
Quarterly Report – Meeting #4

ATTENDEES IN-PERSON / VIA ZOOM: Nikki Cabus, Maria Formoso, Kathleen Hagan, Rozeta Mahboubi, Marcy Mills-Matthews, Dr. Steven Tinsley, and Matthew Rocco, who chaired the meeting.

STAFF: Carol Hylton, Ron Moffett, Doug Saenz, and Michell Williams.

GUEST: Ashton Adler, Director of Talent, South Florida Tech Hub

PRESENTATION**1. State of the Industry**

Ashton Adler, Director of Talent at South Florida Tech Hub, presented on the State of the Information Technology industry, emerging trends, and recruitment challenges. Ms. Adler discussed the growing tech ecosystem and that the South Florida region was becoming a hub for financial tech, health tech, and blockchain companies. She referenced the educational institutions and programs available and stated that Florida was one of the top five states in the country producing skilled graduates in tech-related fields.

Ms. Adler highlighted that Tech Hub has over 160 member organizations. Some of their collaboration efforts are with public and private partners and nonprofit and community organizations, such as 1) Broward College 2) South Florida Manufacturers Association 3) Marine Research Hub and 4) Miami Tech Works. She discussed initiatives to bring more women, minorities, and underrepresented groups and communities into the tech workforce.

Lastly, Ms. Adler shared some of South Florida Tech Hub's upcoming meetings and events. She informed the members that next year, they are celebrating 30 years and hosting an international conference for employers and job seekers in the tech field. The conference will be held at the Broward County Convention Center on 12/11/25, and as more information is available, it will be sent out.

2. Lightcast Labor Market Software

Douglas Saenz, Business Services Manager, demonstrated the Lightcast software, which provides staff with comprehensive labor market data, skill demand insights, and employment projections. As part of our value proposition to employers, we use Lightcast to provide them with just-in-time information that assists with making data-driven decisions.

Ms. Hylton stated that CSBD uses the software to prepare for various meetings and forum discussions with employers. Ms. Hylton said this software is a tool that could be offered to employers who are considering coming into Broward County and want to know what the talent looks like.

Ms. Hylton asked the committee if they thought of additional ways the software could be used or pulled into their day-to-day work to please share it with her. Dr. Tinsley mentioned that his organization uses the Lightcast software to evaluate its program's vitality and industry certifications and to do evaluations to fill the talent gaps. He said the tool was incredible and very useful.

NEW BUSINESS

1. The 9/16 Quarterly Report

Approval of the 3rd Quarterly Report of 2024 from the 9/16 Consortium meeting.

On a motion made by Maria Formoso and seconded by Dr. Steve Tinsley, the EIC unanimously approved the 3rd Quarter Report.

2. Education and Industry Consortium Strategic Planning Matrix Updates for PY 24/25

The EIC Committee reviewed the updates to the Planning Matrix for program year 24/25.

Ron Moffett provided an overview of the Matrix and highlighted the objectives that stemmed from the September meeting. He stated that staff was working on the next steps and deliverables. He encouraged the members to review the entire Education and Industry Consortium Strategic Planning Matrix and not hesitate to reach out to himself or Carol Hylton with their thoughts and suggestions.

On a motion made by Dr. Steve Tinsley and seconded by Maria Formoso, the EIC Committee unanimously approved the updates to the Strategic Planning Matrix for PY 24/25.

3. 2025 BWDB Legislative Agenda

Each year, our governing boards develop a legislative agenda. As part of the process, to fulfill our role as conveners, we collected community partner legislative agendas related to workforce development. We also considered federal budget matters and proposed legislation (at both the state and federal levels) affecting workforce development. Consortium input was requested regarding this year's draft legislative agenda. Our previous legislative agenda was provided for reference.

Ron Moffett explained that, as conveners of workforce services in Broward County, one role of the governing boards' was to develop a legislative agenda. This year, we are including the consortium members and asking for input.

Matt Rocco mentioned the manufacturing legislative agenda should be coming out soon since the Manufacturing Days conference in Tallahassee is in February. He said he would send that

agenda to CSBD and also encouraged the committee members to send theirs. He shared that a CSBD staff member usually reaches out to request the agenda each year, which he thought was amazing. Ms. Hylton asked the committee to share their agendas as they became known to them, and we would pull out the workforce-related items for our Boards' to consider.

4. CareerSource Broward Youth Summit

CareerSource Broward plans to hold a Youth Summit in Fall 2025, focused on services for Opportunity Youth, sometimes referred to as "disconnected youth," ages 16-24. The event will be aimed at recognizing the barriers and finding meaningful solutions for providing services so that youth see the benefit of connecting with education and employment. The target audience would be education, social workers, mental health professionals, case managers, counselors, and experts from our partners in the community who serve these youth. Consortium member input was requested on the event's framework and key components.

Carol Hylton shared that the Youth Summit will be held in the Fall of 2025 and that CSBD wants to bring a focus to this population because having a vibrant talent pipeline is essential. The thought is to bring together those entities and stakeholders, such as education, social workers, mental health, and experts in the field working with youth to have a dialogue to spotlight this population and develop workforce-related solutions that are tailored to youth.

Matt Rocco suggested adding a mix to a panel, such as 1) youth who have successfully gone through a program 2) including different organizations from the community that have different evidenced-based models for success and 3) employers who have hired the youth. He said having breakout sessions is always important and suggested a session addressing mental health and social service needs.

Maria Formoso asked if the summit had been advertised, and Ms. Hylton replied that it had not yet, as it is not scheduled to take place until the fall of 2025. Ashton Adler offered to have the South Florida Tech Hub partner with CSBD for the summit. Their organization assists with getting speakers, and if CSBD plans to do a panel, she would like to brainstorm ideas. She suggested considering Rebecca Bakels, Senior Developer Advocate at CITY Furniture, who she knows has received great feedback from attendees at events she has spoken at.

Dr. Steve Tinsley shared that Broward College has Promise Neighborhoods, Courts to College, and Corrections to College programs, which work with economically disadvantaged and underserved populations. He suggested partnering to identify some of these participants with success stories who may want to talk about their experiences.

Carol Hylton thanked all the members for their input and suggestions.

5. Education and Industry Consortium (EIC) Meeting Calendar 2025

Considered the approval of the EIC Committee meeting schedule for 2025. Four meetings are scheduled for the upcoming year and will be held in person. On occasion, if necessary, a consortium member could attend via Zoom.

On a motion made by Matt Rocco and seconded by Dr. Steve Tinsley, the EIC unanimously approved the meeting calendar for 2025.

6. Schedule for State of the Industry Speakers

Considered the approval of a schedule for industry speakers. Consortium members' input was requested to select the schedule for the state-of-the-industry speakers for 2025 EIC meetings.

Ms. Hylton suggested that we consider sending a “doodle” to poll the members for the order of industry speakers for the upcoming meetings. She stated that staff could also identify a round-robin and reach out directly to the consortium members for their input and identification of guest speakers. Mr. Rocco felt that was a better strategy, and the members agreed. Carol Hylton indicated that staff would reach out to one of the members to identify the next speaker.

REPORTS

1. Healthcare Career Pathways Video

The Healthcare Career Pathways video showcases the various opportunities available in the industry and highlights Pharmacy and Radiological Technicians due to their high demand and gaps in talent pipelines. It was made possible through the generous support of Broward Health and Memorial Healthcare.

The consortium reviewed the video.

Mr. Rocco praised the CSBD staff for creating the pathway videos. He mentioned that he was involved in the upcoming manufacturing video, which is a way to open the eyes of not only the students but also the parents to careers in the industry. Ms. Hylton replied that once we have the video, it can be shown to high school students so they can start thinking about career opportunities they were not previously considering.

2. One-Stop Services Committee Strategic Planning Matrix PY 24/25

On 6/24, the One Stop Services Committee approved its strategic goals and objectives for PY 24/25. The committee tracks progress on achieving the deliverables in the form of a strategic planning matrix, which CSBD staff updates and reports on throughout the year. The updated Matrix was presented to the One-Stop Services Committee at their meeting on 11/5.

Ron Moffett provided an overview of the One-Stop Services Committee Strategic Planning Matrix for program year 24/25, which is used to track progress on the objectives approved by the Board. He encouraged the members to review the Matrix. Additionally, Mr. Moffett mentioned that the Youth Committee Strategic Planning Matrix would be brought to the Consortium at the next quarterly meeting.

3. U.S. Small Business Association

CSBD met with Edward Fears, Director of the U.S. Small Business Administration's (SBA) Office of Disaster Recovery & Resiliency Field Operations Center, who flew in from his Atlanta-based office. The purpose was to discuss partnering to support small businesses during times of disaster. SBA agreed to 1) have exhibits at CSBD job fairs 2) conduct Zoom presentations to employers at future Workforce Wednesday events, and 3) provide materials to CSBD regarding disaster loans and resources, which we added to our website on a landing page for employers.

Carol Hylton presented the item and showed the landing page staff created on our website that employers can use to access information and resources. Ms. Hylton added that the SBA agreed to participate in our Workforce Wednesdays to speak to employers about their role in disaster recovery and how they can assist small businesses.

4. CSBD Hosts Broward County Public Schools

CSBD hosted 50 Career Champions at our South Career Center on 11/6. The Champions help students prepare for life after high school. We showcased the marine and healthcare videos to gain more exposure to these industries. A tour of the center will follow the meeting as it is important that they see first-hand the job seeker services CSBD offers to students and their parents. The idea for this collaboration stemmed from our last Education and Industry Consortium meeting.

Maria Formoso shared that they have Career Champions at every high school, and their role is to assist juniors in preparing for internships and employment. The meeting at the center, which included a tour of the facility, gave the champions a first-hand look at all the services provided by CareerSource Broward. Ms. Formoso stressed how important it is for the Career Champions to understand what CareerSource does to link families to the appropriate resources. She explained that CSBD staff will also present to the Brace Advisors, which are the college and career counselors. Carol Hylton added that the industry videos were also shared with them.

5. Broward Report on Aviation Industry Employer Forum

CSBD hosted an engaging employer forum with the Aviation Industry on 11/7. This in-person and virtual event was attended by twenty-three (23) individuals representing employers, education, and workforce development. The forum's objectives were to 1) discuss best practices, skill gaps, talent shortages, and training needs and 2) identify actionable strategies to address the skill gaps and improve the talent pipeline and training needed for the career pathways in the industry. The strategies identified included posting open positions in Employ Florida so CSBD staff can recruit, assess, and refer candidates who match the employer's requirements and increase the number of summer internships in the industry for youth.

Ron Moffett provided an update on the Aviation Industry Employer Forum.

6. Paychecks for Patriots Hiring Event

CSBD hosted its 12th annual Paychecks for Patriots Veterans Hiring Fair on 11/14 at the Tamarac Community Center. The event drew the largest number of employers and job seekers since our State of the Workforce job fair earlier this year. The first hour of the event was reserved for veterans and their family members, who were greeted by members of the Board, County Commissioners, the President/CEO of CareerSource Florida, Adrienne Johnston, Melanie Griffin, Secretary of the Florida Department of Business and Professional Regulation and General James Hartsell, Executive Director of the Florida Department of Veterans Affairs who flew in from Tallahassee to be part of this special event. By all accounts, the event was an incredible success!

Carol Hylton provided highlights of the Paychecks for Patriots Veterans Hiring Fair. She shared that last year, the State of the Workforce career fair set a new record with over 1,200 job seekers attending. We have now broken that record as over 1,400 job seekers attended this year's Paychecks for Patriots job fair. Ms. Hylton explained to the committee that staff are working on creating a video of the event, and once it was done, she would share the video with them.

7. State of the Workforce Breakfast and Job Fair

CSBD, in partnership with the chambers of commerce of Fort Lauderdale, Hollywood, and Pompano Beach and the Port Everglades Association, is participating in the State of the Workforce event on 1/29/25 at the Broward County Convention Center (BCCC). The event includes a networking breakfast where attendees will learn about the latest workforce trends and a Job Fair hosted by CSBD. The BCCC is providing the venue free of charge and parking for attendees, including job seekers, courtesy of Visit Lauderdale. CSBD is also partnering with Broward County Transit to provide complimentary transportation to job seekers from economically distressed zip codes. Marketing to employers and job seekers for the event will +be executed through 1) targeted digital advertisements through geofencing 2) social media, and 3) e-blasts.

Carol Hylton provided an update on the upcoming State of the Workforce Breakfast and Job Fair, which is scheduled for 1/29/25 at the Broward County Convention Center.

8. CSBD Value Proposition Calculators

In response to a Board recommendation, CSBD created two calculators: 1) on-the-job training and 2) paid internship/work experience. These web-based/mobile responsive tools enable employers to input information about their work-based training or internship requirements and instantly receive an estimate of the value added to their bottom line by engaging CSBD in these services. Employers can adjust the input data to explore various scenarios and calculate different return on investment possibilities.

Ron Moffett provided an overview of the tools and demonstrated the OJT Value Proposition Calculator to the members.

9. Eligible Training Provider (ETP) Performance

CSBD conducted its semi-annual analysis of ETP performance and found that all training programs comply with the Board-mandated 70% training-related placement rate.

Ron Moffett explained that we have a network of eligible training providers with almost 250 programs on our ITA list. To receive referrals from CSBD for our WIOA participants, the training providers must maintain a 70% training-related placement rate. He reported that our current providers are meeting performance and that none of the programs were removed from the list.

10. Broward Florida Impact Honoree

We are proud to announce that Heiko Dobrikow, our Board Chair, will be honored with the Florida Impact Award by the News Service of Florida on 12/10 in Tallahassee. This prestigious award recognizes Florida leaders who have made a significant difference in their communities and the State through corporate social responsibility. Mr. Dobrikow's dedication to servant leadership within his business and beyond has led to this well-deserved recognition. We are honored to celebrate this accomplishment with him!

Matt Rocco asked that CSBD staff pass along the Consortium member's congratulations to Mr. Dobrikow.

11. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 3.3 percent in October 2024. This rate was 0.2 percentage points higher than the region's year-ago rate. In October 2024, Broward County's unemployment rate was 0.2 percentage points lower than the State's rate. Out of a labor force of 1,093,498, down 5,178 (-0.5 percent) over the year, there were 36,572 unemployed Broward County residents. The dashboard is a value-added resource, allowing businesses the ability to make data-informed decisions. CSBD recently added a new economic indicator tile to the dashboard, Inflation Rate. The data presented for this tile tracks the annual inflation rate (change in general price levels) over the previous 12 months.

Ron Moffett reviewed and discussed the dashboard. Steve Tinsley said he appreciated its information, visualization, and presentation and that it was easy to navigate.

MATTERS FROM THE CONSORTIUM CHAIR

None

MATTERS FROM THE CONSORTIUM

The members thanked Nikki Cabus and Ashton Adler for the presentation.

MATTERS FROM THE CAREERSOURCE BROWARD PRESIDENT

None

MATTERS FROM THE PUBLIC

None

ADJOURNMENT – 1:43 p.m.

<p>THE NEXT EDUCATION AND INDUSTRY CONSORTIUM MEETING WILL BE HELD ON FEBRUARY 25, 2025</p>
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