
A G E N D A

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

**Partnership Meeting #244
Thursday, August 25, 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/83976909246?pwd=M0s5ZDFCeFY2cjZES3dYK3QrZUISdz09>

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

TONI BROWN CUSTOMER SERVICE AWARD

The CSBD Toni Brown Customer Service Award will be presented to Michael Lockhart, Employment Security Representative II at Central in honor of long time Career Counselor, Toni Brown.

APPROVAL OF MINUTES

Approval of the minutes of the 7/28 Partnership meeting #243.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Minutes of the Partnership Meeting

Pages 10 – 15

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 June is provided. June's data reflects that within the Big 7 Regions CSBD is in a four-way tie for 1st in WIOA Entered Employment Rate (EER), ranks 1st in Wagner Peyser and Veterans EER, ranks 1st in WTP All Family and Two-Parent Participation Rate and ranks 2nd in WTP EER.

ACTION Review
EXHIBIT Performance Report for June

Pages 16 – 27

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. Selection of a One-Stop Operator (OSO) for PY 22/23

Consideration to approve the Review Committee recommendation to award the contract for the OSO to Workforce Guidance Associates, LLC. (WGA) at an annual cost of \$65,000, which is an increase of \$5,000 over the current contract. The slight increase is for additional hours of work that we will require to be performed. On 7/11 CSBD issued a Request For Quotes (RFQ) for an OSO. The RFQ was published in three papers and on our website. A notice was also sent to every entity which is registered to receive notice when proposals are released. We received one quote from the current OSO, WGA. The contract will be for one (1) year with up to two (2) one-year renewals for a total of three (3) years. Approved at the 8/15 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.)*

RECOMM Approval
ACTION Motion for Approval
EXHIBIT Memo #02 – 22 (OPS)

Pages 28 – 29

2. Approval of Contract Renewal with Anthony Brunson P.A.

Consideration of renewal of the Agreement between CareerSource Broward (CSBD) and Anthony Brunson, P.A., at the same rate as last year \$33,000, for the conduct of the Fiscal Year 21/22 audit. Staff was satisfied with their services last year. This will be the fourth and last renewal under their current contract. Approved at the 8/15 Audit and Executive Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, efficiency, technology, and relevancy.)*

RECOMM Approval
ACTION Motion for Approval
EXHIBITS Memo #02 – 22 (LS)

Page 30

3. Selection of External Fiscal Monitoring Firm

Consideration to approve the Review Committee recommendation to award the contract for fiscal monitoring services to Cherry Bekaert LLP at a cost of \$24,000 a visit or \$72,000 for three visits per year. This is an increase of \$4,500 over their current contract. On 7/12 CSBD issued a RFQ. We received three (3) quotes. A Review Committee met on 8/9 to consider the proposals. The contract will be for one (1) year with up to four (4) one-year renewals for a total of five (5) years. Approved at the 8/15 Audit and Executive Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, efficiency, technology, and relevancy.)*

RECOMM Approval
ACTION Motion for Approval
EXHIBIT Memo #04 – 22 (LS)

Pages 31 – 32

4. Selection of External Program Monitoring Firm

Consideration to approve the Review Committee recommendation to award the contract for program monitoring services to Taylor Hall Miller Parker, P.A. at a cost of \$27,000 per visit or \$81,000 for three visits per year. On 7/12 CSBD issued a RFQ. We received three (3) quotes. A Review Committee met on 8/9 to consider the proposals. The contract will be for one (1) year with up to four (4) one-year renewals for a total of five (5) years. Approved at the 8/15 Audit and Executive Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, efficiency, technology, and relevancy.)*

RECOMM Approval
ACTION Motion for Approval
EXHIBIT Memo #03 – 22 (LS)

Pages 33 – 34

5. Accept Additional Welfare Transition Program (WTP) Funds

Consideration to accept a supplemental award of \$200,000 in WTP funds. These funds will be used to help Welfare Transition customers gain and/or retain employment through job skills training. The additional funding of \$200,000 will bring the total grant award for PY 21/22 to \$4,351,897. Approved at the 8/15 Executive Committee meeting. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations veterans, youth, individuals with disabilities, and ex-offenders).*

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	None

6. Accept Additional Supplemental Nutrition Assistance Program (SNAP) Funds

Consideration to accept a supplemental award of \$287,902 in SNAP funds. These funds will be used to help SNAP customers gain and/or retain employment through assistance with 1) job skills training and 2) job search. The additional \$287,902 in funding will bring the total grant award for PY 21/22 to \$631,397. Approved at the 8/15 Executive Committee meeting. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations veterans, youth, individuals with disabilities, and ex-offenders).*

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	None

REPORTS

1. Required Board Training - Module 1 of 9

DEO requires local board training annually and has identified 9 topic areas. The first module will inform the board regarding the State's Vision, Mission and Goals. They are juxtaposed with the BWDB Vision, Mission and goals so that BWDB members can see how they are aligned.

ACTION	Review
EXHIBIT	Module 1 - DEO's Workforce Development Goals and Strategies

2. General Fund Balance

On 9/30/21 the General Fund balance was \$863,625. Since then, we have realized revenues of \$313,367. This also reflects expenditures of \$166,058. The balance as of 6/30/22 is \$1,010,934 minus the reserves we have \$567,632.

ACTION None
EXHIBIT Memo #02 – 22 (FS)

Pages 35 – 37

3. Budget vs. Actual Expenditure Report

This is the report on Budget vs. Actual Expenditure. Some under expenditures in the WIOA adult/dislocated worker and youth, and SNAP funding streams are noted. We are expanding our outreach efforts, scheduling ITA fairs, getting ready to launch two in-school youth programs, preparing to serve OSY through the one-stop, and purchasing additional online learning software to increase expenditures.

ACTION None
EXHIBIT Memo #01 – 22 (FS)

Pages 38 – 39

4. RFQ For Banking Services

CSBD has been informed by CitiBank, that it will no longer insure deposits in excess of the FDIC limit of \$250,000. CSBD is required to maintain its accounts in a bank that insures its funds up to the amount in its accounts which often exceeds \$250,000. There is a limited number of banks that will insure funds in excess of the FDIC limit. In the past CSBD notified each eligible banking institution along with CSBD’s required criteria and solicited quotes from the banks. It is CSBD’s intention to again issue a RFQ so that a new financial institution can be selected. Citibank has agreed to give us sufficient time to find a new bank.

ACTION None
EXHIBIT None

5. Cherry Bekaert, LLP Fiscal Monitoring Report #2 PY 21/22 Issued 5/22

Cherry Bekaert conducted fiscal monitoring for the period 10/1/21 through 2/28/22. Cherry Bekaert reviewed a total of 1,050 elements during the review period. There were no findings or observations. Based upon the total elements reviewed, this was a 0% error rate.

ACTION None
EXHIBITS Memo #02 – 22 (QA)
 Chart of Findings

Pages 40 – 41

6. Taylor Hall Miller Parker, P.A. Program Monitoring PY 21/22 – Issued 6/22

Taylor Hall Miller Parker conducted program monitoring for the period 11/18/21 through 3/31/22. They reviewed a total of 177 files consisting of 6,154 elements. There were 4 findings and 12 observations. This equates to an error rate of (.065%) less than 1%. All findings and observations were corrected except where cases were closed and no further action could be taken.

ACTION None
EXHIBIT Memo #03 – 22 (QA)

Pages 42 – 49

7. Children’s Services Council of Broward County- 2022 Summer Youth Program Review

The Children’s Services Council of Broward County (CSC) provides funding under the CSBD Summer Youth Employment Program. CSC conducted an administrative and fiscal review. There were no findings.

ACTION None
EXHIBIT Review Letter

Page 50

8. Summer Youth Employment Program Update

This year, staff developed over 30 new employer host sites. The new sites included a dental office, eye institute, art camp, a public relations firm, and a social services business. The youth held various positions in marketing, graphic design, customer service, and clerical. CSBD served about 700 youth over the summer and we have already received many heartwarming testimonials from employers.

ACTION None
EXHIBIT Memo #06 – 22 (OPS)

Pages 51 – 52

9. Developing Your Workforce Apprenticeship Summit Update

CSBD held their “Developing Your Workforce Apprenticeship Summit” on 8/11. The purpose was to bring in national, state and local subject matter experts and connect them to our local employer community in a stimulating and interactive forum. The Summit also provided an opportunity for CSBD to showcase how we can partner with employers and guide them with 1) facilitating partnerships 2) developing and registering apprenticeships and 3) provide financial assistance. Nearly two hundred (200) attended representing a broad spectrum of employers. All of the feedback we’ve received has been positive and our employer services team is busy following up on leads.

ACTION None
EXHIBIT Memo #01 – 22 (CBR)

Pages 53 – 54

10. Board Member Recognition

We would like to inform the Board of Mayor Michael Carn’s resignation. We appreciate all that Mayor Carn has contributed to the Board over the years and wish him the best in all his endeavors.

ACTION None
EXHIBIT None

11. Renewal of Janitorial Services Contract

This is to report on the renewal of the janitorial services contract with AK Building Services (AK) for the main office. AK was selected as the lowest bidder following a procurement in 2021, at a cost of \$44,352/year. The agreement provides for 2 one-year renewals. This is the first of the 2 renewal periods. The cost for the renewal period is \$47,952/year, an increase of \$3,600 due to increases in the minimum wage.

ACTION None
EXHIBIT None

12. Broward County Unemployment

The unemployment rate in Broward County was 2.9 percent in July 2022. This rate was 2.2 percentage points lower than the region’s year-ago rate. In July 2022, Broward County’s unemployment rate was 0.9 percentage points lower than the national rate (3.8 percent). Out of a labor force of 1,071,543, up 33,758 (+3.3 percent) there were 30,619 unemployed Broward County residents.

ACTION Discussion
EXHIBIT Broward County Labor Market Information

Pages 55 – 56

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 10/27/22 AT 12:00 p.m.

MEETING MINUTES

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**

The Board and Council were 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 you are able to attend the meeting if you have a conflict with any agenda items.

Attendees via Zoom/in-person: Commissioner Tim Ryan, Mayor Dean Trantalis, Gina Alexis, Zac Cassidy, Dr. Ben Chen, Keith Costello, Dr. Mildred Coyne, Heiko Dobrikow, Paul Farren, Cynthia Gaber, Frank Horkey, Dr. Lisa Knowles, Francois Leconte, Ismael Martinez, Sandy McDonald, Jim Ryan, Pam Sands, Rick Shawbell, Cynthia Sheppard, Marjorie Walters, and Lori Wheeler

Guests: Dr. Kimberly Benavente, Memorial Healthcare, Jason Kruszka, Broward County Commissioner's Office, and John Sullivan, Broward County Public Schools

Staff: Carol Hylton, Ron Moffett, Rochelle Daniels, Tony Ash, Kim Bryant, and Amy Winer

MISSION MOMENT

Dr. Kimberly Benavente, Memorial Healthcare provided the mission moment. Dr. Benavente is the Pharmacy Supervisor at Memorial Healthcare West and has been working with CSBD to establish a registered Pharmacy Technician apprenticeship program to create a talent pipeline.

Mayor Trantalis asked if the shortage of Pharmacy Technicians is statewide or only with Memorial Hospitals. Dr. Benavente responded that the shortage is nationwide and began before Covid and has continued post-Covid. She mentioned that CSBD has been very helpful with finding candidates and assisting with recruiting events. Carol Hylton added that we recently added the Pharmacy Technician program to our ITA list and now have four (4) programs that customers can choose from.

PRESENTATION TO THE BOARD

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

APPROVAL OF MINUTES

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

On a motion made by Mayor Dean Trantalis and seconded by Heiko Dobrikow, the BWDB/CSBD Council of Elected Officials unanimously approved the minutes of the 6/23 Meeting #242.

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 Ismael Martinez and seconded by Dr. Ben Chen, the BWDB/CSBD Council of Elected Officials unanimously approved the Consent Agenda of 7/28.

1. Monthly Performance Report

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

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.

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 everyone will speak and the length of time allotted.

NEW BUSINESS

1. Local Workforce Development Area Designation and Boundaries

Considered approving 1) a set aside up to \$50,000 from the general fund for advocacy, we have sufficient funds to cover the cost and 2) submittal of 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.*)

Frank Horkey gave an overview of re-alignment concerns as they relate to the CSBD workforce area boundaries. Mr. Horkey noted that WIOA states that the State cannot refuse to designate an area if the boards are meeting their measures and have clean audits. He also reported that we prepared a letter requesting redesignation that we will send to the Department of Economic Opportunity.

Mayor Trantalis inquired if the purpose of the realignment was to reduce the number of local boards. Ms. Hylton responded yes. She stated that there are 24 local workforce boards and that they are looking to reduce the number. Ms. Hylton explained that Ernst & Young, LLP will present their recommendations at CareerSource Florida's December meeting.

Commissioner Tim Ryan stated that while some of the local boards may not be meeting their metrics that the State is looking for justification for the study. He noted that he would like us to act quickly. He stated that we need to check with the congressional and local delegations to see what their understanding is of the re-alignment and to make sure they advocate for us.

Mayor Trantalis inquired regarding the entity selected to advocate for us. Commissioner Ryan stated that he had advised that we work with the Tripp Scott law firm.

On a motion made by Commissioner Tim Ryan and seconded by Mayor Dean Trantalis, the CSBD Council of Elected Officials and BWDB unanimously approved 1) a set aside up to \$50,000 from the general fund for advocacy and 2) the submission of our request for re-designation at the earliest opportunity to address the possible re-alignment of the CSBD workforce area boundaries.

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

Considered approving a letter to be jointly signed by the CSBD 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.*)

Ms. Hylton explained that the proposed letter provides the rationale for our comments and asks the State to consider our feedback in developing the letter grades. We are requesting that the State take a second look at the weight they are giving the federal measures. Ms. Hylton stated that the state is proposing a grade for the percentage/number of participants receiving training which would include Wagner Peyser, SNAP, WTP, and other funding streams which do not provide funds for training and where the legislative intent was work first. For example, while

WIOA does allow for training, Wagner Peyser does not, and the Wagner Peyser customers greatly outnumber the WIOA customers, but the Wagner Peyser customers will be in the denominator of the measure for the letter grades.

Mr. Horkey stated that it is unclear why they want to give letter grades, it could be to support their re-designation efforts or future funding. We need to participate upfront and let our position be known.

On a motion made by Heiko Dobrikow and seconded by Francois Leconte, the BWDB/CSBD Council of Elected Officials unanimously approved the 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.

REPORTS

1. Apprenticeship Summit

CSBD will be hosting an Apprenticeship Summit for employers on 8/11 at the Signature Grand between 8 am - 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 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.

Mr. Ash stated that the Apprenticeship Summit is designed to educate employers about apprenticeships and to assist them in developing their talent pipeline and aid in retention.

Mr. Ash thanked board members Jim Ryan, Rick Shawbell, and Sandy McDonald for their upcoming participation in the forum.

Mayor Trantalis inquired as to how many employers and companies have registered for the Summit. Mr. Ash stated we have over 170 RSVPs at this time.

Ms. Hylton added that Commissioner Geller's office and our community partners have been assisting with getting the word out.

Mayor Trantalis inquired if we had done any outreach to the communities that are overlooked to bring youth to the Summit. Ms. Hylton stated that we had a discussion with our Employer Services Committee to include job seekers and youth along with employers but the committee recommended that we focus on the employers for the Summit.

Mr. Dobrikow and Ms. Wheeler both stated that have received notice of the Summit from several of the committees they sit on.

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.

Mr. Horkey congratulated Dr. Coyne on her appointment. Dr. Coyne responded that she is honored to be on the committee and that she was selected to serve as Chair.

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.

Ms. Hylton stated the unemployment rate in Broward County was 3.0 percent in June but last month it was 2.5%.

MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL

None

MATTERS FROM THE BOARD

Ms. Pam Sands inquired if we have a way to apprise the board regarding emails they may receive from employees. Ms. Hylton stated that she has been keeping the Council and Board Chair informed regarding the employee emails and encouraged board members to call her individually to get the update.

Mr. Horkey agreed and encouraged board members wanting additional information to call Ms. Hylton.

Ms. Gina Alexis stated that it would be good to develop guidelines if we don't have any. Ms. Hylton agreed stating that we do have written policies and procedures and suggested we can bring this matter to the Organizational Resources Committee to get their input and recommendations.

Chairman Horkey agreed and asked CSBD General Counsel, Ms. Daniels, if she would like to comment.

Ms. Daniels stated that we have policies in place for handling individual grievances and we follow these guidelines. She also shared with the governing boards that we have numerous avenues including our anonymous "Hot Line" which employees can use to voice concerns. Ms. Daniels indicated that she had advised Ms. Hylton not to create unnecessary public records.

Mr. Dobrikow suggested that it might be a good idea to survey staff periodically and share results with the Board or appropriate committee.

Mr. Horkey indicated to the members that Zac Cassidy, Francois Leconte, Carol Hylton, and himself would be attending the Washington DC Summit in September.

Mr. Horkey notified the Board members that he will be on vacation from 7/29 – 8/27 and that Mr. Dobrikow will be the Chair for the next Executive Committee and board meetings.

MATTERS FROM THE FLOOR

None

MATTERS FROM THE PRESIDENT/CEO

Ms. Hylton stated that we are partnering with Chase Bank for financial workshops. Nadine, our One Stop Operator is meeting with several banks as a part of our financial institution and workforce collaboration pilot. Mr. Keith Costello indicated that he would like to also assist. Ms. Hylton stated she will call Mr. Costello to further discuss.

Ms. Hylton reported that we are assisting with the Broward County Public Schools recruitment event. They are hiring for a variety of positions.

Ms. Hylton invited the Board to participate in the One Stop Centers “Celebrations of Excellence luncheon.” The luncheons are to celebrate staff’s hard work and good performance.

Ms. Hylton stated that she will be on out on vacation from 8/1 – 8/5.

ADJOURNMENT: 1:08 p.m.

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



Performance Report

Performance Report – July 2021 to June 2022

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

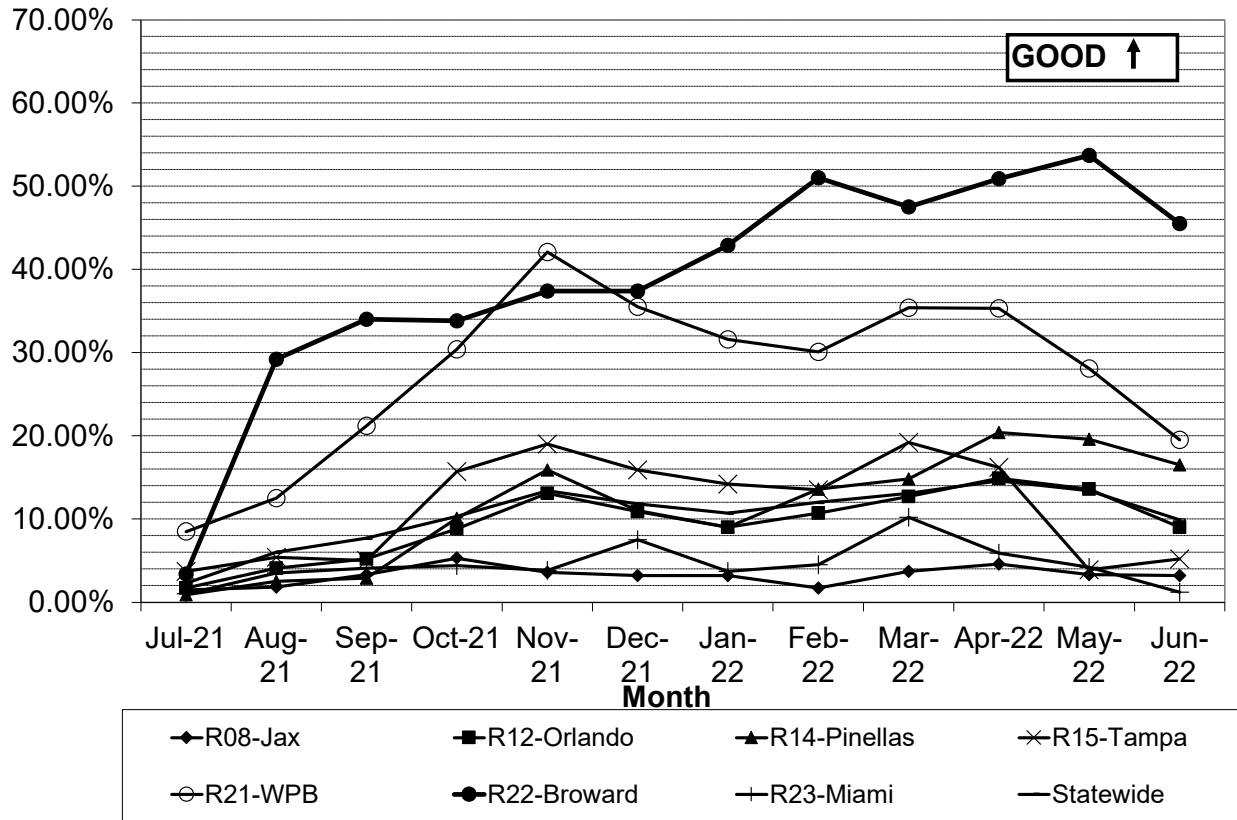
	WTP		Wagner-Peyser		Veterans		WIOA Adult/DW	
Region 8 - Jacksonville	21.70%	↓	16.20%	↑	14.00%	↓	99.70%	↓
Region 12 - Orlando	19.30%	↑	36.20%	↑	28.20%	↓	84.20%	↓
Region 14 - Pinellas	19.50%	↓	28.80%	↑	47.10%	↑	83.30%	↓
Region 15 - Tampa	16.20%	↑	21.80%	↑	36.80%	↑	100.00%	—
Region 21 - WPB	33.30%	↑	33.80%	↑	40.60%	↓	100.00%	—
Region 22 - Broward	29.00%	↑	59.10%	↑	66.70%	↑	100.00%	—
Region 23 - Miami	15.90%	↑	51.20%	↓	33.30%	↓	100.00%	—
Statewide	23.10%	↑	32.10%	↑	40.60%	↓	91.20%	—

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

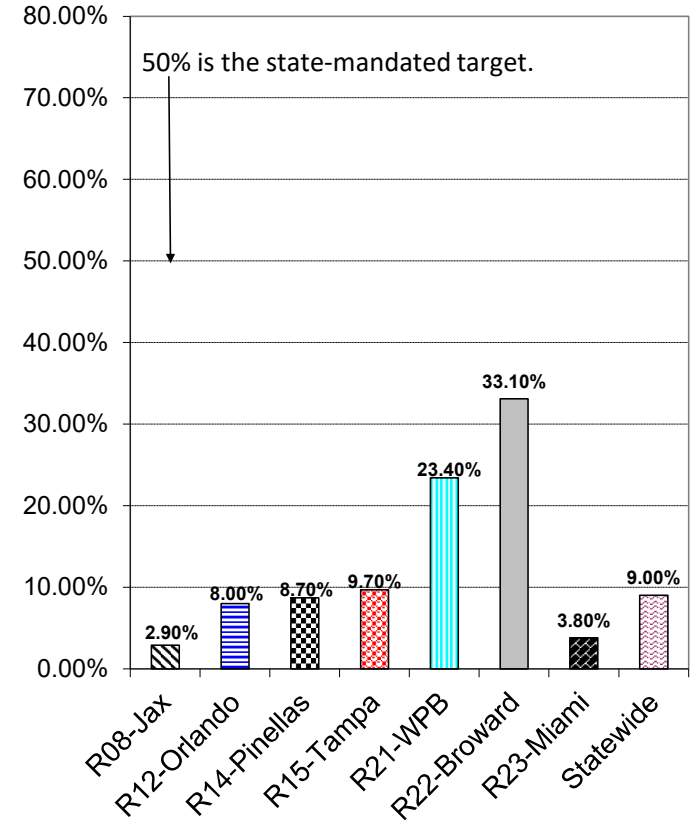
Legend / Abbreviation Key	WTP	Welfare-Transition Program	DW	Dislocated Worker
	WIOA	Workforce Innovation and Opportunity Act		

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

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

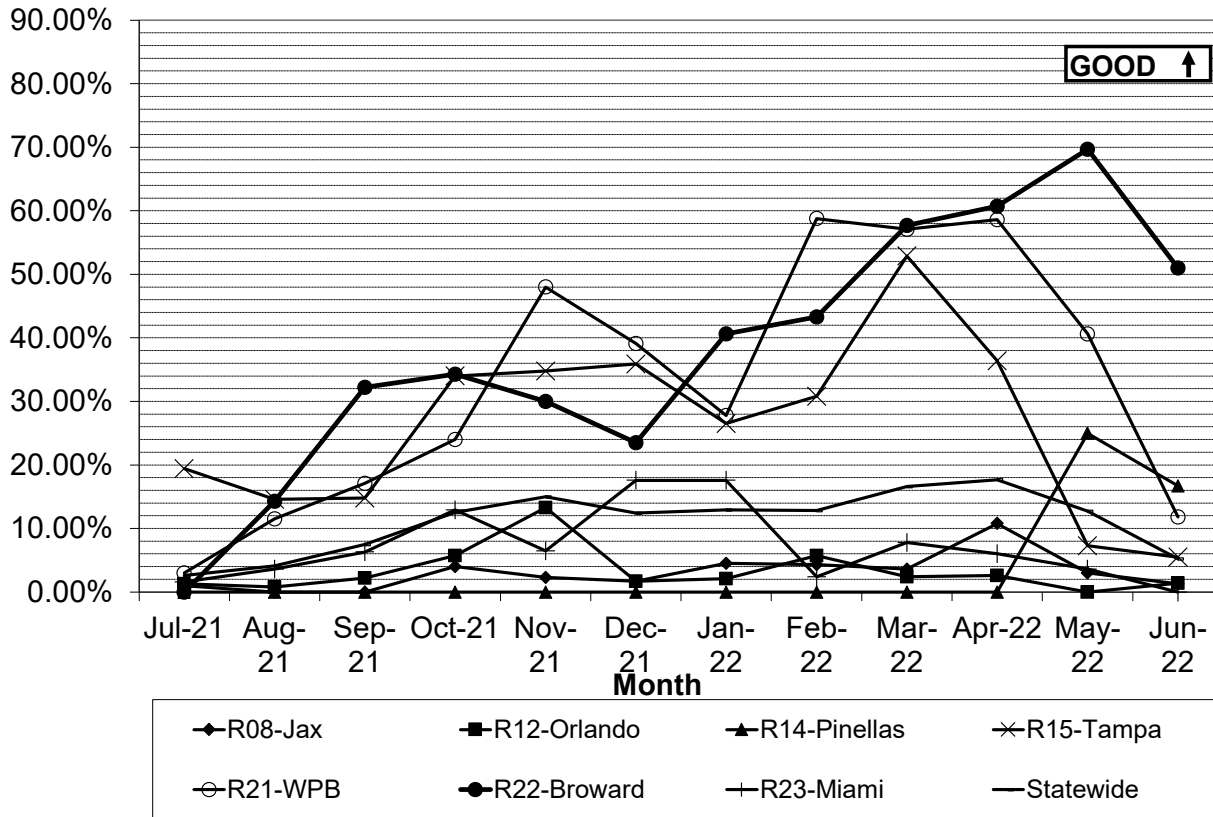


Program Year-to-Date (YTD) Participation Rate as of June 2022

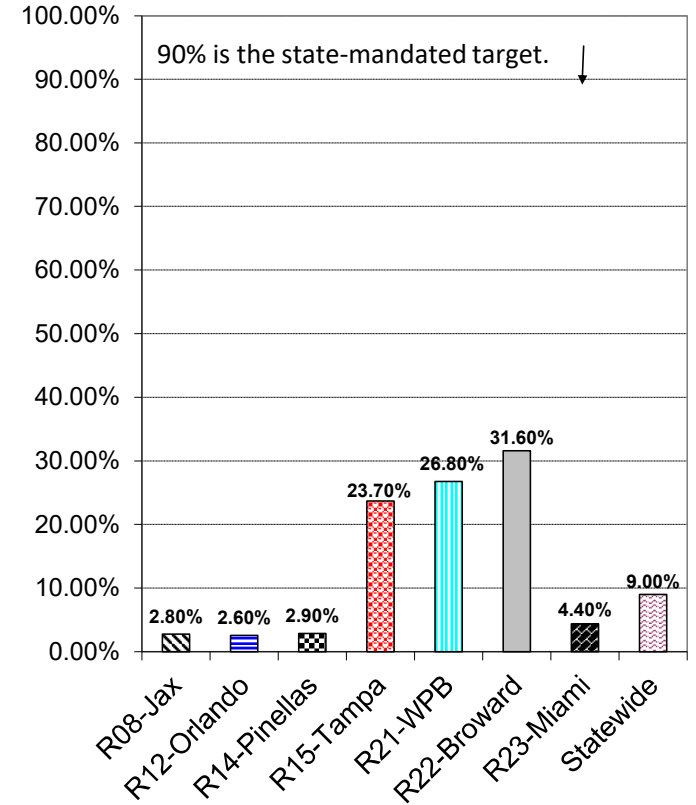


Welfare Transition Program (WTP) Two-Parent Family Participation Data for the Big 7 Regions

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

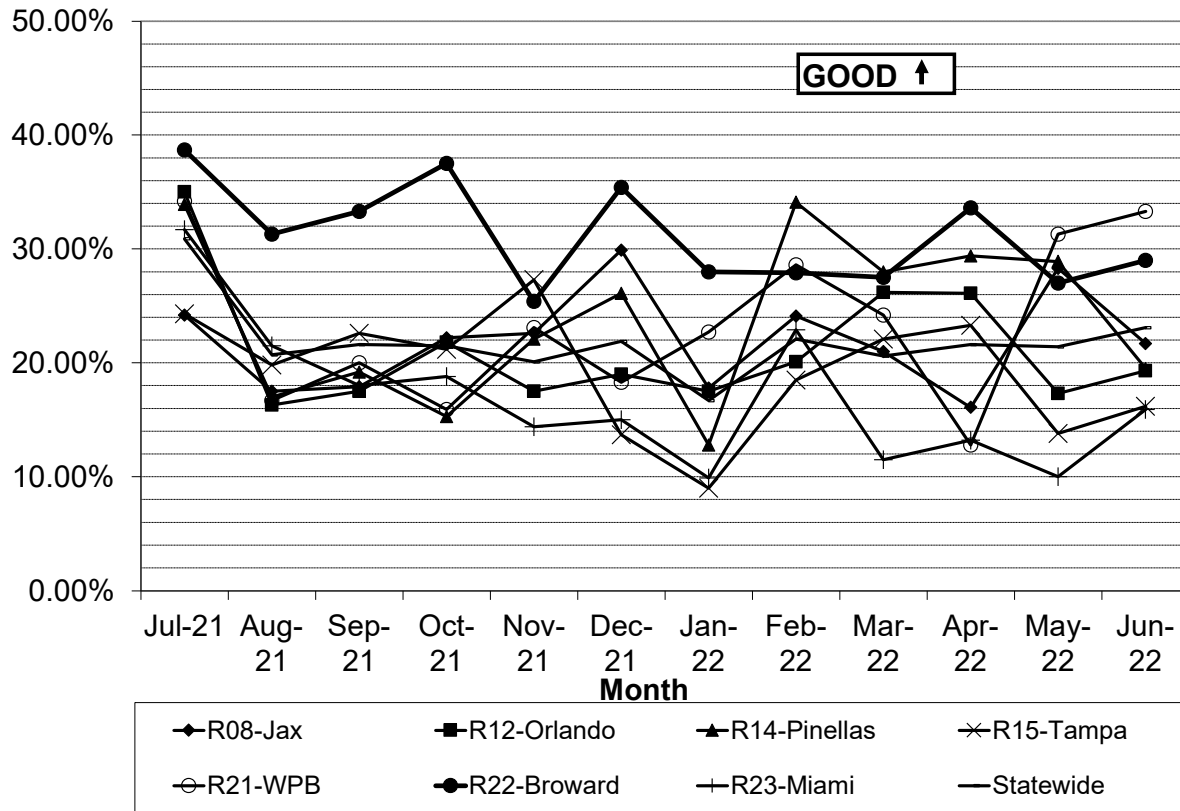


Program Year-to-Date (YTD) Participation Rate as of June 2022

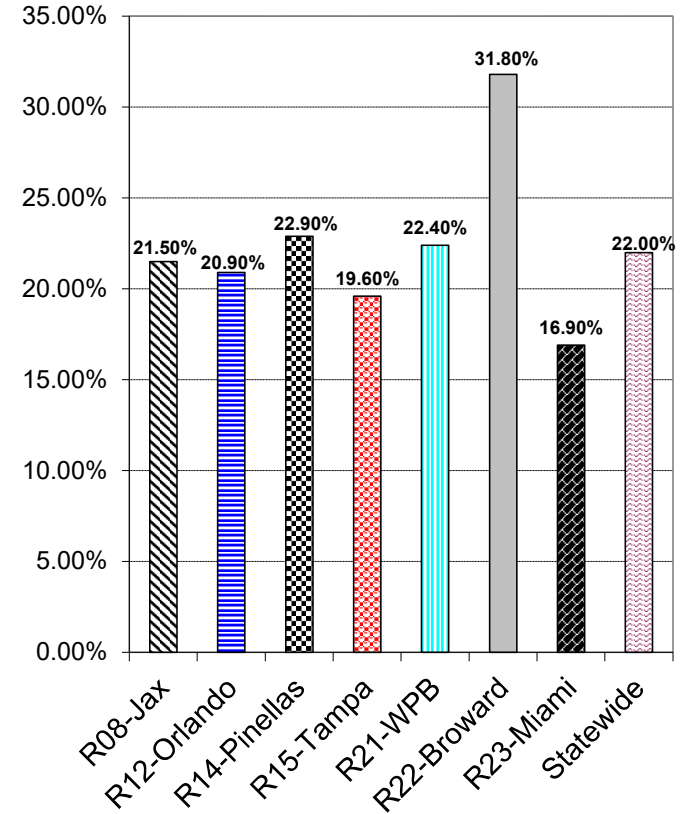


Welfare Transition Program (WTP) Entered Employment (EE) Data for the Big 7 Regions

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



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

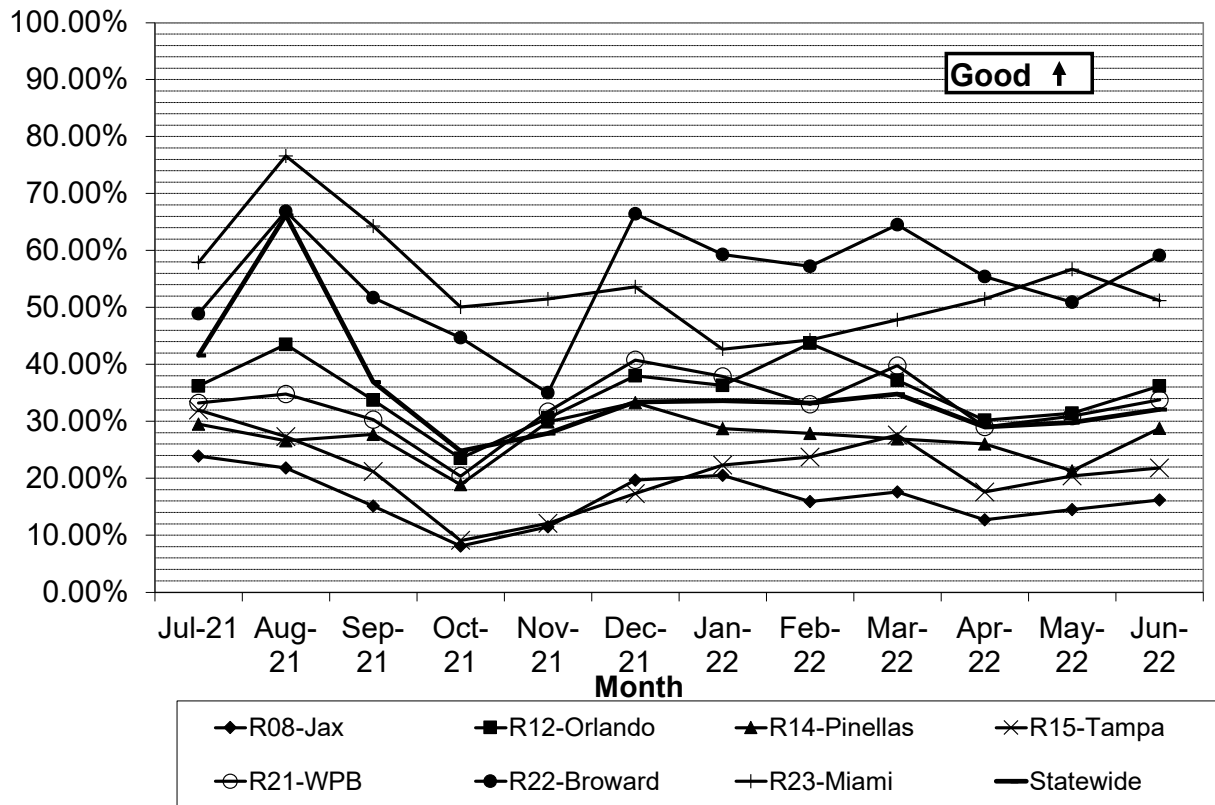


Analysis of Welfare Transition Program (WTP) Performance

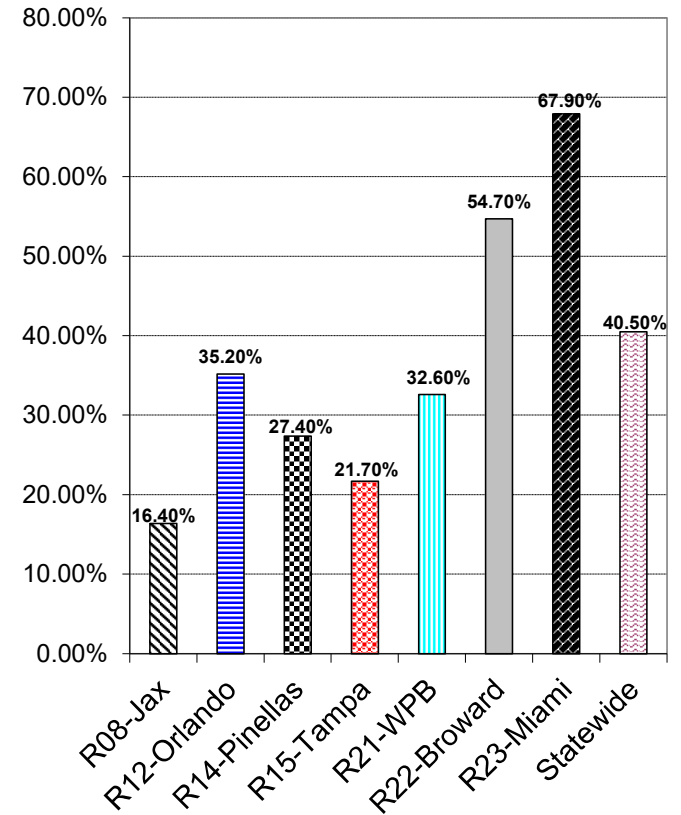
	Measure	Goal	Month (June)	PYTD
WTP Program Performance At-A-Glance	All Family Participation	50%	45.5%	33.1%
	Two-Parent Family Participation	90%	51.0%	31.6%
	Entered Employment Rate (EER)	39%	29.0%	31.8%
Current Situation and Performance Summary	<p>In relation to the Big 7 Regions:</p> <p>All Family 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 1st Program Year-To-Date.</p> <p>Entered Employment Rate CSBD ranks 2nd place in performance for the month and ranks 1st Program Year-To-Date.</p>			
Strategies and Action Steps	<p>To increase the EER, we are working closely with employers who have recently hired WTP customers in an attempt to assist them with filling any additional vacancies as well as building rapport. By establishing these relationships, we are able to streamline customer referrals for interviews for immediate hiring. We are also providing the employers with additional information on the array of our services – from posting jobs and hosting career fairs to connecting them to training grants.</p> <p>To improve performance on all measures, WTP is acquiring new tools for our customers. First, we are adding an additional online learning platform that will expand the number of certification courses to increase employment options leading to self-sufficiency. Second, we are in the process of procuring a new career exploration tool using virtual reality. Virtual reality software allows our customers to dive into a fully immersive and interactive experience and explore careers and complete job-specific tasks in a virtual environment for over 200+ occupations. This will help customers gain “hands-on” experience and knowledge regarding careers in various industries such as: medical, construction, automotive, aviation, and hospitality.</p>			

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

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



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

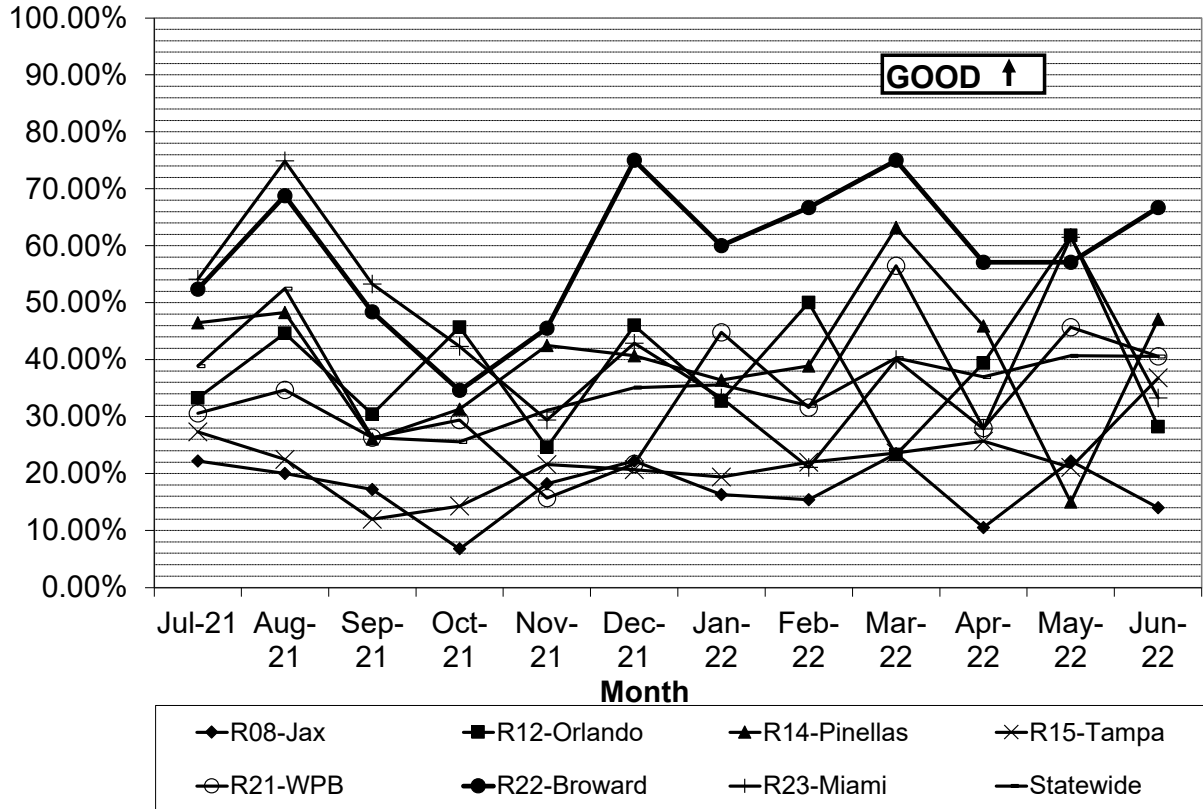


Analysis of Wagner-Peyser (WP) Performance

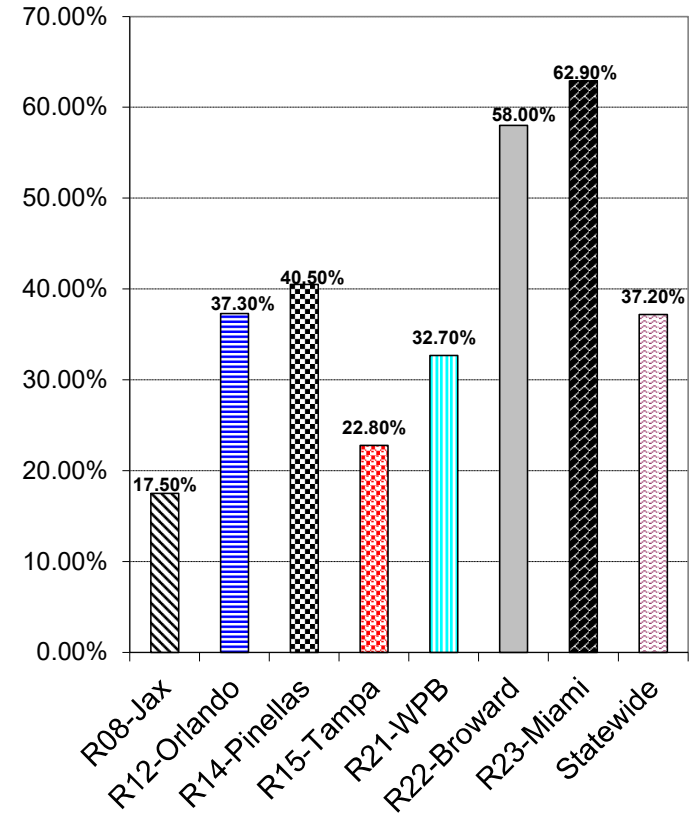
WP Program Performance At-A-Glance	Measure	Performance*	
		Month (June)	PYTD
	Entered Employment Rate (EER)	59.10%	54.70%
<p><i>*Please note: The performance detail is based on the Monthly Management Report (MMR). Due to lagging data, our true YTD rate will adjust at the end of the program year.</i></p>			
Current Situation and Performance Summary	<p>In relation to the Big 7 Regions:</p> <p>CSBD ranks 1st 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"> • Staff has been working with long term customers to gear their resumes to current job opportunities and update their LinkedIn and social media profiles to ensure they project professionalism. Additionally, staff is marketing our newly added programs on our WIOA ITA list and other work-based training opportunities that are available if they qualify and enroll into WIOA. • We did an analysis of newly registered customers and refreshed the Hot Jobs campaign to focus on IT, communications, healthcare, and skilled trades occupations as many of our new customers qualify for these industries and job postings. In addition, we researched local recruitment events and community partner career fairs and contacted our customers through direct texting, email and by telephone to make them aware of the dates and times of these events. Referrals to these recruitment events and career fairs will increase our entered employment rate. 		

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

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



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

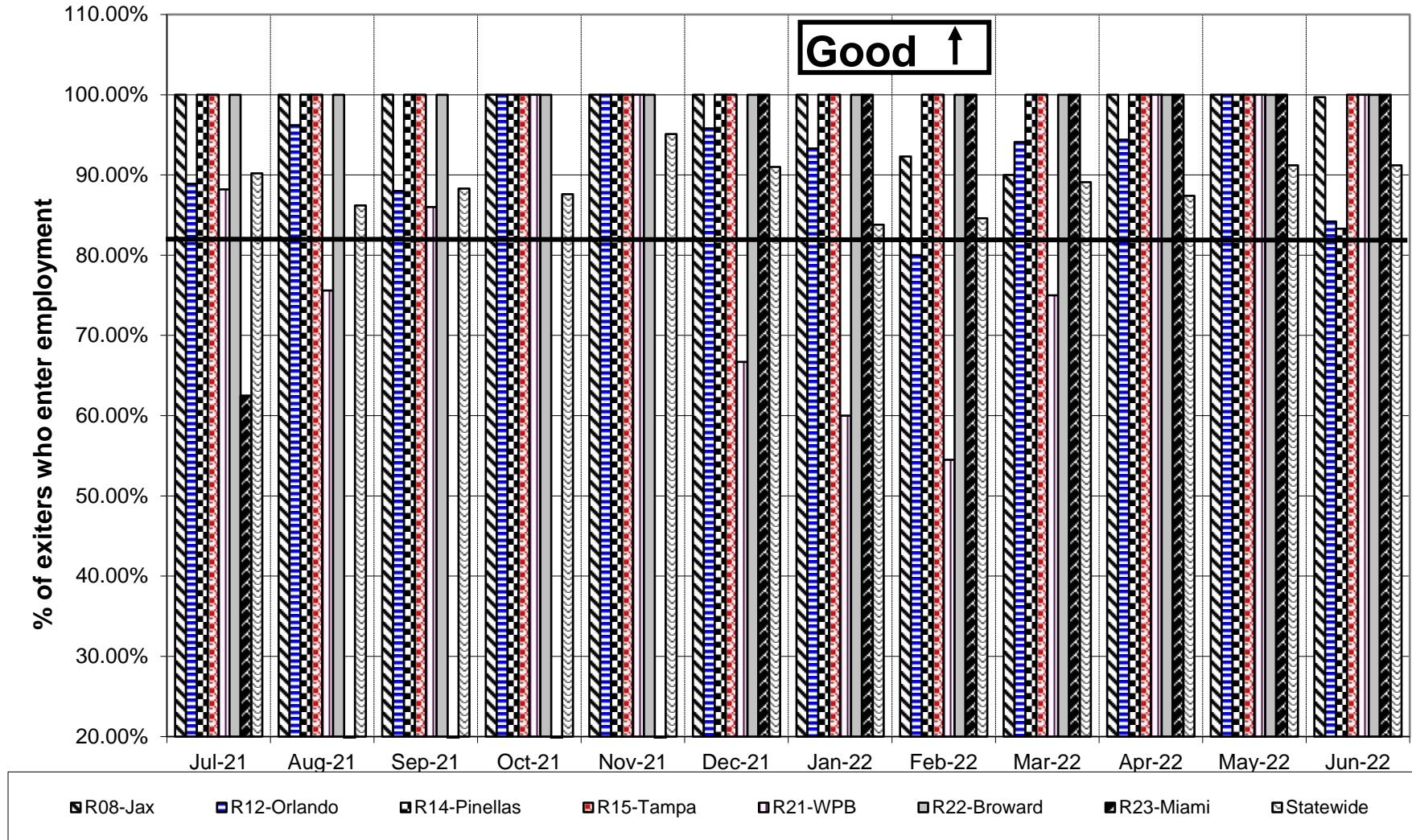


Analysis of Veterans' Performance

Veterans Program Performance At-A-Glance	<u>Measure</u>	Performance*	
		Month (June)	PYTD
	Entered Employment Rate (EER)	66.7%	58%
<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 1st for the month and ranks 2nd year-to-date in Entered Employment Rate.</p>		
Strategies and Action Steps	<p>To increase our EER the following strategies were implemented:</p> <ul style="list-style-type: none"> • CSBD connected with the United Association of Plumbers and Pipefitters – 719 to develop a Veteran specific apprenticeship program to include classroom and hands on training for veterans interested in pursuing a career in the trade. The partnership will ensure that Veteran jobseekers that have no prior experience will have access to entry level earn while they learn positions though journeyman opportunities. The Veteran Get There Faster grant program will offset a percentage of paid on the job training and pay for examinations to ensure Veterans are employed in the community while acquiring new skills and working in sustainable jobs. • An analysis of current veteran jobseekers found that the following fields are high in demand: IT, construction, and security. The Veteran staff concentrated on working with these industry specific employers to source positions and provide the resumes of veterans who could meet the need. Additionally, Veteran staff is working to obtain apprenticeships for veterans who need to attain specific industry skills in these areas. The outreach activities yielded direct hires of Veterans and additional job orders 		

Comparison of the Workforce Inovation and Opportunity Act (WIOA) Entered Employment Rate for Adult & Dislocated Workers across the 7 largest Regions in Florida from July 2021 to June 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 (June)	PYTD
	Entered Employment Rate	100%	95%
Current Situation and Performance Summary	<p>In the 21/22 program year CSBD has assisted 745 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>In Relation to the Big 7 Regions:</p> <p>CSBD is #1 in the Entered Employment Rate for the program year for both Adult and DW</p> <p>CSBD average hourly wages for the program year was the highest of the Big 7 Regions at \$23.21.</p>		
Strategies and Action Steps	<p>To increase WIOA training enrollments we implemented the following strategies:</p> <ul style="list-style-type: none"> • The WIOA department is in collaboration with WTP and OIC in the development of the Non-Custodial Parent Program. Participants will be placed in paid internships and provided supportive services such as transportation assistance and work attire. This will bridge the employment gap for the participants, as well as assist local employers in filling immediate vacancies. • To better serve our WIOA customers, we are rolling out in-person orientations in all 3 centers. Customers will have the choice of 1) live Zoom 2) prerecorded and 3) in person Orientations. The latter will allow for more interaction and the ability for the customer to meet with a Success Coach face to face that same day so they can be fast tracked to training! 		

Memorandum #02 – 22 (OPS)

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

From: Carol Hylton, President/CEO

Subject: Selection of One-Stop Operator (OSO)

Date: August 15, 2022

SUMMARY

Consideration to approve the Review Committee recommendation to award the contract for the OSO to Workforce Guidance Associates, LLC. (WGA) at an annual cost of \$65,000, which is an increase of \$5,000 over the current contract. The slight increase is for additional hours of work that we will require to be performed. The contract will be for one (1) year with up to two (2) one-year renewals for a total of three (3) years. On 7/11 CareerSource Broward (CSBD) issued an RFQ for an OSO. The RFQ was published in three papers and on our website. A notice was also sent to every entity which is registered to receive notice when proposals are released. We received one quote from the current OSO, WGA. CSBD shared that we continue to be very satisfied with WGA. Approved at the 8/15 Executive Committee meeting.

BACKGROUND

The Workforce Innovation and Opportunity Act (WIOA) requires local boards, with the agreement of the chief local elected officials, to competitively procure and select a One Stop Operator.

DISCUSSION

As the current OSO contract ends on 9/30, CSBD released a new RFQ on 7/11 with responses due on 8/1. A notice of the RFQ was placed in three newspapers the Sun-Sentinel, Westside Gazette, and Daily Business Review, and posted on the CSBD website. A notice was also sent to every entity which is registered to receive notice when proposals are released. The RFQ provided an overview of the expectations and deliverables for the OSO and requested interested parties to respond by addressing how they planned to meet those deliverables along with a price quote.

On 8/1, CSBD received one (1) proposal from WGA, the current OSO. Staff reviewed the proposal and provided comments, which were included on the rating sheet.

The OSO proposal was distributed to the Review Committee. The Review Committee met on 8/8 and consisted of former Board Chair, Dr. Lisa Knowles, Board Member and chair of the One Stop Services Committee, Rick Shawbell, and Board and One Stop Services Committee Member, Cynthia Sheppard.

Dr. Lisa Knowles was selected to serve as the Chair of the Review Committee. WGA was invited to present their proposal at the Review Committee meeting.

The review committee unanimously recommended WGA to serve as the OSO at the proposed cost of \$65,000 an increase of \$5,000 over the current contract. The slight increase is due to additional hours of work that we will require to be performed. WGA, led by Nadine Gregoire-Jackson, has been an excellent OSO and CSBD has been pleased with her services. She previously worked as the One-Stop Senior Program Manager and knows WIOA and the local system very well. The contract will be for one (1) year with up to two (2) one-year renewals for a total of three (3) years.

RECOMMENDATION

Approve the Review Committee recommendation to award the contract for the OSO to WGA at an annual cost of \$65,000. The contract will be for one (1) year with up to two (2) one-year renewals for a total of three (3) years.

Memorandum #02 – 22 (LS)

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

From: Carol Hylton, President/CEO

Subject: Approval of the renewal of the Contract with Anthony Brunson, PA for
Audit Services

Date: August 15, 2022

SUMMARY

Consideration of renewal of the Agreement between CareerSource Broward (CSBD) and Anthony Brunson, PA, at the same rate as last year \$33,000, for the conduct of the Fiscal Year 21/22 audit. Staff was satisfied with their services last year. This will be the fourth and last renewal under their contract. Approved at the 8/15 Audit and Executive Committee meetings.

BACKGROUND

Under our current contract with Anthony Brunson PA, the CSBD governing boards may renew the contract a fourth and final term for the performance of our 21/22 audit.

DISCUSSION

CSBD staff and its governing boards were satisfied with the conduct of the audit last year by Anthony Brunson, PA. CSBD contacted Anthony Brunson, PA, as we do each year regarding the renewal. Two years ago, Mr. Brunson agreed to perform the audit for the fee of \$33,000 for the remaining years of the contract.

RECOMMENDATION

Consideration to renew the agreement for audit services with Anthony Brunson, PA for a fifth term at a cost of \$33,000 for the performance of our 21/22 audit.

Memorandum #04 – 22 (LS)

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

From: Carol Hylton, President/CEO

Subject: Selection of External Fiscal Monitoring Firm

Date: August 15, 2022

SUMMARY

Consideration to approve the Review Committee recommendation to award the contract for fiscal monitoring services to Cherry Bekaert LLP at a cost of \$24,000 a visit or \$72,000 for three visits per year. This is an increase of \$4,500 over their current contract. On 7/12 CSBD issued a RFQ. We received three (3) quotes. A Review Committee met on 8/9 to consider the proposals. The contract will be for one (1) year with up to four (4) one-year renewals for a total of five (5) years. Approved at the 8/15 Audit and Executive Committee meetings.

BACKGROUND

The contract for fiscal monitoring services expires in September. CSBD released a RFQ on 7/12 with responses due on 8/2. A notice was placed in three newspapers; the Sun-Sentinel, Westside Gazette, Daily Business Review and posted on the CSBD website. A notice was also sent to every entity which registered to receive a notice when proposals are released. The RFQ provided an overview of the expectations and deliverables for the fiscal monitoring and requested interested parties to respond by addressing how they planned to meet the listed deliverables along with a price quote.

DISCUSSION

On 8/2 CSBD received three (3) quotes in response to its request for quotes for fiscal monitoring services. The respondents to the RFQ were:

- Cherry Bekaert LLP
- Underwood Sloan and Associates
- Booth Management Consulting, LLC

Staff reviewed the proposals, determined they were all responsive and provided comments which were included on the rating forms provided to the proposers. The rating forms and proposals were distributed to the RFQ Review Committee.

The Review Committee met on 8/9 and consisted of former Board Chair and Vice-Chair for Legislative Affairs, Dr. Ben Chen, Secretary/Treasurer and Chair of the Audit Committee, Zac

Cassidy and Board Members Ismael Martinez and Keith Costello. The meeting began with an orientation to CSBD's review process and an explanation of the rating sheet, which was based upon the RFQ elements. Mr. Martinez volunteered to serve as the Chair of the Review Committee.

Each proposer was invited to present their proposal to the Review Committee. The Committee then rated and ranked each of the three proposals as follows:

Fiscal Monitoring Proposers	Rank
Cherry Bekaert	1
Underwood Sloan and Associates	2
Booth Management Consulting Group	3

The review committee unanimously recommended Cherry Bekaert LLP the number 1 ranked firm to conduct the fiscal monitoring. The cost of the fiscal monitoring will be \$24,000 per visit, or \$72,000, for three visits/year. This is an increase of \$4,500 over the current contract and is the first increase since their original engagement.

RECOMMENDATION

Approve the Review Committee recommendation to award the contract for fiscal monitoring services to Cherry Bekaert at a cost of \$72,000/year. The contract will be for one (1) year with up to four (4) one-year renewals for a total of five (5) years.

Memorandum #03 – 22 (LS)

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

From: Carol Hylton, President/CEO

Subject: Selection of External Program Monitoring Firm

Date: August 15, 2022

SUMMARY

Consideration to approve the Review Committee recommendation to award the contract for program monitoring services to Taylor Hall Miller Parker, P.A., (THMP) at a cost of \$27,000 per visit or \$81,000 for three visits per year. On 7/12 CareerSource Broward (CSBD) issued a RFQ. We received three (3) quotes. A Review Committee met on 8/9 to consider the proposals. The contract will be for one (1) year with up to four (4) one-year renewals for a total of five (5) years. Approved at the 8/15 Audit and Executive Committee meetings.

BACKGROUND

The contract for program monitoring services expires in September. CSBD released a RFQ on 7/12 with responses due on 8/2. A notice was placed in three newspapers; the Sun-Sentinel, Westside Gazette, Daily Business Review and posted on the CSBD website. A notice was also sent to every entity which registered to receive a notice when proposals are released. The RFQ provided an overview of the expectations and deliverables for the program monitoring and requested interested parties to respond by addressing how they planned to meet the listed deliverables along with a price quote.

DISCUSSION

On 8/2 CSBD received three (3) quotes in response to its request for quotes for program monitoring services. The respondents to the RFQ were:

- Taylor Hall Miller Parker, P.A.,
- Underwood Sloan and Associates
- Booth Management Consulting, LLC

Staff reviewed the proposals, determined they were all responsive and provided comments which were included on the rating forms provided to the proposers. The rating forms and proposals were distributed to the RFQ Review Committee.

The Review Committee met on 8/9 and consisted of former Board Chair and Vice-Chair for Legislative Affairs, Dr. Ben Chen, Secretary/Treasurer and Chair of the Audit Committee, Zac Cassidy and Board Members Ismael Martinez and Keith Costello.

The meeting began with an orientation to CSBD's review process and an explanation of the rating sheet, which was based upon the RFQ elements. Mr. Martinez volunteered to serve as the Chair of the Review Committee.

Each proposer was invited to present their proposal to the Review Committee. The Committee then rated and ranked each of the three proposals as follows:

Program Monitoring Proposers	Rank
Taylor Hall Miller Parker, P.A.	1
Underwood Sloan and Associates	2
Booth Management Consulting Group	3

The review committee unanimously recommended THMP, the number 1 ranked proposal to conduct program monitoring. The cost of the program monitoring will be \$27,000 per visit, or \$81,000, for three visits/year.

RECOMMENDATION

Approve the Review Committee recommendation to award the contract for program monitoring services to Taylor Hall Miller Parker, P.A., at a cost of \$81,000/year. The contract will be for one (1) year with up to four (4) one-year renewals for a total of five (5) years.

Memorandum #02 – 22 (FS)

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

From: Carol Hylton, President/CEO

Subject: General Fund Balance

Date: July 20, 2022

SUMMARY

On 9/30/21 the General Fund balance was \$863,625. Since then, we have realized revenues of \$313,367. This also reflects expenditures of \$166,058. This balance as of 6/30/22 is \$1,010,934. Minus the amount held in reserve we have \$567,632.

BACKGROUND

Per governing board direction CSBD holds a portion of the General Fund in reserve to:

1. Assure funds are available in the event of a questioned or disallowed cost. We carry D&O insurance, but we set aside funds, as not all expenditures are covered by our insurance.
2. Cover the principal payments for the 2890 W. Cypress Creek Road building. Our grants pay for the interest on the mortgage and straight-line depreciation based on 25 years. The depreciation is paid into the General Fund and is used to pay the mortgage principal. As is true of most mortgages, payments in the earlier years are mostly interest and are covered by the grants. In later years the majority of the payment is made up of the principal. We use the depreciation collected to pay for the principal.

Fiscal has calculated the amount that will be needed to pay the principal and tracks it on a monthly basis.

Chart 1- General Fund Reserves

Category	Dollar Amount
Contingency reserve	\$250,000
Depreciation collected to date	\$575,625
Less Principle paid with Depreciation revenue since 1/1/2019 (\$382,323)	\$193,302
Total	\$443,302

Chart 2, below is the list of projected expenditures budgeted and approved by the CSBD Council to be charged against the General Fund. We report actual expenditures each year.

Chart 2- Board Approved Budget Items through 12/31/22

Category	Dollar Amount
Food	\$23,500
Ticket to work Staff Salary, Benefits & Overhead	\$98,500
Application of our Indirect Cost Rate	\$18,281
Contribution to President's Salary	\$21,300
Contribution to Legal Counsel Salary ¹	\$10,400
Total	\$171,981

DISCUSSION

The General Fund balance as of 9/30/21 was \$863,625. Chart 3, below is a list of the revenue and expenditures from 10/1/21 - 6/30/22. During this period revenues totaled \$313,367 and expenditures totaled \$166,058. The ending balance of the General Fund as of 6/30/22 was \$1,010,934 including the reserves.

Chart 3- Revenues and Expenditures 10/1/21 – 6/30/22

Category	Revenues	Expenditures	Comments
Investment Interest	\$ 1,350		
Reimbursement to CSBD	400		Restitution of funds
Ticket to Work (TTW)	123,311	\$ 43,190	Net Income \$80,121
Depreciation collected from grants	126,373		
Insurance Refund	61,033		
Tobacco Free Florida	900		
FY 21-22 Building Principal		86,313	Paid to date \$595,115
Food expense		16,319	
Indirect Costs		8,673	
President's Salary above the federal cap		11,563	
Total	\$313,367	\$166,058	

The General Fund balance as of 6/30/22 is \$1,010,934 of this amount \$443,302 is held in reserve leaving a balance of \$567,632.

RECOMMENDATION

None. For information purposes.

Attachment: General Fund Spreadsheet

¹ The increase to the General Counsel's salary was in accordance with the governing board's vote at its December meeting to award a 5% COLA and up to a 3% merit increase, as appropriate, to all employees regardless of any "state, local or federal cap".

CSBD General Fund Revenues and Available Funds 10/1/21 - 6/30/22			
BALANCE 10/1/21		\$	863,625
REVENUES			
Depreciation Collected		126,373	
Ticket to Work		123,311	
Insurance Refund		61,033	
Tobacco Free Florida		900	
Interest		1,350	
Other Reimbursements/Credits		400	
Total Revenue			313,367
EXPENDITURES			
Mortgage Principal		(86,313)	
Ticket to Work		(43,190)	
Food		(16,319)	
President's Salary Above the Cap		(11,536)	
Indirect Costs		(8,673)	
Total Expenditures			(166,058)
Net Revenue over Expenditures			147,309
Total General Funds as of 6/30/22			1,010,934
Less Reserves			
Contingency Funds		(250,000)	
Funds Collected for Depreciation		(575,625)	
Less: Principle Paid		382,323	
			(443,302)
General Fund Balance Available for Expenditure			\$567,632

Memorandum #01 – 22 (FS)

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

FROM: Carol Hylton, President/CEO

SUBJECT: Budget vs. Actual Expenditure Report

DATE: July 19, 2022

SUMMARY

Detailed below is the Budget vs. Actual Expenditure Report. Some under expenditures in the WIOA adult/dislocated worker and youth, and SNAP funding streams are noted. We are expanding our outreach efforts, scheduling ITA fairs, getting ready to launch two in-school youth programs, preparing to serve OSY through the one-stop, and purchasing additional online learning software to increase expenditures.

BACKGROUND

CSBD receives some of its funds based on its program year which is July 1 – June 30 and some of its funds based on the federal fiscal year October 1 – September 30 which is also aligned with the CSBD fiscal year.

In accordance with the Audit Committee’s request to report budget vs. actual expenditures they are presented in accordance with the period of their award. Chart 1 covers funds awarded on a program year basis and Chart 2 covers funds awarded on a federal fiscal year basis.

DISCUSSION

Chart 1 below depicts our budget vs. actual expenditures for funds awarded on a program year basis. The period covered is the entire program year.

Chart 1: 7/1 – 6/30 @ 100% of the Year

Notes	Funding Stream	PY 21-22 Budget	Actual Expenditures 7/1/21 - 6/30/22	% Expended
1	Welfare Transition	4,151,897 ¹	4,039,891	97%
2	WIOA Adult / Dislocated Worker	8,579,791	6,470,795	75%
3	WIOA Youth	4,438,026	2,067,339	47%
	Wagner Peyser (WP)	1,285,213	1,280,893	100%

¹Does not include a supplemental award of \$200,000 received in July.

1. The state has extended our ability to spend our WTP 21/22 allocation to August 31st. We are purchasing additional assessments and training resources to assist Welfare Transition customers gain and/or retain employment through job skills training. We are on target to expend the remaining available funds.
2. WIOA AD / DW – During program year 21/22 we expended National Dislocated Worker COVID-19 grant funds to serve dislocated workers whose jobs were affected by the pandemic. This grant ended on 3/31 and we could not carry forward unspent funds so these funds were expended prior to formula funds which can be carried forward.

To increase formula adult and dislocated worker expenditures we are 1) expanding our outreach efforts including outdoor media to job seekers, especially those in the distressed communities 2) planning ITA fairs with our eligible training providers 3) ramping up work-based participant opportunities with employers and 4) hosting events such as the Apprenticeship Summit and hospitality task force to improve talent pipelines for our targeted industries. The funds carried forward have been projected for expenditures in the approved PY 22/23 budget.

3. To increase spending, we will 1) launch two in-School Youth programs per the governing boards' approval 2) build capacity to serve additional out of school youth in the one-stop centers and 3) include youth in work-based training efforts and the ITA fairs to encourage enrollment in the technical short-term programs. The funds carried forward have been projected for expenditures in the approved PY 22/23 budget.

Chart 2 covers the funds awarded on a federal fiscal year basis through 9/30.

Chart 2: 10/1/21 - 9/30/22 @75% of the year

Notes	Funding Stream	PY 21-22 Budget	Actual Expenditures 10/1/21 - 6/30/22	% Expended
1	Veterans	291,743	171,973	59%
2	SNAP	343,495 ²	216,911	60%

1. Veteran Funds - Are on target to be spent because the state extended the grant period to 12/22.
2. SNAP – During the program year customers received waivers from participating due to COVID. Those waivers have been lifted and as a result we are seeing a return to “normal” caseloads. To increase expenditures, we are looking into purchasing additional online learning software for to increase options for self-paced training that lead to certifications and increase employment options for our customers.

RECOMMENDATION

None. For information purposes only.

² Does not include a supplemental award of \$287,902 received in July.

Memorandum #02 – 22 (QA)

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

From: Carol Hylton, President/CEO

Subject: Results of the Cherry Bekaert, LLP Fiscal Monitoring – Report #2
PY 21/22 Issued 5/22

Date: August 10, 2022

SUMMARY

Cherry Bekaert conducted fiscal monitoring for the period 10/1/21 through 2/28/22. Cherry Bekaert reviewed a total of 1,050 elements during the review period. There were no findings or observations. Based upon the total elements reviewed, this was a 0% error rate.

BACKGROUND

Cherry Bekaert monitors fiscal activities three times a year. This was the second monitoring for the program year.

DISCUSSION

Cherry Bekaert conducted fiscal monitoring for the period 10/1/21 through 2/28/22. Cherry Bekaert reviewed a total of 1,050 elements during the review period. There were no findings or observations. Based upon the total elements reviewed, this was a 0% error rate.

RECOMMENDATION

None. For information purposes only.

QA #02-22 ATTACHMENT A
Cherry Bekaert Fiscal Findings - PY 21/22 Monitoring Report #2

Procedure	Report #1 7/1/21 - 9/30/21	Report #2 10/1/21 - 2/28/22
Bank Reconciliation - Accounts Payable Master Account	0	0
Bank Reconciliation - General Fund Account	0	0
Bank Reconciliation - Operating Master Account	0	0
Bank Reconciliation - Participant Payroll Account	0	0
Bank Reconciliation - Staff Payroll Account	0	0
Budget vs. Actual Grants/Programs	0	N/A
Cancelled Checks	N/A	0
Cash Draw	0	0
Cash Receipts	0	0
Cell Phone Expenditures	0	0
Cost Allocation Statistics	0	0
Customer-Related Expenditures - WIOA (ITA/DW/Adult) & WTP	0	0
EmpHire Payroll	0	0
Employee Separations	0	0
Incumbent Worker Training (IWT)	0	N/A
Insurance	0	0
Internal Control Website Review	N/A	0
Local Plan Controls Review	0	0
Mileage Reimbursements (Individuals or Service Provider)	N/A	0
Non-Payroll Expenditures	0	0
On-the-Job Training (OJT)	0	0
Participant Payroll	0	0
P-Card Expenditures	0	0
Previous Year-end Audit Adjusting Journal Entries	0	0
Procurements – Micro Purchases	0	0
Procurements – Non-Competitive	N/A	0
Procurements – RFP/Bid	0	N/A
Procurements – Small Purchases	0	0
Property Management – Fixed Asset (Inventory)	N/A	0
Property Management - PPE	0	N/A
Related Party Disbursements	N/A	0
S.E.R.A. Financial Reporting	0	N/A
Staff Payroll	0	0
Subawarding/Subrecipient Monitoring	0	0
Travel Reimbursement	0	0
Welfare Transition Program (WTP) Community Work Experience	0	0
Youth Support Incentive Payments	0	N/A
Youth Support Payments	0	0
TOTAL	0	0

This chart provides a breakdown of fiscal findings by category type.

Memorandum #03 – 22 (QA)

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

From: Carol Hylton, President/CEO

Subject: Results of the Taylor Hall Miller Parker (THMP), P.A.
Program Monitoring Report #2 – PY 21/22 – Issued 6/22

Date: July 19, 2022

SUMMARY

THMP conducted program monitoring for the period 11/18/21 through 3/31/22. They reviewed a total of 177 files consisting of 6,154 elements. There were 4 findings and 12 observations. This equates to an error rate of (.065%) less than 1%. All findings and observations were corrected except where cases were closed and no further action could be taken.

BACKGROUND

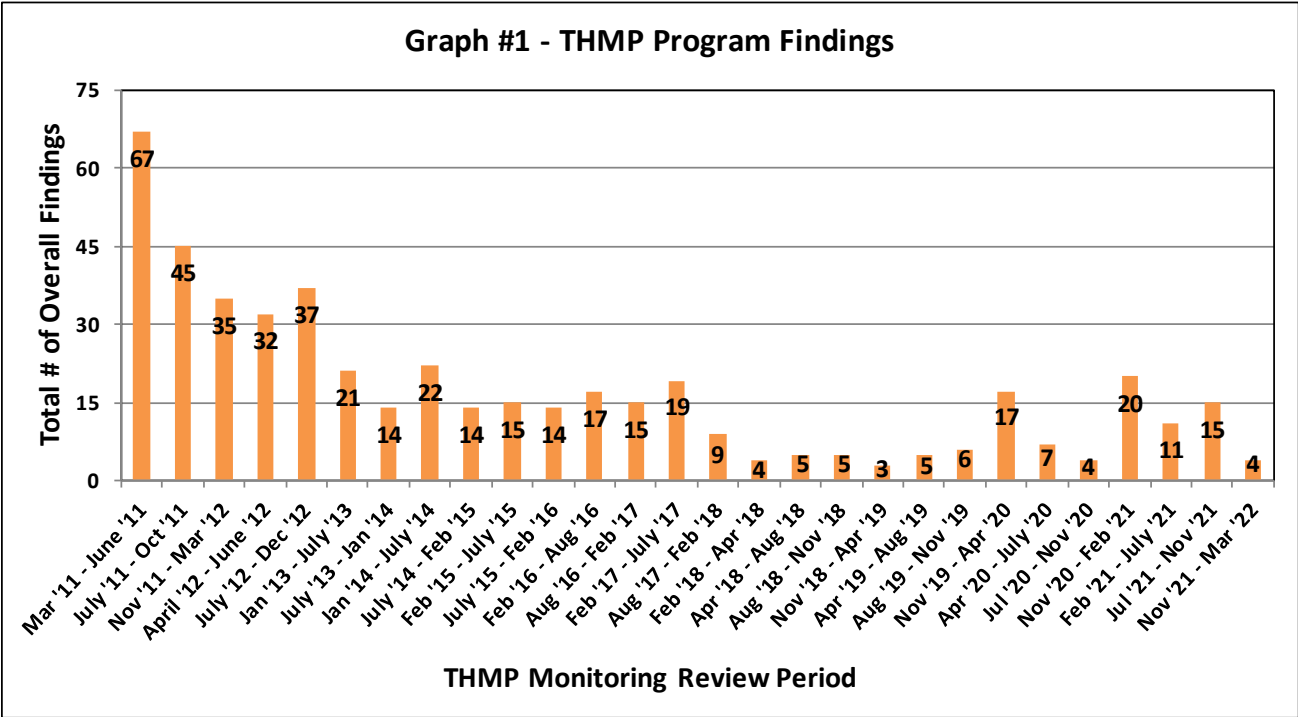
THMP monitors program activities three times a year. This is their second report for PY 21/22.

DISCUSSION

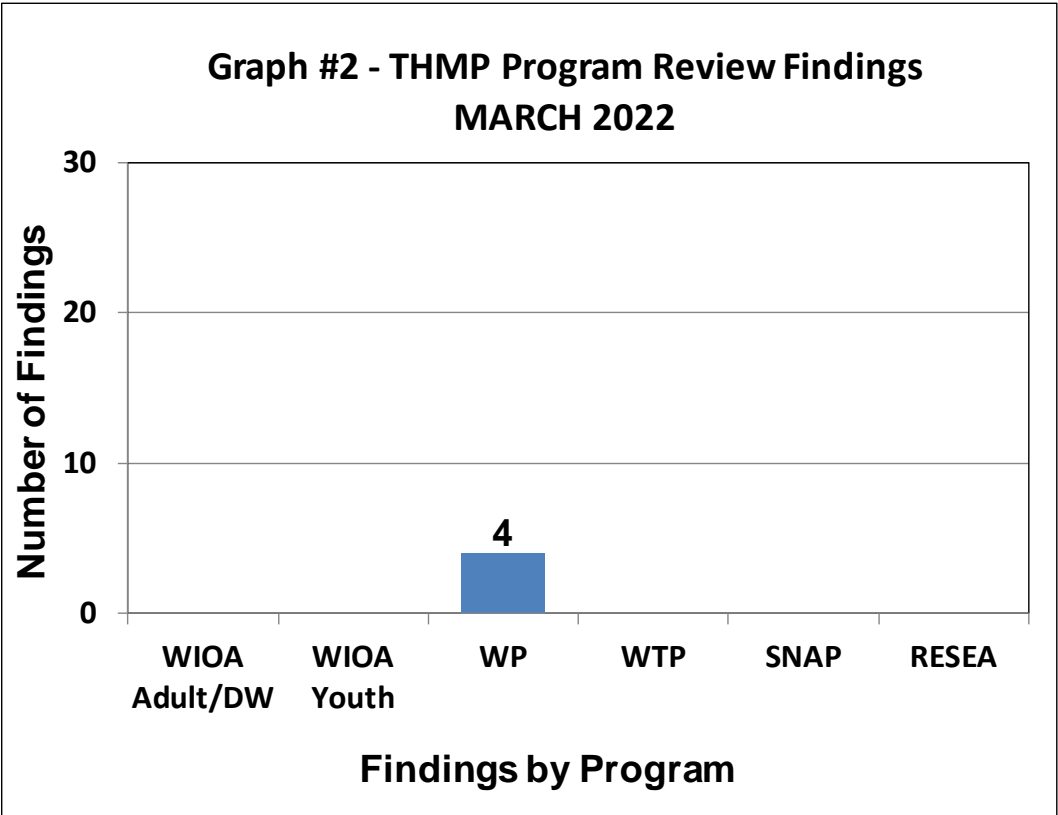
THMP identified 4 findings and 12 observations during their program monitoring visit. They reviewed a total of 177 files consisting of 6,154 elements. This equates to an error rate of (.065%) less than 1%. This monitoring covered the period 11/18/21 through 3/31/22.

THMP Program Findings

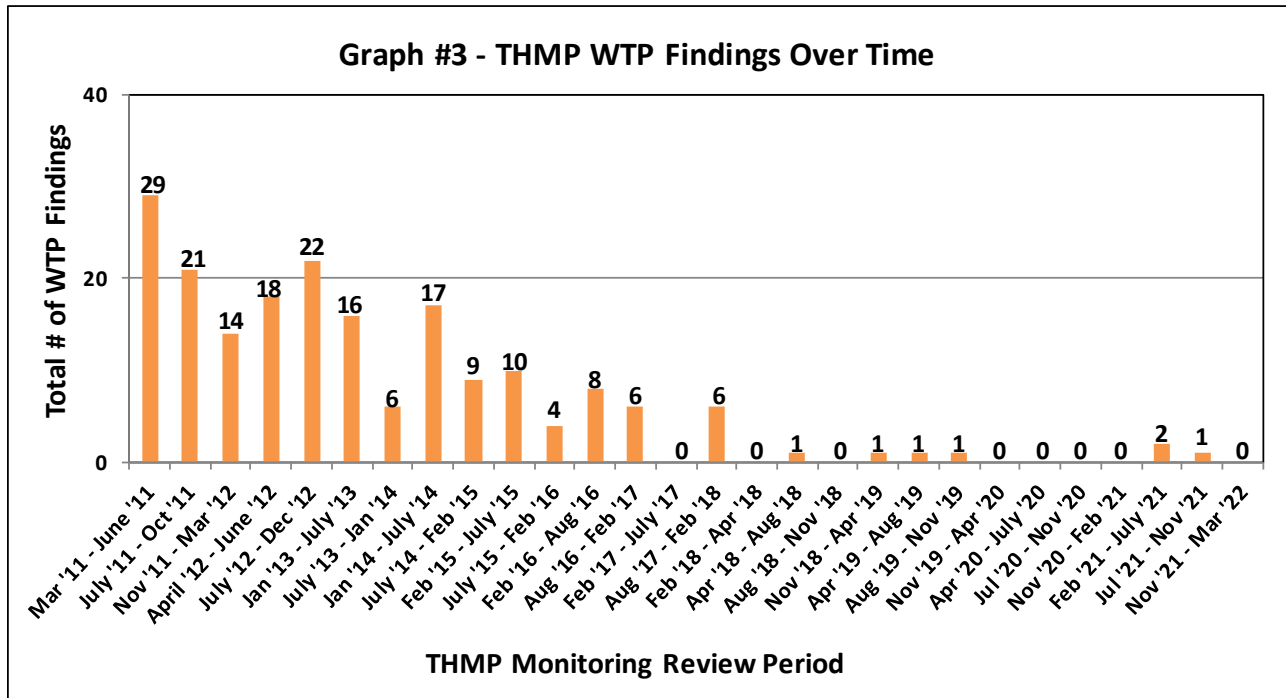
A trending chart for THMP program findings, per review period since March 2011, is represented in Graph #1, as follows:



A breakdown of findings by Program is represented in Graph #2, as follows:



A trending chart for THMP WT Program (WTP) findings per review period since March 2011 is represented in Graph #3 as follows:



THMP Program Findings for the period of July 2021 – November 2021

The findings and observations in this report were forwarded to the Career Center and Program Managers for resolution and responses. The findings and observations are presented by funding stream, along with the corrective action taken.

I. WIOA Adult/Dislocated Worker

- A. 24 WIOA Adult and Dislocated Worker files were reviewed, 8 from each center. There were no findings or observations.

- B. 6 WIOA Adult and Dislocated Worker files of participants, who exited the program within the last 12 months were reviewed, 2 from each center. There were no findings or observations.

II. WIOA Youth

- A. 16 WIOA Youth files were reviewed: 2 Broward College, 3 Center for Independent Living, 4 FLITE Center, 2 HANDY, and 5 School Board of Broward County. There were no findings.

There were 2 WIOA Youth observations.

Observations WIOA Youth
The support service activity code was not recorded in Employ Florida for 2 customers. (FLITE Center-2)
Recommendation
Youth provider staff should ensure that appropriate activities are recorded in Employ Florida when support services are provided to youth.
Agree/ Disagree
Agree
Resolution
The Program Manager reviewed the Desk Aid with youth provider staff, which outlines steps to ensure that the appropriate activity code is entered. To prevent recurrence, FLITE staff will provide screenshots of the support service code activity entered in Employ Florida to the Youth Program Manager at the time of provision.

- B. 6 WIOA Youth files who exited the program within the last 12 months were reviewed: 1 Center for Independent Living, 3 FLITE Centers, and 2 School Board of Broward County. There were no findings.

There was 1 WIOA Youth observation for exited cases.

Observation WIOA Youth – Exited Cases
The employment wage rate recorded in Employ Florida at case closure did not agree with the supporting documentation in the customer’s file. (FLITE Center-1)
Recommendation
The employment information recorded in Employ Florida at case closure for this youth should be corrected.
Agree/ Disagree
Agree
Resolution

This was a scrivener's error. The wage rate was corrected in Employ Florida. Further, a reminder was added to the Desk Aide to confirm the wage data is entered accurately.

III. Wagner-Peyser (WP)

A. 30 WP accounts were reviewed, 10 from each center. There were no findings or observations.

B. 30 WP job orders were reviewed. There were **4** findings.

Findings WP Job Orders
1) 3 employer-posted job orders were not reviewed within two business days of posting. (Job Order Unit/JOU-3)
2) One job order had an inappropriate requirement (i.e., must be at least 21 years of age) without an explanation. (JOU-1)
Recommendation
1) Staff should review employer-posted job orders for compliance within two business days and document this in a case note.
2) Staff should ensure each job order is reviewed for inappropriate requirements prior to posting the job order in Employ Florida.
Agree/ Disagree
Agree
Resolution
1 & 2) The staff person assigned to 2 of the 3 job orders is no longer employed with CSBD. Back-up staff have been trained and assigned as part of a mitigation strategy to prevent recurrence. Further, QA staff are conducting spot checks for the 24-hour review and edit.

There were 3 WP job order observations.

Observations WP Job Orders
"Position offered by a no-fee agency" was not listed on 3 private employment agency job orders. (JOU-3)
Recommendation
Staff should ensure that the phrase "position offered by a no-fee agency" is listed on private employment agency job orders as required.
Agree/ Disagree
Agree

Resolution
This was corrected. IT created an enhanced report for staff to check for this language in these job orders.

IV. Reemployment Services and Eligibility Assessment (RESEA)

10 RESEA files were reviewed, 5 from Central and 5 from South. There were no findings or observations.

V. Welfare Transition Program (WTP)

A. 23 WTP mandatory files were reviewed (8 each from North and Central, and 7 from South). There were no findings.

There were 2 WTP observations.

Observations WTP
1) Case notes did not provide a clear picture of what was happening with the case. (South-1)
2) An incorrect date was recorded in OSST when documenting a customer's failure to complete program requirements. (Central-1)
Recommendation
Staff should ensure appropriate actions are documented timely and accurately.
Agree/ Disagree
Agree
Resolution
1) The South WTP Supervisor conducted a training with the team on 5/12/22 to cover case note best practices. (South-1)
2) Because of the timing, the file cannot be updated however staff has been instructed regarding these issues for the future. (Central-1)

B. 21 WTP transitional files were reviewed, 7 from each Center. There were no findings or observations.

C. 1 WTP Upfront Diversion file was reviewed. There were no findings or observations.

VI. Supplemental Nutritional Assistance Program (SNAP)

10 SNAP files were reviewed. There were no findings.

There were 4 SNAP observations.

Observations SNAP - Employment
<ol style="list-style-type: none">1) Documentation in the case file substantiated hours worked that were not recorded as participation in OSST for 1 participant. (South-1)2) An open Education activity was closed with an inappropriate outcome of “Entered in Error;” a different outcome should be utilized, such as “Assigned to Another Activity.” (South-1)
Recommendation
Staff should ensure appropriate actions are taken and documented accurately.
Agree/ Disagree
Agree
Resolution
<ol style="list-style-type: none">1) It is CSBD’s practice that we only accept 80 hours to move the case to the next month of participation. The Success Coach made an error when scanning documents to the file. Training was provided to all SNAP Success Coaches in December 2021. Additionally, the SNAP Supervisor conducts monthly desk reviews and this has not been a reoccurring issue for the Success Coaches.2) This was an isolated incident. The file is closed and cannot be updated. The staff person was coached to check for the appropriate outcome before closing an activity.

Observations SNAP - Conciliations and Sanctions
<p>1) The conciliation for 1 participant was not lifted upon compliance and, although the participant was engaged in the program, the case was closed when the alert was received that a sanction would be imposed. (South-1)</p> <p>2) The case manager did not follow CSBD penalty procedures when determining compliance for lifting the pending sanction of 1 participant. (South-1)</p>
Recommendation
Staff should ensure appropriate actions are taken and documented accurately.
Agree/ Disagree
Agree
Resolution
During monthly supervisor desk reviews, such instances are reviewed to prevent recurrence. The SNAP supervisor and Program Manager conducted annual staff training on 03/18/22, which covered sanctions.

RECOMMENDATION

None. For information purposes only.



CHILDREN'S SERVICES COUNCIL MEMBERS:

*Dawn Liberta, Chair
Community Development Administrator,
Circuit 17
Department of Children & Families*

*Dr. David H. Kenton, Secretary
Governor Appointee*

*Cathy Donnelly, Immediate Past Chair
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*Dr. Vickie L. Cartwright
Superintendent
Broward County Public Schools*

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Broward County Commission*

*Donna P. Korn
Board Member
Broward County Public Schools*

*Hon. Shari Africk Olefson
Judicial Member*

*Tom Powers
Governor Appointee*

*Vacant
Governor Appointee*

*Dr. Paula Thaqi
Director
Broward County Health Department*

*Jeffrey S. Wood
Governor Appointee*

STAFF

*Cindy J. Arenberg Seltzer
President/CEO*

LEGAL COUNSEL

*John Milledge
Garry Johnson*

August 10, 2022

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

Financial and Administrative Review of CareerSource Broward, Program and Contract – Summer Youth Employment (SYEP) #18-5015

Dear Ms. Hylton:

The Children's Services Council of Broward County (CSC) completed the financial and administrative review of CareerSource Broward, program, and contract: Summer Youth Employment (SYEP) #18-5015 funded by the CSC. The assessment tool is attached to this report.

In general, CareerSource Broward has sufficient controls in place to manage the program. There were no findings that impacted the administration of the program.

Summer Youth Employment - #18-5015:

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

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

Thank you for your cooperation during the review process. We hope that you find the administrative evaluation informative. Your agency can respond in writing with feedback to the financial and administrative review experience and report. If you have questions, please contact me at (954) 233-1288 or awilliams@cscbroward.org.

Sincerely,

Alicia Williams
Assistant Director of Finance

Memorandum #06 – 22 (OPS)

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

From: Carol Hylton, President/CEO

Subject: Summer Youth Employment Program Update

Date: August 18, 2022

SUMMARY

This year, staff developed over 30 new employer host sites. The new sites included a dental office, eye institute, art camp, a public relations firm, and a social services business. The youth held various positions in marketing, graphic design, customer service, and clerical. CSBD served about 700 youth over the summer and we have already received many heartwarming testimonials from employers.

BACKGROUND

Every year the Summer Youth Employment Program (SYEP) prepares the youth with a three-day employability skills training that focuses on basic soft skills and includes financial literacy and workplace safety information. The program also prepares our host site supervisors and worksite monitors with an orientation that sets expectations and reviews proper procedures when working with the youth. They are also provided with workplace safety training conducted by an OSHA representative. All orientations and training are provided before the youth are placed at the worksites. This year, we received funds from four different funding streams 1) Children's Services Council of Broward County 2) City of Fort Lauderdale 3) City of Dania Beach and 4) Bank of America. The program began on 6/13 and ended on 8/9.

DISCUSSION

This year we secured over 30 new private employer worksites over. The new host sites included a dentist, eye institute, an art camp, a public relations firm, and a social services business. The youth held various positions in marketing, graphic design, customer service, and clerical. This year we served approximately 700 youth. The SYEP ended on 8/9, with 90% of the youth completing the program, some youth left early due to the start of athletic training camp and to get settled for college. Listed below are just a few of the many employer testimonials we received:

1. The Greater Fort Lauderdale Chamber of Commerce - Derwin Ambroise worked at this location in the Marketing and Communication Department. Derwin operated multiple social media campaigns, and website updates, and participated in the Annual Summer Soiree. The Soiree is one of the signature networking events the Chamber hosts. Derwin's Graphic Artist abilities and excellent work ethic helped to make the event a success. You can visit <https://subjectedview.carrd.co/> to view his digital resume.

2. The Boys & Girls Club - Leo Goodwin Foundation Teen Center - Sarah Cox was a great advocate for the Boys & Girls Club. She is a true leader and a responsible, hard-working young adult. She demonstrated this while working in the culinary arts kitchen, teen game room, and the lunch & snack program. We are planning to hire Sarah in October as one of the Youth Aides in the Education Department.
3. The Boys & Girls Club- Marti Huizenga Club - Sean Estupian worked as a youth aide and in his position, he assisted the certified classroom teacher with the iReady math and reading program. Sean is a candidate to be hired through the pending iReady grant. We intend to hire Sean as a youth aide if the grant is received if not, we will work on placing Sean in another position within the club. Sean displayed a can-do attitude, strong work ethic, attention to detail, and initiative.
4. Pompano Beach General Services Department - On behalf of this Department, I can't thank the ladies referenced below enough for their commitment, attention to detail, and ability to follow directions. Because of their contributions, this department was able to complete more milestones than imagined. Words cannot express how instrumental Ms. Kyla Parrish, Ms. Asia Brooks, and Ms. Shaniyah Neal were to this department. These ladies contacted 8,277 vendors in one month to obtain additional information the city needed in order to update our records and scanned 1,491 vendor profiles into our system. They were an intricate and critical part to the department achieving its milestones. Yes!!! This department would welcome these ladies back any time. They have demonstrated project management at its best. This has truly been a rewarding experience for everyone.

RECOMMENDATION

None, for informational purposes.

Memorandum #01 – 22 (CBR)

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

From: Carol Hylton, President/CEO

Subject: Developing Your Workforce Apprenticeship Summit Update

Date: August 18, 2022

SUMMARY

CareerSource Broward (CSBD) held their “Developing Your Workforce Apprenticeship Summit” on 8/11. The purpose was to bring in national, state and local subject matter experts and connect them to our local employer community in a stimulating and interactive forum. Through a keynote speaker and breakout panel discussions the Summit aimed to take the mystery out of registered apprenticeship and provided actionable insight on how registered apprenticeships can be used to assist with recruitment, hiring and talent retention. The Summit provided a forum for CSBD to showcase how we work with employers to 1) facilitate partnerships 2) develop apprenticeships and 3) provide financial assistance. Nearly two hundred (200) attended representing a broad spectrum of employers and there was a palpable buzz of excitement from those in attendance. All of the feedback we’ve received has been positive and our employer services team is busy following up on leads.

BACKGROUND

In alignment with our Boards’ goal to encourage employers by engaging and identifying their needs, and educating and connecting them to the workforce system to produce innovative workforce solutions, CSBD planned, developed and produced a Summit centered on the value of Registered Apprenticeship Programs (RAP). The Summit brought in national, state and local subject matter experts and connected them to our local employer community in a stimulating and interactive forum held on 8/11 at the Signature Grand.

DISCUSSION

The summit was attended by nearly two hundred (200) individuals representing a broad spectrum of employers from various industries including construction, information technology, healthcare, marine, hospitality, and banking. Partners in education, local government, and industry associations were also in attendance such as: Broward County Government, Broward College, Broward County Public Schools, the Broward Sheriff’s Office, the Marine Industries Association of South Florida and local municipalities.

The summit was kicked off by Mr. Eric Seleznow, former deputy assistant secretary for the US Department of Labor's Employment and Training Administration. Mr. Seleznow provided an informative and dynamic keynote address on the role of registered apprenticeships in today's labor market. He discussed practical and technical information on the value of RAPs and how businesses can leverage these programs to grow their workforce from the inside.

The keynote address was followed by two dynamic panels:

- 1) Apprenticeships: Your Talent Gateway where the discussion focused on the benefits of using RAPs to build a talent pipeline.
- 2) Apprenticeship: How This Can Help My Bottom Line where attendees heard from employers with successful RAPs.

Board members Jim Ryan and Sandy-Michael McDonald served as moderators and Rick Shawbell served as one of the panelists. Both breakout panel discussions aimed to take the mystery out of registered apprenticeship and provided actionable "nuts and bolts" insight on how registered apprenticeships can be used to assist with recruitment, hiring and talent retention.

The Summit also provided a forum for CSBD to showcase how we can partner with employers and guide them with 1) facilitating partnerships 2) developing and registering apprenticeships and 3) provide financial assistance. Attendees were also provided with a QR scan code to connect with CSBD's Business Outreach Team for one-on-one meetings to assess whether RAPs are a solution to their hiring, training and talent retention needs.

There was a palpable buzz of excitement from those in attendance. Based on the summit surveys, attendees indicated that they were very satisfied with the quality of the summit – the speakers, the panel discussions and CSBD staff. All of the feedback we've received has been positive and our employer services team is busy following up on leads.

A video recap of the summit is in production and will be made available online for persons unable to attend and those that want to watch as a refresher.

RECOMMENDATION

None, for informational purposes only.

**Overview of the CareerSource Broward Region
Not Seasonally Adjusted
August 19, 2022**

- The unemployment rate in the CareerSource Broward region (Broward County) was 2.9 percent in July 2022. This rate was 2.2 percentage points lower than the region's year ago rate of 5.1 percent. The region's July 2022 unemployment rate was 0.1 percentage point above the state rate of 2.8 percent. The labor force was 1,071,543, up 33,758 (+3.3 percent) over the year. There were 30,619 unemployed residents in the region.

Fort Lauderdale-Pompano Beach-Deerfield Beach Metro Division

- In July 2022, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Deerfield Beach MD was 875,000, an increase of 34,100 jobs (+4.1 percent) over the year.
- The Professional and Business Services (+6.5 percent) and Education and Health Services (+5.3 percent) industries grew faster in the metro area than statewide over the year.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the second highest annual job growth compared to all the metro areas in the state in the Construction (+1,500 jobs) and Information (+700 jobs) industries.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the second fastest annual job growth rate compared to all the metro areas in the state in the Construction (+3.1 percent) industry.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the third highest annual job growth compared to all the metro areas in the state in the Education and Health Services (+5,800 jobs) industry.
- The industries gaining jobs over the year were Professional and Business Services (+10,200 jobs); Leisure and Hospitality (+6,700 jobs); Education and Health Services (+5,800 jobs); Trade, Transportation, and Utilities (+5,600 jobs); Financial Activities (+2,000 jobs); Construction (+1,500 jobs); Manufacturing (+800 jobs); Information (+700 jobs); Other Services (+500 jobs); and Government (+300 jobs).
- No industries lost 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)	Jul-22	Jun-22	Jul-21
CareerSource Broward (Broward County)	2.9%	3.0%	5.1%
Florida	2.8%	2.9%	4.8%
United States	3.8%	3.8%	5.7%

Nonagricultural Employment by Industry (not seasonally adjusted)	Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division				Florida				Annualized Avg. Wages Broward County, Q4 2021
	Jul-22	Jul-21	change	percent change	Jul-22	Jul-21	change	percent change	
Total Employment	875,000	840,900	34,100	4.1	9,320,400	8,865,300	455,100	5.1	\$65,317.96
Mining and Logging	#N/A	#N/A	#N/A	#N/A	5,300	5,400	-100	-1.9	\$70,129.59
Construction	50,100	48,600	1,500	3.1	598,200	578,100	20,100	3.5	\$72,936.24
Manufacturing	29,300	28,500	800	2.8	412,200	390,100	22,100	5.7	\$76,923.40
Trade, Transportation, and Utilities	199,300	193,700	5,600	2.9	1,930,100	1,829,300	100,800	5.5	\$65,297.18
Wholesale Trade	52,400	50,900	1,500	2.9	386,500	357,000	29,500	8.3	\$98,045.52
Retail Trade	108,500	106,300	2,200	2.1	1,134,100	1,087,700	46,400	4.3	\$50,555.70
Transportation, Warehousing, and Utilities	38,400	36,500	1,900	5.2	409,500	384,600	24,900	6.5	\$67,996.86
Information	21,700	21,000	700	3.3	150,700	139,900	10,800	7.7	\$116,237.4
Financial Activities	67,700	65,700	2,000	3.0	657,600	627,600	30,000	4.8	\$110,729.9
Professional and Business Services	167,100	156,900	10,200	6.5	1,547,500	1,463,800	83,700	5.7	\$85,858.70
Education and Health Services	115,400	109,600	5,800	5.3	1,376,300	1,328,900	47,400	3.6	\$65,167.62
Leisure and Hospitality	94,000	87,300	6,700	7.7	1,254,700	1,145,700	109,000	9.5	\$35,004.58
Other Services	33,900	33,400	500	1.5	363,800	336,500	27,300	8.1	\$47,174.97
Government	96,400	96,100	300	0.3	1,024,000	1,020,000	4,000	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)	\$63,523	\$59,009	\$4,514	7.6
Florida	\$60,299	\$55,840	\$4,459	8.0

Note: All data are subject to revision.

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