including data security, compliance, cultural adaptation, and measuring return on investment. The resources included in the book are intended to assist businesses implement AI responsibly, communicate changes effectively within their teams, and assess productivity and cost impacts.

Mr. Ryan commended Mr. Dejean and his team for their work, noting that the initiative positions Broward County as a leader in equipping small and medium businesses, representing the vast majority of local employers, with practical AI tools.

Tara Williams asked whether the playbook would be available to the public for free. Mr. Dejean confirmed that the Playbook will be free and publicly accessible online. During the discussion,

Michael Goldstein suggested exploring user registration features to gather engagement data and considering presentation formats to support outreach efforts.

APPROVAL OF MINUTES

Approval of the BWDB minutes of the 12/11/25 meeting #267.

On a motion made by Keith Costello and seconded by Heiko Dobrikow, the BWDB unanimously approved the minutes of the meeting.

Approval of the CSBD Council of Elected Officials minutes of the 1/15 meeting.

On a motion made by Mayor Dean Trantalis and seconded by Commissioner Alexandra Davis, the BWDB unanimously approved the minutes of the meeting.

CONSENT AGENDA

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

ACCEPTANCE OF CONSENT AGENDA

1. Monthly Performance Report

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

2. Letters of Support

Letters of support were written for 1) Hispanic Unity of Florida's appropriation request to strengthen their Career and Technical Education program 2) Vocational Rehabilitation Specialists, Inc.'s Homeless Veterans' Reintegration Program 3) Guardians Involved for Tomorrow's Maximizing Out-of-School Time Initiative 4) ChildNet's Youth program to support youth employment services 5) Broward County Port Everglades' U.S. Department of Transportation grant application for the Southport Entrance Realignment Study 6) Early Learning Coalition's School Readiness Program, and Quick Response Training grant applications for 7) Willis Lease Finance Corporation and 8) Pixels on Target, LLC.

On a motion made by Paul Farren and seconded by Dr. Stacy Volnick, the BWDB/CSBD Council of Elected Officials unanimously approved the Consent Agenda of 2/26/26.

REGULAR AGENDA

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

NEW BUSINESS

1. Anthony Brunson, P.A. Audit for FY 24/25 Presentation

Anthony Brunson, P.A. has completed its Audit Report for the CareerSource Broward (CSBD) 24/25 fiscal year. The audit is clean and has an unqualified opinion with no findings and no material weaknesses. Mr. Brunson will present the audit report. Approved at the 2/9 Audit and Executive Committee meetings. *(This is in alignment with the board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

Jim Ryan introduced Anthony Brunson to present the FY 24/25 Audit Report. Mr. Brunson reported that the annual audit was conducted in accordance with generally accepted auditing standards and government auditing standards, including testing of internal controls and compliance with federal and state grant requirements under Uniform Guidance.

Mr. Brunson stated that the audit resulted in an unmodified opinion on the financial statements, with no compliance findings and no material weaknesses in internal controls. Mr. Brunson shared that his new audit director, Jean Borno, and various other team members participated in this year's review, providing a fresh perspective, and commended the finance staff and leadership for their strong policies, procedures, and overall financial stewardship.

Mr. Brunson provided a high-level overview of financial trends, noting that changes in assets, liabilities, and program expenditures were primarily attributable to timing differences and shifts in funding sources, including reductions in WIOA funding associated with lower unemployment rates and the impact of emergency grant funding. He further reported that the organization maintains a strong working capital position, demonstrating its ability to meet financial obligations in a timely manner.

Mr. Ryan thanked Mr. Brunson for his continued support and recognized Kaminnie and the fiscal team for their diligence and commitment to maintaining strong financial controls and compliance.

On a motion made by Francois Leconte and seconded by Dr. Stacy Volnick, the BWDB/CSBD Council of Elected Officials unanimously approved the FY 24/25 Audit Report.

2. Broward Workforce Development Board (BWDB) Appointments

Considered the BWDB appointment of 1) Kris Hopkins, Port Agent and Assistant Vice President, Seafarers International Union of N.A., to represent the Organized Labor category for the slot formerly held by Walberto Utreras and 2) Dr. Kelly Moore, Ed.D., President, Keiser University, Fort Lauderdale campus to represent the Private Post-Secondary category for the slot formerly held by Dr. Lisa Knowles. Both appointments will fill mandatory seats on the BWDB. Approved at the 2/3 Organizational Resources 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.)*

Jim Ryan reviewed the proposed appointments.

On a motion made by Mayor Dean Trantalis and seconded by Commissioner Alexandra Davis, the CSBD Council of Elected Officials unanimously approved the appointment of 1) Kris Hopkins to represent the Organized Labor category and 2) Dr. Kelly Moore, Ed.D., to represent the Private Post-Secondary category to the BWDB.

3. In-Person Board Meetings

At the December Board meeting, the Organizational Resources Committee (ORC) was asked to consider whether there should be a minimum number of in-person Board meetings annually. The purpose is to encourage member engagement. The Board meets (7) times per year. The ORC met on 2/3 and discussed the matter at length. The ORC is recommending that members attend (2) meetings in-person in addition to the Board Planning Session, which is already in-person, for a total of (3). As is our custom, we provide a chart of members' attendance for consideration during membership renewal. We will add in-person and virtual attendance to the chart. Approved at the 2/3 ORC 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.)*

Jim Ryan presented the Organizational Resources Committee's recommendation.

On a motion made by Lori Wheeler and seconded by Heiko Dobrikow, the BWDB/CSBD Council of Elected Officials unanimously approved requiring board members to attend a minimum of two in-person meetings annually, in addition to the in-person Board Planning Session.

4. Memorial Healthcare Work-Based Training

Healthcare occupations are in high demand in Broward County. To assist individuals entering these occupations, Memorial Healthcare System is seeking to provide On-the-Job Training and Incumbent Worker Training. We anticipate obligating up to \$250,000 across these work-based options. Because board member Shane Strum serves as the Interim Chief Executive Officer of Memorial Healthcare System, a 2/3 vote of the Board is required. Approved at the 2/9 Executive Committee meeting. *(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.)*

Francois Leconte, Chair of the Employer Services Committee, presented the recommendation and noted that Shane Strum has a conflict of interest regarding this item as he is employed by Memorial Healthcare System. Although Mr. Strum was not in attendance, he will still be required to submit a conflict-of-interest form.

On a motion made by Paul Farren and seconded by Dr. Stacy Volnick, the BWDB/CSBD Council of Elected Officials unanimously approved obligating up to \$250,000 for Memorial Healthcare System to provide On-the-Job Training and Incumbent Worker Training.

5. Transfer of WIOA Dislocated Worker Funds to WIOA Adult Funds

Considered approval to transfer of up to \$520,000 from the Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker funding stream to the WIOA Adult funding stream. WIOA allows local boards 100% transferability between the two funding streams. CSBD is seeing more Adult-eligible customers than Dislocated Workers. These funds will be used to provide Adult customers with employment services that include 1) occupational skills training 2) work experience 3) Incumbent Worker Training and 4) On-the-Job Training. Approved at the 1/27 One-Stop Services and 2/9 Executive Committee meetings. *(This is in alignment with the board goal to align Broward's services to improve the sustainability of the workforce system through increased funding, efficiency, and relevancy.)*

Rick Shawbell, Chair of the One-Stop Services committee, presented the recommendation.

On a motion made by Rick Shawbell and seconded by Tara Williams, the BWDB/CSBD Council of Elected Officials unanimously approved the transfer of up to \$520,000 from the WIOA Dislocated Worker funding stream to the WIOA Adult funding stream.

6. Program Year (PY) 25/26 Revised Budget

This is our annual update from the preliminary budget presented in June. It is the adjusted budget based upon the final grant awards received by CSBD. The CSBD formula grants for PY 25/26 total \$14,070,073, an increase of \$340,472 or 2% more than the planning numbers presented in June, as we had slightly more carry forward than anticipated. Dedicated grants total \$12,365,024. While some of the dedicated grants were funded at lower levels, we have an overall increase of \$239,882 in those funds. Our total available budget is \$26,435,097 (\$14,070,073 + \$12,365,024) for PY 25/26. Approved at the 1/27 One-Stop Services and 2/9 Executive Committee meetings. *(This is in alignment with the board goal to align Broward's services to improve the sustainability of the workforce system through increased funding, efficiency, and relevancy.)*

Rick Shawbell presented the item for consideration.

On a motion made by Rick Shawbell and seconded by Mayor Dean Trantalis, the BWDB/CSBD Council of Elected Officials unanimously approved the Program Year 25/26 Revised Budget.

7. 2026 BWDB Legislative Agenda

Considered approval of the 2026 BWDB Legislative Agenda. The agenda focuses on 1) fully funding the public workforce system 2) modifying training and funding policies to align with federal Pell eligibility 3) expanding apprenticeship opportunities and 4) preserving local workforce board control to ensure services remain responsive to local economic and employer needs. Approved at the 1/26 Strategic Planning and 2/9 Executive Committee meetings. *(This is in alignment with the board's goal to develop and utilize a legislative agenda to improve employment services and opportunities in Florida.)*

Frank Horkey, Chair of the Strategic Planning Committee, presented the item for consideration.

On a motion made by Frank Horkey and seconded by Heiko Dobrikow, the BWDB/CSBD Council of Elected Officials unanimously approved the 2026 BWDB Legislative Agenda.

REPORTS

1. General Fund Balance

As of 6/30/25 the General Fund balance was \$1,361,808. From 7/1/25 through 12/31/25, we realized revenues of \$121,394 and incurred expenditures of \$86,808. The General Fund balance as of 12/31/25 was \$1,396,394. Of this amount, \$607,376 is held in reserve leaving a balance of \$789,018.

Rochelle Daniels, General Counsel, reviewed the General Fund balance and explained that a portion of the fund is maintained as a reserve to address potential emergency or capital needs, including principal payments on the mortgage.

2. Cherry Bekaert, LLP Fiscal Monitoring - Report #3 Issued 9/25

Cherry Bekaert conducted fiscal monitoring for the period 3/1/25 through 6/30/25. Cherry Bekaert reviewed a total of 968 elements during the review period. There were no findings or observations. Based upon the total elements reviewed, we had a 0% error rate.

Mark Klincewicz, Executive VP of Administration, reviewed the Cherry Bekaert Fiscal Monitoring Report #3, noting that no findings or observations were identified during the review period. Ms. Hylton directed members to the agenda backup materials for additional detail regarding the elements tested.

3. The Children's Services Council (CSC) Monitoring Report

The CSC of Broward County conducted an administrative and fiscal review of the CSBD 2025 summer program, and we were commended for having no findings.

Dawn Liberta, Chair of the Youth Committee, reported that the review resulted in no findings and emphasized that CSC audits are rigorous. She congratulated staff on what she described as an outstanding accomplishment.

4. Taylor Hall Miller Parker, (THMP) P.A. Program Monitoring - Report #3 Issued 10/25

THMP conducted program monitoring for the period 3/18/25 through 7/31/25. They reviewed a total of 181 files consisting of 7,163 elements. There were 3 findings and 9 observations. This equates to an error rate of .06%, or less than 1%. All findings and observations were corrected.

Mark Klincewicz presented the item for review.

5. Property & General Liability Insurance Report

This is to report on 25/26 insurance coverage for CSBD. Each year we ask our agent to test the market for better rates. We received quotes from multiple carriers in each category and are remaining with all but one of our current carriers as they offered the lowest rates which are as follows 1) Commercial general liability, Nautilus Insurance Company Inc., \$68,842 2) Commercial Property and Windstorm coverage for the Cypress Creek Office, Maxum Indemnity Company (replaced Frontline Insurance), \$59,120 3) Commercial Property and Windstorm coverage for the career center offices, Lloyds of London, \$7,171 4) Window coverage for the North Center as required by the lease, US Plate Glass Insurance Co., \$1,610 5) Electronic Data Processing, AGCS Marine Insurance Company, \$9,898 and 6) Umbrella coverage, Scottsdale Insurance Co., \$8,218. Please note that our general liability insurance premium decreased by \$3,851, our commercial property insurance premium decreased by \$7,170, and our Electronic Data Processing premium decreased by \$5,308 this year, resulting in a total savings of \$16,329. Each policy is under \$100,000.

Rochelle Daniels presented the annual insurance renewal update, noting overall premium savings. She attributed part of the reductions to Carol Hylton's strategic reduction in leased space. In response to a question from Jim Ryan, she confirmed that cybersecurity coverage is maintained. Ms. Hylton added that the organization conducts an annual penetration test to assess system security. Francois Leconte acknowledged the significance of the premium decreases.

6. 2026 Community Partner Legislative Agendas

Partner community legislative positions related to workforce development are presented for informational purposes.

Frank Horkey presented the community partner legislative agenda summaries, noting that they were previously reviewed by the Strategic Planning Committee in developing the Board's own legislative agenda. He observed that many of the positions are aligned and stated that the summaries provide context regarding workforce-related priorities within the broader community.

7. Update on Worlds of Work (WOW) Youth Career Exploration Event

CSBD, in partnership with the School Board, will host over 1,000 youth at the 2026 WOW event on 3/4 at the Amerant Bank Arena. WOW is an immersive career exploration event for 9th and 10th graders.

Dawn Liberta provided the update on WOW and described it as an engaging and impactful experience for students. She encouraged members who have not previously attended to consider doing so.

Carol Hylton thanked Shane Strum, Rufus James, Lori Wheeler, Kevin Kornahrens, and Zac Cassidy for their sponsorship support. She also recognized some of the participating exhibitors, including Broward County, Broward County Fire Rescue, Broward County Sheriff's Office, Sunrise Police Department, the FBI, and newly added partners such as Rick Case and Hoerbiger, which will provide hands-on demonstrations for students.

Jim Ryan shared that in recent conversations with local high schools, students expressed strong interest in artificial intelligence and future career pathways, and he encouraged board participation in the event.

8. Board Member Honored

Board Member Heiko Dobrikow, Executive Vice President of The Las Olas Company and General Manager of The Riverside Hotel, was honored by the Florida Restaurant & Lodging Association as Hotelier of the Year and inducted into the Hospitality Hall of Fame. Congratulations Heiko!

Jim Ryan recognized Heiko Dobrikow for the recent honor and remarked that it was well deserved.

9. Broward County Unemployment and Economic Dashboard

There is no report this month due to "benchmarking," which happens each year at this time when the previous year's statistics are "trued up." The January report will be issued on March 16th. February labor statistics for Florida will be released on March 27th. CSBD's Economic and Workforce Dashboard allows 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.

Mark Klinecicz advised that no data was released this month due to the Bureau of Labor Statistics' annual benchmarking process.

MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL OF ELECTED OFFICIALS

None.

MATTERS FROM THE BROWARD WORKFORCE DEVELOPMENT BOARD CHAIR

Jim Ryan announced that Carol Hylton will be recognized by the South Florida Business Journal as a 2026 Influential Business Woman Honoree at an awards event in Miami. He stated that the recognition is well deserved and shared that several board members plan to attend in support.

Mr. Ryan also encouraged board members to attend the WOW event following the Broward Workshop. He highlighted the upcoming Tech Pulse event as an opportunity to further cultivate technology-focused engagement within the community and noted that board member Michael Goldstein will be in attendance.

MATTERS FROM THE BOARD

Bob Swindell shared highlights from the recent Claim Your Future Showcase held at Amerant Bank Arena, noting record student participation and strong engagement from 11th graders across Broward County. He also thanked Superintendent Hepburn and board members for their support.

Mr. Swindell further discussed ongoing Leadership Days for BRACE advisors, which provide hands-on exposure to high-demand industries, including medical device manufacturing, marine services, and aviation.

Dawn Liberta announced that Healthy Mothers, Healthy Babies will host its annual fundraiser on 4/28 at the Marriott in Coral Springs and encouraged sponsorship and participation.

Lori Wheeler reminded members of the upcoming Broward County Waterway Cleanup on 3/7, noting it is the county's largest and longest-running environmental event and encouraging participation.

MATTERS FROM THE FLOOR

None.

MATTERS FROM THE PRESIDENT/CEO

Carol Hylton reported that she will be attending the National Association of Workforce Boards Forum (NAWB) with several board members. Mr. Ryan shared that Assistant Secretary of Labor Henry Mack, who attended the Board Planning Session last year, will serve as keynote speaker.

Ms. Hylton provided an update on the Summer Youth Employment Program, noting that preparations are underway to process approximately 1,200 participants. She indicated that additional funding opportunities may be forthcoming.

ADJOURNMENT 1:12 p.m.

<p><i>THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE BROWARD COUNCIL MEETING IS APRIL 23, 2026.</i></p>



Performance Report

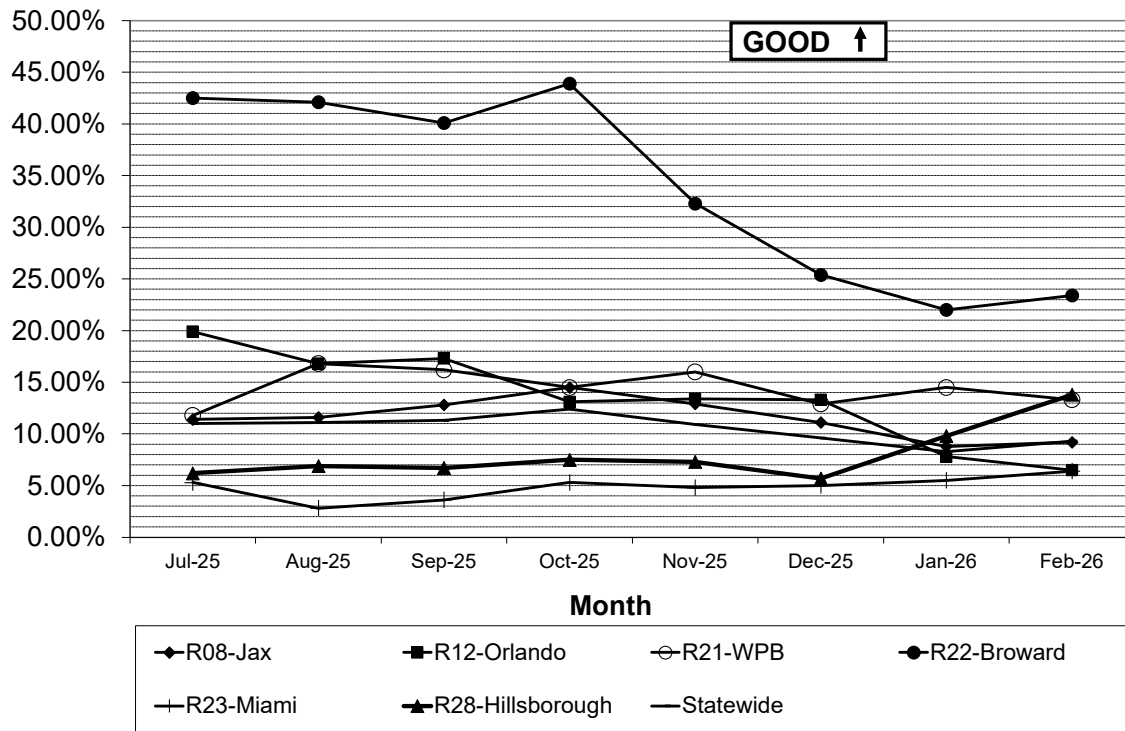
Performance Report July to February 2026

Entered Employment Rate for the Month February 2026 across the Big Six Regions

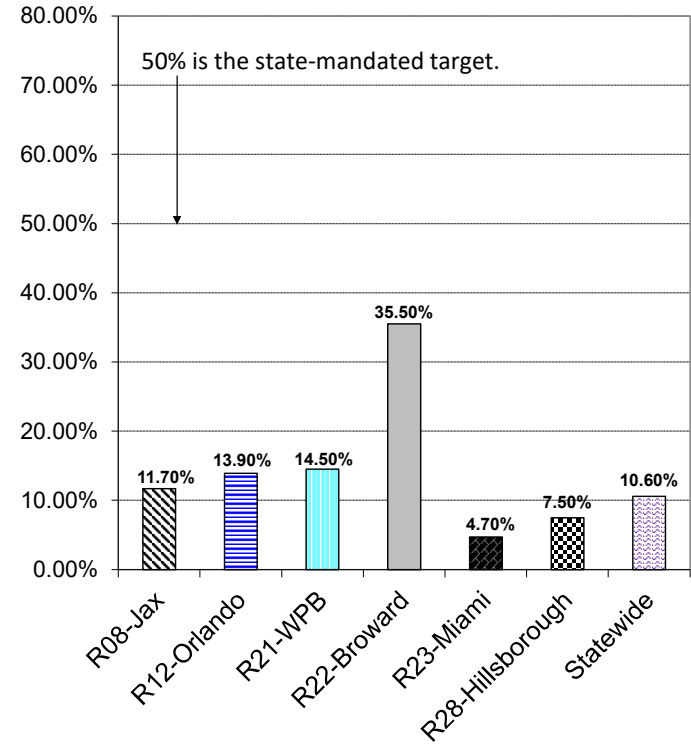
	WTP		Wagner-Peyser		Veterans		WIOA Adult/DW	
Region 8 - Jacksonville	29.30%	↑	17.40%	↓	8.30%	↓	100.00%	↑
Region 12 - Orlando	24.50%	↑	18.80%	↓	17.60%	↓	44.40%	↓
Region 21 - WPB	38.90%	↑	24.80%	↓	12.50%	↓	100.00%	↑
Region 22 - Broward	22.90%	↓	48.10%	↑	42.90%	↑	100.00%	—
Region 23 - Miami	23.30%	↓	45.30%	↓		↓	100.00%	—
Region 28 - Hillsborough Pinellas	27.10%	↑	33.20%	↓	23.10%	↓	100.00%	—
Statewide	25.40%	↑	34.00%	↓	28.50%	↓	69.90%	↓
699								
Legend / Abbreviation Key		WTP	Welfare-Transition Program			DW	Dislocated Worker	
		WIOA	Workforce Innovation and Opportunity Act					

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

Month-to-Month Participation Rate from July 2025 to February 2026

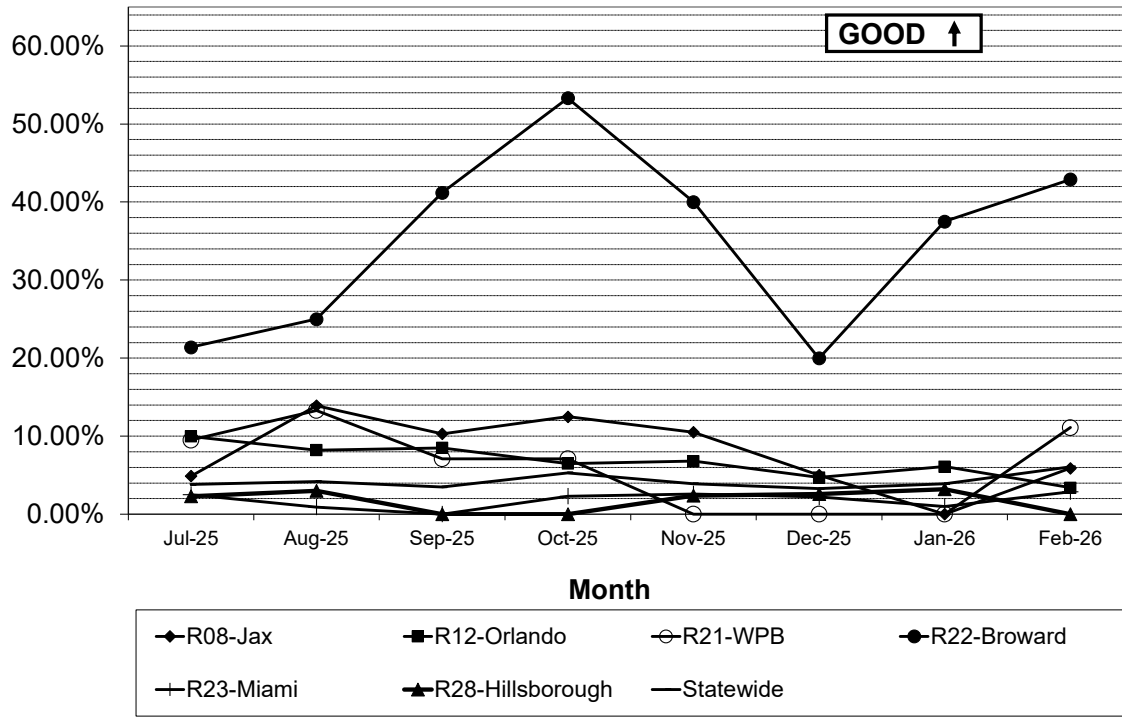


Program Year-to-Date (YTD) Participation Rate as February 2026

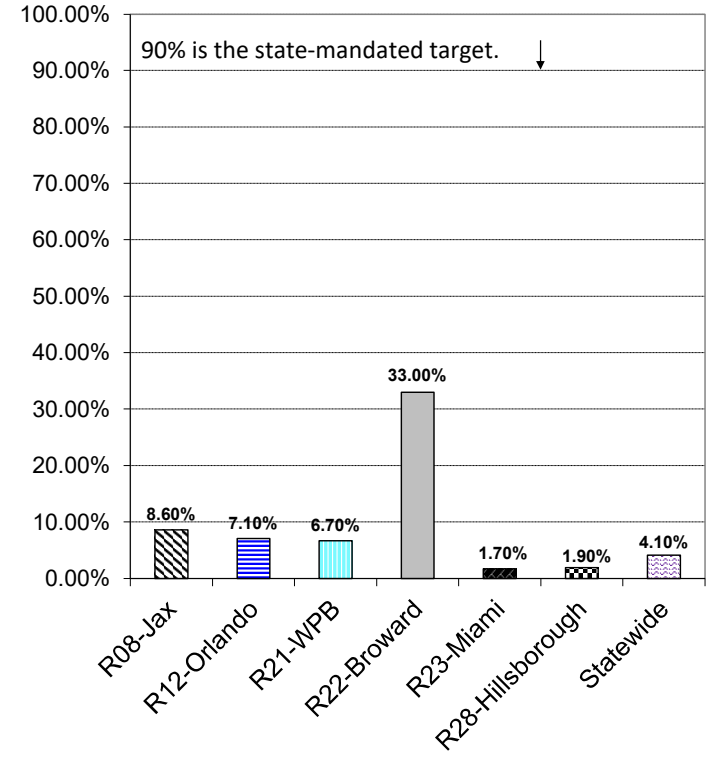


Welfare Transition Program (WTP) Two-Parent Family Participation Data for the Big 6 Regions

Month-to-Month Participation Rate from July 2025 to February 2026

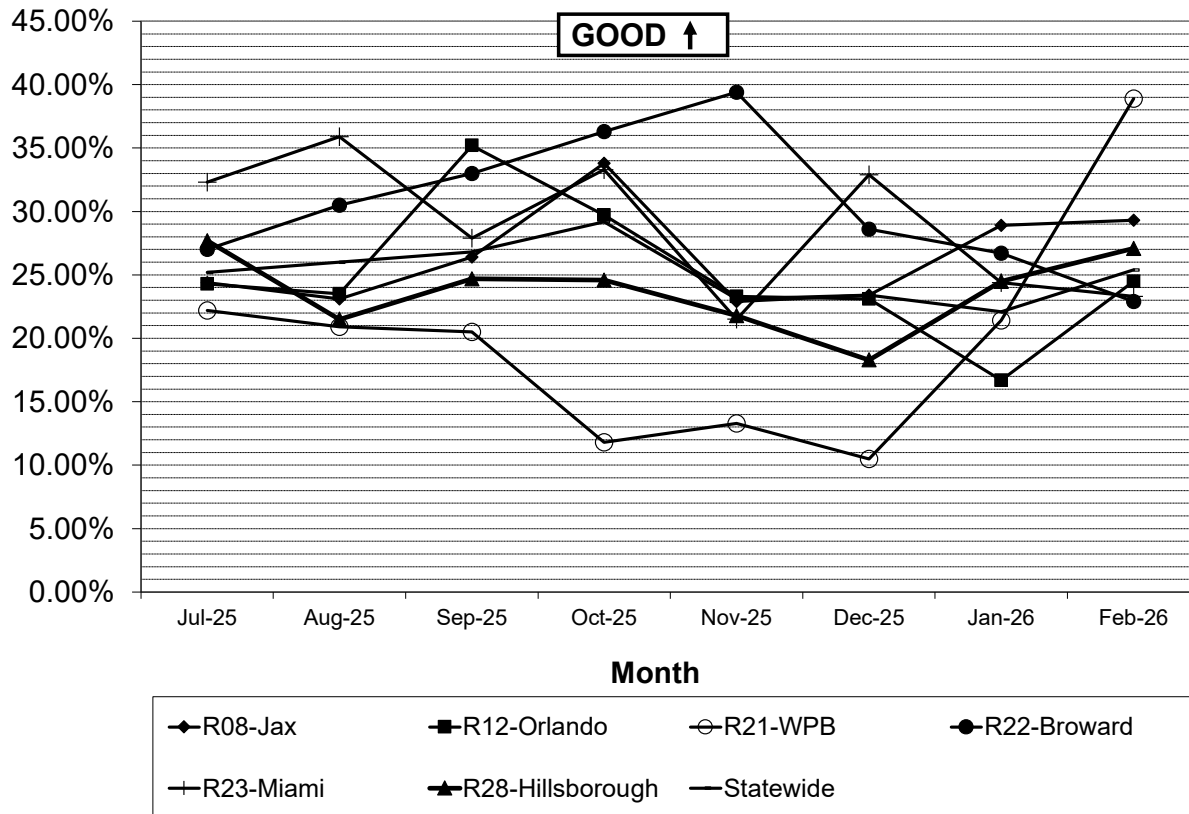


Program Year-to-Date (YTD) Participation Rate as of February 2026

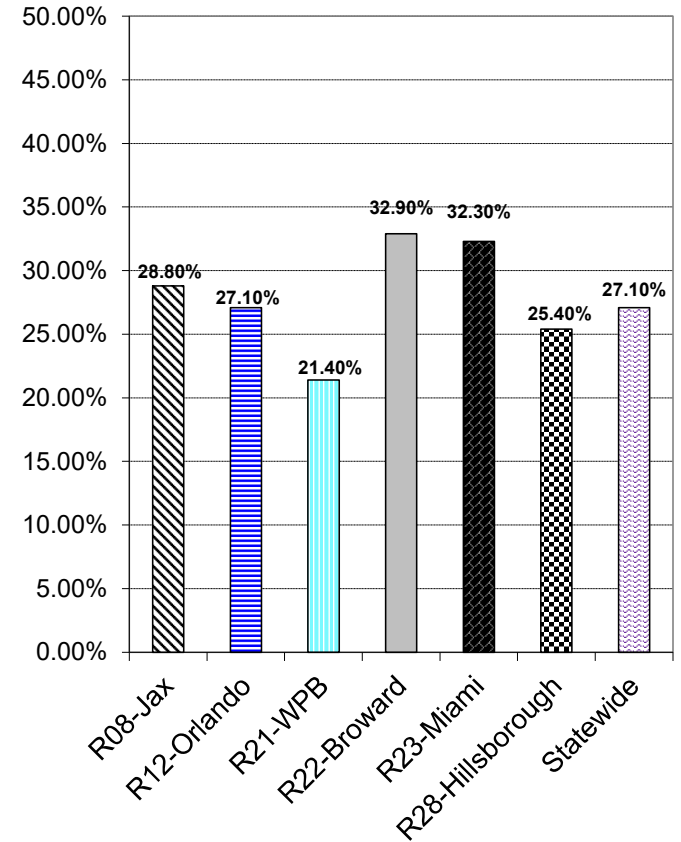


Welfare Transition Program (WTP) Entered Employment Rate (EER) Data for the Big 6 Regions

Month-to-Month Entered Employment Rate from July 2025 February 2026



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

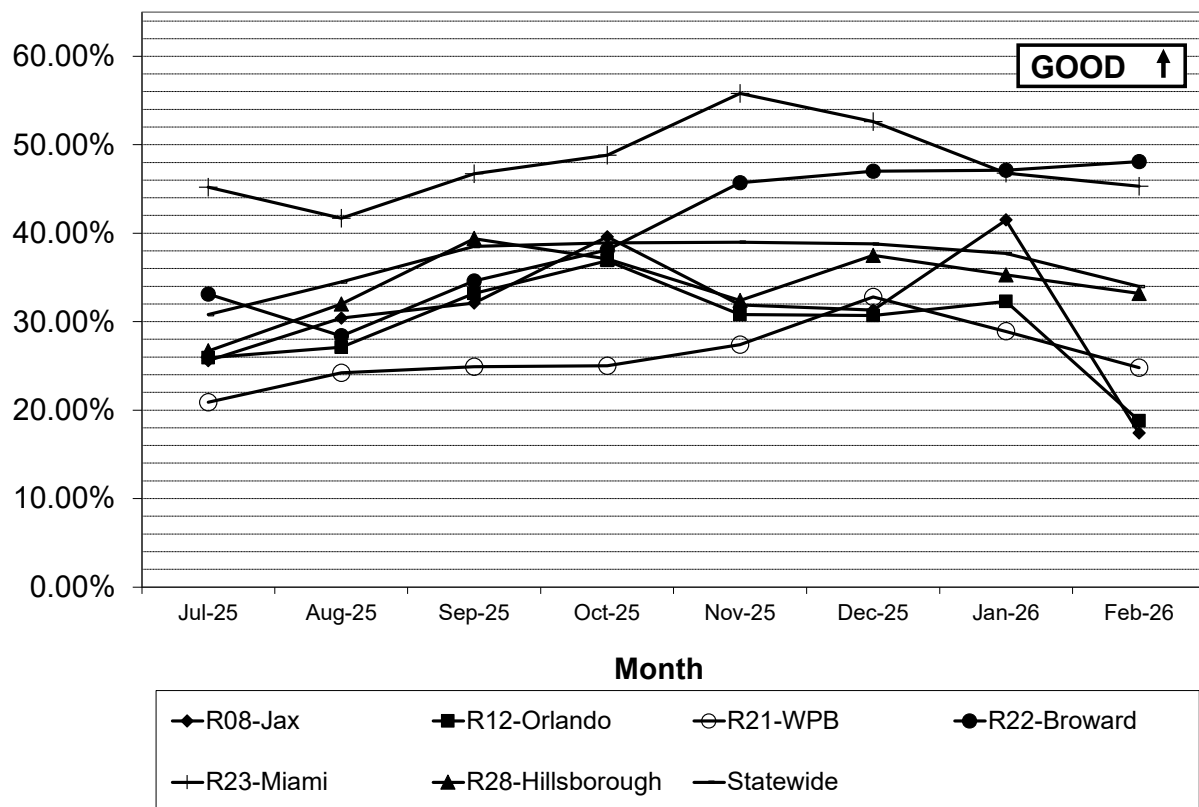


Analysis of Welfare Transition Program (WTP) Performance

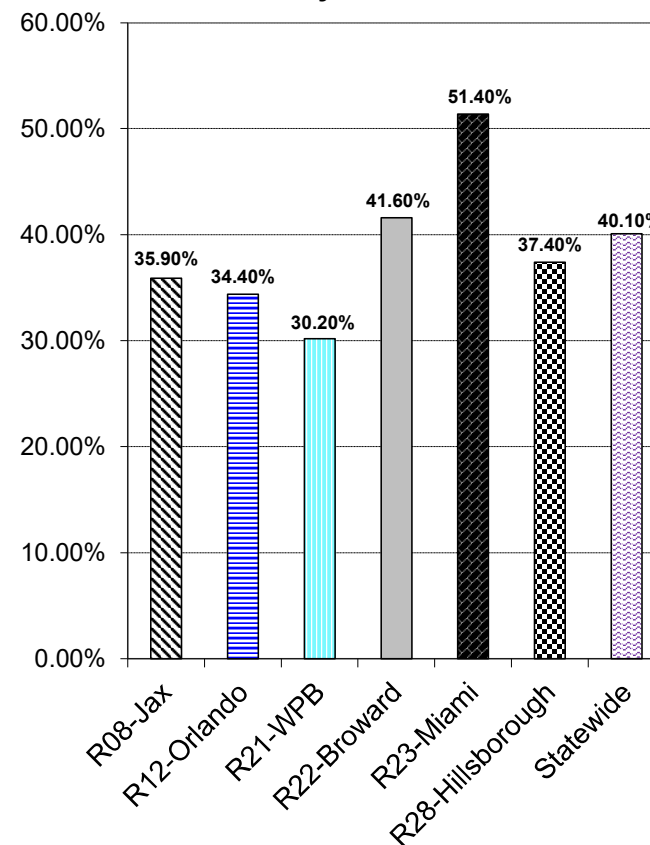
	<u>Measure</u>	<u>Goal</u>	<u>Month (February)</u>	<u>PYTD</u>
WTP Program Performance At-A-Glance	All Family Participation	50%	23.4%	35.5%
	Two-Parent Family Participation	90%	42.9%	33.0%
	Entered Employment Rate (EER)	39%	22.9%	32.9%
Current Situation and Performance Summary	<p>In relation to the Big 6 Regions:</p> <p>All Family Participation Rate CSBD ranks 1st for Program Year 25/26</p> <p>Two-Parent Participation Rate CSBD ranks 1st for Program Year 25/26</p> <p>Entered Employment Rate CSBD ranks 1st for Program Year 25/26</p>			
Strategies and Action Steps	<p>To improve our WTP Entered Employment Rate, we implemented the following:</p> <p>This month we saw a higher-than-normal number of customers not meeting participation requirements resulting in a lower employment rate. To address this:</p> <ul style="list-style-type: none"> • The WTP team is focusing on quick, practical steps such as hosting group job-search sessions in our computer labs, where staff can assist multiple customers to apply for jobs. This approach has increased the number of job applications WTP customers submit each week, and is expected to strengthen overall employment outcomes. • The Program Manager and Supervisors are strengthening WTP customer progress by implementing a more structured, weekly review process that utilizes engagement data, early warning indicators, and targeted staff coaching to address barriers sooner to support customers in securing employment faster. 			

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

Month-to-Month Entered Employment Rate from July 2025 to February 2026



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

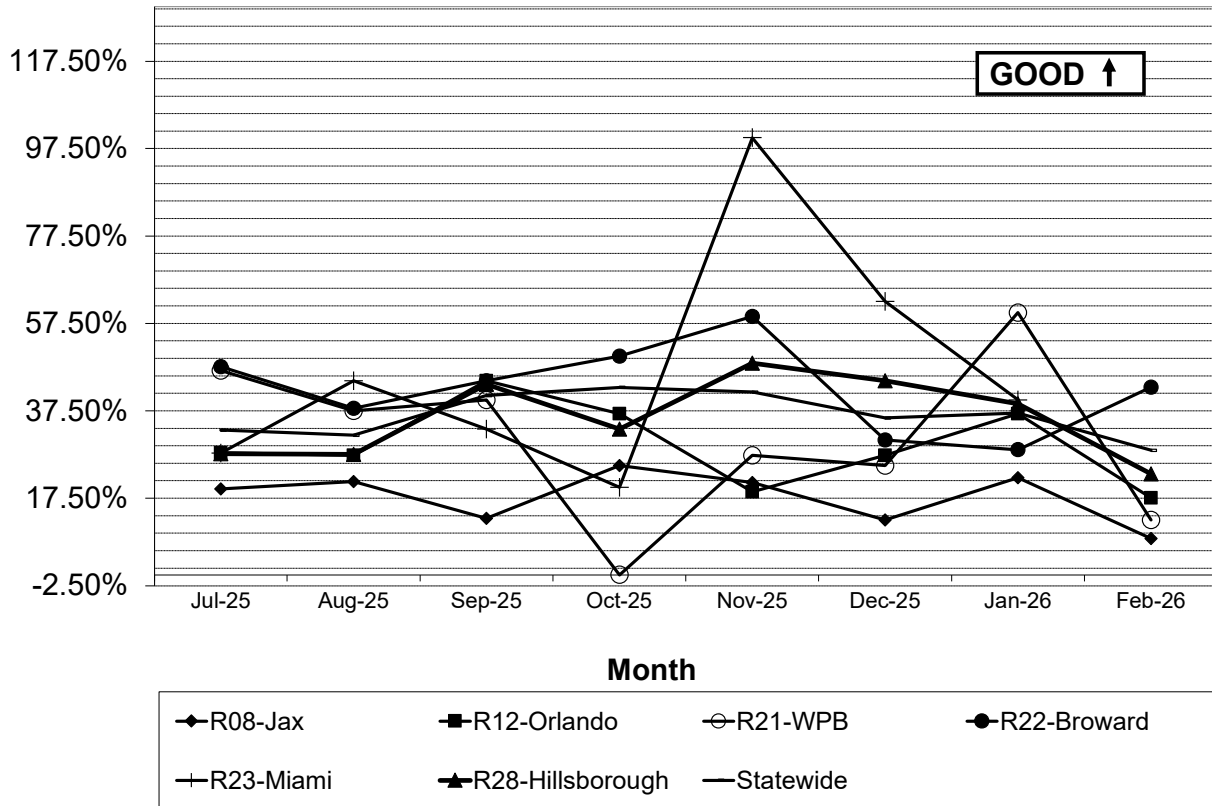


Analysis of Wagner-Peyser (WP) Performance

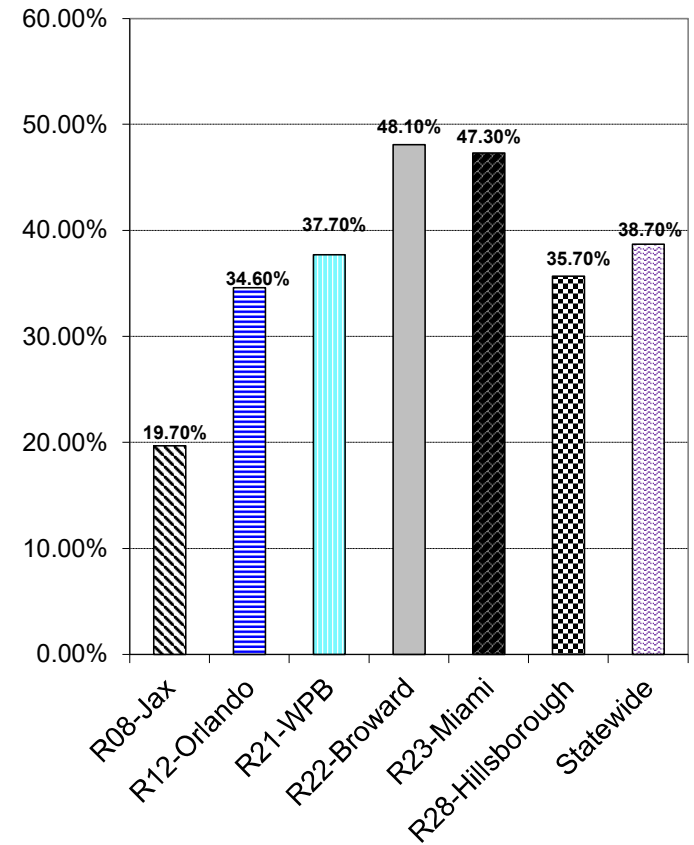
WP Program Performance At-A-Glance	Measure	Performance*	
		Month (February)	PYTD
	Entered Employment Rate (EER)	48.1%	41.6%
<p><i>*Please note: The performance detail is based on the Monthly Management Report (MMR). Due to lagging data, our true YTD rate will adjust at the end of the program year.</i></p>			
Current Situation and Performance Summary	<p>In relation to the Big 6 Regions: CSBD ranks 1st for the month and ranks 2nd year-to-date in Entered Employment Rate.</p>		
Strategies and Action Steps	<p>To improve our EER, we have implemented the following:</p> <ul style="list-style-type: none"> • Staff analyzed recent recruitment events to determine which industry sectors drew the highest job seeker turnout and led to the most interviews. By examining attendance patterns, employer demand, and conversion rates from referral to interview, staff refined outreach strategies to prioritize sectors with strong job seeker interest. • This created opportunities for us to explore how to share more sector-specific information with job seekers, including the benefits of working in that industry and career pathways, to better align job seekers' expectations with employer needs and strengthen the pipeline from recruitment events to entered employment outcomes. 		

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

Month-to-Month Entered Employment Rate from July 2025 to February 2026



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

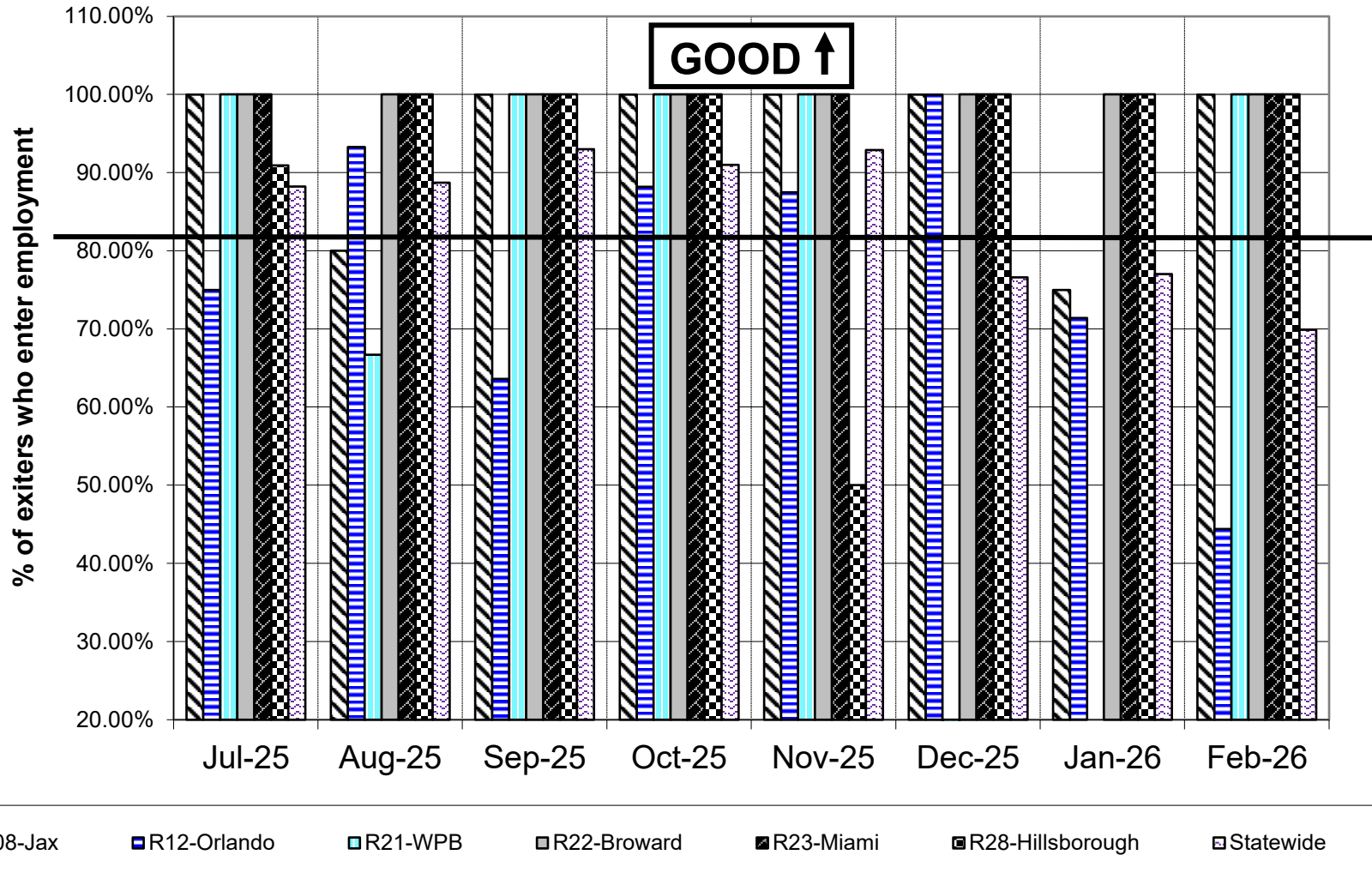


Analysis of Veterans' Performance

Veterans Program Performance At-A-Glance	Measure	Performance*	
		Month (February)	PYTD
	Entered Employment Rate (EER)	42.9%	48.10%
*Please note: The performance detail is based on the Monthly Management Report (MMR).			
Current Situation and Performance Summary	<p>In relation to the Big 6 Regions:</p> <p>CSBD ranks 1st for the month and 1st for the Program Year in Veterans' Entered Employment Rate.</p>		
Strategies and Action Steps	<p>To increase our EER, the following strategies were implemented:</p> <ul style="list-style-type: none"> We participated in the Spring Trades Meeting hosted by Broward County Commissioner Steve Geller, highlighting the measurable impact veterans bring to the skilled-trade workforce. Our focus was on how veterans' technical training, leadership experience, and mission-driven reliability directly strengthen Broward County's capacity to meet long-term infrastructure and development demands. The Vets Team is leveraging the SkillBridge program, which enables active-duty service members to spend their final 180 days in a paid internship working with employers. It provides them with an opportunity to learn new skills while giving employers the opportunity to see the veterans' strengths before transitioning them into full-time roles. 		

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

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



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

WIOA Program Performance At-A-Glance	Measure	Performance	
		Month (February)	PYTD
	Entered Employment Rate	100%	91.2%
Current Situation and Performance Summary	<p>Since July, CSBD has assisted 279 Adult and Dislocated Worker (DW) customers in obtaining employment or accessing training opportunities. This includes traditional classroom training and work-based training via internships, apprenticeships, and On-the-Job Training.</p> <p>CSBD is in a four-way tie for 1st place in the Adult and Dislocated Worker Entered Employment category for February and is in 1st place year-to-date.</p>		
Strategies and Action Steps	<p>To increase WIOA performance, we implemented the following strategy:</p> <p>CSBD participated in the 1) Health, Housing, and Jobs Expo presented by the City of Lauderhill and 2) Education & Employment Resource Expo presented by the Broward Sheriff's Office Reentry Resource Council to:</p> <ol style="list-style-type: none"> 1) Meet with prospective applicants share information about our short-term training programs and the support services we offer to assist in removing their barriers to employment. 2) Highlight CSBD workshops, job fairs, and other employment resources such as paid internships that support their move from training into meaningful, long-term employment. 		

Memorandum #05 – 25 (LS)

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

From: Carol Hylton, President/CEO

Subject: Local Workforce Development Area Designation and Local Board Composition and Certification

Date: April 15, 2026

SUMMARY

Consideration to approve the request for subsequent local area and board designation. In compliance with (WIOA) the State has issued instructions for local area re-designation which require that the CareerSource Broward Council of Elected Officials formally request subsequent area designation and certify our local workforce development board. Approved at the 4/13 Executive Committee meeting.

BACKGROUND

WIOA, at sections 101, 106, and 107 sets forth the requirements for designation and subsequent designation of local areas. When WIOA was enacted, all local areas that had been designated as such under, the Workforce Investment Act of 1998, the previous workforce legislation, were entitled to request designation. Since then, we have always requested redesignation to preserve our local role in the administration of the grants.

In compliance with WIOA the state has issued re-designation instructions which require that the Council request subsequent area designation and certify our local workforce development board.

DISCUSSION

To request subsequent area designation local boards must be meeting WIOA performance and fiscal integrity requirements. As the governing boards know our Audit was issued with an unqualified opinion and we are meeting all required performance. The Board members have been appointed by the CSBD Council in accordance with WIOA. The Board meets the required percentages and categories as set forth by WIOA and CareerSource Florida

RECOMMENDATION

Approval of redesignation requirements.

Memorandum #11-25 (OPS) Revised

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

From: Carol Hylton, President/CEO

Subject: PY 26/27 School Board of Broward County (SBBC) Out of School Youth (OSY) & In-School Youth (ISY) Contract Renewals

Date: April 16, 2026

SUMMARY

Consideration to approve PY 26/27 contract renewals for the SBBC in the amounts of 1) \$300,000 to serve 75 OSY and 2) \$170,000 to serve 65 ISY, subject to negotiation. These amounts are lower than this year's awards because we anticipate a decrease in our youth allocation for PY 26-27. Further, the SBBC has reported that their OSY enrollments are lower than last year. This is the 2nd of 4 renewals under their current contracts. Because Board Member, Dr. Howard Hepburn, is employed by the SBBC, a 2/3 vote of the Board is required.

BACKGROUND

Each year, we bring the youth contract renewals to the governing boards for approval. Based on information currently available, we anticipate our youth allocation to be decreased for PY 26-27. The SBBC has also reported that enrollments this year have been lower than expected.

The SBBC contracts are considered full-service as they provide all services from recruitment to placement.

DISCUSSION

Due to anticipated decreases to our youth allocation and the enrollment of fewer youth, we are recommending a slight decrease to the SBBC contracts for PY 26/27.

Provider	OSY / ISY	Current Contract \$	PY 26-27 Proposed \$	# Youth PY 26 -27
SBBC	OSY	\$350,000	\$300,000	75
SBBC	ISY	\$200,000	\$170,000	65

We have included the program performance charts below for the period 7/1/25 to 4/15/26. SBBC has until 6/30 to meet the contracted goals; we expect continued progress throughout the remainder of the program year.

RECOMMENDATION

Approve the PY 26/27 renewals for the SBBC's contracts in the amount of 1) \$300,000 to serve 75 OSY and 2) \$170,000 to serve 65 ISY, subject to negotiation.

SBBC OSY Program		
Contract Deliverables	Due Date	Current Performance
Enroll 110 youth into the OSY GED program.	3/31/26	82 youth are enrolled. 24 youth were carried forward from PY 24/25.
90% of youth enrolled must achieve a Measurable Skills Gain (MSG).	6/30/26	69 youth received an MSG.
Of 77 youth that must exit by 6/30, 65 youth or 85%, must complete their GED by 6/30/26.	6/30/26	27 youth have obtained their GED.
Of the 77 youth that must exit prior to 6/30, 65 youth or 85% must enter the military, post-secondary education, or be placed in unsubsidized employment during the 2 nd quarter after exit.	6/30/26	11 youth have exited and 10 have been placed.

SBBC ISY Program		
Contract Deliverables	Due Date	Current Performance
Enroll 75 high school seniors into the ISY program.	3/31/26	75 youth are enrolled.
100% of youth enrolled must achieve an MSG.	6/30/26	75 youth have received an MSG.
Of the 75 youth that must exit by 6/30, 68 youth or 90%, must complete their High School Diploma by 6/30/26.	6/30/26	2 youth obtained their diploma.
Of the 75 youth that must exit prior to 6/30, 68 youth or 90% must enter the military, post-secondary education, or be placed in unsubsidized employment during the 2 nd quarter after exit.	6/30/26	No youth have exited.

Memorandum #12-25 (OPS) Revised

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

From: Carol Hylton, President/CEO

Subject: PY 26/27 Out of School Youth (OSY) & In-School Youth (ISY) Contract Renewals

Date: April 16, 2026

SUMMARY

Consideration to approve PY 26/27 youth contract renewals. We anticipate youth funds will be decreased for PY 26/27. Also, providers have reported that enrollments are a little lower than last year. As a result, we are recommending funding at slightly lower levels than previously approved, except for The Center for Independent Living of Broward (CILB), as they only have one case manager. Renewals are recommended for our providers at the amounts as stated: 1) CILB to serve 12- 15 OSY in the amount of \$58,896, 2) Helping Advance and Nurture the Development of Youth (HANDY) to serve 12 - 15 OSY in the amount of \$87,000, 3) Florida Independent Training and Education (FLITE) Center to serve 30 OSY in the amount of \$160,000 and, 4) Junior Achievement of South Florida (JA) to serve 25 ISY in the amount of \$140,000. The budget amounts vary due to differences in direct overhead and the different program designs. All contracts are subject to negotiation. This is the 2nd of 4 renewals under their current contracts.

BACKGROUND

Each year we bring the youth contract renewals to the governing boards for approval. Based on information currently available we expect our youth allocation to be decreased for PY 26/27. Providers have also reported that enrollments are a little lower than last year. As a result, we are recommending funding at slightly lower levels than this past year except for CILB which is at a base level already with only one case manager.

The OSY Programs

Our OSY navigator programs work with OSY already in their programs. They provide the youth with additional services made available through WIOA. These include but are not limited to: employability skills, mentoring, referrals to training, paid internships, support services, and any of the other 14 WIOA youth elements appropriate for the youth. To meet performance, providers must place the youth into jobs, post-secondary school or the military by the end of their program participation. As always, we report final outcomes to the Committee and the governing Boards.

The JA ISY Program

JA is a full-service ISY contract. JA works with youth in their senior year providing case management, work experiences, and other services necessary to assure youth graduate high school. Youth are generally recruited in the winter and are closely monitored through graduation.

The chart below indicates the amount of each provider’s current contract. The last 2 columns list the recommended contract amounts for next program year. We expect a decrease in WIOA Youth funding for the next program year, and we therefore recommend reductions in contract awards. The budget amounts vary due to differences in direct overhead and the different program designs.

Provider	OSY / ISY	Current Contract \$	PY 26-27 Proposed \$	# Youth PY 26-27
CILB	OSY	\$59,000	\$59,000	12 - 15
HANDY	OSY	\$152,000	\$87,000	12-15
FLITE	OSY	\$227,000	\$160,000	26- 30
JA	ISY	\$150,000	\$140,000	25

This will be the second of four (4) renewals of their contracts based on the Request For Proposals (RFP) issued in 2024.

We have included the program performance charts below for the period 7/1/25 to 4/15/26. Providers have until 6/30 to meet their contracted goals; we expect continued progress throughout the remainder of the program year.

RECOMMENDATION

Approve PY 26/27 contract renewals as listed in the chart above, subject to negotiation.

**CURRENT PERFORMANCE CHARTS
(Program Ends June 30th)**

CENTER FOR INDEPENDENT LIVING OF BROWARD

Contract Deliverables	Due Date	Current Performance
Enroll 12- 15 OSY	3/31/26	12 youth enrolled. 6 youth were carried forward from PY 24/25.
Of the 6 youth that will exit prior to 6/30/26; 5 youth or 85% shall enter the military, post- secondary education or be placed in unsubsidized employment in the 2 nd quarter after exit.	6/30/26	No youth have exited.

HANDY

Contract Deliverables	Due Date	Current Performance
Enroll 20 OSY	3/31/26	19 youth enrolled. 2 youth were carried forward from PY 24/25.
100% of youth enrolled in training must achieve a measurable skills gain (MSG).	6/30/26	N/A
100% of youth enrolled in a GED or post-secondary training must attain their GED or post-secondary credential in the program year in which they exit.	6/30/26	N/A
Of the 17 youth that will exit prior to 6/30/26; 15 youth or 85% shall enter the military, post-secondary education, or be placed in unsubsidized employment in the 2 nd quarter after exit.	6/30/26	No youth have exited.

FLITE CENTER

Contract Deliverables	Due Date	Current Performance
Enroll 36 OSY	3/31/26	29 youth enrolled. 8 youth were carried forward from PY 24/25.
100% of youth enrolled in training must achieve a measurable skills gain.	6/30/26	N/A
100% of youth enrolled in training must obtain their GED or post-secondary credential in the year that they exit.	6/30/26	N/A
Of the 18 youth that will exit prior to 6/30/26; 15 youth or 85% shall enter the military, post-secondary education, or be placed in unsubsidized employment in the 2 nd quarter after exit.	6/30/26	12 youth have exited. 11 have been placed.

JUNIOR ACHIEVEMENT ISY PROGRAM

Contract Deliverables	Due Date	Current Performance
Enroll 25 high school seniors into the ISY program	6/30/26	22 youth have been enrolled.
100% of youth enrolled in training must achieve a measurable skills gain (MSG).	6/30/26	
Of the youth that must exit by 6/30/26, 24 or 95% must attain their high school diploma.	6/30/26	
Of the youth that must exit by 6/30/26, 23 or 90% shall enter the military, post-secondary education, or be in unsubsidized employment in the 2 nd quarter after exit.	6/30/26	

Memorandum # 10-25 (OPS)

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

From: Carol Hylton, President/CEO

Subject: Add New Eligible Training Provider and Course for Apex Training Center

Date: April 16, 2026

SUMMARY

Consideration to approve adding Apex Training Center as an Eligible Training Provider and add HVAC Mechanic Assistant to the Workforce Innovation and Opportunity Act (WIOA) Individual Training Account (ITA) List. CSBD adds schools and courses that meet federal, state, and local criteria to give customers more choices. Approved at the 1/27 One-Stop Services and 2/9 Executive Committee meetings.

BACKGROUND

WIOA requires classroom or online training to be provided through ITAs at schools and for courses approved by the local workforce board. The ITA can only be used at schools on the State list of Eligible Training Providers (ETP) and for programs aligned with in-demand occupations appearing on the Targeted Occupations List (TOL). Two critical criteria over which CSBD has no control are:

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

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

DISCUSSION

Apex Training Center’s Miami-Dade location is currently on the ITA list and they have applied to add their new Lauderhill location. The school has been operating since 2008 in Miami-Dade

County, providing training in the field of HVAC Technology. They are licensed by the Commission on Independent Education (CIE).

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

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

Training Provider	Occupational Training Program	Occupation	Entry Wage	Job Openings
Apex Training Center	HVAC Mechanic Assistant	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$20.43	>25

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

As a new training provider, Apex Training Center will be under initial eligibility status with CSBD, and we will limit enrollment of customers to 10 in the training program until performance can be established for our customers.

RECOMMENDATIONS

Approve Apex Training Center as an eligible training provider and add HVAC Mechanic Assistant to the WIOA ITA List.

ITA Course Summary Spreadsheet
Attachment to Memo #10-25 (OPS)

School Name	License / State Agency Approval	DOE Accreditation	Course Title	Type of Credential Offered	Program Length	Clock Hours	Entry Wage	Course Offering (Virtual/ Classroom/ Blended*)	Class Size (Max)	Prerequisites	Tuition and Fees	Other Costs (Books, Uniforms, Supplies, Cert./Lic. Exams)	Program Total Costs
Apex Training Center	YES	NO	HVAC Mechanic Assistant	EPA 608 Certification & Diploma	21 weeks	500	\$20.43	Classroom	40	High School Diploma or its equivalent or passing TABE	\$7,550.00	\$500.00	\$8,050.00



**Broward Workforce Development Board
Education and Industry Consortium**
Tuesday, November 20, 2025
12:30 p.m. – 2:00 p.m.

4th QUARTER REPORT
CareerSource Broward Main Conference Room
2890 West Cypress Creek Road, Ft Lauderdale, FL 33309

ATTENDEES: Maria Formoso, Richard Haughton, Michael Smith, and Matthew Rocco, who chaired the meeting.

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

GUESTS: None

PRESENTATION

1. State of the Industry

Maria (Loli) Formoso, Director of Career, Technical, Adult, and Community Education (CTACE), School Board of Broward County, presented on the state of the education industry, emerging trends, and challenges. *(This aligns with the Consortium's requirement to review information on the status of existing talent pipelines and the need to expand or leverage existing and/or new resources.)*

Ms. Formoso's report addressed 1) the talent and skills gaps in local industries 2) emerging trends in education and 3) engaging local youth through career exploration and internship opportunities. From an education industry perspective, Ms. Formoso stated that one challenge they face is recruiting and hiring individuals as educators who have worked in the in-demand industries.

Ms. Formoso shared that some of the emerging trends in education include expanding and integrating Artificial Intelligence (AI) into their classrooms and increasing the number of their IT pathways. She stated that they are providing teachers with AI professional development training, and now over 300 students have access to Microsoft Co-Pilot, which was rolled out this year. They also have a major initiative with the slogan "Broward Schools Powered by AI" with Superintendent and Broward Workforce Development Board member Dr. Howard Hepburn leading the way.

Ms. Formoso highlighted that within Broward high schools, there are over 50 different career and technical education (CTE) programs, and each school offers between 12 and 17 CTE pathways, which is unique to Broward compared to other school districts. This year, the new CTE advisor positions were launched, their traditional high schools have a CTE advisor to help prepare students for post-secondary and to create a pipeline directly into an industry, technical school, or Broward College.

Ms. Formoso provided a list of their technical school programs at Atlantic, McFatter and Sheridan Technical Colleges. She discussed the workforce educational programs, supported

by CSBD, that assist adults with disabilities, GED assistance, and Out-of-School Youth (OSY) and In-School Youth (ISY) grants.

Ms. Formoso reviewed several of the collaborations that Broward schools have with CSBD, including data sharing, grant opportunities, and student work experience internships.

Ms. Hylton informed Ms. Formoso that she would like to partner with them and one or two industries to initiate a pilot program, offering students on-the-job training or work experience before they graduate from the technical schools. This would allow them to gain experience and have an opportunity to secure employment upon graduation.

Mr. Rocco expressed his support for the idea. He shared that last Friday, at Atlantic Technical College, he attended a discussion forum with manufacturers about reviewing the current apprenticeship modules and exploring ways to fast-track some of the curriculum and training for apprenticeships.

Mr. Haughton asked Ms. Formoso for an update on aviation industry initiatives in middle and high schools. Ms. Formoso provided a copy of the 25/26 CTE Program locations, which listed the programs by industry and by school. She highlighted the aviation mechanics pilot program at Broward College and stated that the information she provided is also available on their website.

To illustrate ways CTACE actively promotes interest in local in-demand occupations, she shared that earlier today, CTACE had two events that she attended: A Day in the Life of a Nurse, with 15 hospitals on site and over 15 schools in attendance, and A Day in the Life of Hospitality, hosted at the Marriott hotel, with over 300 students in attendance.

Mr. Moffett inquired what the 'Day in the Life' event looked like for students who attend. Ms. Formoso explained they have keynote speakers, a panel discussion and a tour to gain real-world experience and interaction with experts in that industry.

Mr. Rocco thanked Ms. Formoso for her report.

2. Jobs EQ Labor Market Software

Douglas Saenz, Business Services Manager, demonstrated the Jobs EQ software, which provides staff with comprehensive labor market data, skill demand insights, and employment projections. As part of our value proposition to employers and community leaders, we utilize Jobs EQ to provide them with just-in-time information that supports data-driven decision-making. *(This aligns with the Consortium's requirement to review information on the status of existing talent pipelines and the need to expand or leverage existing and/or new resources.)*

Mr. Saenz presented a demonstration of Jobs EQ. He navigated Jobs EQ using the manufacturing industry to illustrate the data that can be extrapolated and displayed, including wages, employment demands and projections, occupation groups and sub-sectors, and industry growth.

Mr. Rocco stated that he was impressed by the information that could be gleaned from the software and shared that, over the last 10 years, as a state, Florida had grown faster than any other state in the nation in the manufacturing industry.

Ms. Hylton added that as part of our services to employers, we can provide data for a specific industry, so leaders can make informed workforce decisions. Mr. Rocco asked Mr. Saenz to return to an EIC meeting in the future and expand on how employers are using the Jobs EQ's data.

NEW BUSINESS

1. The 8/26 Quarterly Report

Considered approving the 3rd Quarterly Report of 2025 from the 8/26 Consortium meeting. *(This aligns with the Consortium's requirement to provide a quarterly report to the Broward Workforce Development Board.)*

On a motion made by Maria Formoso and seconded by Michael Smith, the EIC members unanimously approved the 3rd Quarter Report.

2. Education and Industry Consortium (EIC) Meeting Calendar 2026

Considered the approval of the EIC Committee meeting schedule. As required by the REACH Act, 4 meetings were scheduled for the upcoming year. Meetings are in person. On occasion, if necessary, a consortium member could attend via Zoom.

On a motion made by Maria Formoso and seconded by Richard Haughton, the EIC members unanimously approved the 2026 EIC meeting calendar.

3. 2026 BWDB Legislative Agenda

Each year, our governing boards develop a legislative agenda. As the committee charged with aligning industry needs with educational offerings, CSBD solicited the committee's input with respect to state and federal legislation that would benefit our local employers and education providers. Their current federal Workforce Innovation and Opportunity Act concerns continue and were attached for reference. *(This aligns with the Consortium's requirement to emphasize priority industry sectors and occupations for the local area.)*

Mr. Moffett explained that the Board's legislative agenda was being developed. As part of this process, we ask our partners to share items related to workforce development that are on their agendas.

Mr. Rocco stated that he had reached out to his partner associations, and they are working on their legislative agenda. He stated that they are monitoring Senate Bill 528 which 1) establishes a Chief Manufacturing Officer 2) directs the creation of a manufacturing data report 3) funds a "Made in Florida" campaign and 4) includes a workforce grant. Mr. Rocco asked Ms. Daniels to discuss the sample letter. Ms. Daniels reviewed the Congressional Delegation letter drafted by the Conference of Mayors. She explained that WIOA was up for reauthorization, noting that there were some concerns with the particulars of the bill and suggestions made in committee hearings to merge various workforce funding streams. Ms. Daniels added, that historically, when funding streams are combined, the available funds decrease. Therefore, we should continue to inform Washington about what these programs deliver at the local level and how we allocate funds to provide meaningful and impactful workforce services to the people who need them.

Ms. Daniels explained to the members that the customizable letter, included in their agenda packets, was provided to inform congressional representatives of their support for maintaining a local workforce system.

On a motion made by Michael Smith and seconded by Richard Haughton, the EIC members unanimously approved 1) sharing legislative items related to workforce development and 2) the letter to show support for the local workforce system.

REPORTS

1. Florida Network Navigator Funds

CSBD received \$208,571 in Florida Network Navigator funds from Florida Commerce. The grant period is through 6/30. These funds provide support for dedicated navigator staff for the 1) Apprenticeship 2) Hope Florida and 3) Military Family programs. These navigators would engage with educational institutions, employers, and community organizations to strengthen awareness and utilization of available workforce services. The Military Family program provides employment services and case management to spouses and dependents of active-duty military personnel.

Ms. Hylton discussed the additional Florida Network Navigator funds received from Florida Commerce.

2. Paychecks for Patriots Hiring Event

On 11/7, CSBD proudly hosted the 13th annual Paychecks for Patriots Job Fair, welcoming more than 2,400 job seekers, including over 350 veterans, and featuring 140+ employers actively recruiting talent. Youth providers referred work-ready participants, with Success Coaches accompanying them to provide added support. Employers in attendance included Broward Health, Memorial Healthcare, Seminole Hard Rock, Broward County Public Schools, Coca-Cola, Riverside Hotel, and numerous law enforcement agencies, such as Fort Lauderdale Police, the FBI, Broward Sheriff's Office, and Pembroke Pines Police. In addition to employer recruitment, job seekers benefited from free haircuts and professional headshots. Feedback from both employers and job seekers was overwhelmingly positive.

Ms. Hylton discussed the Paycheck for Patriots (P4P) event, and the video highlights were shown to the EIC members. Ms. Hylton mentioned that, due to the high level of participation involving about 2,400 job seekers, we may host two events next year.

Mr. Smith shared that he attended P4P. The event was well-attended, and he was able to find more qualified applicants than at any other event. Overall, it was a phenomenal career fair. Ms. Hylton thanked him for participating and sharing his positive experience.

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

CSBD will 1) serve as the local fiscal agent for the Quick Response Training (QRT) program and 2) add QRT to the employer services offered by CSBD. CareerSource Florida asked local boards to serve as the fiscal agent for the QRT grants. The program provides training grants to new and expanding businesses for new hires. As a fiscal agent, we assist employers with the application process and approve the grant distributions once training is completed, and CSBD would receive a payment of 5% of each grant awarded.

Ms. Hylton shared that the QRT grant covers 100% of the cost for new and expanding businesses for new hires.

4. The AI Playbook for Small and Medium-Sized Employers Update

CareerSource Broward, in partnership with Gilead Sanders LLC, continues progress on the region's first AI Playbook for Small and Medium-Sized Businesses. The first and second employer roundtables were held on 10/30 and 11/14. These sessions engaged local businesses in discussions on AI awareness and opportunities for adoption. Employers reported that the sessions were highly valuable, offering practical insights and sparking ideas on how AI can enhance their daily operations and drive long-term growth. The next and last roundtable is scheduled for 12/4. To broaden participation, a survey was distributed to employers and shared through key partners, including industry associations, local Chambers of Commerce, the Greater Fort Lauderdale Alliance, and the Broward Office of Economic and Small Business Development. Insights gathered from both efforts will guide development of the Playbook's practical tools and recommendations.

Mr. Klincewicz explained what the AI Playbook was and provided an update on its progress. He encouraged members interested in attending the next forum to register on the CSBD website. Ms. Hylton added that we also have an AI IWT grant, which offsets the cost of upskilling employees.

5. National Workforce Development Month

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

Pictures were shared with the members from the Workforce Professional Development Summit and the Proclamation Announcement.

6. Report on Aviation Industry Employer Forum

CSBD held an Aviation Industry Employer Forum on 11/4. The forum was well attended, representing employers, education, and economic development partners. The objective of the forum was to discuss skill gaps, training needs, best workforce practices, and to identify strategies to strengthen the local aviation talent pipeline. The strategies developed to address these challenges include 1) placing youth in summer internships 2) exploring the development of local aviation registered apprenticeship programs and 3) assisting employers with AI implementation through CSBD's AI IWT grant and AI Playbook for Small and Medium-Sized Employers.

7. Manufacturing Industry Career Fair

In alignment with hosting smaller, more targeted hiring events, a Manufacturing Industry Job Fair was held on 10/14 at our South One-Stop Center.

Both employers and job seekers expressed strong satisfaction with the format and connections made, and staff are currently following up with employers to capture hiring outcomes.

8. Employer Services Infograph October 2024 – September 2025

CSBD's Employer Services Infograph was created to convey information about the delivery of our services to employers quickly and clearly through visual elements. The infograph is a great tool for enhancing our storytelling and increasing the shareability of content across various platforms. CSBD hosted 63 recruitment events and job fairs during the period covered by the infograph. Additionally, through the outreach team, CSBD assisted Broward employers with over \$4.4 million in work-based training investments, including OJT grants, paid internships, and incumbent worker training.

9. Broward County Unemployment and Economic Dashboard

The unemployment report was unavailable. We confirmed with the state that, due to the lapse in appropriations, it may take some time for the Bureau of Labor Statistics to finalize revised release dates.

MATTERS FROM THE CONSORTIUM CHAIR: None

MATTERS FROM THE CONSORTIUM: None

MATTERS FROM THE FLOOR: None

MATTERS FROM THE PRESIDENT/CEO: None

ADJOURNMENT – 1:54 p.m.

THE NEXT EDUCATION AND INDUSTRY CONSORTIUM MEETING IS FEBRUARY 17, 2026

Overview of the CareerSource Broward Region
Not Seasonally Adjusted
April 17, 2026

- The unemployment rate in the CareerSource Broward region (Broward County) was 4.6 percent in February 2026. This rate was 1.3 percentage points greater than the region's year ago rate of 3.3 percent. The region's February 2026 unemployment rate was 0.2 percentage point lower than the state rate of 4.8 percent. The labor force was 1,075,893, down 695 (-0.1 percent) over the year. There were 49,032 unemployed residents in the region.

Fort Lauderdale-Pompano Beach-Sunrise Metro Division

- In February 2026, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Sunrise MD was 919,300, a decrease of 9,400 jobs (-1.0 percent) over the year.
- The Government (+0.7 percent); Manufacturing (+0.3 percent); and Construction (+0.2 percent) industries grew faster in the metro area than statewide over the year.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the highest annual job growth compared to all the metro areas in the state in the Government (+800 jobs) industry.
- The Fort Lauderdale-Pompano Beach-Sunrise MD was tied for the third highest annual job growth compared to all the metro areas in the state in the Construction (+100 jobs) industry.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the third fastest annual job growth rate compared to all the metro areas in the state in the Construction (+0.2 percent) industry.
- The industries gaining jobs over the year were Education and Health Services (+1,900 jobs); Government (+800 jobs); Construction (+100 jobs); and Manufacturing (+100 jobs).
- The industries losing jobs over the year were Professional and Business Services (-5,000 jobs); Leisure and Hospitality (-3,200 jobs); Trade, Transportation, and Utilities (-1,800 jobs); Other Services (-1,100 jobs); Financial Activities (-900 jobs); and Information (-300 jobs).

Note: All data are subject to revision.

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

Unemployment Rates			
(not seasonally adjusted)	Feb-26	Jan-26	Feb-25
CareerSource Broward (Broward County)	4.6%	4.7%	3.3%
Florida	4.8%	4.9%	3.5%
United States	4.7%	4.7%	4.5%

Nonagricultural Employment by Industry (not seasonally adjusted)	Ft. Lauderdale-Pompano Beach-Deerfield Beach				Florida			
	Metropolitan Division							
	Feb-26	Feb-25	change	percent change	Feb-26	Feb-25	change	percent change
Total Employment	919,300	928,700	-9,400	-1.0	9,998,900	10,042,100	-43,200	-0.4
Mining and Logging	#N/A	#N/A	#N/A	#N/A	5,800	5,700	100	1.8
Construction	54,400	54,300	100	0.2	647,200	657,100	-9,900	-1.5
Manufacturing	32,700	32,600	100	0.3	428,300	429,000	-700	-0.2
Trade, Transportation, and Utilities	200,300	202,100	-1,800	-0.9	1,984,400	1,991,200	-6,800	-0.3
Wholesale Trade	53,700	53,600	100	0.2	401,600	398,100	3,500	0.9
Retail Trade	106,200	106,600	-400	-0.4	1,143,000	1,153,100	-10,100	-0.9
Transportation, Warehousing, and Utilities	40,400	41,900	-1,500	-3.6	439,800	440,000	-200	0.0
Information	18,600	18,900	-300	-1.6	150,500	155,700	-5,200	-3.3
Financial Activities	71,400	72,300	-900	-1.2	681,600	689,100	-7,500	-1.1
Professional and Business Services	171,800	176,800	-5,000	-2.8	1,603,200	1,619,700	-16,500	-1.0
Education and Health Services	126,100	124,200	1,900	1.5	1,621,300	1,589,800	31,500	2.0
Leisure and Hospitality	97,300	100,500	-3,200	-3.2	1,337,100	1,345,100	-8,000	-0.6
Other Services	35,100	36,200	-1,100	-3.0	377,400	386,300	-8,900	-2.3
Government	111,500	110,700	800	0.7	1,162,100	1,173,400	-11,300	-1.0

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

Average Annual Wage	2024	2023	change	percent change
CareerSource Broward (Broward County)	\$71,496	\$69,239	\$2,257	3.3
Florida	\$69,505	\$66,446	\$3,059	4.6

Note: All data are subject to revision.

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

Guide to Workforce Acronyms

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

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

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

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

CAREER AND JOB INFORMATION SOURCES

Broward Workforce Development Board
www.careersourcebroward.com
Broward Intern
www.browardintern.com
CareerSource Florida
www.careersourceflorida.com
Employ Florida
www.employflorida.com

EMPLOYMENT AND TRAINING

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

WELFARE TO WORK

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

LABOR MARKET INFORMATION

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

GENERAL

Florida State Legislature (Online Sunshine)
www.leg.state.fl.us

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

YOUTH WORKFORCE DEVELOPMENT

Florida Dept. of Education
www.fldoe.org
Youth Promising and Effective Practices Network
www.nyec.org/pepnet/
National Youth Employment Coalition
www.nyec.org
Employ Florida
www.employflorida.com

DISABILITY

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

WOMEN'S EMPLOYMENT

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

SENIORS

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

VETS

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