



**Broward Workforce Development Board
Education and Industry Consortium**
Tuesday, February 17, 2026
12:30 pm – 2:00 pm.

1st QUARTER REPORT
CareerSource Broward Main Conference Room
2890 West Cypress Creek Road, Ft Lauderdale, FL 33309

ATTENDEES: Kathleen Hagan, Marcy Mills-Matthews, and Maria Formoso, who chaired the meeting.

STAFF: Carol Hylton, Ron Moffett, Mark Klinecicz, Rochelle Daniels and Michell Williams.

GUESTS: Lori Morton

PRESENTATION

1. State of the Industry

Lori Morton, Associate Vice President, Employment Solutions & Strategic Partnerships, Broward College (BC), presented on the State of the post-secondary education industry, emerging trends, and challenges. *(This aligns with the Consortium's requirement to review information on the status of existing talent pipelines and the need to expand or leverage existing and/or new resources.)*

Lori Morton discussed emerging trends, including AI integration using tools such as ChatGPT, Grammarly, Copilot, Duolingo, and Khanmigo, an AI-powered digital tutor and teaching assistant developed by Khan Academy. She stated that local employers want people who can navigate data, use AI tools, and have soft skills simultaneously. Skills such as digital fluency and the ability to adapt to digital technology are essential. The goal is to be fluent in several AI processes.

Ms. Morton explained that experiential and immersive learning technologies were advancing hands-on learning experiences such as AI-assisted simulation, Virtual Reality, and Augmented Reality, and that adaptive learning tools help BC identify knowledge gaps and tailor instruction in real time for students. BC is adopting generative AI to keep up with its students and to be one step ahead.

Ms. Morton discussed BC's initiatives to prepare students for workforce success, including practical, short-term credentials and workforce training; embedding career-readiness modules into the curriculum; and partnering with different industries to ensure relevance and rapid program updates. She explained that BC partners with employers through Advisory Councils for each of its eight academic pathways, and that all of its majors fall under one of those pathways. She stated the importance of building relationships with employers, connecting

them with the appropriate pathway and Advisory Council, so that employers are sitting with their deans, associate deans, and faculty to help build curricula. Having employers around the table on these Advisory Councils is important for conversations about building project capstones, graduation projects, and internships, to get direct feedback and ensure students are equipped with the skills they need when they graduate.

Lastly, Ms. Morton highlighted BC's collaboration with CareerSource Broward through data sharing and labor intelligence, joint outreach and hiring events, and the integration of referral networks to help their students with their next steps and professional development using CSBD resources.

Ms. Formoso asked whether BC had rolled out any micro credentials in artificial intelligence. Ms. Morton responded that they were in the process of building that out for their continuing education program. Ms. Formoso added that Broward County Public Schools is addressing artificial intelligence through two different approaches: 1) working to have all teachers proficient in AI and 2) reinventing classrooms to provide hands-on learning to teach students AI skills through micro credentialing with support from Florida Ready to Work.

Ms. Hylton expressed a desire to collaborate more with BC to be more intentional about job fairs and work experience programs to connect students with employers. Ms. Morton agreed and said she would love to explore this idea. Ms. Mills-Matthews stated that whatever Broward Health could do to partner with Broward College, they would be happy to help grow any field, for example, in nursing, MRI, CT, and Radiology. All of these fields use AI in healthcare.

Ms. Hylton added that CareerSource Broward has shifted to smaller, more sector-focused hiring events so that people get jobs at the end of the day, and this approach would be great for students as they approach graduation.

NEW BUSINESS

1. Topics and Thought Questions for 2026 Board Planning Session

Preparations have begun for the 2026 Board Planning Session scheduled for April. The Consortium was requested to provide input on topics and thought questions for Board consideration at the Planning Session.

Ms. Hylton discussed the annual planning session, during which the Board focuses on drafting objectives for the upcoming year. For context, Ms. Hylton listed several emerging positions regarding the direction of workforce initiatives and funding. Ms. Hylton asked the Consortium to provide their input on thought questions for the Board to consider during the planning session.

Ms. Daniels further elaborated, stating that changes are coming, including the reauthorization of WIOA, Pell funding, and short-term training. She mentioned the impact of AI on jobs and the need for better workforce training and preparation.

Ms. Daniels added that another major focus will be on apprenticeship. Though most think apprenticeships are great, employers are not embracing them as a tool for recruiting, onboarding, and training workers. So, the question now would be what needs to change to make apprenticeships more acceptable to employers?

Ms. Formoso asked whether there were any apprenticeship fairs for employers to learn how apprenticeships work. Ms. Daniels responded that Ms. Hylton was the pioneer in our State, holding an apprenticeship fair the year before last, during which we brought together all the subject-matter experts, as well as employers offering apprenticeships and those considering them. Ms. Hylton added that we have all the apprenticeship programs on our website and a navigator to engage employers because we can come in and offset the cost through upskill OJT.

Ms. Mills-Matthews shared that Broward Health was recently approved for its Bio-medical Tech Apprenticeship Program, and the process was very intensive and should be made easier for employers. One of the biggest obstacles was getting all the required documents submitted to the State, and the time it took staff to do so. Ms. Hylton replied that CareerSource Broward could assist with the paperwork.

On a motion made by Marcy Mills-Matthews and seconded by Maria Formoso, the EIC members unanimously approved a recommendation to include an apprenticeship question for the Board to consider at the Planning Session.

2. Addition of Occupational Title to Current Targeted Occupation List (TOL)

Over the year, CSBD receives input from industry intermediaries, eligible training providers, and employers to evaluate and update the local TOL. For an occupation to be included on the TOL, it must 1) have a minimum of 25 job openings and an entry wage of \$15.88 2) require more than a H.S. diploma but less than a Master's degree, and 3) require training that results in a post-secondary adult vocational training or college credit certificate, applied technology diploma, or A.S. or B.S. degree. The Consortium was asked to provide input on identifying additional occupations that CareerSource Broward should consider adding to the TOL. (This aligns with the Consortium's requirement to review information on the status of existing talent pipelines and the need to expand or leverage existing and/or new resources.)

Ms. Hylton stated that the TOL governs WIOA referrals to occupational training. Recently, Medical Equipment Preparers was added to the TOL. The next step is to find training providers.

Ms. Hylton explained that the TOL can be updated at any time. She asked the Consortium whether they were aware of any in-demand occupations that should also be considered for addition to the TOL. Ms. Formoso suggested Veterinary Technician if it was not on the list because it was extremely popular at some of their high schools. Ms. Hylton replied that Veterinary Assistant was listed on the TOL and offered at Broward College.

Ms. Mills-Matthews suggested adding Radiology Technician and Cardiovascular Technician, explaining the need for these critical occupations and that the programs take only 18 months. Because of the shortage, Paramedics are being trained to become Cardiovascular Technicians. Carol Hylton thanked Ms. Mills-Matthews and responded that she would have staff review these occupations to see if they were already on our TOL or, if not, for possible addition to the TOL.

Ms. Mills-Matthews asked Ms. Formoso to send her contact information, and she would ensure the clinical education team reaches out because she would like to coordinate Broward Health coming out to the schools and speaking with students who are interested in these fields.

Ms. Hylton suggested showing the students our Health Care Industry Day-In-The-Life career pathways video. She offered to host a “day-in-the-life” event at one of our centers to match graduating students with open positions.

Ms. Formoso replied that she would send her contact information to Ms. Mills-Matthews for further discussion. She mentioned that in the past, she was part of a program, in collaboration with Broward Health, called the Speakers Bureau. They would do monthly chats and visits to the schools, and have doctors, nurses, and X-ray technicians come out to speak and interact with the students. It was one of the most valuable experiences for those students.

Ms. Hylton asked that if they were considering having the Speakers Bureau program again, to let her know so our Out of School youth in the GED program with other providers could attend. Ms. Mills-Matthews responded that she would need to speak with her marketing department to get more details on the program, as it was before she started at Broward Health.

3. Industry Updates

The Consortium members were asked to 1) discuss their sector-specific development needs on talent in the local area and 2) provide input on emerging industry and/or occupational trends. *(This aligns with the Consortium's requirement to review information on the status of existing talent pipelines and the need to expand or leverage existing and/or new resources and to provide a quarterly report to the Broward Workforce Development Board.)*

Ms. Hylton asked the members to share what they are seeing in their industries that may have implications for the workforce.

Ms. Hagan shared that in the Marine industry, MIAF has a big event with Broward County on Saturday, 3/7 at 9 am called the Waterway Cleanup, with over 30 hosting and volunteering opportunities across the county. This will be the 39th year of the event. Ms. Hagan stated she would send the details of all locations out to the members.

Ms. Hagan added that students can receive up to 4 volunteer hours. Ms. Formoso asked Ms. Hagan to send her the details, and she would eblast it to the schools to get the word out.

4. Quarterly Report of the 11/20 Meeting

Considered approving the 4th Quarterly Report of 2025 from the 11/20 meeting. *(This aligns with the Consortium's requirement to provide a quarterly report to the Broward Workforce Development Board.)*

Ms. Formoso introduced the item, and Ms. Hylton reviewed the report.

On a motion made by Marcy Mills-Matthews and seconded by Kathleen Hagan, the EIC members unanimously approved the 4th Quarter Report.

REPORTS

1. **Update on AI Playbook for Small and Medium-Sized Employers**

CSBD held three AI Employer Roundtables engaging nearly 100 Broward County employers. The Development of the AI Playbook was on track to be completed by the end of February.

The Playbook would be released in a digital flipbook format to maximize accessibility, with a printable Executive Summary available for broader distribution. Findings from the employer AI survey are being integrated into the content. The Playbook would be a practical, implementation-focused resource to assist employers in evaluating their company's AI readiness and address risk and compliance considerations.

Mr. Klincewicz provided an update on the AI Playbook roundtables, which are integral to the book's development, and mentioned the survey, which is still open. He asked the members to send us any additional thoughts they may have to see if there is anything else we should add to the book.

2. **The Source Podcast**

CSBD released the 5th episode of The Source Podcast, where Mark Klincewicz (CSBD), Jim Ryan (Outplex), Marvin Dejean (Gilead Sanders), and Lonni Cibants (Alliant Power) discuss the development of the new AI Employer Playbook and how it will help small and mid-sized businesses adopt AI. The episode supports CSBD's digital marketing strategy and is now available on Spotify. The next episode will spotlight tools and support offered through Job Seeker Services.

Mr. Klincewicz provided an update on the Podcast. He mentioned it was available on Spotify and on the CareerSource Broward website and encouraged the members to listen to it.

Ms. Formoso inquired if the podcast would be of value to their students in the AI pathways programs. Ms. Hylton replied that the AI Playbook would be more interesting for the students because it speaks to the core areas of AI.

3. **South Florida Manufacturers Association (SFMA) Pre-Apprenticeship Program**

CSBD participated in a roundtable convened by the SFMA and Atlantic Technical College (ATC) to discuss the development of a manufacturing pre-apprenticeship program. The proposed pre-apprenticeship would prepare participants for entry into the SFMA/ATC registered CNC Apprenticeship Program. CSBD staff engaged employers to discuss how available On-the-Job Training funding may support their transition of individuals from the pre-apprenticeship program into the registered apprenticeship program.

Ms. Hylton explained that members of our team participated in a roundtable at Atlantic Tech College with employers and Board member Matt Rocco. The discussion centered on 1) the talent pipeline 2) the need to develop a pre-apprenticeship program and 3) how CSBD can help offset costs.

Ms. Formoso shared that Broward Schools was approved through their CAP grant to purchase

a semi-tractor trailer. It will be a classroom on wheels with all sorts of manufacturing stations, and they plan to take it on the road to promote the pre-apprenticeship program and also bring it to the WOW event.

4. Co-Parenting Resource & Employment Fair

On 1/27, CSBD hosted the second Co-Parenting Resource and Employment Fair to support the Non-Custodial Parent (NCP) population. Employers interviewed attendees for paid internship opportunities. The Department of Revenue's Child Support Team was also in attendance to answer questions. Additionally, participants who had lost their driver's license due to non-payment of child support were provided with information on how CSBD can assist them in reinstating their license.

Ms. Hylton stated that the fair was very successful, with 8 employers and almost 100 job seekers in attendance.

5. Aviation Industry Job Fair

On 2/12, CSBD hosted an Aviation Industry Job Fair to connect job seekers with high-demand career opportunities across the aviation sector, supporting workforce needs at Fort Lauderdale–Hollywood International Airport and the broader aviation ecosystem. This event strengthened employer pipelines, promoted career pathways, and reinforced aviation as a critical driver of Broward County's economy.

Ms. Hylton informed the members that this was one in a series of industry-focused job fairs we host and that the feedback from attendees was very positive.

6. Update on Summer Youth Employment Program 2026

The Summer Youth Employment Program 2026 is off to a strong start! The application period opened on 12/1/25 and closed on 1/5/26. More than 3,000 youth applications were received. SYEP is recruiting new employers to serve as host worksites for youth. These worksites will provide youth with meaningful, real-world career exploration in fields such as information technology, skilled trades, public service, and hospitality throughout Broward County.

Ms. Hylton shared that CSBD was recruiting worksites and asked the members that if they would like to be a worksite, to let her know. Ms. Mills-Matthews mentioned that she has already started the process and that 25 spots are being held for youth through CSBD and Junior Achievement. Ms. Hylton thanked Ms. Mills-Matthews for Broward Health's continued support.

7. CSBD Infograph January 2025 – December 2025

CSBD Infograph was created to convey information about our services to employers, community stakeholders, and job seekers quickly and clearly through visual elements. The infograph was ideal for enhancing our storytelling and increasing the shareability of content across various platforms. During the period covered, the data reflect that CSBD hosted 65 recruitment events and job fairs, assisted Broward employers with nearly \$4.5 million in work-based training, and provided over \$1.2 million in scholarships for training. The infograph has

been distributed throughout Broward County, including 1) our Community Partners, 2) Public Information Officers, and 3) the Broward Legislative Delegation.

Ms. Hylton provided an overview of the infographic.

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

CSBD, in partnership with the School Board, will host over 1,000 youth at the WOW event on 3/4 at the Amerant Bank Arena. WOW is an immersive experiential learning event where 9th- and 10th-grade youth learn about in-demand career pathways that align with their interests. Ms. Hylton invited the members to join her at the WOW event on 3/4. Ms. Formoso added that their culinary program would provide and distribute 1,000 lunches to students this year.

Ms. Mills-Matthews mentioned that they are hosting a job fair for various food service positions and thought it would be a good opportunity to share it with high school students who are on the cusp of graduating and seeking employment. Ms. Hylton asked Ms. Mills-Matthews to send the job fair details, and Ms. Mills-Matthews confirmed she would send the flyer.

9. Broward County Unemployment and Economic Dashboard

The rate in Broward County was 4.2 percent in December 2025. This rate was 1.3 percentage points higher than the region's year-ago rate of 2.92 percent. The region's November 2025 unemployment rate was 0.2 percentage points lower than the state rate of 4.4 percent. Out of a labor force of 1,086,564, up 3,455 (+0.3 percent) over the year, there were 45,697 unemployed Broward County residents. The dashboard is a value-added resource that allows businesses to make data-informed decisions.

Mr. Klincewicz provided an overview of the Economic Dashboard.

MATTERS FROM THE CONSORTIUM CHAIR: None

MATTERS FROM THE CONSORTIUM: None

MATTERS FROM THE FLOOR: None

MATTERS FROM THE CAREERSOURCE BROWARD PRESIDENT:

Ms. Hylton stated that we are looking forward to finalizing the AI Playbook and to an amazing WOW event in March. Ms. Hylton thanked Ms. Formoso for chairing today's meeting.

ADJOURNMENT – 1:41 pm.

THE NEXT EDUCATION AND INDUSTRY CONSORTIUM MEETING WILL BE HELD ON APRIL 28, 2026.