



Education and Industry Consortium

Tuesday, February 25, 2025
12:30 p.m. – 2:00 p.m.

Zoom Meeting ID: 899 8370 5076

Zoom Password: 114348

Zoom Call-In: 1 646 876 9923

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

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

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.

MEETING AGENDA

CALL TO ORDER

IDENTIFICATION AND INTRODUCTION OF ANY UNIDENTIFIED CALLERS

SELF-INTRODUCTIONS

PRESENTATIONS

1. State of the Industry

Andrew Nicholson, Senior Talent Acquisition - Pilot CommuterAir (United Express) and Adjunct Professor of Aeronautics at Embry Riddle Aeronautical University G Aero Institute will present on the state of the Aviation industry, emerging trends, and recruitment challenges.

2. Manufacturing Career Pathways Video

The video showcases the various opportunities available in the manufacturing industry, highlighting careers in Welding Fabrication, Injection Molding Technicians, Quality Assurance Inspectors, and Production Floor Workers. It will expand awareness among our most barrierred job seekers about career pathways for in-demand occupations in the industry. Education and Industry Consortium Chair Matt Rocco and the South Florida Manufacturing Association participated in the production of the video.

NEW BUSINESS

1. Quarterly Report For The 11/19 Meeting

Approval of the Quarterly Report of the 11/19 meeting.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Quarterly Report

Pages 9 – 16

2. AI's Impact on Industry and Implications for Workforce Development

AI is continuously transforming industries in numerous ways, reshaping business processes, decision-making, and customer experiences. These changes have significant implications for workforce development, including job displacement, skills evolution, upskilling, growing demand for new career opportunities, and the need for retraining programs to bridge AI skill gaps. Educators will need training 1) in AI-driven teaching methods such as blended learning with AI augmenting human instruction and 2) curriculum redesign to integrate AI literacy. At the same time, in the education industry, there will be demand for AI developers specializing in EdTech solutions. We are asking the consortium to provide input on how AI is impacting their industry (including education) and to suggest actionable initiatives that CSBD should consider that are in alignment with WIOA and the BWDB's goal to maintain our role as workforce development leaders.

RECOMM Dependent on Discussion
ACTION Motion for Approval
EXHIBIT None

3. Updates to the Education and Industry Consortium Strategic Planning Matrix

Consideration to review and approve the updates to the Strategic Planning Matrix PY 24/25.

RECOMM Approval
ACTION Motion for Approval
EXHIBIT Strategic Planning Matrix

Pages 17 – 25

4. Industry Sessions for Job Seekers

CSBD will host a series of industry sessions at the One-Stop centers, offering valuable insights for job seekers. Employers and training providers will share their expertise, provide guidance, and answer questions to help job seekers successfully enter or advance in these fields. Job seekers will also have the opportunity to apply for open positions with the employers. We are asking the committee for input on ways to promote these events.

RECOMM Approval
ACTION Motion for Approval
EXHIBIT None

5. Local Employer Awareness and Satisfaction Survey

Every two years, CSBD surveys employers to measure awareness and customer satisfaction of our services. We collect data on workforce challenges and get input on areas for regional collaboration on initiatives such as job fairs. Responses to the survey will be used to develop value-added workshop content and establish a list of guest speakers for our Workforce Wednesday seminars. It is recommended that the Education and Industry Consortium members send the link to the survey to their network of employers.

**RECOMM
ACTION
EXHIBITS** Approval
Motion for Approval
Memo #11 – 24 (BR)
[Employer Survey Link](#)

Page 26

REPORTS

1. Paychecks for Patriots Hiring Event

CSBD hosted its 12th annual Paychecks for Patriots Veterans Hiring Fair on 11/14 at the Tamarac Community Center. We had about 200 employers register for the event and broke our record for jobseekers from earlier this year with about 1,400 attending the event. We also had 2 barber shops donate their time to provide 100 free haircuts to those in need.

**ACTION
EXHIBIT** None
[Paychecks for Patriots Video](#)

2. 2nd Annual State of the Workforce Employer Breakfast and Job Fair

On 1/29, CSBD, in partnership with the Fort Lauderdale, Hollywood, and Pompano Beach chambers of commerce, hosted the 2nd Annual State of the Workforce Employer Breakfast and Job Fair at the Broward County Convention Center. It was a record-breaking success, bringing over 2,200 job seekers to connect with 200 local employers. We partnered with 1) Visit Lauderdale for free parking and 2) Broward County Transit for complimentary transportation from economically distressed zip codes. In addition to social media, and a live radio broadcast on 102.1FM - Voice of the Caribbean, we also had television coverage!

**ACTION
EXHIBIT** None
[State of the Workforce Job Fair Highlights](#)

3. Florida Manufacturing Days in Tallahassee

This annual event provides manufacturers with the opportunity to meet with their legislators to discuss and advocate for manufacturing-related issues. They also offer valuable opportunities to network colleagues and peers, and to learn more about the legislative process. The South Florida Manufacturing Association engaged in productive discussions with a significant number of legislators to highlight the importance of addressing key manufacturing issues and advancing the interests of the industry.

ACTION None
EXHIBITS [Manufacturing Days Photos](#)
SFMA Press Release and Legislative Priorities

Pages 27 – 28

4. Broward Workforce Development Board (BWDB) 2025 Legislative Agenda

Every year, the BWDB approves a legislative agenda. As part of the process, community partner legislative agendas are presented for their information. As discussed at the last meeting, we are seeking consortium input regarding this year's draft legislative agenda. In addition to the SFMA's legislative priorities, we are asking the committee to share their agendas, and we will pull out the workforce-related items for our Boards to consider.

ACTION Discussion
EXHIBIT None

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

CSBD, in partnership with the School Board, will host the 2025 Worlds of Work (WOW) on 3/11 at the Amerant Bank Arena. WOW is an immersive experiential learning event where youth in the 9th and 10th grades will learn about in-demand career pathways that align with their interests. New this year, we are adding 1) education 2) government and 3) professional services “worlds” that will include occupations in legal services, marketing and finance/banking.

ACTION None
EXHIBIT WOW Save The Date Flyer

Page 29

6. Youth Committee Strategic Planning Matrix PY 24/25

On 6/24, the Youth Committee approved their 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 is updated and reported on by CSBD staff throughout the year. This is the updated Matrix approved by the Youth Committee at their meeting on 11/18.

ACTION None
EXHIBIT Youth Committee Strategic Planning Matrix

Pages 30 – 36

7. The Source Newsletter

CSBD created a newsletter as part of our Marketing & Communications Strategic Plan for PY 24/25. The newsletter provides elected officials, community partners, employers, and stakeholders with information on signature events such as the Paychecks for Patriots Career Fair, the Summer Youth Employment Program, and the State of the Workforce Job Fair. The aim is to increase awareness of our services and highlight CSBD’s critical role in connecting employers with job seekers.

ACTION None
EXHIBIT [The Source Newsletter](#)

8. Summer Youth Employment Program Update

The Summer Youth application portal opened on 12/2 for Summer 2025. Youth accessed the portal online via computer, tablet, or cell phone. We received nearly 3,300 applications. Approximately 1,200 youth will be enrolled and will receive an 8-week meaningful work experience earning \$14 per hour. The employer portal is also open, and we are looking for private employers, not-for-profit organizations, and municipalities to become worksites for the youth over the summer. The program offers employers an incredible opportunity to empower the next generation by shaping our youth for future careers today!

ACTION None
EXHIBIT [SYEP Employer Flyer](#)

Page 37

9. CSBD Infograph January 2024 – December 2024

CSBD’s Infograph was created to convey information quickly and clearly through visual elements about the delivery of our services to employers, community stakeholders and job seekers. The infograph is ideal for enhancing our storytelling and increasing the shareability of content across various platforms. During the period covered, the data reflects that CSBD hosted 177 recruitment events and job fairs, assisted Broward employers with nearly \$4.9 million in work-based training and provided over \$5 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.

ACTION None
EXHIBIT [CSBD Infograph](#)

Pages 38 – 39

10. CSBD Hosts Leadership Fort Lauderdale Class

On 1/14, CSBD hosted the Greater Fort Lauderdale Chamber of Commerce’s Leadership Fort Lauderdale class. This session provided these up-and-coming influential leaders an opportunity to learn about CSBD’s mission, resources, and impact on the community, fostering valuable discussions about workforce development and local initiatives.

ACTION None
EXHIBIT [Leadership Ft Lauderdale Tour](#)

11. Broward County Unemployment and Economic Dashboard

There is no report this month due to “benchmarking” which happens each year at this time when the previous year’s statistics are “trued up.” The January report will be issued on March 17th. February labor statistics for Florida will be released on March 28th. CSBDs Economic and Workforce Dashboard allows website visitors to review the current and historical economic and workforce status of Broward County. The dashboard is a value-added resource allowing businesses and those looking to move to Broward the ability to make data-informed decisions.

ACTION None
EXHIBIT [CareerSource Broward Dashboard](#)

MATTERS FROM THE CONSORTIUM CHAIR

MATTERS FROM THE CONSORTIUM

MATTERS FROM THE PUBLIC

MATTERS FROM THE CSBD PRESIDENT

ADJOURNMENT

THE NEXT EDUCATION AND INDUSTRY CONSORTIUM MEETING IS MAY 27, 2025.

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>
--



A proud partner of the
AmericanJobCenter
network

EDUCATION AND INDUSTRY CONSORTIUM

Strategic Planning Matrix for PY 24/25

Jim Ryan, Board Chair

Matt Rocco, EIC Chair

Carol Hylton, President/CEO

CONNECTING • REIMAGINING • INNOVATING

Transformative Partnerships For Tomorrow's Workforce

CareerSource Broward Mission:

To provide innovative solutions through the professional delivery of quality services which consistently and effectively meet workforce needs.

CareerSource Broward Vision:

To be the premier workforce agency facilitating better jobs and providing quality workers that enhances the quality of life and builds a sustainable economy for Broward County.

Education and Industry Consortium Goal:

To convene local leaders who can provide information about education and workforce opportunities to businesses and job seekers to align educational programming with industry needs.

STATE STRATEGIC GOAL: Lead the Nation in Economic Growth and Prosperity by Supporting Talent and Business Development.

**CareerSource Broward Strategic Goal #2:
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.**

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
2.0 Schedule Industry experts to attend meetings.	<p>2.0.1 Work with Consortium members to identify guest speakers at each meeting.</p> <p>2.0.2 Develop a template to share with the speakers so they can target their remarks and cover the state of their industry, emerging trends, and recruitment challenges.</p>	<p>Industry experts are identified and presenters are scheduled for each of the EIC meetings to present on workforce trends in the industry.</p> <p>A minimum of 3 guest speakers present at the 9/16, 11/19, and 2/25 consortium meetings.</p> <p>A Template is developed for speakers so they can target their remarks.</p>	03/25	<p>Completed: Industry experts are being identified and presenters are scheduled for each of the EIC meetings.</p> <ol style="list-style-type: none"> 1. On 9/16, Bert Fowles, Vice President of Marketing and Sales at Island Global Yachting, presented the State of the Marine Industry, providing insights and trends in the private maritime industry. 2. On 11/19, Ashton Adler, Director of Talent at South Florida Tech Hub, presented on the State of the Information Technology industry, emerging trends, and recruitment challenges. 3. On 2/25, Andrew Nicholson, Senior Talent Acquisition - Pilot CommuterAir (United Express) and Adjunct Professor of Aeronautics at Embry Riddle Aeronautical University G Aero Institute is scheduled to present on the state of the Aviation industry, emerging trends, and recruitment challenges. <p>CSBD developed a Speakers Template which was provided to (and used by) the guest speakers.</p>

STATE STRATEGIC GOAL: Lead the Nation in Economic Growth and Prosperity by Supporting Talent and Business Development.

**CareerSource Broward Strategic Goal #2:
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.**

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>2.1 Consider inviting Consortium members to CSBD-sponsored events and employer Forums.</p>	<p>2.1.1 identify a list of upcoming events such as job fairs, Workforce Wednesdays, and employer forums.</p>	<p>A minimum of 7 events are identified and Consortium members are invited to CSBD-sponsored events and employer Forums.</p>	<p>12/24</p>	<p>Completed: We have drafted a “Save the Date” email / Outlook calendar invite and established a schedule for periodically sending reminders to Consortium members about events they may want to attend.</p> <p>Consortium members were invited to the following:</p> <ol style="list-style-type: none"> 1. Regional Targeted Occupations List meeting 2. FHG Marine Engineering Grand Opening & MIA SF Member Mingle 3. South Florida Manufacturing Association Women in MFG Speaker Series 4. Manufacturing Industry Forum 5. Hospitality Industry Forum 6. Aviation Industry Forum 7. Paychecks for Patriots Job Fair 8. State of the Workforce Business Breakfast and Job Fair 9. Worlds of Work Career Exploration Day.

STATE STRATEGIC GOAL: Lead the Nation in Economic Growth and Prosperity by Supporting Talent and Business Development.

**CareerSource Broward Strategic Goal #2:
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.**

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>2.2 Consider additional ways to Educate youth early on about career pathways and the interconnectivity between industries and interests.</p>	<p>2.2.1 Expand partnerships with education providers.</p>	<p>Meetings are held with our Eligible Training Providers and WIOA Youth providers, and materials are provided for them to use to educate youth and their parents on how CSBD is a resource for career exploration.</p>	<p>03/25</p>	<p>Completed:</p> <ol style="list-style-type: none"> 1. Met with FAU Small business Development Center staff and agreed on points to promote each other's services. CSBD will present at two of their quarterly meetings, beginning in March, and SBDC will present at our Workforce Wednesdays. Through our collaboration with the SBDC, staff met with FAU's VP & Provost of the FAU Broward campuses to start the process of including CSBD content in the FAU newsletter. Information about the State of the Workforce Job Fair was included in their January newsletter which students and alumni receive. 2. We added an agenda item for the Youth Committee to provide their input on strategies to bring greater community awareness to our youth programs to educate youth and their parents on how CSBD is a resource for career exploration. 3. CSBD hosted a Career Champions meeting at our South Career Center on Wednesday, 11/6. We showcased the marine and healthcare videos and gave the attendees a tour of the center, where they saw first-hand the job seeker services CSBD offers to students and their parents. 4. On 12/5, we held a meeting with our Eligible Training Providers and provided materials they can share about how CSBD is a resource for career exploration. 5. The "take away" bags distributed to youth at the WOW event will contain flyers and other materials to educate youth and their parents on how CSBD is a resource for career exploration.

STATE STRATEGIC GOAL: Lead the Nation in Economic Growth and Prosperity by Supporting Talent and Business Development.

CareerSource Broward Strategic Goal #2:

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.

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>2.3 Consider ways to assist employers and job seekers with 1) upskilling and 2) reskilling to create upward mobility and new opportunities.</p>	<p>2.3.1 Conduct research to learn best practices for marketing workforce services to small businesses.</p> <p>2.3.2 Create testimonial social media content that showcases how CSBD can assist employers and job seekers with upskilling and reskilling.</p> <p>2.3.3 Build an interactive landing page on our website with a calculator marketing our value proposition so that users can quantify the value of our services.</p> <p>2.3.4 Redesign outreach packets to use more plain language.</p>	<p>Research is conducted and best practices are implemented, if feasible.</p> <p>Social media testimonial content is created.</p> <p>The landing page is launched and marketed to employers, Chambers, and business associations.</p> <p>Outreach materials are redesigned.</p>	<p>02/25</p>	<p>Completed:</p> <p>Research is ongoing, and we have identified business conferences in Florida that we are planning to attend to learn best practices for marketing workforce services to small businesses.</p> <ol style="list-style-type: none"> 1. Small Business Expo (March 6, 2025 in Miami) 2. Broward Business and Beyond (May 9, 2025) 3. SBDC Small Business Success Summit (August 18-19, 2025 in Tampa) <p>The creation of social media testimonial content is ongoing. We recently launched our employer and job seeker testimonial pages on our website. As we update our outreach materials, a QR code to the testimonials page will be added so employers can hear the voice of the employer customer about the benefits of using our services. Additionally, three customer video testimonials have been shared on our social media platforms, showcasing success stories and strengthening our connection with the community</p> <p>A landing page was launched and marketing materials for the work-based training grants were updated to include the value proposition calculators that enable employers to input information about their training or internship requirements and instantly receive an estimate of the potential cost savings offered by CSBD. The materials are now part of the outreach packet provided to employers.</p> <p>CSBD Employer Outreach Staff are sharing the calculator with their employers, Chambers, and business associations.</p> <p>A broader marketing campaign is in development. CSBD Communications staff has redesigned outreach packets to use plainer language and promote the value proposition. 22</p>

STATE STRATEGIC GOAL: Lead the Nation in Economic Growth and Prosperity by Supporting Talent and Business Development.

**CareerSource Broward Strategic Goal #2:
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.**

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>2.4 Explore ways the Consortium members can promote CSBD and CSBD's value proposition and expose employers and industries to its services and financial incentives.</p>	<p>2.4.1 Identify ways the Consortium members can promote CSBD and CSBD's value proposition and create a list to share with them.</p>	<p>A list is created and shared with the Consortium members.</p>	<p>3/25</p>	<p>On Target: A review of our marketing and communication plan has been completed and we are in the process of developing a list of ways that consortium members can use to promote CSBD such as:</p> <ol style="list-style-type: none"> 1. Reposting on social media 2. Capturing and sharing testimonials 3. Including CSBD segments on the members' existing podcasts 4. Including CSBD segments in newsletters. 5. Inviting CSBD to events 6. Introducing CSBD to colleagues 7. Adding CSBD's logo to member email signature lines 8. Inviting members to participate in CSBD podcasts.

STATE STRATEGIC GOAL: Lead the Nation in Economic Growth and Prosperity by Supporting Talent and Business Development.

**CareerSource Broward Strategic Goal #2:
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.**

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>2.5 Consider including youth input during the creation of a podcast and inviting them to be on it. This would give them a voice and create an opportunity to reach more youth.</p>	<p>2.5.1 Develop a podcast oriented to youth to develop relationships with the youth so that they see the benefit of connecting with education and employment.</p>	<p>A podcast oriented to youth is developed and produced.</p>	<p>03/25</p>	<p>On Target:</p> <p>In Jan 2025, CSBD launched our first podcasts, which were on the topics of the SYEP and State of the Workforce Breakfast and Job Fair. We will continue to develop podcasts for job seeker audiences featuring guest presentations to include 1) board members, 2) stakeholders, 3) youth, 4) community partners, and others based on their topical knowledge. We are developing a schedule for future podcast topics, speakers, and recording dates.</p> <p>CSBD has hired a Part-time Communications Specialist, and she has begun successfully capturing video and posting content for signature events such as Paychecks for Patriots and will continue with major events such as:</p> <ol style="list-style-type: none"> 1. Worlds of Work – Youth Career Exploration and 2. Summer Youth Employment Program (SYEP) <p>A podcast that includes youth is being planned to be produced during the WOW event in March.</p>

**CareerSource Broward Strategic Goal #2:
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.**

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>2.6. Consider other groups to present our services to such as the Rotary Clubs and other groups that connect with small businesses.</p>	<p>2.6.1 Engage groups to schedule presentations to their members about our services.</p>	<p>Groups such as Rotary Clubs, are engaged, and presentations about our services are given to their members.</p>	<p>03/25</p>	<p>Completed:</p> <p>CSBD is contacting the local Rotary Clubs to present employer services to their members. Presentations have been made to five out of seven active Rotary Clubs in the county, which are made up of small business persons and entrepreneurs.</p> <ol style="list-style-type: none"> 1. Fort Lauderdale 2. Pompano Beach 3. Hollywood 4. Hallandale Beach 5. Weston <p>Two (2) more are scheduled. All of our presentations were well received. Several of the attendees expressed that they were not aware of the extensive services CSBD provides to the business community. As a result, staff is following up with the employers who want to learn more about our services and we also leveraged our presentations at the meetings by sharing photos on our social media sites.</p> <p>Staff also met with Service Corps of Retired Executives (SCORE) as a result:</p> <ol style="list-style-type: none"> 1. SCORE is registered to participate in the State of the Workforce Job Fair as a community partner 2. CSBD is scheduled to make a presentation about our employer services to their network of volunteer business coaches in March 3. SCORE is scheduled as a featured presenter at a Workforce Wednesday Seminar in March. The topic is being finalized.

Memorandum #11–24 (BR) Revised

To: Education and Industry Consortium

From: Carol Hylton, President/CEO

Subject: Local Employer Awareness and Satisfaction Survey

Date: February 21, 2025

SUMMARY

Every two years, CSBD surveys employers to measure awareness and customer satisfaction of our services. We collect data on workforce challenges and get input on areas for regional collaboration on initiatives such as job fairs. Responses to the survey will be used to develop value-added workshop content and establish a list of guest speakers for our Workforce Wednesday seminars. It is recommended that the Education and Industry Consortium members send the link to the survey to their network of employers.

BACKGROUND

In June 2023, CSBD conducted an email-based survey to Broward County employers to measure brand awareness. CSBD also used this opportunity to survey employers' satisfaction with our services. The survey targets were comprised of employers registered in Employ Florida, some of whom were self-registered and hadn't used CSBD services before. We also sent the survey to employers through our network of chambers of commerce and the Greater Fort Lauderdale Alliance. Results from the survey showed over 70% of the employers surveyed were aware of CSBD, with an 8% increase in our awareness through social media, and over 80% were "Very Likely" or "Likely" to recommend CSBD's services to other businesses.

DISCUSSION

In addition to measuring our awareness and satisfaction among employers, this year's survey will collect data on workforce challenges businesses have faced or are currently facing and what steps have been taken to adapt. The survey is designed to capture the voice of the customer to gather valuable feedback from employers on how they are preparing for emerging workforce impacts such as 1) the large number of baby boomers reaching retirement age (often referred to as the 'Silver Tsunami') and the growing trend of retirees re-entering the job market (the 'Great Unretirement') and 2) how AI is transforming the workforce by creating new jobs, improving efficiency and automating tasks. We will also get input on regional collaborations with CareerSource South Florida in Miami-Dade regarding job fairs and other initiatives. Responses to the survey will be used to 1) inform our communications and marketing plan 2) refresh our messaging 3) target strategies for engagement 4) develop value-added workshop content and 5) establish a list of guest speakers for our Workforce Wednesday seminars.

We followed the same process we used last time to share the survey with the business community.

RECOMMENDATION

Education and Industry Consortium members send the link to the survey to their network of employers.

Press Release: South Florida Manufacturers Association Advocates for Industry Growth in Tallahassee



Tallahassee, FL, February 12, 2025 – The South Florida Manufacturers Association (SFMA) recently traveled to Tallahassee to participate in the 2025 Florida Manufacturing Days, joining nearly 50 manufacturing stakeholders to advocate for policies that strengthen Florida’s manufacturing sector.

Organized by the Florida Manufacturing & Supply Chain Advocacy Council, this event provided SFMA the opportunity to engage directly with key state legislators and policymakers to champion industry-supporting policies. During these meetings with legislators, SFMA focused on several pressing issues affecting manufacturers, including:

Workforce Development: Advocating for the creation of a *Technical Support Program for Florida Manufacturers*, which would provide grants or low-interest loans for small and medium-sized manufacturers to adopt advanced technologies, improve cybersecurity, and enhance workforce training programs.

Tax Incentives & Business Policies: Supporting the expansion of the *Capital Investment Tax Credit* to include all manufacturing subsectors (NAICS codes 31, 32, 33), reducing investment and job creation thresholds to benefit small and mid-sized manufacturers, particularly in rural communities. Additionally, SFMA supports the reestablishment of the *Qualified Target Industry Tax Refund Program*, a proven economic development tool that incentivizes high-value job creation.

Legislative Priorities: SFMA is backing “*An Act Relating to Manufacturing*” (*Senate Bill 600* & *Senate Bill 602*), introduced by Representative Nan Cobb and Senator Keith Truenow. This legislation includes:

- Institutionalizing the *Chief Manufacturing Officer (CMO)* position within FloridaCommerce to provide dedicated leadership and coordination for manufacturing initiatives statewide.
- Launching the *“Made in Florida” Program* to establish a statewide designation and marketing campaign promoting locally manufactured products.
- Authorizing a *Biennial State of Florida Manufacturing Report* in collaboration with the state’s Manufacturing Extension Partnership to provide comprehensive industry data and drive policy and investment decisions.
- Establishing a *Technical Assistance Program* to provide financial and operational support for manufacturers investing in automation, cybersecurity, and workforce training.

Additionally, SFMA advocated for Senate Bill 604 & House Bill 1020, which aim to streamline regulatory processes for manufacturers and expand funding for vocational and technical education programs.

“Advocating for policies that support manufacturing is essential to ensuring the industry’s continued growth and competitiveness in Florida. By engaging directly with lawmakers during Florida Manufacturing Days, we are reinforcing the critical role that manufacturers play in driving economic development, creating high-wage jobs, and fostering innovation. SFMA remains committed to working alongside our state leaders to champion these efforts and build a stronger future for Florida manufacturing.” SFMA President, Matt Rocco stated.

The manufacturing sector plays a pivotal role in South Florida’s economy, hosting 26,000 manufacturing companies that employ well over 420,000 people, and boasting an economic impact exceeding \$5 billion. Supporting policies that promote manufacturing growth benefits the broader business community, workforce development, and economic stability.

SFMA will always strive to work productively alongside state leaders and ensure that South Florida’s manufacturing industry continues to thrive.

About the South Florida Manufacturers Association (SFMA)

Since 1961, The South Florida Manufacturers Association (SFMA) has been the premier resource for manufacturers in South Florida, dedicated to empowering the region’s industrial sector. SFMA has strengthened Florida’s economy through its partnership with FloridaMakes resulting in a total operational impact of \$2.5 billion, \$1.92 billion in total sales, \$441 million in total investments, \$145 million in cost savings, and over 11,600 jobs created and retained through 2023. As a non-profit trade association, SFMA champions the needs of manufacturers through advocacy, networking opportunities, and a wealth of resources. One of SFMA’s cornerstone initiatives is the Manufacturers Training Institute, which has been at the forefront of delivering specialized training programs to the manufacturing community. For more information, visit www.sfma.org.



SAVE THE DATE



TUESDAY, MARCH 11, 2025
8:30 A.M. – 12:30 P.M.

AMERANT BANK ARENA | *Home of the Florida Panthers*

CareerSource Broward, in partnership with the Broward County School Board, is proud to announce the 2025 Worlds of Work (WOW) conference and expo. This amazing event allows our 9th and 10th-grade high school students to get a hands-on educational opportunity to become familiar with the wide range of career opportunities available to them. Youth will have the opportunity to participate in virtual reality work experiences in various high-wage-demand occupations. From robots to aircraft and healthcare simulations, career options will come alive for the teen!

Today's challenging economy means young people need to make the best career choice possible. However, many students do not know the details or educational requirements surrounding demand occupations within various industries. Worlds of Work focuses on introducing our students to the amazing career opportunities that are available to them. Youth from Broward County high schools will soon be gearing up to attend the 2025 Worlds of Work Expo. Universities and technical colleges will be on hand to advise youth on how to best prepare for their futures and showcase how youth can get the skills they will need to succeed.

At WOW, employers will collaborate within twelve world industry focus areas to create interactive and immersive experiences for the students. Each world will be responsible for showcasing exciting careers in high demand and providing opportunities for economic mobility. Local educators join their respective worlds to provide the most engaging opportunities for all participants.

1. Aviation
2. Construction, Energy and Utility
3. Manufacturing
4. Healthcare
5. Hospitality
6. Information Technology
7. Logistics, Transportation, and Automotive
8. Marine
9. Public Safety and Service
10. Professional Services
11. Education
12. Government **29**



A proud partner of the
AmericanJobCenter
network

YOUTH COMMITTEE

Strategic Planning Matrix for PY 24/25

Jim Ryan, Board Chair

Dawn Liberta, Youth Chair

Carol Hylton, President/CEO

CONNECTING • REIMAGINING • INNOVATING

Transformative Partnerships For Tomorrow's Workforce

CareerSource Broward Mission:

To provide innovative solutions through the professional delivery of quality services, which consistently and effectively meet workforce needs.

CareerSource Broward Vision:

To be the premier workforce agency facilitating better jobs and providing quality workers that enhances the quality of life and builds a sustainable economy for Broward County.

Youth Committee Goal:

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

STATE STRATEGIC GOAL: Lead the Nation in Economic Growth and Prosperity by Supporting Talent and Business Development.

CareerSource Broward Strategic Goal #3:

Encourage employers by engaging, identifying their needs, educating, and connecting them to the workforce system to produce innovative workforce solutions.

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
3.0 - Explore alternative ways to market Incumbent Worker Training and Skills Upgrade OJT to employers to provide additional upskilling for out-of-school youth they hire.	3.0.1 – Through a query, identify employers who have hired youth ages 18 – 23 in the past year.	Employers have been identified based on the report.	8/2024	Completed: CSBD's Data Analyst pulled a report of employers who have hired youth ages 18-23 and we have selected 62 employers to target for marketing outreach to offer skills upgrade OJT or IWT for their young adult workforce.
	3.0.2 – Develop marketing materials that can be used to target the employers identified in 3.0.1.	Marketing materials are developed. Outreach conducted to employers by Business Services team members. A minimum of 5 employers inquire about moving forward with IWT/OJT.	12/2024	In Progress: The Business Services team is in the process of contacting the employers to discuss the benefits of IWT / OJT.
	3.0.3 – Develop IWT or OJT contract(s).	A minimum of 5 OSY will receive Incumbent Worker or On-The-Job Training.	3/2025	In Progress: To date, 2 youth have received an IWT/OJT at: 1) Sirius Electrical Contractors as an Administrative Services Manager. 2) FHG Marine Engineering as a Yacht Service Technician.

STATE STRATEGIC GOAL: Lead the Nation in Economic Growth and Prosperity by Supporting Talent and Business Development.

CareerSource Broward Strategic Goal #4:

Encourage job seekers to choose CSBD for comprehensive employment, education and training services, and to connect them to the workforce system using the state’s job bank.

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
4.0 - Consider additional ways to reach out to caregivers and parents to inform youth about locally in-demand and emerging occupations.	4.0.1 – Collaborate with youth providers and SBBC staff to coordinate WOW 2025.	Date, location, and content finalized for WOW 2025 Event and Workbook.	12/2024	In Progress: CSBD has conferred with SBBC staff and we have reserved Thursday, March 14, 2025, as the date for the event. The Amerant Bank Arena staff will confirm final date approval after Nov 2024.
	4.0.2 – Assess the feasibility of the venue and employers regarding extending the WOW event for a 2-Gen audience.	A decision is made on whether we can have a 2-Gen event.	3/2025	In Progress: Currently, the venue is able to accommodate 2 days, 1 for set up and 1 for the youth WOW event. Therefore a 2-Gen event is not feasible. We are coordinating with employers in in-demand industries to have information sessions in the one-stop centers for adult job seekers. Job seekers will learn from hiring managers or industry experts to gain insight into employment prospects.
	4.0.3 – Share the WOW digital workbook and links to industry videos with local high schools to be shared with students and parents.	Links to WOW digital workbook and local demand industry videos are shared with SBBC staff. Job fairs and suitable events are shared with SBBC staff.	4/2025	In Progress: As a follow up to the Education and Industry Consortium meeting an email was sent to Loli Formoso on 9/18 with links to the Marine Video and WOW book so that she can distribute to Career Champions and BRACE Advisors. On 11/6, 50 School Board Career Champions met at our South One-Stop Center. We presented our services, showed the industry videos, and provided them with a tour of the one-stop center.
	4.0.4 – Collaborate with SBBC staff to coordinate CSBD support at their Career Fair in May which targets high school seniors.	Workshops on interviewing and resume preparation are offered in our centers to youth in advance of attending the career fair.	4/2025	In Progress: The School Board has not yet begun to coordinate this event.

STATE STRATEGIC GOAL: Lead the Nation in Economic Growth and Prosperity by Supporting Talent and Business Development.

CareerSource Broward Strategic Goal #5:

To Align Broward County Community Services (Social Services and Education) to Maximize Employment and Work Opportunities for Targeted Populations (Veterans, Youth, Individuals with Disabilities, Older Workers, and Ex-offenders).

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
5.0 - Research NOVA's robotic bus to see if we can develop partnership opportunities.	5.0.1 – Meet with NSU Innovation Center staff to discuss partnership opportunities.	Opportunities identified and implemented.	11/2024	<p>Completed:</p> <p>CSBD Staff met with Dr. Jaap Donath, Assistant Executive Director of the Alan B. Levan NSU Broward Center of Innovation, on 9/11. The robotic bus is still in development and won't be available for the next WOW event. Dr. Donath committed to bringing robots and other hands-on technology to the WOW event in March 2025. He stated he would be very open to supporting CSBD in new grants related to innovation and information technology.</p>
5.1 - Consider ways to partner with the Museum of Discovery and Science (MODS) to present careers and sustainable jobs in aviation, marine, and green/blue jobs in-demand industries.	5.1.1 – Invite Joe Cox, CEO of MODS to join the CSBD Youth Committee.	Invitation is made.	7/2024	<p>Completed:</p> <p>Carol Hylton invited Joe Cox to join the Youth Committee, and he accepted.</p>
	5.1.2 – Meet with MODS to schedule a tour of the facility and discuss ideas for partnership.	Tour and meeting are held.	12/2024	<p>In Progress:</p> <p>CSBD and MODS staff are scheduled to meet on 12/10.</p>
	5.1.3 – Collaborate with MODS to develop an exhibit at WOW 2025 which highlights sustainable jobs in aviation, marine, and environment.	If feasible, MODS will have a presence at the WOW 2025 Youth Career Exploration event.	3/2025	<p>In Progress:</p> <p>CSBD has begun meeting with the School Board to coordinate WOW 2025. Once the date is secured, we will coordinate with MODS for their participation.</p>

STATE STRATEGIC GOAL: Lead the Nation in Economic Growth and Prosperity by Supporting Talent and Business Development.

CareerSource Broward Strategic Goal #5:

To Align Broward County Community Services (Social Services and Education) to Maximize Employment and Work Opportunities for Targeted Populations (Veterans, Youth, Individuals with Disabilities, Older Workers, and Ex-offenders).

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
5.2 - Explore ways to dialog with younger youth (late elementary and middle school), their teachers, and parents to encourage career/job exploration.	5.2.1 – Develop industry-specific videos in 1) Marine 2) IT 3) Healthcare and 4) Manufacturing.	Videos developed and shared with targeted elementary and middle schools.	12/2024	In Progress: The Marine and Healthcare videos have been finalized. The other industry videos are in progress.
	5.2.2 – Create a plan for distribution to the targeted groups.	Plan developed and implemented.	2/2025	In Progress: A marketing plan and distribution strategy have been created and we have begun sharing the videos with: 1) Broward Schools 2) the Career Technical Adult and Community Education dept. to distribute to students, parents 3) career advisors 4) technical colleges 5) promoted through the Claim Your Future and 6) My Next Move events 7) featured on our website and social media platforms and 8) sent to the 3,000 summer youth applicants to share with their parent 9) Community partners 10) municipalities and youth providers.
	5.2.3 – Develop the WOW 2025 digital handbook, which highlights career pathways.	WOW 2025 handbook is shared with SBBC staff and Parent/Teach Associations.	3/2025	In Progress: There is consideration to add new worlds for next year’s event. Once the worlds are finalized we will develop the WOW book contents.

STATE STRATEGIC GOAL: Lead the Nation in Economic Growth and Prosperity by Supporting Talent and Business Development.

CareerSource Broward Strategic Goal #5:

To Align Broward County Community Services (Social Services and Education) to Maximize Employment and Work Opportunities for Targeted Populations (Veterans, Youth, Individuals with Disabilities, Older Workers, and Ex-offenders).

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>5.3 - Consider creating a presence in the library or malls, such as strategically placed kiosks.</p>	<p>5.3.1 – Meet with Broward County Libraries to determine methods to share CSBD information with their customers.</p>	<p>A meeting is held, and strategies for partnership are developed.</p>	<p>2/2025</p>	<p>In Progress:</p> <p>The CSBD Community Outreach Liaison previously established relationships with Broward County Libraries. As a result, we scheduled 2 lunch and learn meetings which were promoted at the library and on CSBD social media.</p> <p>Library staff requested flyers for upcoming major events, and as a result, we delivered flyers on the upcoming Paychecks for Patriots job fair to 33 libraries across Broward County. We will do the same for future job fairs.</p> <p>We are working with Broward County to determine if there is a possibility of adding CSBD information to their website as many residents access the library’s services online.</p>
	<p>5.3.2 – Explore the feasibility of strategically placing CSBD materials / kiosks in malls and other high-visibility areas throughout the county.</p>	<p>If feasible, recommendations are developed on where CSBD should advertise.</p>	<p>3/2025</p>	<p>In Progress:</p> <p>We researched the cost of advertising in malls and determined that it would not be feasible at this time with the current budget.</p> <p>CSBD is working with the School Board to place links to CSBD services on their Community Site.</p> <p>For our upcoming ITA Provider meeting with the training providers, CSBD will inquire if they would like to have a kiosk on their campuses.</p>



BROWARD EMPLOYERS

Invest in the future of our youth by becoming a host worksite for summer interns! Provide young individuals ages 16-18 with an invaluable 8-week work experience.

CareerSource Broward covers 100% of the youth's wages and insurance. Join hundreds of employers who are already committed to providing summer internship.

WHAT BUSINESSES ARE SAYING:

- "The Summer Youth Employment Program is an amazing program. It allowed us to connect with and mentor young people, helping them to develop new skills. Thank you again for allowing us to be partners with you."

Denise Jordan

Senior VP for Fort Lauderdale Chamber of Commerce

- "We have been part of this program for the past four years, and the experience has been exceptional. The students are outstanding, and it's been a great opportunity to share our industry insights with them."

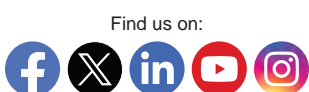
Adrian Neil

President of Credential Insurance LLC

SEVERAL WAYS TO SIGN UP:

- careersourcebroward.com/syep-emp
- Email the Summer Youth Employment Program at SYEP@CareerSourceBroward.com
- Contact Ana Bravo at (954) 202-3830 ext. 3020

Scan QR Code



JAN 2024 - DEC 2024

EMPLOYER TESTIMONIALS



Infinity Transportation – Miranda Sherman, Group & Events Manager– *"CareerSource Broward has been a vital resource in helping my business grow and succeed. Their team provided essential support by handling job postings, applicant screening, and connecting us with cost-effective hiring solutions. They created a profile for us on Employ Florida, allowing us to reach qualified candidates efficiently. Additionally, we became a Paid Internship Worksite, which gave us access to talented interns at no cost, and we've participated in CareerSource Broward's job fairs, further expanding our hiring opportunities. We truly appreciate their dedication and highly recommend their support to other employers!"*

12,043 EMPLOYERS SERVED



39,795

Business services provided to employers, such as: labor market information, candidate referrals, recruitment & job fairs

44,775

New Job Openings Posted in Employ Florida

\$4,906,001
TRAINING REIMBURSEMENTS TO EMPLOYERS

On-the-Job Training (OJT) Program - **\$204,782**
Skills Upgrade Incumbent Worker Training (IWT) - **\$226,219**
Adult and Youth Paid Internships - **\$4,475,000**

177 Job fairs and custom recruitment events conducted, connecting employers with job seekers throughout Broward County

EMPLOYER TESTIMONIAL



Senior Helpers – Annette Wellington-Hall – Chief Financial Officer / Administrator – *"CareerSource Broward has been an extremely cooperative partner in helping us find the right talent. Through their internship program, we brought on two interns for our Client Service Coordinator and Marketing Coordinator positions—at no cost, as their wages were covered. Their team made the process seamless, handling job postings, pre-screening resumes, and creating training plans based on our needs. This saved us time, money, and energy, allowing us to focus on our business. CareerSource Broward was instrumental in connecting us with qualified interns, and we highly recommend their services!"*

FOLLOW US ON SOCIAL MEDIA

 CareerSource Broward
  @CareerSourceBD
  @CareerSourceBD
 CareerSource Broward
  CareerSourceBroward



INFOGRAPH



JOB SEEKER SERVICES

SUCCESS STORIES



Magnolia – *"After five years of unemployment, re-entering the workforce felt like a challenge. I was encouraged to visit CareerSource Broward, and it turned out to be the best decision I could have made. From the moment I arrived, I was impressed by their incredible resources. The WIOA program provided me with training and a paid internship, giving me the skills and experience I needed to regain confidence and find the right job. The support I received was exceptional. The staff, my trainer, and his supervisor treated me with professionalism and respect. Thanks to their guidance, I secured a job as a Tax Preparer—the opportunity I had been searching for! I am truly grateful for CareerSource Broward. Their mission of helping people find meaningful employment is life-changing, and I hope they continue making a difference for those in need. Thank you!"*

75,649

ONE-STOP CENTER VISITS



7,496 WORKSHOP PARTICIPANTS



2,167

JOB SEEKERS PLACED IN JOBS

\$5,057,966

TRAINING FUNDS AWARDED



SUCCESS STORIES



Devonie - *"After just a few weeks of collecting unemployment, I received a letter requiring me to go to CareerSource Broward for a re-employment assistance orientation. That orientation changed everything. A wonderful CareerSource Broward team member guided me through the process, clearly explaining*

its purpose and the many resources available to support my job search. Following her advice, I attended a CareerSource Broward Workshop and the Paycheck for Patriots Job Fair—both proved invaluable. Thanks to these opportunities, I received multiple job offers and am now on the path to a successful career! I'm incredibly grateful for CareerSource Broward and their dedication to helping job seekers, like myself. Their support truly makes a difference!"



312,109

Job seeker services provided, such as: job referrals, résumé and career search assistance, referrals to training



SPECIAL POPULATIONS SERVED

Including Veterans, individuals with a disability, returning citizens, and youth

7,287 JOB SEEKERS **39**