
A G E N D A

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

**Partnership Meeting #243
Thursday, July 28, 2022
CareerSource Broward Boardroom
2890 West Cypress Creek Road, Ft. Lauderdale, FL 33309**

This meeting is being held in person. Due to Covid-19, in the interest of keeping our board, staff, and public safe this meeting is also accessible via a Zoom video conference.

<https://us02web.zoom.us/j/89516610426?pwd=bm83Z0NXcFJ1T2lkUkQvWVFweFcwdz09>

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

PRESENTATION TO THE BOARD

Mr. John J. Sullivan, Chief Communications & Legislative Affairs Officer at Broward County Public Schools, will present an overview of the “Secure the Next Generation” referendum renewal that will appear of the August 23rd primary election ballot.

APPROVAL OF MINUTES

Approval of the minutes of the 6/23 Partnership meeting #242.

**RECOMM
ACTION
EXHIBIT**

Approval
Motion for Approval
Minutes of the Partnership Meeting

Pages 7 – 18

CONSENT AGENDA

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

ACCEPTANCE OF CONSENT AGENDA

RECOMM	Approval
ACTION	Motion for Approval

1. Monthly Performance Report

The current performance for the month of May is provided. May's data reflects that within the Big 7 Regions CSBD is in a seven-way tie for 1st in WIOA Entered Employment Rate (EER), ranks 1st in WTP All Family and Two-Parent Participation Rate and ranks 2nd in WP EER.

ACTION	Review
EXHIBIT	Performance Report for May

Pages 19 – 30

2. Letters of Support

Letters of support were written for 1) Memorial Health Care System's application to the Florida Department of Education's, Pathways to Career Opportunities Grant for their Certified Pharmacy Technicians Apprenticeship 2) Berkowitz Pollack Advisors + CPAs' Quick Response training grant application to assist in the creation 84 new jobs with an average yearly salary of \$104,619 3) Complete Turbine Services, LLC training grant application to assist in the creation of 99 new jobs with an average yearly salary of \$77,373 4) West Marine's Quick Response training grant application to assist in the creation of 55 new jobs and 5) Florida East Coast Electrical JATC to recruit, hire and train women and ESL/Spanish speakers.

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. Local Workforce Development Area Designation and Boundaries

Consideration to 1) set aside up to \$50,000 from the general fund for advocacy, we have sufficient funds to cover the cost and 2) submit our request for re-designation at the earliest opportunity to address the possible re-alignment of the CSBD workforce area boundaries. Pursuant to what has been approved in the past we will implement strategies such as: meeting with our local delegation and engaging local community leaders and influencers to educate them. This will enable us provide input into the final CareerSource Florida (CSF) Board decision regarding realignment of local workforce boards. CSF has employed Ernst & Young, LLP, to make recommendations regarding the reduction of local workforce development areas. Their recommendation will be presented to the CSF Board in December. This initiative is spurred by the Reimagining Education and Career Help Act, referred to as the REACH Act. CSF and DEO are in the process of requesting a waiver from USDOL to be able to re-designate the local workforce area boundaries. Reviewed at the 7/12 Strategic Planning Committee meeting. *(This is in alignment with the Board goal to anticipate political, environmental, and economic changes in the near and long-term future and prepare for those changes.)*

RECOMM	Approval
ACTION	Motion for Approval
EXHIBITS	Memo #01 – 22 (LS) Workforce Board Realignment Considerations (Rev) Letter Requesting Re-Designation

Pages 31 – 40

2. Strategies to Provide Input into the Board Letter Grades Under the REACH Act

Consideration to approve a letter to be jointly signed by the CareerSource Broward Council of Elected Officials, chair, Mayor Dean Trantalis and Broward Workforce Development Board, chair, Frank Horkey. During the 7/12 meeting of the Strategic Planning Committee the members requested CSBD draft a letter to provide feedback regarding the implementation of the letter grades for the local workforce development boards pursuant to the Reimagining Education and Career Help Act. We want to partner and be part of the solution and the letter and attachment provide analysis of the proposed letter grades that should be considered as a part of the process in finalizing the grades. *(This is in alignment with the Board goal to anticipate political, environmental, and economic changes in the near and long-term future and prepare for those changes.)*

RECOMM	Approval
ACTION	Motion for Approval
EXHIBITS	Letter to Provide Input into the Board Letter Grades Considerations for Letter Grades

Pages 41 – 43

REPORTS

1. Apprenticeship Summit

We will be hosting an Apprenticeship Summit for employers on 8/11 at the Signature Grand between 8am - noon. The Summit is designed to help employers develop their talent pipeline. Broward County employers will engage with high-level local, state, and national business leaders, education partners, apprenticeship sponsors, and industry experts in dialogue related to workforce development and apprenticeship. The keynote speaker is Mr. Eric M. Seleznow, formerly the Senior Advisor for Jobs For the Future Center for Apprenticeship & Work-Based Learning and also served as Deputy Assistant Secretary for the US Department of Labor's Employment and Training Administration. Panel discussions will 1) provide steps and resources on how to develop a registered apprenticeship program and 2) businesses will share best practices for apprenticeship programs and how their organizations are benefiting through trained-qualified talent and financial assistance from CareerSource Broward. The link below to register for the event is provided to allow board members to post it on their social media and websites.

ACTION None
EXHIBIT Registration link <https://bit.ly/csbdapsummit>

2. Board Member Recognition

The Governor recently appointed Dr. Mildred Coyne to the Commission for Independent Education. The Commission for Independent Education has statutory responsibilities in matters relating to nonpublic, postsecondary educational institutions.

ACTION None
EXHIBIT None

3. Broward County Unemployment

The unemployment rate in Broward County was 3.0 percent in June 2022. This rate was 2.5 percentage points lower than the region's year-ago rate. In June 2022, Broward County's unemployment rate was 0.8 percentage points lower than the national rate (3.8 percent). Out of a labor force of 1,065,846, up 33,339 (+3.2 percent) there were 31,920 unemployed Broward County residents.

ACTION Discussion
EXHIBIT Broward County Labor Market Information

MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL

MATTERS FROM THE BOARD

MATTERS FROM THE FLOOR

MATTERS FROM THE PRESIDENT/CEO

ADJOURNMENT

***THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE
BROWARD COUNCIL MEETING IS SCHEDULED FOR 8/25/22 AT 12:00 p.m.***

MEETING MINUTES

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

**Partnership Meeting #242
Thursday, June 23, 2022
CareerSource Broward Boardroom
2890 West Cypress Creek Road, Ft. Lauderdale, FL 33309**

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

Attendees via Zoom/in-person: Mayor Josh Levy, Commissioner Tim Ryan, Gina Alexis, Zac Cassidy, Dr. Ben Chen, Keith Costello, Heiko Dobrikow, Paul Farren, Cynthia Gaber, Frank Horkey, Dr. Lisa Knowles, Kevin Kornahrens, Francois Leconte, Dawn Liberta, Ismael Martinez, Sandy McDonald, James Payne, Pam Sands, Rick Shawbell, Marjorie Walters and Lori Wheeler.

Guests: Bill Scherfel, Integrated Staffing Group, Inc., Joseph Dalto, New Horizons, Daniel Harper, DEO, Nicole Willis, Atlantic Technical College, Karen Torres, Broward College, and Jason Krusaz, Broward County Commissioner's Office.

Staff: Carol Hylton, Rochelle Daniels, Christine Azor, Ron Moffett, Tony Ash, Rosamond Parker - Pickett, and Amy Winer

MISSION MOMENT

Teara Reese, SYEP participant, provided the mission moment.

PRESENTATION TO THE BOARD

Daniel Harper, Senior Management Analyst Supervisor at the Department of Economic Opportunity provided the annual performance presentation.

Keith Costello asked Mr. Harper to elaborate on the median wage measure. Mr. Harper explained it is the median earnings of program participants who are in unsubsidized employment during the second quarter after exit from the program.

Ms. Hylton stated that during the Executive Committee meeting Mr. Dobrikow inquired if Miami and Palm Beach met their negotiated performance goals. The performance results for Miami and Palm Beach provided by the state were shared by Ms. Hylton.

After the discussion ended on the annual performance presentation, Ms. Hylton stated that Lynn Goldman, Broward County Public Schools, sent an email to board members regarding tuition and credentials and we wanted to remind the Board that we follow the state issued guidance on the criteria and procedures regarding the eligibility of training providers to receive funds under section 133(b) of WIOA. The criteria include but are not limited to licensure, accreditation, issuance of an industry recognized credential, and reporting to the Florida Education and Training Placement Information Program (FETPIP). All of our current ITA training providers meet these criteria. Additionally, all occupational training must prepare students for in demand occupations.

Mr. Payne of the SBBC stated that some providers are not accredited and therefore those courses cannot be transferred to colleges.

Ms. Daniels responded that the law requires we provide customers with information about all the eligible training providers and their programs and per WIOA and the state it is the customer's choice to make.

Mr. Leconte asked what happens when a customer comes to our center? Ms. Hylton explained that they are assessed for eligibility and as appropriate an Individual Employment Plan is created with them identifying the services they need to help move them along their career path. If occupational training is identified as an employment strategy the next step per WIOA is to ensure that the customer has the skills and qualifications to succeed in the training course selected or to assist with alternatives.

Mayor Josh Levy stated that CSBD is mindful of their responsibilities and doing everything possible within the law for customers to have the information they need to compare costs and accreditation. He requested that CSBD continue to ensure the success coaches have training throughout the year.

APPROVAL OF MINUTES

Approval of the minutes of the 4/28 Partnership meeting #241.

On a motion made by Mayor Josh Levy and seconded by Commissioner Tim Ryan, the BWDB/CSBD Council of Elected Officials unanimously approved the minutes of the 4/28/22 Meeting #241.

CONSENT AGENDA

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

ACCEPTANCE OF CONSENT AGENDA

On a motion made by Keith Costello and seconded by Francois Leconte, the BWDB/CSBD Council of Elected Officials unanimously approved the Consent Agenda of 6/23/22.

1. Monthly Performance Report

The current performance for the month of April was provided. April's data reflects that within the Big 7 Regions CSBD is in a six-way tie for 1st in WIOA Entered Employment Rate (EER), ranks 1st in Veterans, WP and WTP EER, and ranks 1st in WTP All Family and Two-Parent Participation Rate.

2. Letters of Support

Letters of support were written for 1) Community Rightful Center's grant to assist in job training for youth ages 16 – 24 2) Broward College's Equitable High-Tech Consortium that supports Cybersecurity skills 3) Broward College's Perkin's 2022-23 grant to prepare students for jobs in Music, Sound Production Technology, Aviation Administration and Crime Scene Technology 4) WestCare Foundation to support their efforts with parental substance abuse 5) OIC of South Florida's Reentry Education and Employment Grant to assist with education, occupational skills and job readiness training 6) Electrical Training ALLIANCE's grant to increase apprenticeships for women and 7) City of Pompano Beach's Aviation Maintenance Technical Workers Workforce Development Grant to make connections between minority, low-income students and employers.

3. Continued Eligibility for Fourteen (14) Current ITA Providers

Considered the approval of 1) 14 current ETPs' continued eligibility for the period 7/1/22 thru 6/30/24 and 2) retention of their training programs on the ITA list. The governing boards are required to approve ETP's every two years. The schools are: AAA School of Dental Assisting, Bar Education dba Southeastern College, City College, Concorde Career Institute, Florida Atlantic University, Florida National University, FVI School of Nursing & Technology, Jersey College, Miami Dade College, New Horizons Computer Learning Center, PC Professor, Ruby's Academy for Health Occupations, South Florida Academy of Air Conditioning, and The Academy of South Florida. All of these providers have met continued eligibility requirements. Approved at the 5/17 One Stop Services and 6/15 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.)*

4. Addition of New Courses for Existing Providers Concorde Career Institute, Florida Atlantic University, and PC Professor

Considered the approval of 1) Concorde Career Institute's Surgical Technology course 2) Florida Atlantic University's Cybersecurity course and 3) PC Professor's eight (8) Information Technology course applications. CSBD reviewed the applications and they meet CSBD and Board policies and criteria. All the occupations are in demand in Broward County. Approved at the 5/17 One Stop Services and 6/15 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.)

5. Add New Training Providers Apex Training Center, Dick Robinson Media Code School dba Connecticut School of Broadcasting and Palm Beach Code School

Considered the approval of the following schools and courses for placement on the ETP List 1) Apex Training Center, Inc. for HVAC Mechanic Assistant 2) Dick Robinson Media Code School, LLC (DRMC) d/b/a Connecticut School of Broadcasting, for Radio and TV Broadcasting and 3) DRMC d/b/a Palm Beach Code School for training in Digital Filmmaking, Intro to Mobile Application Design and Development, Intro to Web Design & Development, and Social Media Marketing Specialist. CSBD reviewed the applications and they meet the Board mandated criteria. All occupations are in demand in Broward County. Approved at the 5/17 One Stop Services and 6/15 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.)*

6. Add New Training Providers Dentrilogy and Margate Medical Training Center

CSBD received applications from two (2) new schools to become ETPs and add a total of two (2) courses to the WIOA ITA list. Considered the approval of 1) Dentrilogy and its Dental Assistant course and 2) Margate Medical Training Center and its Practical Nurse course. CSBD reviewed the applications to ensure that Board mandated criteria were met. The occupations are in demand in Broward County. Approved at the 5/17 One Stop Services and 6/15 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.)*

7. One Stop Center Hours of Operation and Holiday Schedule

Considered approving the one-stop center hours of operation and holiday schedule. There are no changes to our hours of operation or our holidays for the upcoming year. The Florida Department of Economic Opportunity requires the governing boards' annual approval of the one-stop center hours of operation and holiday schedule at the start of each program year. The One Stop Centers hours of operation are M-F 8:00 a.m. – 5 p.m. Our holidays are aligned with those of Broward County. Approved at the 6/15 Executive Committee meeting. *(This is in alignment with the Board goal to maintain our role as workforce development leaders through advocacy by the Board, collaboration, and providing information and intelligence to stakeholders with feedback from the community.)*

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. Program Year 22/23 Preliminary Budget

The Program Year (PY) 22/23 Preliminary Budget presented reflected a 4.3% increase in formula funds or \$820,003 which is due primarily to an increase in carry forward. The total amount of formula and carry forward projected to be available in PY 22/23 is \$19,910,168 as compared to \$19,090,165 actual in PY 21/22. The budget continues to emphasize investments in customer training and assistance to employers. It is aligned with the governing boards' strategic initiatives and key business results. CSBD recommended acceptance and approval of the preliminary PY 22/23 budget. This was a revised budget from the one considered at the One Stop Services Committee meeting of 5/17. Approved at the 6/15 Executive meeting. *(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.)*

Ms. Hylton gave an overview of the budget and the considerations in the development of the budget. She reminded the governing boards that as is our custom the budget does not include the dedicated grants as those funds may only be spent for the specific purposes outlined in the grants.

During the discussion Commissioner Ryan reported that the Broward County Sheriff's office is looking for several hundred 911 dispatchers. He asked if CSBD could reach out to them to help fill these positions. Ms. Hylton responded that we would reach out to the Broward County Sheriff's office to offer our assistance.

2. Compensation Study

Considered approving 1) the recent compensation study recommendations, which includes new salary ranges at a cost of \$79,313 2) bringing staff not covered by the study along in their ranges, as we have done in the past, with a one-time payment of \$750.00 per employee for a total of \$51,750 and 3) implementation of the Executive Committee's recommendation to move merit increases from 3% to 4% based on salary surveys including the Conference Board that showed merit increases have moved to 3.9%. The 1% increase is estimated to be \$20,000 as not everyone receives a full merit increase and not all anniversary dates fall within the program year, as it is based on date of hire. There are sufficient funds to cover the recommendations as funds were budgeted in anticipation of the study. The majority of individuals affected by the recommendations of the study are non-management career center staff. Total cost for all three is about \$151,000. Approved at the 6/13 Organizational Resources and 6/15 Executive Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy).*

Ms. Hylton stated that prior to last December the staff pay ranges had not been reviewed in six years. During our recent "temp to perm" pilot initiative with EmpHire, they advised us that some of our salaries were still not competitive with the local market making it difficult to attract and recruit talent. After conferring with Council Chair Mayor Trantalis, and Board Chair, Mr. Frank Horkey regarding the need to be competitive in the market CSDB sought quotes for the conduct of a compensation study and entered into an agreement with Integrated Compensation Solutions (ICS).

The study included five (5) recommendations 1) updating some salary ranges 2) updating some job descriptions 3) reassigning some jobs to different grades 4) the creation of a level I and II hierarchy for the success coaches and business service staff and 5) raising the salaries for 6 positions determined not to be competitive in the market.

Mr. Keith Costello asked if the \$750 was an increase in staff's salary. Ms. Hylton responded that in speaking with ICS the recommendation was for a one-time increase which is the recommendation for the board to approve.

Mayor Levy expressed his support of the one-time payment of \$750 stating that staff will find this meaningful and appreciated.

On a motion made by Mayor Josh Levy and seconded by Dawn Liberta, the BWDB/CSBD Council of Elected Officials unanimously approved 1) the compensation study recommendations, which include new salary ranges at a cost of \$79,313 2) bringing staff not covered by the study along in their ranges, as we have done in the past, with a one-time payment of \$750 per employee for a total of \$51,750 and 3) increase merit from 3% to 4%.

3. Selection of a Staffing Company for the One-Stop Centers

Considered approving 1) a contract with Integrative Staffing Group (ISG), the low bidder, to staff the three (3) one-stop centers in the amount of \$85.00 per employee per pay period estimated at \$176,800 2) the cost of a 90 day "Temp to Perm" at a 40% mark-up of salaries for an estimated \$16,416 for a total contract cost of \$193,216 and 3) the extension of the EmpHire contract to 8/31 to allow for a short transition period. The ISG contract will be for an initial (1) year period beginning 7/1 and for three (3) renewable one-year terms. Staff are expected to transfer to ISG within 30 days with flexibility to complete all transition close out activities within sixty (60) days. Approved at the 5/17 One Stop Services and 6/15 Executive Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, efficiency, and relevancy.)*

Ms. Daniels reported that CSBD has exhausted its renewals with EmpHire under the current procurement so a new RFP was released and we received three responses of which one was non-responsive. Ms. Daniels stated that the fee proposed by EmpHire was nearly double our current contract going from \$65 to \$125 per employee. Integrative Staffing Group (ISG) proposed \$85 per employee and they were rated and ranked number 1 by the review committee.

Integrative will also continue a new way of onboarding staff that was piloted for us by EmpHire and found to be successful in reducing turnover. EmpHire recruited, vetted, and screened all prospective employees by hiring them for a 90-day short-term assignment prior to being approved for a regular assignment. CSBD paid the standard staffing company 40% salary mark-up rate for those staff instead of the per-employee fee. EmpHire paid the taxes, insurance, workers' compensation, and related costs during those 90 days. When the employee moved to a regular position EmpHire would switch to the per-employee fee.

Lastly, we spoke to EmpHire and they have agreed to stay on through 8/31 to allow for a small transition period.

Mayor Levy asked why we use staffing agencies rather than hiring employees directly. Ms. Daniels stated a study was initiated some time ago and one of the deciding factors was cost.

On a motion made by Francoise Leconte and seconded by Frank Horkey, the BWDB/CSBD Council of Elected Officials unanimously approved the selection of ISG as the staffing company for the One-Stop Centers.

4. PY 22/23 Preliminary Budget

The Program Year (PY) 22/23 Preliminary Budget being presented reflects a 4.3% increase in formula funds or \$820,003 which is due primarily to an increase in carry forward. The total amount of formula and carry forward that we project to be available in PY 22/23 is \$19,910,168 as compared to \$19,090,165 actual in PY 21/22. The budget continues to emphasize investments in customer training and assistance to employers. It is aligned with the governing boards' strategic initiatives and key business results. CSBD recommends acceptance and approval of the preliminary PY 22/23 budget. This is a revised budget from the one considered at the One Stop Services Committee meeting on 5/17. Approved at the 6/15 Executive meeting. *(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.)*

On a motion made by Francois Leconte and seconded by Keith Costello, the BWDB/CSBD Council of Elected Officials unanimously approved the PY 22/23 Preliminary Budget.

5. Continued Eligibility for Broward College

Considered 1) approving current Eligible Training Provider (ETP) Broward College's continued eligibility for the period 7/1/22 thru 6/30/24 and 2) the retention of their programs on the Individual Training Account (ITA) list. The governing boards are required to approve ETP's every two years. The College has met continued eligibility requirements. Because Board member, Dr. Mildred Coyne, is employed by Broward College, and Board member, Francois Leconte, serves on the BC Business Advisory Committee this recommendation must be approved by a 2/3 vote of the Board members present with an established quorum at a Board meeting. Approved at the 5/17 One Stop Services and 6/15 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.)*

Mr. Ron Moffett advised that Broward College is a long-standing partner with us and that the College has met continuing eligibility requirements. He explained the law requires that the governing boards approve ETPs every two years.

Mr. Leconte mentioned that he no longer serves on the BC Business Advisory Committee and therefore no longer has a conflict.

It was noted that Dr. Mildred Coyne had a conflict of interest for this item as she is employed by Broward College. She was not there but will be required to submit a conflict-of-interest form.

On a motion made by Mayor Josh Levy and seconded by James Payne, the BWDB/CSBD Council of Elected Officials unanimously approved the continued eligibility for Broward College by a 2/3 vote of the seated quorum.

6. Continued Eligibility for Atlantic, McFatter and Sheridan Technical Colleges

Considered the approval of 1) current ETPs Atlantic, McFatter, and Sheridan Technical College's continued eligibility for the period 7/1/22 thru 6/30/24 and 2) the retention of their

programs on the ITA list. The governing boards are required to approve ETP's every two years. Each of the Technical Colleges have met continued eligibility requirements. Because Board member, James Payne, is employed by the School Board of Broward County, this recommendation must be approved by a 2/3 vote of the Board members present with an established quorum at a Board meeting. Approved at the 5/17 One Stop Services and 6/15 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.)*

James Payne declared a conflict of interest for this item as he is employed by the School Board of Broward County. He abstained from voting and will be required to submit a conflict-of-interest form.

On a motion made by Commissioner Tim Ryan and seconded by Keith Costello, the BWDB/CSBD Council of Elected Officials unanimously approved the continued eligibility for Atlantic, McFatter, and Sheridan Technical Colleges by a 2/3 vote of the seated quorum.

7. Addition of New Courses for Existing Provider Atlantic Technical College

Considered the approval of Atlantic Technical College's application to add eight (8) courses to the WIOA ITA list and (1) Patient Care Technician program to the WTP ITA list. CSBD staff reviewed the applications to ensure that CSBD and Board policy criteria were met. The new courses will prepare customers for employment in high demand occupations in fields such as information technology, healthcare, aviation and advanced manufacturing. Because Board member, James Payne, is employed by the School Board of Broward County, this recommendation must be approved by a 2/3 vote of the Board members present with an established quorum at a Board meeting. Approved at the 5/17 One Stop Services and 6/15 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.)*

Mr. Moffett advised that we are recommending adding eight new training programs to the WIOA Adult ITA list and one to the WTP and WIOA youth ITA list for a total of nine (9) new programs.

James Payne declared a conflict of interest for this item as he is employed by the School Board of Broward County. He abstained from voting and will be required to submit a conflict-of-interest form.

On a motion made by Mayor Josh Levy and seconded by Keith Costello, the BWDB/CSBD Council of Elected Officials unanimously approved the addition of 9 new courses to the ITA list for existing provider Atlantic Technical College by a 2/3 vote of the seated quorum.

8. The Greater Fort Lauderdale Alliance (GFLA) Economic Sourcebook Ad

Considered approving placement of an advertisement in the GFLA 2023 Economic Sourcebook to increase employer awareness of our business services. The cost of the ad is \$4,123. GFLA is a partner in the Sourcebook and will realize about \$413 from the ad. Because Board member, Bob Swindell, represents GFLA, State and WIOA conflict rules require that this item be approved by a 2/3 vote of the Board after a quorum has been seated and a conflict has been declared.

Approved at the 6/6 Employer Services and 6/15 Executive Committee meetings. (*This is in alignment with the Board goal to encourage employers by engaging and identifying their needs, and educating and connecting them to the workforce system to produce innovative workforce solutions.*)

Heiko Dobrikow declared a conflict of interest for this item as he is a member of the GFLA Board. He abstained from voting and will be required to submit a conflict-of-interest form.

On a motion made by Commissioner Tim Ryan and seconded by Francois Leconte, the BWDB/CSBD Council of Elected Officials unanimously approved the GFLA Economic Sourcebook Ad by a 2/3 vote of the seated quorum.

9. April 2022 Planning Session

Considered adopting the BWDB annual planning session recommendations on the strategic goals and objectives for PY 22/23. The BWDB annual planning session was held on 4/28. The honorable Mayors Trantalis, and Levy, along with BWDB Chair, Frank Horkey, opened the meeting. CSBD President/CEO, Carol Hylton, spoke about the year's highlights and accomplishments. This was followed by a talk delivered by Dr. Aaron Schmerbeck, on the state of the Broward County economy. The BWDB broke into work groups to discuss goals and objectives for the upcoming year. The planning session ended with each group reporting on their recommendations. Once approved, the work groups' responses will form the basis for the board's goals and objectives for the upcoming year and will be sent to the committees to deploy. Approved at the 6/15 Executive Committee meeting. (*This is in alignment with the Board goal to maintain our role as workforce development leaders through advocacy by the Board, collaboration, and providing information and intelligence to stakeholders with feedback from the community.*)

Ms. Hylton highlighted the BWDB's annual planning session recommendations on the strategic goals and objectives for PY 22/23 and stated that once approved they will be brought to the individual committees. By way of example, Ms. Hylton stated that the State is seeking to reduce the number of local boards. This item will be discussed at the upcoming Strategic Planning Committee meeting on 7/12.

Ms. Hylton thanked Mayor Trantalis and Mayor Levy for opening the planning session. She further thanked Dawn Liberta and Heiko Dobrikow for chairing the breakout groups at the meeting.

Ms. Hylton reported that Dr. Aaron Schmerbeck spoke about the local economic indicators and its influence on our labor market in Broward County. She noted that he had done such a good job we brought him back in May to provide a complete presentation.

Mr. Leconte stated that this was a great planning session. Mr. Dobrikow agreed stating that the planning session was great, diverse, and robust.

On a motion made by Francois Leconte and seconded by Mayor Josh Levy, the BWDB/CSBD Council of Elected Officials unanimously approved adopting the April 2022 Planning Session recommendations for PY 22/23.

10. Region 22 Targeted Occupations List (TOL) for Program Year 22/23

Considered approval of the TOL for PY 22/23. We sent the preliminary TOL provided by the state to local education and business stakeholders to get input and gather additional relevant

labor market data. We also held a publicly noticed meeting held on 5/25 to review the occupational changes to Region 22's TOL and gather additional information. Based upon our review and community input, CSBD recommends 1) retaining 29 occupations proposed by the State for removal and 2) adding 14 new occupations. Approved at the 6/6 Employer Services Committee and 6/15 Executive Committee meetings. (*This is in alignment with the Board goal to maintain our role as workforce development leaders through advocacy by the board, collaboration, and providing information and intelligence to stakeholders with feedback from the community*).

Mr. Moffett explained we received the annual list from DEO which we reviewed and compared to our current occupations in demand list. We sent the preliminary TOL to local education and business stakeholders, community partners, business leaders, and industry intermediaries. He noted that this is one of the most important things we do as conveners. Based on our analysis and community input we are recommending retaining twenty-nine occupations proposed by the State for removal and adding fourteen new occupations.

Mr. Payne noted that this is a very important list as the Perkins Grant uses this list to fund their programs.

On a motion made by Keith Costello and seconded by James Payne, the BWDB/CSBD Council of Elected Officials unanimously approved the Region 22 Targeted Occupations List (TOL) for Program Year 22/23 with an effective date of 7/1.

11. CareerSource Broward Marketing and Communications Plan for Program Year 22/23

Considered approval of CSBD's marketing and communication plans for PY 22/23. Each year, CSBD implements targeted and strategic outreach to job seekers, employers, and community stakeholders, through the press, digital, print, and social media in an effort to increase awareness of CSBD services. This year's strategies include enhanced community outreach and educational campaigns, targeted marketing to distressed communities, and collaboration with core partners such as industry associations, chambers of commerce, local municipalities, and additional stakeholder groups. We will be working with Moore Communications, the State's contracted marketing agency, to assist in implementing the plan. Approved at the 6/6 Employer Services and 6/15 Executive Committee meetings. (*This is in alignment with the Board goal to maintain our role as workforce development leaders through advocacy by the board, collaboration, and providing information and intelligence to stakeholders with feedback from the community*.)

Ms. Hylton advised that last year we sent the marketing plan to Mayor Levy for his review and input. He stated that he thought we did a good job. We have updated the plan to include additional areas recommended by the Board during the Planning session.

The communications strategies included increased exposure through earned media. This year you will see a difference in marketing and communication materials targeted at increasing brand awareness, while also achieving the vision and mission of the organization and improving performance.

Ms. Hylton noted that we have been working with the state's communication firm Moore Communications and have been pleased so we have enlisted them for future assistance.

Mayor Levy suggested we consider opportunities with outdoor media such as benches or billboards in the distressed communities. Ms. Hylton agreed stating we have done this previously and will do so again.

Mr. Dobrikow mentioned that as board members we need to take more of a lead here to follow, like, or share CSBDs media postings. He requested that staff send the media blurbs with a link members could post them on their websites instead of sharing the original post.

On a motion made by Commissioner Tim Ryan and seconded by Mayor Josh Levy, the BWDB/CSBD Council of Elected Officials unanimously approved the CareerSource Broward Marketing and Communications Plan for Program Year 22/23.

REPORTS

1. **Summer Youth Employment Program (SYEP) Update**

We have launched our Summer Youth Employment Program. Nearly 700 youth received three days of employability skills focused on basic soft skills with an emphasis on punctuality, dressing professionally, communication, problem solving and teamwork. Youth begin working at their sites on 6/20.

2. **Outreach Partnership With Moore Inc.**

CSBD is partnering with Moore Inc., the state's contracted marketing and outreach agency, to 1) expand awareness of our employer and job seeker services in the community 2) develop marketing and social media campaigns 3) draft press releases and 4) revamp our marketing outreach materials. The cost of this service is \$34,800. This is being reported in accordance with our board policy to report single purchases over \$10,000.

Ms. Hylton stated that per the board policy, single purchases over \$10,000 are reported. She advised that Moore Inc. is assisting CSBD with revamping and developing marketing.

3. **Apprenticeship Summit**

We will be hosting a first of its kind Apprenticeship Summit on August 11th at the Signature Grand for employers. The Summit is designed to help employers develop their talent pipeline through utilizing apprenticeships and will bring the most connected minds on apprenticeship together to present the benefits of apprenticeships to employers.

Mr. Ash noted that after speaking to CareerSource Florida partners our upcoming Apprenticeship Summit is the first of its kind in the State and will include employers from various industries. The Summit will be held on 8/11 at the Signature Grand. We will be sending out a "save the date" soon.

4. **Broward County Unemployment**

The unemployment rate in Broward County was 2.5 percent in May 2022. This rate was 2.6 percentage points lower than the region's year-ago rate. In May 2022, Broward County's unemployment rate was 0.9 percentage points lower than the national rate (3.4 percent). Out of a labor force of 1,055,691, up 29,821 (+2.9 percent) there were 26,816 unemployed Broward County residents.

Ms. Hylton advised that Dr. Aaron Schmerbeck's study will go through the committees.

MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL

Mayor Levy welcomed Commissioner Ryan back.

MATTERS FROM THE BOARD

None

MATTERS FROM THE FLOOR

None

MATTERS FROM THE PRESIDENT/CEO

Ms. Hylton reported that she, Dr. Knowles, and Frank Horkey all attended the FWDA and CSF meetings in Tallahassee earlier this month. She stated that Dr. Knowles was voted to be the 2nd board member with voting rights on the FWDA committee.

Ms. Hylton also reported on the state's progress in implementing letter grades for the local boards in accordance with the REACH Act. She detailed some of our concerns which were echoed by the other local boards.

Ms. Hylton also told the Board that the consulting firm of Ernst and Young has been hired by the State to look at the realignment of the 24 workforce boards. The REACH Act stipulates that the number of boards be reduced. Ms. Hylton noted that Ernst and Young has conducted "listening" engagements around the State. Ms. Hylton shared that we have provided a list of considerations to the state as concerns our boundaries.

Mr. Frank Horkey noted that the WIOA Law states that the state cannot reduce boards if they are meeting their measures and have clean audits. The Florida Workforce Chairs Alliance met and discussed taking a proactive approach towards the letter grades and they are considering an alternative realignment map.

Commissioner Ryan stated that with our success in performance and meeting our metrics you would not want to break up our board. He mentioned that the county has a contract with a lobbyist that is used for statewide issues in Tallahassee. He asked that put a letter together so that the lobbyist and/or leaders can provide it to Governor DeSantis and the Chief of Staff.

ADJOURNMENT 1:46 p.m.

<p><i>THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE BROWARD COUNCIL MEETING IS SCHEDULED FOR 8/25/22 AT 12:00 p.m.</i></p>



Performance Report

Performance Report – July to May 2022

Entered Employment Rate for the Month of May 2022 across all Big Seven Regions

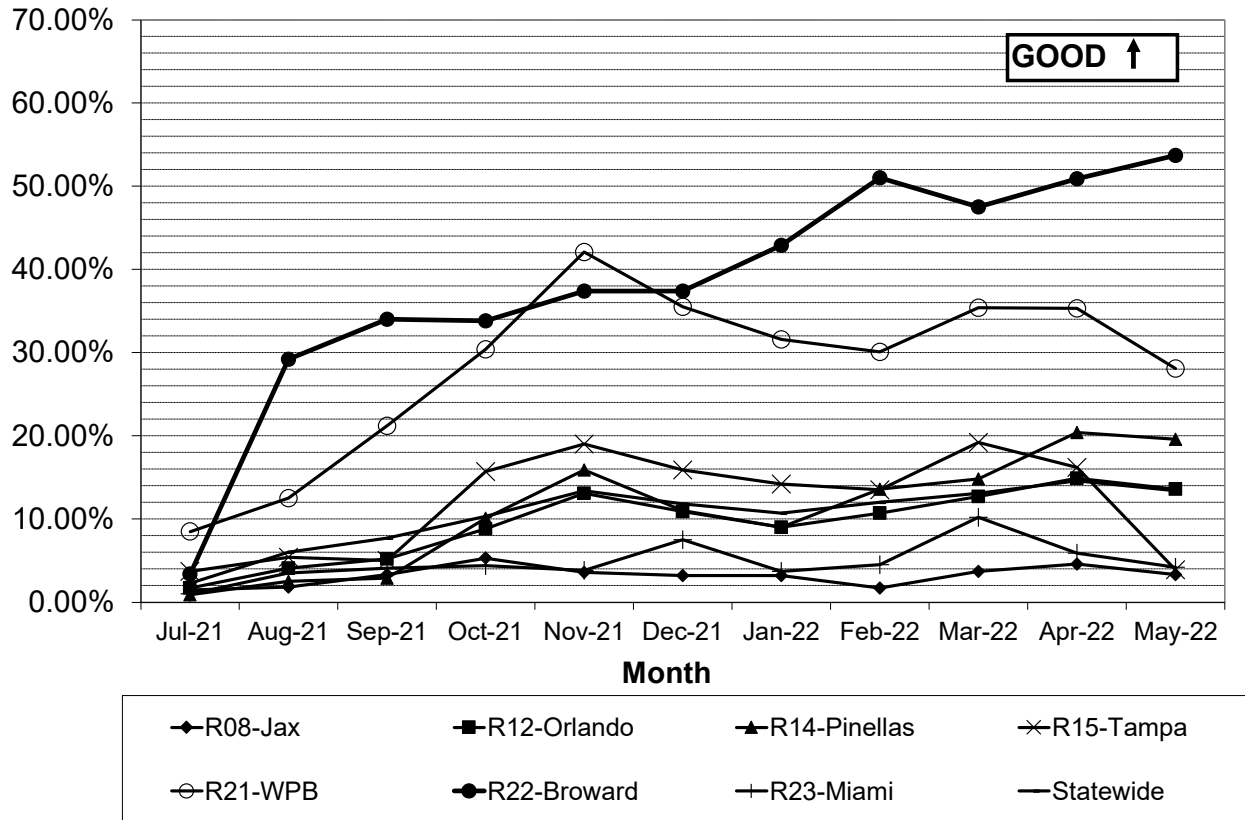
	WTP		Wagner-Peyser		Veterans		WIOA Adult/DW	
Region 8 - Jacksonville	28.30%	↑	14.50%	↑	22.20%	↑	100.00%	—
Region 12 - Orlando	17.30%	↓	31.40%	↑	61.80%	↑	100.00%	↑
Region 14 - Pinellas	28.90%	↓	21.30%	↓	15.00%	↓	100.00%	—
Region 15 - Tampa	13.80%	↓	20.40%	↑	21.10%	↓	100.00%	—
Region 21 - WPB	31.30%	↑	30.90%	↑	45.70%	↑	100.00%	—
Region 22 - Broward	27.00%	↓	50.90%	↓	57.10%	—	100.00%	—
Region 23 - Miami	10.00%	↓	56.70%	↓	61.50%	↑	100.00%	—
Statewide	21.40%	↓	29.80%	↑	40.70%	↑	91.20%	↑

Note: Arrows indicate direction of change since previous month's figures. Flat line indicates no change.

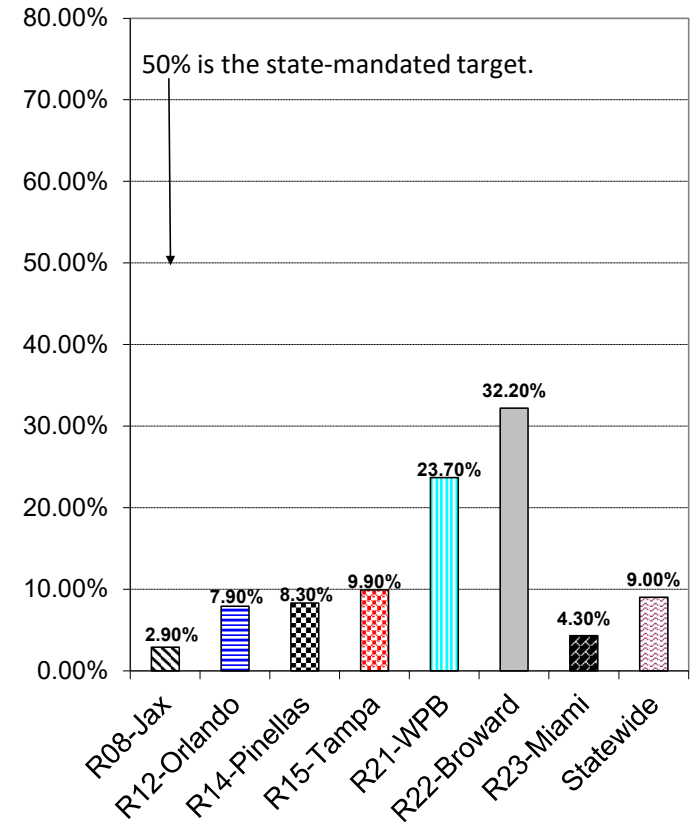
Legend / Abbreviation Key	WTP	Welfare-Transition Program	DW	Dislocated Worker
	WIOA	Workforce Innovation and Opportunity Act		

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

Month-to-Month Participation Rate from July 2021 to May 2022

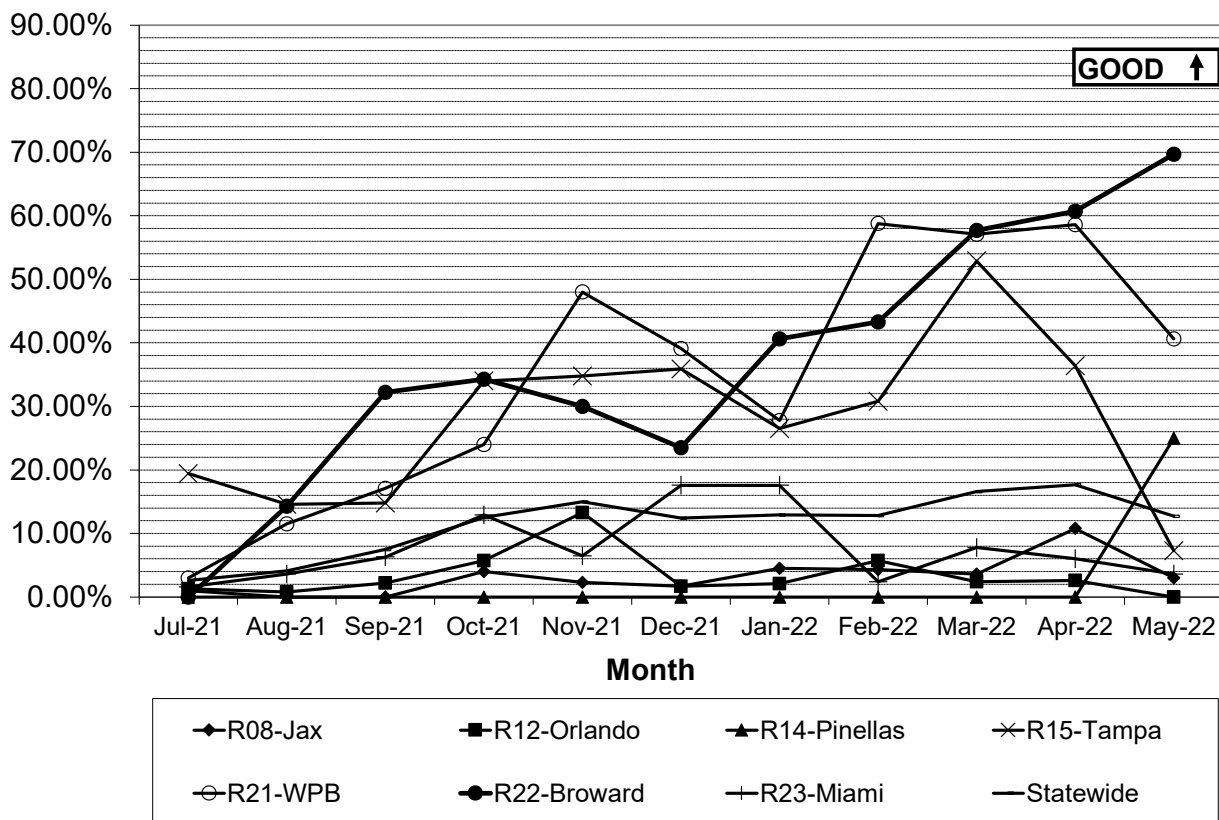


Program Year-to-Date (YTD) Participation Rate as of May 2022

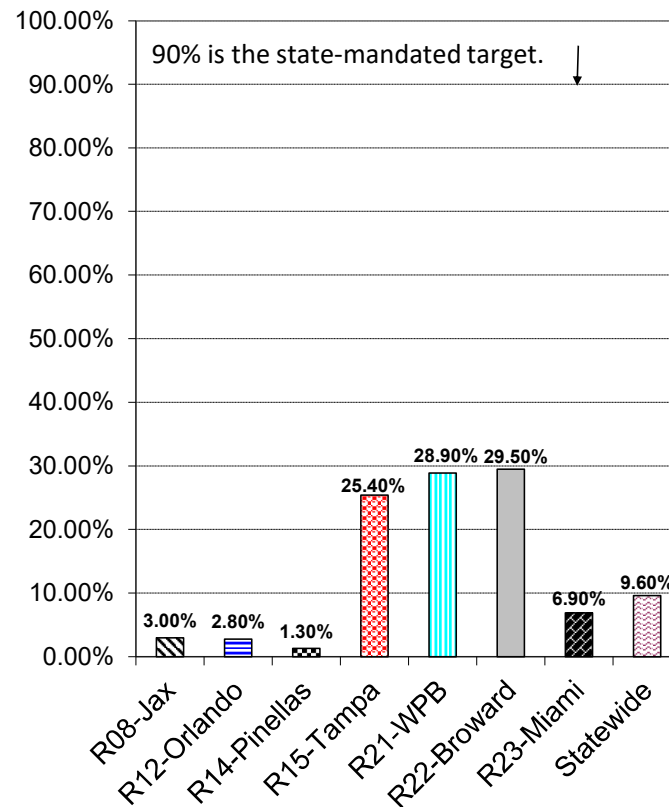


Welfare Transition Program (WTP) Two-Parent Family Participation Data for the Big 7 Regions

Month-to-Month Participation Rate from July 2021 to May 2022

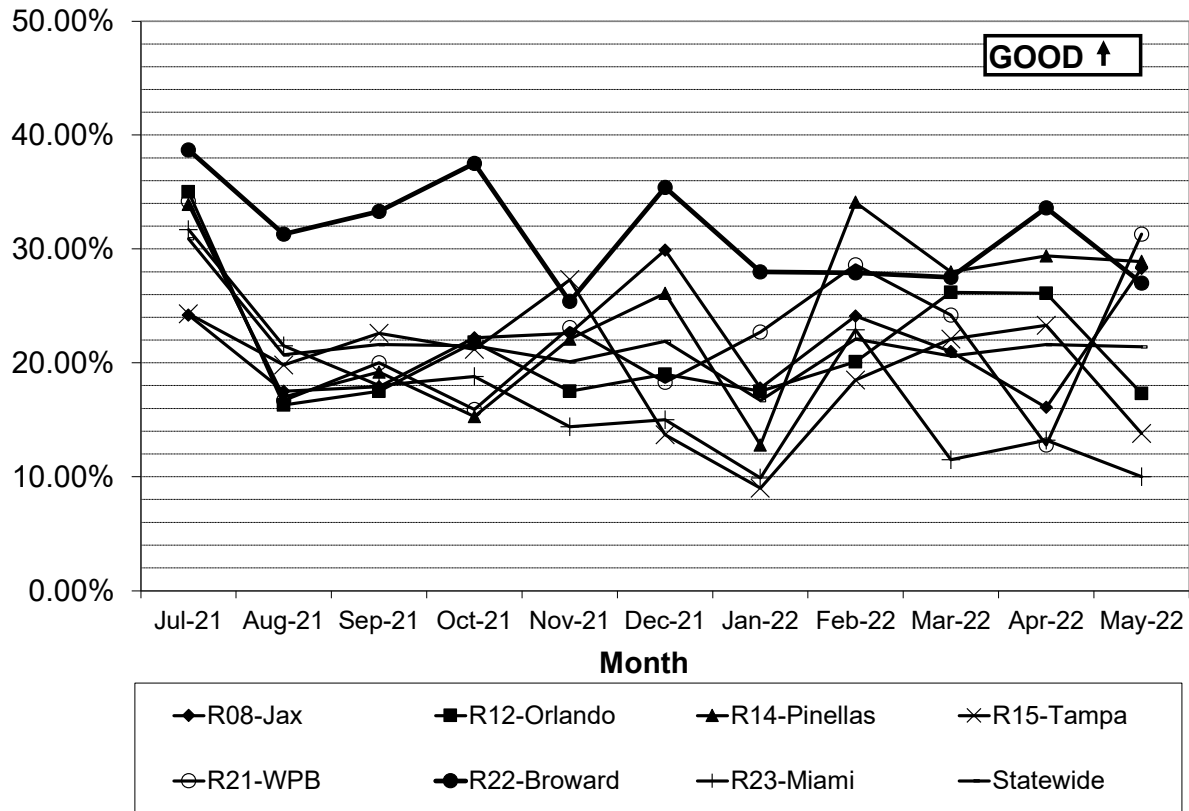


Program Year-to-Date (YTD) Participation Rate as of May 2022

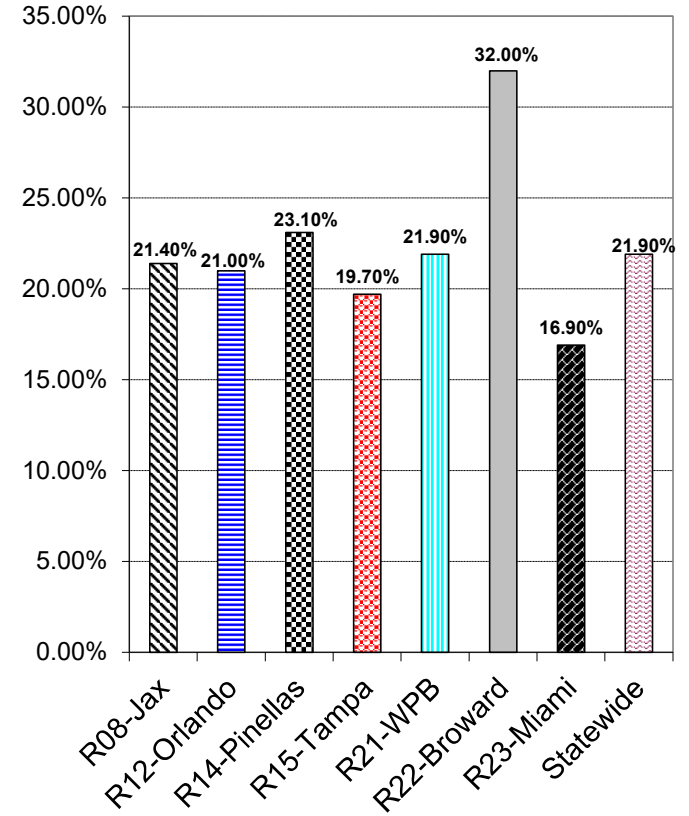


Welfare Transition Program (WTP) Entered Employment (EE) Data for the Big 7 Regions

Month-to-Month Entered Employment Rate from July 2021 to May 2022



Program Year-to-Date (YTD) EE Rate as of May 2022

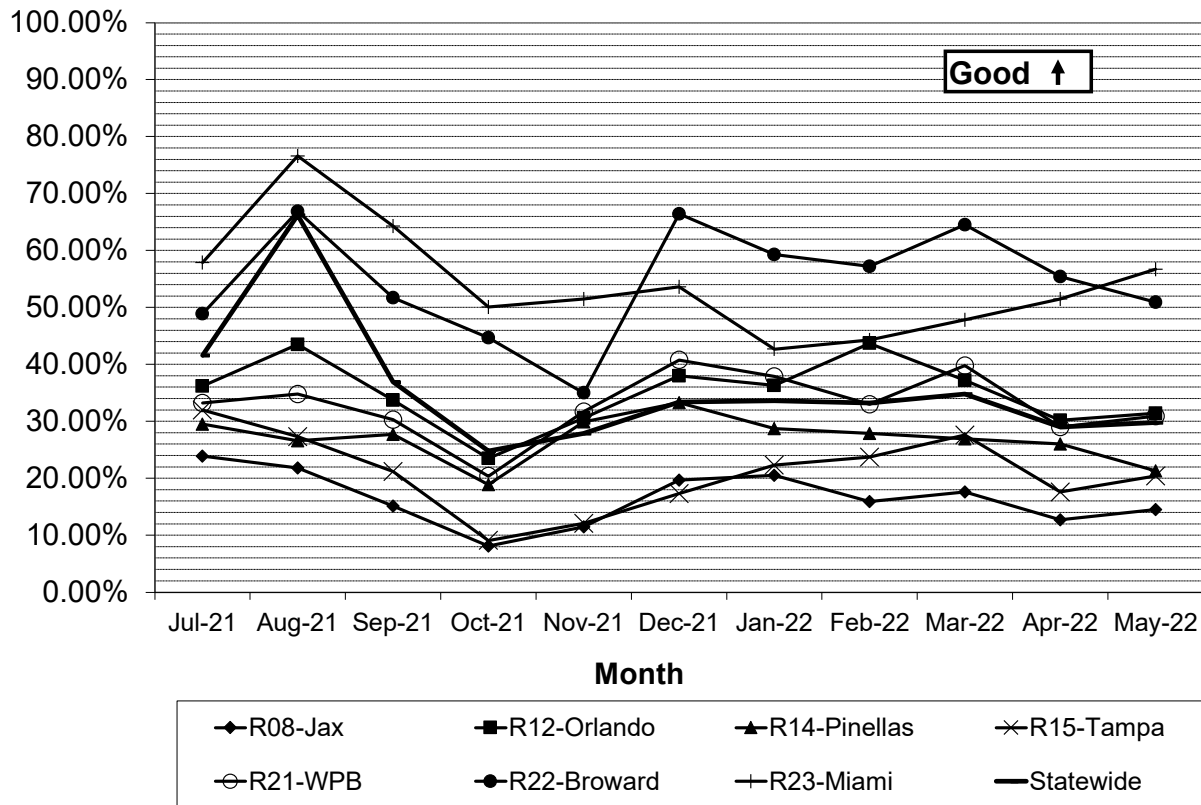


Analysis of Welfare Transition Program (WTP) Performance

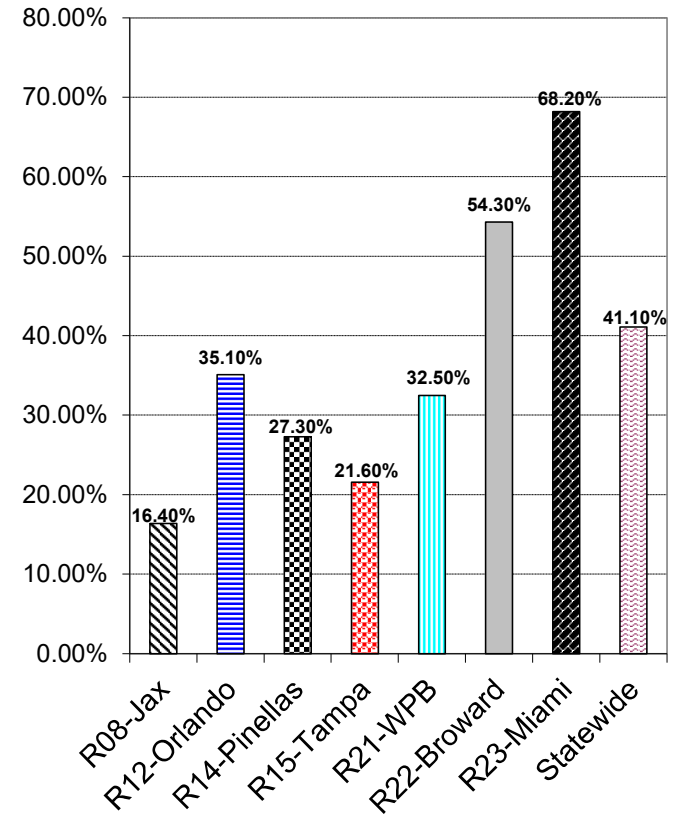
	Measure	Goal	Month (May)	PYTD
WTP Program Performance At-A-Glance	All Family Participation	50%	53.7	32.2%
	Two-Parent Family Participation	90%	69.7%	29.5%
	Entered Employment Rate (EER)	39%	27%	32.0%
Current Situation and Performance Summary	<p>In relation to the Big 7 Regions:</p> <p>All Family Participation Rate CSBD ranks 1st in performance for the month and ranks 1st Program Year-To-Date.</p> <p>Two Parent Participation Rate CSBD ranks 1st in performance for the month and 2nd Program Year-To-Date.</p> <p>Entered Employment Rate CSBD ranks 4th place in performance for the month and ranks 1st Program Year-To-Date.</p>			
Strategies and Action Steps	<p>To improve performance in the EER:</p> <ul style="list-style-type: none"> • We are monitoring the flow of positive exits with our partnering agency, DCF. As a result, we have set a meeting with DCF to discuss the issues around the delay in capturing reported income timely (which negatively impacts our EER). • We have refreshed our outreach materials with a focus on how we can assist with 1) on-line education and building soft skills and 2) providing desktop computers with cameras and microphones to make it easier to participate in their activities as well as job searching and interviewing from home. • We implemented financial literacy workshops, offered by JP Morgan - Chase, to help educate our customers regarding the positive impact proper financial planning can have to increasing and maintaining their economic self-sufficiency. 			

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

Month-to-Month Entered Employment Rate from July 2021 to May 2022



Program Year-to-Date (YTD) EE Rate as of May 2022

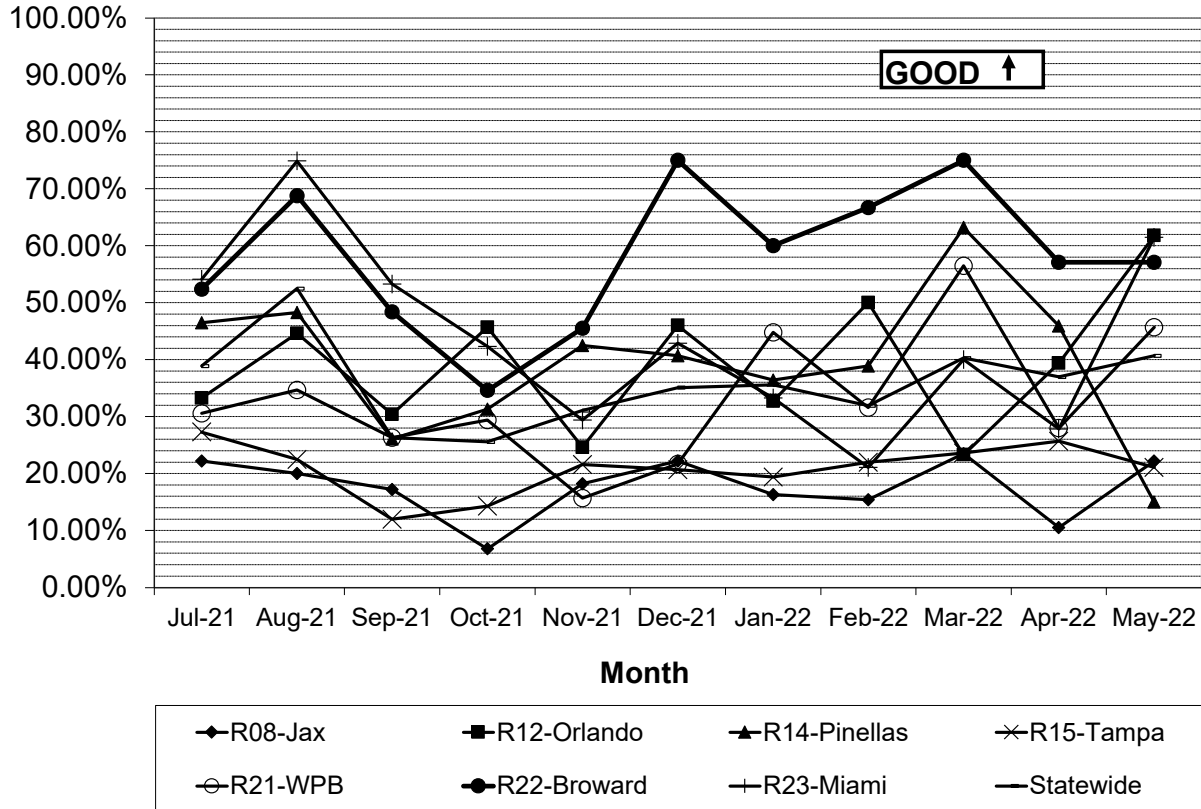


Analysis of Wagner-Peyser (WP) Performance

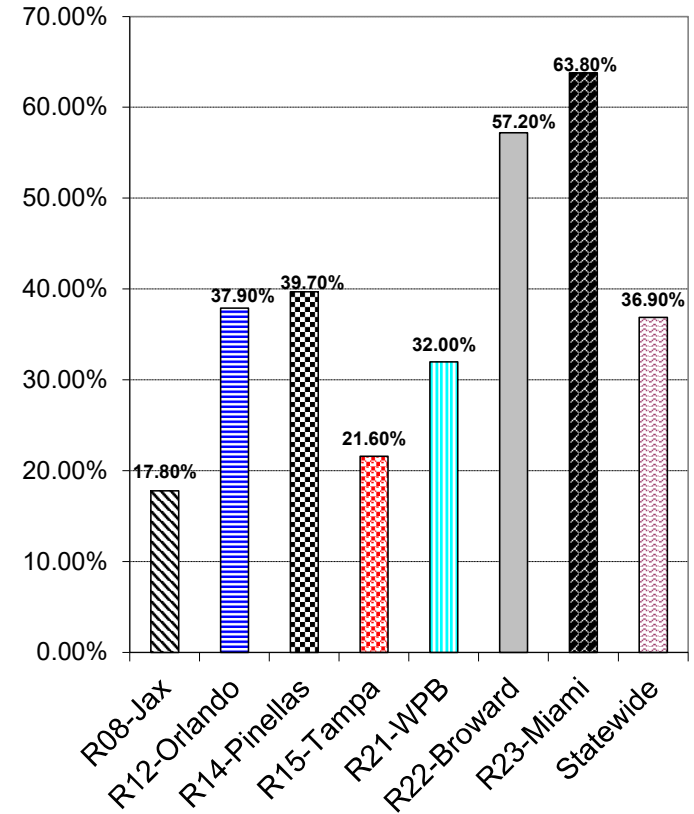
WP Program Performance At-A-Glance	Measure	Performance*	
		Month (May)	PYTD
	Entered Employment Rate (EER)	50.90%	54.30%
<p><i>*Please note: The performance detail is based on the Monthly Management Report (MMR). Due to lagging data, our true YTD rate will adjust at the end of the program year.</i></p>			
Current Situation and Performance Summary	<p>In relation to the Big 7 Regions:</p> <p>CSBD ranks 2nd for the month and ranks 2nd year-to-date in Entered Employment Rate.</p>		
Strategies and Action Steps	<p>To increase services to job seekers and improve our Entered Employment Rate, we have implemented the following strategies:</p> <ul style="list-style-type: none"> • CSBD’s Program Manager met with WIOA staff and our business services managers to review the new in-demand occupations that have been added to our Targeted Occupations List. Outreach materials we use to engage our WP customers have been updated to promote “what’s hot” in our local labor market and programs such as new ITAs, and paid internships, apprenticeships and on the job trainings that provide income while accessing needed skill sets to obtain and retain jobs and careers. • Our placement success coaches have increased their referral volumes to include referrals to external/spidered jobs. Whether it’s a virtual customer or a customer that comes in to the center, staff continues to assist job seekers by providing them with information related to internal and external recruitment events and career fairs. The increased referral activity will result in more engaged customers toward a higher EER. • Customers who do not meet eligibility for WIOA training will be provided information on no-cost certificate courses using our on-line Metrix e-learning tool that can enhance their skills leading to enhanced marketability. 		

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

Month-to-Month Entered Employment Rate from July 2021 to May 2022



Program Year-to-Date (YTD) EE Rate as of May 2022

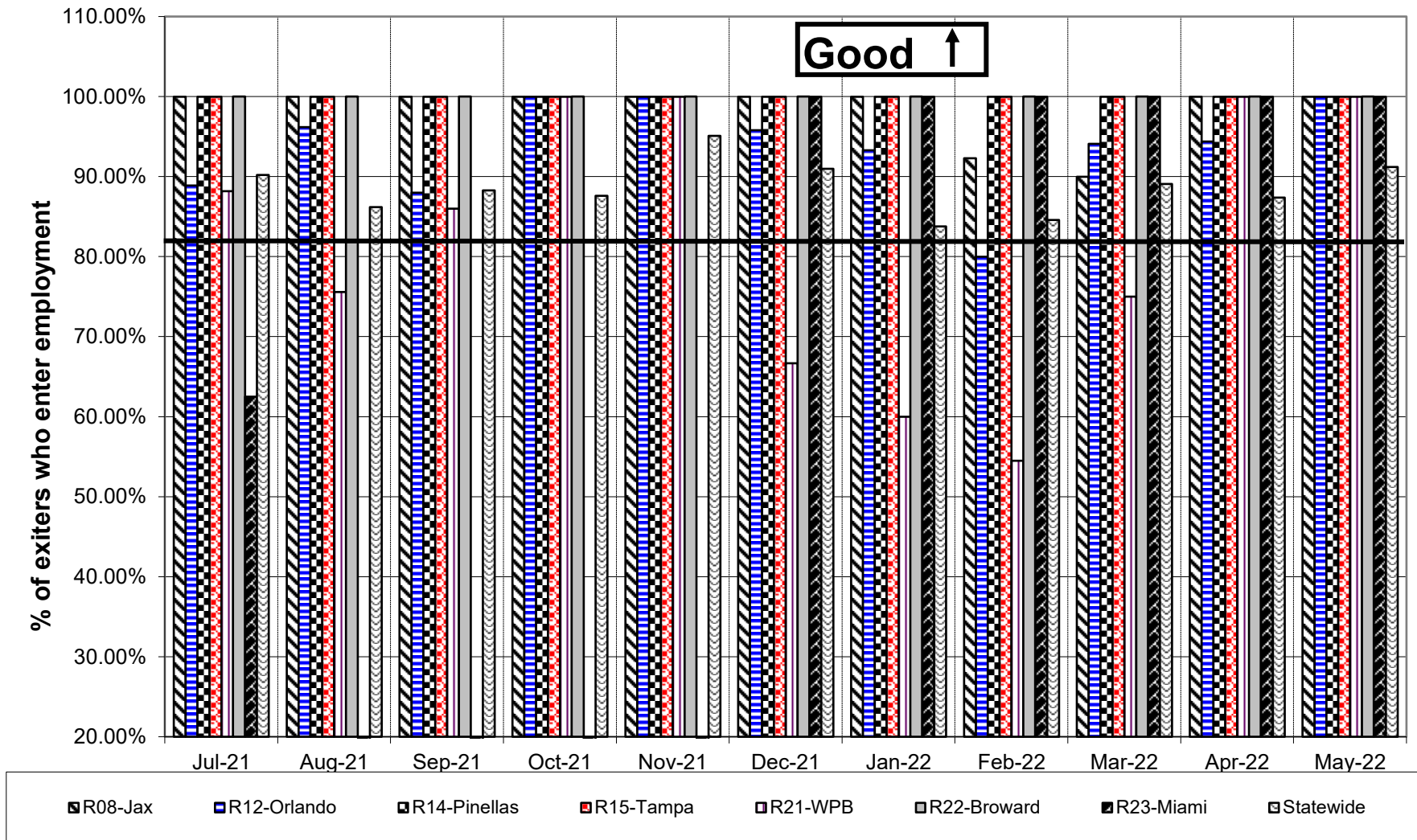


Analysis of Veterans' Performance

Veterans Program Performance At-A-Glance	Measure	Performance*	
		Month (May)	PYTD
	Entered Employment Rate (EER)	57.20%	57.20%
<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 7 Regions:</p> <p>CSBD ranks 2nd for the month and ranks 2nd year-to-date.</p>		
Strategies and Action Steps	<p>To increase our EER the following strategies were implemented:</p> <ul style="list-style-type: none"> • CSBD refreshed our employer-outreach materials and assigned Veteran staff responsible for job development to conduct a targeted county-wide marketing campaign with employers and community partners. Although the campaign just started, staff has already engaged 26 new employers who have entered job orders in Employ Florida. • The Veteran's Program Manager has reengaged the local VA staff, as they have had turnover, and executed a referral process to fast-track Veteran customers who are job ready to CSBD. LVERs have identified veteran friendly employers and have secured interviews for Veterans in a variety of open positions in companies such as BGIS, Memorial Health Systems and Mastec. • A veteran's training and job fair was held during Military Appreciation Month in May. Over 30 veteran friendly employers with multiple job vacancies and apprenticeship opportunities attended the event. To date there have been over 40 job seekers interviewed and 11 customers have been hired as a result of attending the event. 		

Comparison of the Workforce Innovation and Opportunity Act (WIOA) Entered Employment Rate for Adult & Dislocated Workers across the 7 largest Regions in Florida from July 2021 to May 2022

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



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

WIOA Program Performance At-A- Glance	<u>Measure</u>	Performance	
		Month (May)	PYTD
	Entered Employment Rate	100%	96.3%
Current Situation and Performance Summary	<p>In the 21/22 program year CSBD has assisted 745 Adult and Dislocated Worker 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>In Relation to the Big 7 Regions:</p> <p>CSBD is #1 in the Adult Entered Employment Rate at 93.6%.</p> <p>CSBD is also reporting the highest average hourly wages of the Big 7 Regions for Adult workers at \$23.36.</p>		
Strategies and Action Steps	<p>To increase WIOA training enrollments we implemented the following strategies:</p> <ul style="list-style-type: none"> • CSBD is hosting a 'Developing your Workforce Apprenticeship Summit' on August 11 at the Signature Grand. With keynote speakers and panel sessions the forum is designed to showcase how CSBD can assist employers with apprenticeship, including how WIOA can fund upskill on-the-job training to increase their talent pipelines. • We are diligently working with our new Disability Program Employment Coordinator to market the many training programs and opportunities available in WIOA. This unique population is returning to the workforce after the pandemic and our various training and support services are a great match to assist them in exploring their career interests and finding meaningful employment. 		

Memorandum #01 – 22 (LS) - Revised

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

Through: Carol Hylton, President/CEO

From: Rochelle Daniels, General Counsel

Subject: Local Workforce Development Area Designation and Boundaries

Date: July 22, 2022

SUMMARY

Consideration to 1) set aside up to \$50,000 from the general fund for advocacy, we have sufficient funds to cover the cost and 2) submit our request for re-designation at the earliest opportunity to address the possible re-alignment of the CSBD workforce area boundaries. Pursuant to what has been approved in the past we will implement strategies such as: meeting with our local delegation and engaging local community leaders and influencers to educate them. This will enable us provide input into the final CareerSource Florida (CSF) Board decision regarding realignment of local workforce boards. CSF has employed Ernst & Young, LLP, to make recommendations regarding the reduction of local workforce development areas. Their recommendation will be presented to the CSF Board in December. This initiative is spurred by the Reimagining Education and Career Help Act, referred to as the REACH Act. CSF and DEO are in the process of requesting a waiver from USDOL to be able to re-designate the local workforce area boundaries. Reviewed at the 7/12 Strategic Planning Committee meeting.

BACKGROUND

The State legislature enacted the REACH Act in last year's legislative session. It is a wide-ranging bill that shifts many decisions currently made locally to the state. The REACH Act directs the CSF Board to re-draw local workforce area boundaries, among other changes to the way we conduct our business.

The Florida Department of Economic Opportunity (DEO) and the CSF Board are moving to implement REACH Act requirements. To this end, CSF has engaged Ernst & Young, LLP, to conduct a study regarding the re-designation of the local workforce area boundaries. CSF and DEO are in the process of also requesting USDOL for a waiver of the Workforce Innovation and Opportunity Act (WIOA) local area designation requirements, which, if granted, would allow the Governor to redraw all the local area boundaries. The Ernst & Young study is scheduled to be presented at the CSF Board of Directors' meeting in December 2022.

Under the WIOA, any local area which was considered a workforce area under the Workforce Investment Act of 1998 for the 2 years prior to the passage of WIOA was entitled to be designated upon request of their local chief elected officials if:

- a. The local area met federal performance measures, and did not miss a measure 2 years in a row.

- b. The local area maintained fiscal integrity, as described in WIOA.

After the initial WIOA designation period, boards that met the above description, and continue to meet performance and maintain fiscal integrity must be designated by the Governor, if requested by their chief local elected official(s).

DISCUSSION

At the state level, Ernst & Young in concert with CSF has held listening sessions on re-designation and is scheduled to hold another session in the fall. These sessions will be considered the opportunity for local area input. However, options have not been presented for discussion. It is anticipated that the CSF Board will approve the study recommendations, when presented, at their December meeting.

To be able to provide input into the final CSF Board decision, and pursuant to what has been approved in the past:

1. We will be meeting with our state and national legislative delegation to educate them and to seek their advice regarding the best way to present our local position.
2. Board members who have an existing relationship with our delegation and local leaders will be invited to join in the meetings.
3. We will identify local community leaders on a one-by-one basis including elected officials and educate them regarding some of the proposed changes.
4. As the state's intent becomes clearer regarding our local boundaries, we will discuss regionalism under WIOA with CSF as an alternative to merging the borders with our neighbors. Working as a region has been encouraged by the governing boards in the past although there was not much interest on the part of our bordering areas. The Strategic Planning Committee noted its' importance for future planning in the geographic area and even if our borders are maintained we can continue to explore regional partnerships.
5. As has been advised by our Council of Elected Officials and discussed during our last partnership meeting, we will be drafting a letter to share with the lobbyist the county uses for statewide issues in Tallahassee and set aside up to \$50,000 from the general fund to address advocacy issues as they may arise.¹
6. We will prepare the documents and transmittal for Mayor Trantalis and the BWDB to submit our re-designation request to the Governor prior to December.

RECOMMENDATION

Approval of 1) a set aside of up to \$50,000 from the general fund for advocacy, we have sufficient funds to cover the cost and 2) to submit our request for re-designation at the earliest opportunity.

Attachments: Applicable Law
Talking Points / Workforce Board Realignment Considerations

¹ We followed up by checking with several regions that have their own advocate as to the cost and were told that they are able to procure such services for about \$50,000.

APPLICABLE LAW

In 2015 – 2016 following the passage of WIOA, a local area which had been a local area under the Workforce Force Investment Act of 1998 could request designation as a local area under WIOA and the Governor was required to approve the request as long as that local area had met federal performance measures and had sustained fiscal integrity during the 2 years preceding WIOA enactment.

WIOA §106(b)(2) Initial Designation

(2) During the first 2 full program years following the date of WIOA enactment, **the Governor shall approve a request for initial designation** as a local area **from any area that was designated as a local area under WIA** for the 2-year period preceding the date of WIOA enactment performed successfully, and sustained fiscal integrity.

Following the 1st 2 years of initial designation the governor is required to continue approving requests for designation from local area that continue to meet federal performance measures and sustain fiscal integrity of their funds.

WIOA §106(b)(3) Subsequent Designation

(3) SUBSEQUENT DESIGNATION. — After the period for which a local area is initially designated under paragraph (2), the Governor shall approve a request for subsequent designation as a local area from such local area, if such area—

- (A) performed successfully;
- (B) sustained fiscal integrity;

20 CFR §679.250 What are the requirements for initial and **subsequent designation of workforce development areas that had been designated as local areas under the Workforce Investment Act of 1998?**

- (a) If the chief elected official and Local WDB in a local area submits a request for initial designation, the Governor must approve the request if, for the 2 program years preceding the date of enactment of WIOA, the following criteria are met:
 - (1) The local area was designated as a local area for purposes of WIA;
 - (2) The local area performed successfully; and
 - (3) The local area sustained fiscal integrity.
- (b) Subject to paragraph (c) of this section, **after the period of initial designation, if the chief elected official and Local WDB in a local area submits a request for subsequent designation, the Governor must approve the request if the following criteria are met for the 2 most recent program years** of initial designation:
 - (1) **The local area performed successfully**
 - (2) **The local area sustained fiscal integrity...**
- (e) For purposes of subsequent designation under paragraphs (b) and (d) of this section, **the local area and chief elected official must be considered to have requested continued designation unless the local area and chief elected official notify the Governor that they no longer seek designation.**

What if the governor does not grant designation?

20 CFR § 679.290 What right does an entity have to appeal the Governor's decision rejecting a request for designation as a workforce development area?

- (a) A unit of local government (or combination of units) or **a local area which has requested but has been denied** its request for designation as a workforce development area under § 679.250 may appeal the decision to the State WDB, in accordance with appeal procedures established in the State Plan and § 683.630(a) of this chapter.
- (b) If a decision on the appeal is not rendered in a timely manner or, under the procedures set forth **if the appeal to the State WDB does not result in designation, the entity may request review by the Secretary of Labor** at § 683.640 of this chapter.

Workforce Board Realignment Considerations (Revised)

1. The Brookings Institute, in a recent paper addressing the role of federal state and local government, tells us that for many of our citizens and residents decisions made by policy makers close to home have the largest impact on day-to-day life. This is because localities play a prominent role in setting policies that affect the economy in their immediate vicinity. While states can certainly help, in the area of workforce, job seekers and employers look close to home and not in the state capitals.

Together, state and local governments make key investment decisions—about infrastructure, education, and many other areas—that help determine the long-run capacity of the local economy.

Consideration:

In considering the boundaries of a local workforce area, it is important to address natural local divides, and geographically consider the size of the population and natural boundaries.

2. One issue that sometimes trouble state lawmakers is the flexibility of a piece of legislation, such as WIOA, which acknowledges that state and local areas do not operate in a uniform manner. This can be frustrating when a state official is trying to understand why some services available in one workforce area are not as readily available in another.

Consideration:

In a state as large as Florida, the economy, local investments, and the needs of employers and job seekers are very different when comparing local areas. While people often talk about South Florida, lumping together Dade/Monroe, Broward and Palm Beach Counties, these are really three very different areas, with large populations, different demographics, very different politics, and even different labor markets. Just as counties have different rules for permits, workforce areas need to be responsive to local needs.

3. WIOA legislation requires that the local governmental units in a workforce area assume the liability for any mismanagement of the funds.

Consideration:

For governmental units to do this, the counties/cities within a workforce area need to have a compatible relationship and be invested in their local workforce system.

4. Local governments enact laws and ordinances that define how economic, education and workforce activity takes place. The choices made across local jurisdictions in the same state often vary widely. As with all decisions, one must consider unintended consequences when interfering with local control and flexibility.

Consideration:

Within our local Broward County workforce area, we receive and leverage approximately \$2 million a year of general revenue that supports the workforce system through a summer youth program for approximately 800 economically disadvantaged youth. We have been able to generate sufficient revenue to purchase a building with non- federal funds which houses all the workforce staff, freeing up funds to add to participant services. It is unlikely that the funds would be awarded if the area was merged or that we could continue to use the building for the program if it was not operated in the local area.

5. Funding

Consideration:

WIOA and the other federally funded programs have many strategic expectations and regulatory requirements. Local areas need sufficient allocations to be able to provide the staff to support their governing boards, manage the programs, account for and monitor the funds, staff and deliver the required programs.

Where there are sufficient funds and the area is performing it should have the option in accordance with the WIOA law to request and be designated.

6. Performance

Consideration:

Grants are tied to performance metrics. Federal and state governments want a return on their investments. Merging a performing local area with a non-performing area may result in the non-performing area dragging down the performing area. Local area performance rolls up to the state and that may have a negative impact on the state's overall performance.

Further under the current structure Florida is out performing most states including those similar in population.

If there are performing areas, which are sufficiently funded with few or no issues – why “fix what is not broken”? The emphasis should be to retain local area boundaries that meet all fiscal, program and performance requirements.

7. Federal Law

WIOA stipulates that where a workforce area existed under previous workforce legislation, and is meeting performance and has no fiscal issues, Governors must designate those areas upon request of the local elected officials. (paraphrased)

Consideration:

In looking at local area boundaries, areas that meet the above conditions should be carved out of the redrawing of any new local workforce area boundaries unless they agree.

8. Regionalism often comes up in the conversations among lawmakers. Phrases like cost-benefit analysis, optimal transportation policy, affordable housing, and land-use rules are common topics of conversations when looking at the counties and cities that make up the geography of a state.

Consideration:

Regionalism would allow the state to group local areas without changing the boundaries as provided for under WIOA. A determination could be made to create regions without changing local area boundaries if the politics, resources, policies of political jurisdictions, shared labor markets, migration of workers and other workforce concerns are compatible so that the result is not fractious but rather harmonious.

Thought should also be given to whether abutting areas want to regroup and create a new area.

9. The Urban Institute tells us that the actions that need to be taken to support a strong workforce and improve economic growth happens locally. “In cities and counties around the country, people seek education and skills to improve their job prospects and secure a successful career. Local employers seek workers with the skills necessary to help them operate and grow their businesses. And local leaders seek opportunities to strengthen their economies and communities by building up their workforces and expanding employment opportunities.”

“Strong collaboration among government, local employers and industry, training providers and educational institutions, service and advocacy organizations, philanthropy, and other local organizations is often needed to support and deliver effective workforce services (Cordero-Guzman 2014, 7).”

Building a strong workforce requires local leaders and stakeholders to understand who lives and works in their communities.

(https://www.urban.org/sites/default/files/publication/78496/2000648-understanding-local-workforce-systems_1.pdf)

Consideration:

The coordination and collaboration referred to must be nurtured and developed over a period of time. For local areas where this is not the case, “reshuffling the deck” may be the answer but, for areas where these institutions are aligned, care should be given to not inadvertently eliminate relationships that have been built over long periods of time.

In Broward we have a single school district, a single Public College, contained hospital districts, a single Early Learning Coalition, a single Children’s Services Council, a dedicated judicial district, a single economic development agency, a dedicated coordinating council, a single workforce system. These systems are aligned and work cooperatively together.

10. Business needs two main items to grow and prosper in a community: customers and workforce. Businesses look to locate and stay in communities that understand local trends in their workforce. When a community understands the strengths and weaknesses of its workforce, it can then install measures and strategies to take advantage of both to the benefit of the workforce and the business community.

Consideration:

Where this is the case as it is in Broward the existing workforce system should be supported.

11. Political decentralization aims to give citizens or their elected representatives more power in public decision-making. It also supports democratization by giving citizens, or their representatives, more influence in the formulation and implementation of policies. http://www.ciesin.org/decentralization/English/General/Different_forms.html

Consideration:

This is a central theme of WIOA, which requires Governors to support a local workforce delivery system. The idea is that decisions made with local participation will be better and more relevant to the diverse interests of the community compared to those made by states or national political authorities.

At the local level, we do strive to align with the Governor’s agenda while bringing to the table the concerns of the local workforce area. For the state to flourish and for a re-designation of the local areas, funding, politics, transportation and the sharing of common goals between local governmental units are all things to consider; but, perhaps the most important, is the willingness and agreement of the governmental units. Otherwise, the desired benefits of re-designation may not be realized.



CareerSource Broward Administrative Office
2890 West Cypress Creek Road • Fort Lauderdale, FL 33309 • (954) 202-3830

July 22, 2022

{Name}
{Address}
{City, State, ZIP Code}

Dear

The Reimagining Education and Career Help Act, (“REACH Act”), which passed in the last legislative session calls for a re-examination of the current workforce development area boundaries. CareerSource Florida has engaged Ernst & Young, LLP, to conduct a study regarding the re-designation of local workforce area boundaries.

The Broward Workforce Development Area meets Workforce Innovation and Opportunity Act designation and re-designation requirements and based on size, budget, population, political cohesion, transportation and labor market trends we anticipate that our re-designation will be supported.

The Broward Workforce Development Area, operates the workforce system with bi-partisan support. CareerSource Broward through its board and Council of Elected Officials has always promoted and carried out state driven initiatives.

Our boundaries are aligned with the school district, Broward College, the north and south hospital districts, the Community Foundation, the United Way, Economic Development, the Children’s Services Council and a myriad of small businesses and community organizations.

Dean Trantalis
Mayor, City of Fort Lauderdale
Chair
CareerSource Broward
Council of Elected Officials

Tim Ryan
Commissioner
Board of County Commissioners
Vice-Chair
CareerSource Broward
Council of Elected Officials

Josh Levy
Mayor, City of Hollywood
Chair Pro Tem
CareerSource Broward
Council of Elected Officials

Frank Horkey
Chair
Broward Workforce
Development Board Inc.

Carol Hylton
President/CEO
CareerSource Broward

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In addition to the above, the Broward Workforce Development Board is a high performing board, meeting jointly with our elected officials, achieving and exceeding State performance measures, having clean audits year after year and operating below the allowable administrative cost limits.

For these reasons we respectfully request re-designation of our area in accordance with WIOA.

Sincerely,

Frank Horkey, BWDB Chair

Mayor Dean Trantalis, Council Chair



CareerSource Broward Administrative Office
2890 West Cypress Creek Road • Fort Lauderdale, FL 33309 • (954) 202-3830

July 22, 2022

Executive Office of Governor Ron DeSantis
Katie Crofoot, Director
Office of Reimagining Education and Career Help
400 S Monroe St
Tallahassee, FL 32399

Dear Ms. Crofoot:

The Broward Workforce Development Board (BWDB) and the CareerSource Broward (CSBD) Council of Elected Officials (Council) would like to provide feedback regarding the implementation of the letter grades for the local workforce development boards pursuant to the Reimagining Education and Career Help Act.

The BWDB and the Council support accountability for taxpayer funds. The State and local areas are best served when performance reported reflects the objective of the underlying grant funds.

CSBD under the guidance of its governing boards is a high performing area. Our objective is to meet or exceed state and federal accountability measures while being relevant to local workforce development needs. We want to partner and be part of the solution and ask that you consider the comments provided.

In assigning grades important elements that should be taken into consideration are 1) meeting administrative cost limits 2) clean audits and 3) minimal monitoring findings. We also ask that consideration be given to assuring elements are not double counted and that formulas not include elements not in the control of the state or local areas.

We respectfully request that the analysis of the proposed letter grades that follows be considered as a part of the process in finalizing the grades.

Sincerely,

Frank Horkey, BWDB Chair

Mayor Dean Trantalis, Council Chair

Dean Trantalis
Mayor, City of Fort Lauderdale
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	Board Negotiated Performance Measure	Proposed Letter Grade Measure	Consideration
Measure #			Legend: AD/Adult DW/Dislocated Worker WP/Wagner Peyser Y/Youth WTP/Welfare PA/Public Assistance SNAP/Food Stamps WT/Weight
1	WIOA AD, DW, Y & WP 2 nd Quarter After Exit, 4 th Quarter After Exit, Credential Attainment Measurable Skills Gain	Employment and Training Outcomes WT: 20%	Increase the weight to 49% as these measures mirror the federal measures and must be met by the State and all local areas
2	WIOA AD, DW, Youth, and WP Median Wage 2 nd Quarter After Exit	Earnings increase for WIOA AD, DW, and WP WT: 25%	<ol style="list-style-type: none"> 1. For WIOA AD, DW and WP wage performance is already included in Measure 1. This measure results in a double weight being given to wage. 2. Wagner Peyser funds may not be used for training. There is no service mechanism that would help to increase the wage. 3. In states with dual enrollment WIOA/WP the wage measure is so low as to barely graze minimum wage. 4. The WIOA allocation is not sufficient to provide training to even 10% of WP customers. 5. A wage increase is not the stated WP objective – a job is the objective. 6. Wagner Peyser <u>only</u> traffic is many times the number of people in WIOA AD or DW and will overshadow any of the WIOA successes.
3	N/A	Percent Trained - all participants WT: 10%	<ol style="list-style-type: none"> 1. All of the programs in this measure are legislatively “work first”. 2. The measure assumes that everyone wants training – that is not the case. 3. During periods of low unemployment customers opt for work not training. 4. There is insufficient funds in WIOA to provide training to all WP and SNAP participants. 5. SNAP participants (“Able Bodied”) are time limited which will impact their ability to participate in training. 6. SNAP (“Able Bodied”) often need basic skills through Adult Literacy and are not yet ready for WIOA training.

Measure #	Board Negotiated Performance	Proposed Letter Grade Measure	Consideration
4	N/A	Completion to Funding Ratio WT: 10%	<ol style="list-style-type: none"> 1. FETPIP relies on self-reporting and their data is about 2 years old when reported. Would not give a true picture of performance. 2. This measure is really a cost per participant measure and will drive the local areas to support short term training and to serve individuals who do not have significant barriers to employment.
5	N/A	Repeat Business WT: 5%	<ol style="list-style-type: none"> 1. Is a core service equivalent to a Level 1 service as defined by CareerSource Florida? 2. Is it the intent that Employers would only be counted if they were given a service once in the past three years? 3. Consideration should be given to lowering the percentage from 75% to 50% since we primarily serve small businesses who may cease operating during the reporting period.
6	N/A	Business Penetration WT: 5%	<ol style="list-style-type: none"> 1. Employers may or may not need a core service at that time they are engaged. 2. We also do not understand the statewide dominator of 447,610 and where that figure came from. Can the methodology be shared?
7	N/A	Reduction in Public Assistance WT: 25%	<ol style="list-style-type: none"> 1. When welfare reform was enacted the rolls in Broward, for example, were reduced within a very few years to a 1/3 of what they were. They were further reduced during COVID when work requirements were suspended and recipients received payments many recipients have still not returned. 2. Reducing the caseloads by 25% is not a realistic number – it should be a combination of participation / or reduction in caseload.
8 Extra Credit	N/A	Serving Individuals on Public Assistance WT: 5% Bonus Points	<ol style="list-style-type: none"> 1. WTP and SNAP are entitlement programs. If eligible, individuals must be served. 2. WIOA is not an entitlement program and its measures are set to serve individuals. 3. In states where all populations are co-enrolled. The populations that are receiving public assistance should be consistent with what is in Employ Florida, and not just SNAP and TANF, such as SSI, General Assistance, and Refugee Cash Assistance, as this would increase the number in the numerator and, thereby, increase the overall percentage result for the boards and the State. 4. We need clarification of what the target would be to achieve the full 5% of extra credit to distinguish its practicality.

Overview of the CareerSource Broward Region Not Seasonally Adjusted

July 22, 2022

- The unemployment rate in the CareerSource Broward region (Broward County) was 3.0 percent in June 2022. This rate was 2.5 percentage points lower than the region's year ago rate of 5.5 percent. The Region's June 2022 unemployment rate was 0.1 percentage point above the state rate of 2.9 percent. The labor force was 1,065,846, up 33,339 (+3.2 percent) over the year. There were 31,920 unemployed residents in the region.
- In June 2022 nonagricultural employment in the Ft. Lauderdale-Pompano Beach-Deerfield Beach Metro Division was 869,000, an increase of 36,800 jobs (+4.4 percent) over the year.
- The leisure and hospitality (+11.0 percent) and professional and business services (+8.5 percent) industries grew faster in the metro area than statewide over the year.
- The Ft. Lauderdale-Pompano Beach-Deerfield Beach Metro Division tied the third highest annual job growth compared to all the metro areas in the state in information (+1,100 jobs).
- The professional and business services (+8.5 percent) industries tied the third fastest annual job growth rate to all the metro areas in the state.
- The industries gaining in jobs over the year were professional and business services (+13,100 jobs); leisure and hospitality (+9,400 jobs); trade, transportation, and utilities (+9,300 jobs); financial activities (+2,200 jobs); manufacturing (+1,200 jobs); information (+1,100 jobs); other services (+1,100 jobs); construction (+700 jobs).
- The education and health services industry (-1,300 jobs) lost jobs over the year.
- The government industry was unchanged in jobs over the year.

Note: All data are subject to revision.

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

Unemployment Rates (not seasonally adjusted)	Jun-22	May-22	Jun-21
CareerSource Broward (Broward County)	3.0%	2.5%	5.5%
Florida	2.9%	2.5%	5.2%
United States	3.8%	3.4%	6.1%

Nonagricultural Employment by Industry (not seasonally)	Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division				Florida				Annualized Avg. Wages Broward County, Q4 2021
	Jun-22	Jun-21	change	percent change	Jun-22	Jun-21	change	percent change	
Total Employment	869,000	832,200	36,800	4.4	9,274,900	8,789,800	485,100	5.5	\$65,317.96
Mining and Logging	#N/A	#N/A	#N/A	#N/A	5,400	5,500	-100	-1.8	\$70,129.59
Construction	49,300	48,600	700	1.4	591,800	575,600	16,200	2.8	\$72,936.24
Manufacturing	29,300	28,100	1,200	4.3	416,900	386,500	30,400	7.9	\$76,923.40
Trade, Transportation, and Utilities	200,000	190,700	9,300	4.9	1,928,600	1,814,100	114,500	6.3	\$65,297.18
Wholesale Trade	52,800	50,400	2,400	4.8	386,900	354,400	32,500	9.2	\$98,045.52
Retail Trade	108,500	104,400	4,100	3.9	1,135,300	1,080,700	54,600	5.1	\$50,555.70
Transportation, Warehousing, and Information	38,700	35,900	2,800	7.8	406,400	379,000	27,400	7.2	\$67,996.86
Information	21,500	20,400	1,100	5.4	147,600	137,600	10,000	7.3	\$116,237.4
Financial Activities	67,000	64,800	2,200	3.4	654,300	618,400	35,900	5.8	\$110,729.9
Professional and Business Services	167,300	154,200	13,100	8.5	1,531,500	1,438,900	92,600	6.4	\$85,858.70
Education and Health Services	109,000	110,300	-1,300	-1.2	1,362,300	1,327,200	35,100	2.6	\$65,167.62
Leisure and Hospitality	94,900	85,500	9,400	11.0	1,244,100	1,126,800	117,300	10.4	\$35,004.58
Other Services	34,000	32,900	1,100	3.3	361,800	333,100	28,700	8.6	\$47,174.97
Government	96,600	96,600	0	0.0	1,030,600	1,026,100	4,500	0.4	\$83,029.71

Population	2021	2020	change	percent change
CareerSource Broward (Broward County)	1,958,105	1,955,475	2,630	0.1
Florida	21,781,128	21,569,932	211,196	1.0

Average Annual Wage	2021	2020	change	percent change
CareerSource Broward (Broward County)	\$63,544	\$59,020	\$4,524	7.7
Florida	\$60,320	\$55,848	\$4,472	8.0

Note: All data are subject to revision.

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