



## Education and Industry Consortium

Tuesday, August 26, 2025  
12:30 p.m. – 2:00 p.m.

Zoom Meeting ID: 873 9684 1076

Zoom Password: 063170

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.

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## MEETING AGENDA

### CALL TO ORDER

### IDENTIFICATION AND INTRODUCTION OF ANY UNIDENTIFIED CALLERS

### SELF-INTRODUCTIONS

### PRESENTATIONS

#### 1. State of the Industry

Deven Silverman, Executive Director of Talent Acquisition, and Evelyn Gonzalez, Career Navigator, Broward Health, will present on the state of the healthcare industry, emerging trends, and recruitment 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.)*

#### 2. Information Technology (IT) Career Pathways Video

This video showcases the various opportunities available in the IT industry and highlights careers such as Help Desk Technicians, IT Analysts, and AI Specialists due to their high demand and gaps in talent pipelines. The video was made possible through the generous support of LAN Infotech. *(This aligns with the Consortium's requirement to emphasize priority industry sectors and occupations for the local area.)*

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## NEW BUSINESS

### 1. Quarterly Report Of The 5/28 Meeting

Approval of the Quarterly Report of the 5/28 meeting. (This *aligns with the Consortium's requirement to provide a quarterly report to the Broward Workforce Development Board.*)

<b>RECOMM</b>	Approval
<b>ACTION</b>	Motion for Approval
<b>EXHIBIT</b>	2 <sup>nd</sup> Quarter Report

Pages 9 – 14

### 2. Artificial Intelligence (AI) Resource Page for Employers

CSBD is developing a new webpage to serve as a resource for local employers interested in leveraging artificial intelligence to enhance their business operations. The page will feature descriptions and links to user-friendly tools such as ChatGPT and others, as well as links to local support resources. It will also feature the AI Playbook for Small and Medium Employers, which we are in the process of developing. We are requesting input from the consortium members on the content and design of the webpage.

<b>RECOMM</b>	Discussion
<b>ACTION</b>	Motion for Approval
<b>EXHIBIT</b>	None

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## REPORTS

### 1. Targeted Occupation List (TOL) for Program Year 25/26

As we always do, we researched the State's preliminary TOL and compared it to the Board-approved criteria. To get input and feedback on the State's proposed list and gather additional relevant labor market data, we sent the preliminary TOL to 1) members of the Education and Industry Consortium 2) local education and business stakeholders 3) community partners and 4) business leaders and invited them to a publicly noticed meeting held on 7/17. At the meeting, we provided an overview of the PY 25/26 TOL and the governing board's criteria for updating the TOL. Based upon our review and community input, CSBD is recommending 1) adding twelve (12) new occupations proposed by the State and 2) retaining forty-one (41) occupations proposed by the State for removal. *(This aligns with the Consortium's requirement to emphasize priority industry sectors and occupations for the local area.)*

**ACTION  
EXHIBITS**

None  
Memo #01 – 25 (BR)  
Exhibit A Region 22 PY 25/26 TOL

**Pages 15 – 24**

### 2. AI Playbook for Small and Medium Employers

On 7/14, a rating committee comprised of BWDB Chair Jim Ryan and members Michael Goldstein and Tara Williams met to evaluate proposals for the development of the AI Playbook for Small and Medium Employers. The Playbook will include 1) employer input gathered from at least three stakeholder engagement sessions 2) real-life examples and case studies of practical applications of AI across industries and 3) employee use of AI tools. The committee unanimously selected Gilead Sanders, a local digital transformation firm with expertise in AI strategy and executive training, to develop the AI Playbook.

**ACTION  
EXHIBIT**

None  
None

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### 3. Artificial Intelligence (AI) IWT Pilot Program Grant

Due to our successful promotion of this program, which generated strong employer demand, CareerSource Florida extended the AI Incumbent Worker Training Pilot Program through 6/30/26. CSBD will continue to use the funds to assist with training costs to retrain and upskill workers whose jobs are at risk due to automation and AI advancements.

**ACTION** None  
**EXHIBIT** [CSBD AI Training Grant Flyer](#)

### 4. The Source Podcast

CSBD released its fourth podcast episode, which addresses an area of focus approved by the Employer Services Committee. In this episode, Business Services Manager Doug Saenz speaks with Rocio Vargas, Director of Product Line Management at Cleva Technologies, who shares how partnering with CSBD for On-the-Job Training assisted in meeting their company's workforce needs. The podcast series supports CSBD's digital marketing strategy and is now available to stream on Spotify, making it even more accessible to the community. Coming up next, we're turning the mic toward our job seeker services, highlighting the tools, support, and guidance we offer to help individuals succeed.

**ACTION** None  
**EXHIBIT** [The Source Podcast Episode 4](#)

### 5. Industry Employer Forums Update

CSBD held industry employer forums in 1) marine 2) healthcare 3) manufacturing 4) construction and 5) hospitality. The objective of the forums was to a) discuss the skill gaps and training needs of each industry b) identify strategies to address the skill gaps c) examine the impact of AI on the workforce and d) identify opportunities to adapt through upskilling and innovation. We developed specific strategies to assist employers in each of these targeted industries. CSBD's intermediaries are following up with the forum attendees to put the strategies discussed into action.

**ACTION** None  
**EXHIBIT** Memo #03 – 25 (BR)

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## 6. Aviation and Marine Job Fair

On 6/24, CareerSource Broward hosted a “neighborhood” job fair, spotlighting the thriving Aviation and Marine industries. Held at the South One-Stop Center, this event brought together 10 top-tier employers and attracted over 70 enthusiastic job seekers eager to launch or advance their careers. Participating employers included industry leaders such as 2Lyons Aerospace, Banyan Air Services, Swissport USA, Dayton-Granger, HEICO, Marine International Diesels, and Offshore Marine Towing, each actively recruiting for positions ranging from technical roles to specialized trades. Employers and attendees gave positive feedback. This job fair was one of the strategies developed as a direct result of our industry forums. We will continue to follow up with the employers as candidates move through the interview process.

<b>ACTION</b>	None
<b>EXHIBIT</b>	None

## 7. Summer Youth Employment Program 2025

The Summer Youth Employment Program had a remarkable year, receiving over 3,000 applications and placing nearly 1,200 youth at more than 400 worksites across Broward County. These opportunities provided real-world career exploration in 1) Information Technology 2) skilled trades and 3) public service. From helping Broward County schools with software upgrades to contributing to the City of Tamarac's metaverse project to learning plumbing and electrical skills alongside journeymen, the youth made a lasting impact while gaining valuable experience. This year also marked the launch of CSBD's new electronic timesheet system—a true game changer that streamlined the program for both youth and employers.

<b>ACTION</b>	None
<b>EXHIBIT</b>	None

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## 8. Paycheck For Patriots (P4P) Update

CSBD will host its annual Paychecks for Patriots Veterans Hiring Fair on 11/7 at the Tamarac Community Center. The first hour of the event will be reserved for veterans and family members of veterans. The event will be marketed to job seekers and employees through social media, radio advertisements, distribution of flyers to community partners, advertising in the career centers, and word of mouth. We are currently looking for supporters to assist with this not-to-be-missed job fair!

### **ACTION EXHIBITS**

None  
[P4P Save The Date Flyer](#)  
[Supporter Information and Commitment](#)

## 9. Education and Industry Consortium (EIC) Directory

To promote communication, coordination, engagement, and networking, CSBD created the EIC Directory that lists the consortium members along with their relevant details and contact information.

### **ACTION EXHIBIT**

None  
EIC Membership Directory

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## 10. CSBD Infograph July 2024 – June 2025

CSBD's Job Seeker and Employer Services Infograph were created to convey information about the delivery of our services to employers and job seekers quickly and clearly through visual elements. The infograph is ideal for enhancing our storytelling and increasing the shareability of content across various platforms.

### **ACTION EXHIBIT**

None  
CSBD Infograph

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## **11. Broward County Unemployment and Economic Dashboard**

The unemployment rate in Broward County was 3.8 percent in July 2025. This rate was 0.2 percentage points higher than the region's year-ago rate. In April 2025, Broward County's unemployment rate was 0.3 lower than the State's rate. Out of a labor force of 1,094,935, up 3,122 (+0.3%) over the year, there were 41,650 unemployed Broward County residents. The dashboard is a value-added resource allowing businesses the ability to make data-informed decisions.

### **ACTION EXHIBIT**

None  
Broward County Labor Market Information  
[CareerSource Broward Dashboard](#)

**Pages 36 – 37**

### **MATTERS FROM THE CONSORTIUM CHAIR**

### **MATTERS FROM THE CONSORTIUM**

### **MATTERS FROM THE FLOOR**

### **MATTERS FROM THE CSBD PRESIDENT**

### **ADJOURNMENT**

<b>THE NEXT EDUCATION AND INDUSTRY CONSORTIUM MEETING IS NOVEMBER 25, 2025.</b>
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**Broward Workforce Development Board  
Education and Industry Consortium**  
Wednesday, May 28, 2025  
12:30 p.m. – 2:00 p.m.

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**2<sup>nd</sup> QUARTER REPORT**

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

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**ATTENDEES IN-PERSON / VIA ZOOM:** Maria Formoso, Kathleen Hagan, Dr. Steven Tinsley, Michael Smith, Marcy Mills-Matthews and Matthew Rocco, who chaired the meeting.

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

**GUESTS:** Chris Albert, Eddie Popelca, Mari Grande and Ralph Aiello.

**PRESENTATION**

**1. State of the Industry**

Chris Albert, Fortress Marine Anchors, Eddie Popelca, Trividia Health, and Mari Grande, Randstad, participated in a panel discussion on the current State of the manufacturing industry, emerging trends, and recruitment challenges. *(This aligns with the Consortium's requirement to emphasize priority industry sectors and occupations for the local area.)*

Chris Albert stated that Fortress Marine Anchors was the top brand sold in South Florida Marine stores. Mari Grande stated that Randstad is one of the largest staffing agencies globally, which supports companies in recruiting qualified talent. Eddie Popelca shared that Trividia Health was among the largest manufacturers of medical devices in the health sector.

Ms. Grande emphasized the challenges in sourcing local talent and advocated for specialized training programs to prepare future employees. Ms. Grande identified that in the manufacturing sector, maintenance and Tool and Die Maker occupations are in high demand but difficult to fill.

Mr. Popelca added that most new hires arrive untrained, posing an onboarding challenge and additional costs to the employer.

Chris Albert mentioned that his company does not typically hire recent college graduates due to a lack of critical thinking and applied skills. Mr. Albert pointed out that small companies using specialized equipment often lack manuals or structured guidance for machine use, posing a challenge when establishing apprenticeship programs. Mr. Albert specifically noted the relevance of "prompt engineering" in the context of AI.

Carol Hylton stated that CareerSource Broward can assist with offsetting curriculum costs and help employers train new staff using our work-based training programs, such as On the Job Training and Incumbent Worker Training. She also highlighted an AI Grant we have that has funds to support the integration of AI in talent development and employee retention.

Marcy Mills-Matthews commented on the importance of hands-on experience and stated Broward Health is applying for funding from CareerSource Broward for AI-related upskilling.

She encouraged the panel representatives to consider utilizing the services offered by CareerSource Broward.

Maria Formoso announced that beginning next school year, students would have new opportunities related to industry training. Dr. Tinsely followed, stating that Broward College has advisory committees to assist with program and curriculum development and internship coordinators to assist with student placement.

The panelists were asked to list the top emerging workforce trends they see locally over the near term. Their collective responses are listed below:

- Eddie Popelca stated that for local manufacturers of medical devices in the health sector, he sees the convergence of AI and learning integration.
- Mari Grande indicated she sees an increase in how AI is being integrated into jobs.
- Chris Albert shared that the retirement of baby boomers requires a workforce that can adapt quickly to the shifts brought about by AI and automation, as customers demand higher quality and lower prices for manufactured products produced in the U.S.

Matt Rocco and the Education and Industry Consortium members thanked the panelists for their time and insights into the local manufacturing sector. Carol Hylton also expressed her appreciation and asked Doug Saenz, Business Services Manager, to follow up with the panelists to explore their interest in accessing CareerSource Broward's employer services and becoming a host worksite for the Summer Youth Employment Program (SYEP). Ms. Hylton stated that our SYEP is a great way to expose youth and attract them to the occupations and career ladders in the industry.

## **2. Year In Review Highlights**

The Consortium members viewed the video highlighting the work and accomplishments of CareerSource Broward this past year. It was a jam-packed year full of new strategic partnerships, deepening relationships, innovative signature events, and community involvement. All while sustaining an "A" letter grade under the REACH Act, meeting and exceeding our Federal Performance Measures, a clean audit, and earning recognition as a Top Workplace!

Matt Rocco congratulated Ms. Hylton and the team on their great success. Carol Hylton expressed her appreciation and thanked the members for supporting the Board's vision and mission.

## **NEW BUSINESS**

### **1. The 2/25 Quarterly Report**

Considered approving the 1<sup>st</sup> Quarterly Report of 2025 from the 2/25 Consortium meeting. *(This aligns with the Consortium's requirement to provide a quarterly report to the Broward Workforce Development Board.)*

Matt Rocco introduced the item and reviewed the report.

**On a motion made by Maria Formoso and seconded by Steven Tinsley, the EIC members unanimously approved the 1<sup>st</sup> Quarter Report.**

## **2. Expanding Registered Apprenticeship Programs**

On 4/23, an Executive Order (EO) was issued that seeks to have federal workforce programs expand registered apprenticeship programs and encourage the recognition of alternative credentials. The Consortium was asked to discuss and identify strategies and actions that CSBD could take to encourage employers to participate in the Apprenticeship Programs. *(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.)*

Matt Rocco introduced the item and asked Ron Moffett to review it.

Mr. Moffett highlighted the intent of the Executive Order that seeks to align workforce goals with reindustrializing the U.S. economy. Michael Smith stated he thought a strategy that should be looked into is engaging those employers and associations that already have registered apprenticeships to encourage them to start pre-apprenticeship programs. Ms. Hylton agreed with the strategy and added that she recently saw a demonstration of an AI program called PACE AI that helps youth better comprehend job descriptions and career ladders by putting terms in context at their reading level. She was impressed by how the software has the potential to excite youth to learn more about apprenticeship opportunities.

**On a motion made by Maria Formoso and seconded by Michael Smith, the EIC members unanimously approved staff to reach out to employers and associations that already have registered apprenticeships to discuss the benefits of starting a pre-apprenticeship program.**

## **3. Targeted Occupations List (TOL) for Program Year (PY) 25/26**

In compliance with federal law, the TOL governs the provision of the WIOA funded training programs offered to individuals needing training assistance within the workforce system. Annually, the State evaluates each local area's TOL and sends a preliminary list of the in-demand occupations to the workforce boards. In preparation for this year's Targeted Occupations List review, the Consortium was asked for their input on the local labor market and emerging in-demand occupations that should be researched for possible inclusion on our list. *(This aligns with the Consortium's requirement to emphasize priority industry sectors and occupations for the local area.)*

Rochelle Daniels explained that if a job is not included on the Targeted Occupations List (TOL), CSBD is not permitted to provide funding for occupational training. Ron Moffett informed the Consortium that a new TOL would be released soon. Mr. Moffett requested that Consortium members review the list and submit suggestions for additions or removals and that we invite members to the publicly noticed meeting so they may provide their feedback.

**The Chair and members agreed that no motion or vote was needed.**

## **REPORTS**

### **1. Artificial Intelligence Incumbent Worker Training Grant**

In March, CSBD was awarded \$300,000 from FloridaCommerce to assist eligible incumbent workers, whose jobs are at risk due to automation and AI advancements, with upskilling and reskilling to retain employment. We currently have over \$179,000 in training grants in the pipeline, and additional interested employers are preparing applications.

Matt Rocco suggested sharing information regarding the Artificial Intelligence Incumbent Worker Training Grant with the Consortium to increase their awareness and potential participation. Carol Hylton indicated that staff would do so.

### **2. Worlds of Work (WOW) Youth Career Exploration Event**

CSBD, in partnership with the School Board of Broward County, hosted their 2nd Annual WOW Youth Career Exploration event on 3/10 at the Amerant Bank Arena for 9th and 10th-grade students. This experience provided a broad spectrum of career pathways through hands-on and virtual reality immersive exhibits. The exhibits were provided by our education and employer community and included interactive FBI crime scene activities, culinary activities, airplane simulators, 3D digital models and designs, respiratory mannequins, patient simulators, robots, web development, cyber security projects, drones, a 100+ ft. construction crane, a fire engine, an ambulance, and various police vehicles. Feedback from students and exhibitors has been very positive.

In the interest of time, Ron Moffett stated the WOW video link would be sent to the Consortium members so they could view it at a later time and share it with those in their networks.

### **3. CSBD 2025 BWDB Legislative Agenda**

At our April Board meeting, the 2025 BWDB Legislative Agenda was approved, allowing the President/CEO to support follow-up communications from other public interest groups, such as the U.S. Conference of Mayors and supporting community partners' workforce-related legislative agendas. Consortium members input was incorporated into the legislative agenda.

Carol Hylton reviewed the BWDB legislative agenda and thanked the Consortium members for their input.

### **4. Apprenticeship Fair**

CSBD hosted an Apprenticeship Fair on 5/15 at the South One-Stop Center, drawing over 140 job seekers to explore career pathways in high-demand industries including construction, manufacturing, IT, and healthcare. Participating employers and registered apprenticeship sponsors, such as Memorial Hospital, Advanced Roofing, Miller Electric, McFatter Technical College, and the Broward County Office of Economic and Small Business Development, provided valuable information about current job openings and apprenticeship opportunities.

CSBD's Apprenticeship Navigator was on-site to help job seekers understand the benefits and accessibility of registered apprenticeship programs. It is too soon to determine hiring information from the event. We will continue to monitor and follow up on the hiring activity. Feedback from the employers and job seekers was very positive.

Matt Rocco introduced the item, and Ron Moffett summarized the event and its success.

## **5. Upcoming Employer Industry Forums**

These events provide an opportunity to convene the business community, education partners, and economic development stakeholders to address workforce challenges in Broward County's targeted industries collaboratively. Sessions focus on identifying talent needs, creating industry-aligned solutions, including addressing the impacts of artificial intelligence on the workforce. Registration information will be shared with the members as we get closer to each event, and an optional calendar invite will be sent to their Outlook calendars.

Doug Saenz indicated he would email Matt Rocco the details for the manufacturing forum so he could share it with the association's members and encourage them to attend.

## **6. Laurie Moran Partnership Award**

CSBD was honored with the prestigious Laurie Moran Partnership Award which recognizes outstanding collaboration at the National Association of Workforce Boards' annual conference attended by workforce boards from across the country. CSBD was selected for our strategic partnerships with the Greater Fort Lauderdale Chamber of Commerce and the Greater Hollywood Chamber of Commerce. Executive Vice President of Operations, Mark Klincewicz, accepted the award. Photos from the award ceremony are linked in our social media post below.

Matt Rocco congratulated Carol and the CSBD team.

## **7. CSBD Top Workplace Recognition**

We are thrilled to announce that CSBD has been recognized as a 2025 Top Workplace by the South Florida Sun Sentinel! This prestigious award is based entirely on employee feedback and reflects our organization's commitment to fostering a positive, supportive, and mission-driven work environment. It highlights our team's passion for serving the Broward County community and helping businesses and job seekers thrive.

To celebrate this achievement and accept our award, Board Chair Jim Ryan and members, Dr. Lisa Knowles and Marjorie Walters, along with members from our team, attended the 2025 Sun Sentinel Top Workplaces Awards Ceremony at the Coral Springs Marriott Hotel & Convention Center. We are proud of this achievement and grateful to every staff member whose dedication made this recognition possible.

Matt Rocco asked the consortium members to join him in congratulating Carol and the CSBD team on receiving this well-deserved award.

## **8. Broward County Unemployment and Economic Dashboard**

The unemployment rate in Broward County was 3.2 percent in April 2025. This rate was 0.4 percentage points higher than the region's year-ago rate. In April 2025, Broward County's

unemployment rate was 0.3 lower than the State's rate. Out of a labor force of 1,085,636, up 3,550 (+0.3%) over the year, there were 35,168 unemployed Broward County residents. The dashboard is a value-added resource, allowing businesses the ability to make data-informed decisions.

After discussing the Dashboard, Carol Hylton asked Doug Saenz to pull up the CSBD website to showcase our employer OJT calculator. Doug did so and demonstrated how the Value Calculator can be used to show the dollar value of wage reimbursements an employer can realize during the employee's training period. The members expressed how this shows employers can benefit their bottom line by using our services.

### **MATTERS FROM THE CONSORTIUM CHAIR**

Matt Rocco stated that the Healthcare sector would be the industry highlighted at the next EIC meeting.

### **MATTERS FROM THE CONSORTIUM**

None.

### **MATTERS FROM THE CAREERSOURCE BROWARD PRESIDENT**

None.

### **MATTERS FROM THE PUBLIC**

None.

**ADJOURNMENT – 2:10 p.m.**

<b>THE NEXT EDUCATION AND INDUSTRY CONSORTIUM MEETING WILL BE HELD ON AUGUST 26, 2025</b>
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**Memorandum #01 – 25 (BR)**

**To:** Executive Committee

**From:** Carol Hylton, President/CEO

**Subject:** Targeted Occupations List (TOL) for Program Year (PY) 25/26

**Date:** August 5, 2025

**SUMMARY**

Consideration to approve our local area's TOL for PY 25/26. Based upon our review and community input, CSBD is recommending to 1) add twelve (12) new occupations proposed by the State and 2) retain forty-one (41) occupations the State had slated for removal. As we always do, we researched the State's preliminary list and compared it to the Board-approved criteria. To get input and feedback on the State's proposed list and gather additional relevant labor market data we sent the preliminary TOL to 1) members of the Education and Industry Consortium 2) local partners in education and business and 3) community partners and invited them to a publicly noticed meeting held on 7/17. At the meeting, we provided an overview of the PY 25/26 TOL and our governing board's criteria for updating the TOL. Approved at the 8/4 Employer Services Committee meeting.

**BACKGROUND**

In compliance with federal law, the TOL governs the provision of the Workforce Innovation and Opportunity Act-funded training programs being offered to individuals needing training assistance within the workforce system. Annually, the State evaluates each local area's TOL and sends a preliminary list of the in-demand occupations to the workforce boards. CSBD received its preliminary TOL from the State on 6/27, which proposed 1) removing some occupations that were on the list last program year and 2) adding new ones.

Once the TOL is approved by the Board, it becomes final and requires no further ratification by the CareerSource Florida (CSF), Inc. Board of Directors. The CSBD governing boards may approve changes and add new occupations to the TOL throughout the year.

For an occupation to be included on CSBD's TOL for PY 25/26, the occupation must meet all of the following criteria:

1. Have a minimum of twenty-five job openings in Broward County in the past ninety days,
2. Have an entry wage rate equal to or greater than the established Broward County wage rate of \$15.88,
3. Require more than a high school diploma but less than a Master's degree,
4. Require occupational training at a minimum that results in a postsecondary adult vocational training certificate, college credit certificate, applied technology diploma, Associate of Science degree, or Bachelor of Science degree.

## DISCUSSION

For the PY 25/26 TOL, the State proposes to 1) **add** 12 new occupational titles and 2) **remove** 60 occupational titles that were on the list last year, of which we recommend retaining 41 occupations. In addition, based on the Florida Price Level Index, the CSF Board of Directors proposed an increase in the minimum entry wage rate from \$14.63 per hour to \$15.88 per hour.

To get input and feedback on the State's proposed list and gather additional relevant labor market data, CSBD sent the preliminary TOL to members of the Education and Industry Consortium, local education and business stakeholders, community partners, business leaders, and industry intermediaries, and invited them to a publicly noticed meeting held on 7/17/25. We provided an overview of the PY 25/26 TOL and the governing board's criteria for updating the TOL. Based on feedback we received during the meeting and our own research using tools such as 1) Lightcast<sup>1</sup> 2) O\*NET<sup>2</sup> and 3) Employ Florida, supporting evidence was established to **retain** 41 occupational titles that were proposed by the State for removal.

The State proposed **adding** 12 occupations to this year's list that were not on the TOL last year. CSBD recommends that they be added since the TOL presents local labor market information that may be useful to others for research. Prior to adding any new training provider to the Eligible Training Provider (ETP) List or occupational training course to the Individual Training Account (ITA) list, CSBD re-confirms that occupations meet all Board criteria. Table 1 is a list of the 12 occupations proposed by the State that CSBD is recommending be added.

**Table 1: The Addition of 12 New Occupations Proposed by the State**

1. Actors	7. Insurance Underwriters
2. Buyers and Purchasing Agents	8. Legal Secretaries and Administrative Assistants
3. Captains, Mates, and Pilots of Water Vessels	9. Office and Administrative Support Workers, All Other
4. Computer, Automated Teller, and Office Machine Repairers	10. Payroll and Timekeeping Clerks
5. First-Line Supervisors of Firefighting and Prevention Workers	11. Special Education Teachers, Kindergarten and Elementary School
6. Human Resources Assistants, Except Payroll and Timekeeping	12. Travel Agents

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<sup>1</sup> Lightcast is a software tool that provides local demographic, industry, occupation, and employment data.

<sup>2</sup> O\*NET is a database of occupational information that provides labor market data on employment trends.

Table 2 is a list of the 41 occupations to be retained on the TOL for PY 25/26.

**Table 2: The Retention of 41 Occupations**

1. Architectural and Engineering Managers	15. Diagnostic Medical Sonographers	29. Engineers, All Other
2. Industrial Truck and Tractor Operators	16. Nursing Assistants	30. Purchasing Agents, Except Wholesale, Retail & Farm Products
3. Audio and Video Technicians	17. Education Administrators, Kindergarten through Secondary	31. Environmental Scientists and Specialists, Including Health
4. Kindergarten Teachers, Except Special Education	18. Operating Engineers and Other Construction Equipment Operators	32. Purchasing Managers
5. Cardiovascular Technologists and Technicians	19. Education Administrators, Postsecondary	33. Facilities Managers
6. Life, Physical, and Social Science Technicians, All Other	20. Painters, Construction and Maintenance	34. Radiologic Technologists and Technicians
7. Cargo and Freight Agents	21. Electrical Engineers	35. First-Line Supervisors of Housekeeping and Janitorial Workers
8. Lodging Managers	22. Personal Service Managers, All Other	36. Roofers
9. Chemists	23. Electrical Power-Line Installers and Repairers	37. Glaziers
10. Maintenance & Repair Workers, General	24. Pest Control Workers	38. Surgical Technologists
11. Chief Executives	25. Electronics Engineers, Except Computer	39. Health Education Specialists
12. Mobile Heavy Equipment Mechanics, Except Engines	26. Physician Assistants	40. Veterinary Assistants and Laboratory Animal Caretakers
13. Database Architects	27. Engineering Technologists and Technicians, Except Drafters, All Other	41. Industrial Engineering Technologists and Technicians
14. Natural Sciences Managers	28. Postsecondary Teachers, All Other	

Table 3 is a list of 19 occupations the State removed due to insufficient entry wage or demand.<sup>3</sup>

**Table 3: The 19 Occupations Removed by the State**

1. Airline Pilots, Copilots, and Flight Engineers	11. Financial Examiners
2. Architects, Except Landscape and Naval	12. Fundraisers
3. Biological Technicians	13. Health Information Technologists and Medical Registrars
4. Career/Technical Education Teachers, Secondary School	14. Home Health Aides
5. Chemical Technicians	15. Interpreters and Translators
6. Clergy	16. Paramedics
7. Commercial Pilots	17. Personal Care Aides
8. Directors, Religious Activities and Education	18. Religious Workers, All Other
9. Electrical and Electronic Engineering Technologists and Technicians	19. Social Workers, All Other
10. Farmers, Ranchers, and Other Agricultural Managers	

Exhibit A is the PY 25/26 TOL per the State, that includes the **addition** of 12 new occupations.

The final TOL will be posted to our website upon Board approval.

## **RECOMMENDATION**

Approve the PY 25/26 TOL with the 1) **addition** of twelve (12) new occupations proposed by the State and 2) **retention of** 41 occupations slated for removal by the State.

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<sup>3</sup> As shown in Table 2, CSBD found supporting evidence to retain 41 occupations.

BR #01-25 Exhibit A  
2025-2026 Regional Demand Occupations List  
**Sorted by Occupational Title**

Workforce Development Area 22 - Broward County

**Selection Criteria:**

- 1 LMEC Educational Requirements: 3 (Some College, No Degree), 4 (Postsecondary Non-Degree Award), 5 (Associate Degree), or 6 (Bachelor's Degree)
- 2 80 annual openings and positive growth
- 3 Mean Wage of \$19.54/hour and Entry Wage of \$15.88/hour
- 4 High Skill/High Wage (HSHW) Occupations:  
Mean Wage of \$30.61/hour and Entry Wage of \$19.54/hour

			Regional				Statewide				LMEC	In	
			Annual	Annual	2024 Hourly Wage		Annual	Annual	2024 Hourly Wage		Training	Targeted	Qualifying
SOC Code*	HSHW**	Occupation Title*	% Growth	Openings	Mean	Entry	% Growth	Openings	Mean	Entry	Code	Industry?	Level***
132011	HSHW	Accountants and Auditors	0.81	969	42.38	26.46	0.70	9,113	42.00	25.92	6	Yes	R
272011		Actors	N/A	N/A	N/A	N/A	0.79	1,702	25.03	16.16	3	No	S
113012	HSHW	Administrative Services Managers	0.75	112	50.83	27.55	0.66	1,021	49.49	25.68	6	Yes	R
493011	HSHW	Aircraft Mechanics and Service Technicians	0.31	106	40.54	23.43	0.43	1,101	38.11	23.99	5	Yes	R
173011	HSHW	Architectural and Civil Drafters	0.86	59	31.25	21.52	1.15	904	30.12	20.33	5	Yes	S
119041	HSHW	Architectural and Engineering Managers	0.79	31	78.89	52.31	1.22	647	75.05	50.13	6	Yes	S
271011	HSHW	Art Directors	1.04	63	51.62	28.67	0.53	507	47.65	26.29	6	Yes	N
274011		Audio and Video Technicians	N/A	N/A	22.86	12.50	1.37	638	24.06	14.65	5	No	S
493021		Automotive Body and Related Repairers	0.11	87	27.27	20.44	0.65	865	28.07	19.09	4	No	R
493023		Automotive Service Technicians and Mechanics	0.65	501	26.75	16.30	0.63	5,620	25.53	16.25	4	No	R
433031		Bookkeeping, Accounting, and Auditing Clerks	-0.16	1,477	24.63	17.66	0.73	15,667	24.42	17.26	3	Yes	S
493031		Bus and Truck Mechanics and Diesel Engine Specialists	0.26	116	30.05	21.72	0.59	1,272	30.01	21.21	4	Yes	R
131199	HSHW	Business Operations Specialists, All Other	0.94	513	46.65	23.85	0.80	6,273	44.42	23.16	6	Yes	R
131020	HSHW	Buyers and Purchasing Agents	-0.44	254	37.14	23.65	0.55	3,074	37.40	22.92	6	Yes	S
535021		Captains, Mates, and Pilots of Water Vessels	0.88	139	36.15	18.40	-0.22	614	36.49	19.11	4	No	R
292031		Cardiovascular Technologists and Technicians	0.00	289	22.42	16.76	1.547	517	24.33	14.2	3	No	S
435011		Cargo and Freight Agents	8.00	1,024	25.67	18.31	1.38541	1118	22.67	15.36	3	Yes	S
472031		Carpenters	0.28	486	24.16	18.85	0.76	6,387	24.13	18.09	4	No	R
351011		Chefs and Head Cooks	0.53	216	27.36	15.04	0.73	2,101	30.07	16.58	5	No	S
192031	HSHW	Chemists	N/A	N/A	34.58	21.54	1.37	225	35.72	22.03	6	Yes	N
111011	HSHW	Chief Executives	6.00	2,512	79.20	24.43					5	No	R
211021		Child, Family, and School Social Workers	0.86	151	27.54	20.86	0.89	1,350	27.28	19.68	6	No	R
172051	HSHW	Civil Engineers	1.16	128	47.08	26.52	0.94	1,234	50.88	30.17	6	Yes	R
131031	HSHW	Claims Adjusters, Examiners, and Investigators	0.31	288	37.57	24.42	0.90	2,512	35.67	23.51	3	Yes	R
292010		Clinical Laboratory Technologists and Technicians	0.69	215	30.10	18.76	0.38	1,978	29.29	18.07	5	No	R
211099		Community and Social Service Specialists, All Other	0.61	73	29.72	21.05	0.69	775	28.09	19.25	6	No	N
211094		Community Health Workers	1.84	24	27.67	20.83	1.08	265	24.20	17.28	6	No	N
131141	HSHW	Compensation, Benefits, and Job Analysis Specialists	1.38	75	35.17	21.63	0.94	607	34.18	21.50	6	Yes	S
131041	HSHW	Compliance Officers	0.63	244	37.74	22.78	0.63	2,882	38.27	22.20	6	Yes	R
113021	HSHW	Computer and Information Systems Managers	2.30	262	84.47	53.31	1.23	1,978	82.23	52.56	6	Yes	R
113021	HSHW	Computer and Information Systems Managers	N/A	N/A	78.72	51.12	2.32	2,739	75.87	48.84	6	Yes	S
151241	HSHW	Computer Network Architects	1.37	50	65.21	42.06	1.34	554	63.74	42.43	6	Yes	S

SOC Code*	HSHW**	Occupation Title*	Regional				Statewide				LMEC	In	Qualifying
			Annual % Growth	Annual Openings	2024 Hourly Wage Mean	2024 Hourly Wage Entry	Annual % Growth	Annual Openings	2024 Hourly Wage Mean	2024 Hourly Wage Entry	Training Code	Targeted Industry?	
151231	HSHW	Computer Network Support Specialists	1.32	111	43.86	27.76	1.11	1,037	36.99	24.37	5	Yes	R
151299	HSHW	Computer Occupations, All Other	1.47	119	51.62	27.74	1.23	1,497	49.66	24.79	6	Yes	R
151251	HSHW	Computer Programmers	-0.25	26	48.49	33.79	1.41	552	49.30	29.19	6	Yes	S
151211	HSHW	Computer Systems Analysts	1.83	216	53.04	33.46	1.31	2,544	51.27	32.30	6	Yes	R
151232	HSHW	Computer User Support Specialists	1.37	403	31.99	20.26	1.28	4,078	30.00	19.66	4	Yes	R
492011		Computer, Automated Teller, and Office Machine Repairers	0.44	82	21.82	16.97	0.83	654	22.69	17.38	4	Yes	R
474011	HSHW	Construction and Building Inspectors	0.19	185	38.31	25.05	0.89	1,931	33.80	23.00	4	Yes	R
119021	HSHW	Construction Managers	0.43	278	58.83	37.14	0.55	3,437	55.55	31.16	6	No	R
131051	HSHW	Cost Estimators	-0.18	105	39.48	24.00	0.75	1,477	36.97	22.06	6	Yes	S
434031		Court, Municipal, and License Clerks	0.20	164	25.88	19.35	0.28	1,227	23.55	17.87	3	No	R
152051	HSHW	Data Scientists	5.41	123	57.40	34.92	1.46	694	56.57	32.51	6	Yes	R
151243	HSHW	Database Architects	-4.00	193	56.88	27.15					4	Yes	R
319091		Dental Assistants	1.39	408	22.44	18.75	1.00	3,747	22.44	18.18	4	No	R
291292	HSHW	Dental Hygienists	1.47	101	39.28	35.32	1.00	1,101	40.03	34.09	5	No	R
292032	HSHW	Diagnostic Medical Sonographers	N/A	N/A	36.69	29.76	2.08	519	35.63	28.81	5	No	S
119032	HSHW	Education Administrators, Kindergarten through Secondary	2.00	1,119	47.01	28.49	N/A	N/A	N/A	N/A	5	No	R
119033	HSHW	Education Administrators, Postsecondary	7.00	675	45.55	28.95	1.41771	1111	46.05	33.25	5	No	S
172071	HSHW	Electrical Engineers	N/A	N/A	48.14	28.18	1.29	611	48.39	30.84	6	Yes	S
499051	HSHW	Electrical Power-Line Installers and Repairers	N/A	N/A	34.34	21.85	0.75	750	34.56	21.66	4	Yes	N
472111		Electricians	0.53	431	27.42	20.91	0.57	4,701	26.68	20.02	4	No	R
172072	HSHW	Electronics Engineers, Except Computer	N/A	N/A	52.27	37.29	1.33	476	51.14	36.71	6	Yes	N
252021		Elementary School Teachers, Except Special Education	1.01	528	29.15	22.68	0.73	5,262	28.30	22.05	6	No	R
292042		Emergency Medical Technicians	0.28	43	21.37	17.22	0.95	540	20.86	16.43	4	No	S
173029	HSHW	Engineering Technologists and Technicians, Except Drafters, All Other	N/A	N/A	27.39	17.73	0.86	306	32.92	18.59	5	Yes	N
172199	HSHW	Engineers, All Other	N/A	N/A	41.49	24.58	0.88	782	47.34	26.68	6	Yes	N
192041	HSHW	Environmental Scientists and Specialists, Including Health	1.30	37	37.32	21.90	0.84	569	30.49	18.41	6	Yes	N
436011	HSHW	Executive Secretaries and Executive Administrative Assistants	-1.74	203	32.63	19.81	0.63	2,969	33.54	21.47	3	Yes	S
113013	HSHW	Facilities Managers	0.89	50	48.45	28.51	1.08	578	46.93	26.81	6	No	S
132051	HSHW	Financial and Investment Analysts	0.84	90	52.18	30.24	0.57	1,196	48.38	29.39	6	Yes	R
132051	HSHW	Financial and Investment Analysts	N/A	N/A	44.07	27.07	1.32	1,438	43.85	27.03	6	Yes	S
113031	HSHW	Financial Managers	1.73	322	82.17	42.78	0.64	2,964	80.69	42.15	6	Yes	R
132099	HSHW	Financial Specialists, All Other	0.88	44	34.79	21.89	0.55	680	35.25	21.82	6	Yes	N
332011	HSHW	Firefighters	0.26	191	36.25	25.29	0.32	1,810	30.58	19.77	4	No	R
471011	HSHW	First-Line Supervisors of Construction Trades and Extraction Workers	0.17	487	37.84	24.73	0.62	5,875	36.62	24.26	3	No	R
391014		First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	0.60	123	28.30	17.80	0.60	1,090	26.16	17.47	3	No	R
331021	HSHW	First-Line Supervisors of Firefighting and Prevention Workers	0.25	86	54.05	42.88	0.32	538	49.72	32.93	5	No	R
371011		First-Line Supervisors of Housekeeping and Janitorial Workers	8.00	1,938	20.71	15.90	1.83023	2885	19.74	13.88	3	No	S

SOC Code*	HSHW**	Occupation Title*	Regional				Statewide				LMEC	In	Qualifying
			Annual % Growth	Annual Openings	2024 Hourly Wage Mean	2024 Hourly Wage Entry	Annual % Growth	Annual Openings	2024 Hourly Wage Mean	2024 Hourly Wage Entry	Training Code	Targeted Industry?	
371012		First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	0.91	200	27.22	19.15	0.83	2,445	26.59	18.59	3	No	R
491011	HSHW	First-Line Supervisors of Mechanics, Installers, and Repairers	0.64	323	37.65	25.03	0.62	3,429	36.60	24.05	3	No	R
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.42	377	47.35	27.29	0.69	3,210	46.21	26.05	3	Yes	R
431011	HSHW	First-Line Supervisors of Office and Administrative Support Workers	-0.18	1,040	33.88	22.21	0.74	11,148	32.90	21.48	3	Yes	S
391022		First-Line Supervisors of Personal Service Workers	0.89	89	24.61	16.79	0.55	1,162	23.82	15.81	3	No	R
331012	HSHW	First-Line Supervisors of Police and Detectives	0.22	89	57.39	39.92	0.25	606	52.01	34.32	6	No	R
511011	HSHW	First-Line Supervisors of Production and Operating Workers	0.43	223	32.78	21.37	0.36	2,480	33.02	21.21	3	Yes	R
411011		First-Line Supervisors of Retail Sales Workers	-0.10	782	25.93	17.04	0.47	9,789	24.83	16.46	3	No	S
531047	HSHW	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	0.98	413	31.39	20.76	0.83	4,052	30.63	20.55	3	Yes	R
119051	HSHW	Food Service Managers	0.14	281	37.93	24.06	0.71	3,453	34.25	20.67	3	No	R
111021	HSHW	General and Operations Managers	0.83	1,778	64.37	27.14	0.80	17,467	61.83	25.80	6	Yes	R
472121		Glaziers	2.00	486	23.77	14.73	2.24184	869	20.39	15.29	3	No	S
271024	HSHW	Graphic Designers	0.93	181	31.05	20.92	0.59	1,601	30.17	19.77	6	Yes	R
211091	HSHW	Health Education Specialists	N/A	N/A	32.81	17.82	0.59	582	28.65	16.47	6	No	N
251071	HSHW	Health Specialties Teachers, Postsecondary	N/A	N/A	N/A	N/A	0.12	714	66.17	29.42	6	No	N
292099		Health Technologists and Technicians, All Other	0.48	112	24.82	18.20	0.87	1,117	23.82	17.82	4	No	R
499021		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	0.49	372	27.99	20.54	0.50	3,559	26.49	19.64	4	No	R
533032		Heavy and Tractor-Trailer Truck Drivers	1.35	999	26.52	19.56	1.06	13,527	26.13	19.15	4	Yes	R
434161		Human Resources Assistants, Except Payroll and Timekeeping	0.07	56	23.32	17.87	0.83	683	23.38	17.88	5	Yes	S
113121	HSHW	Human Resources Managers	0.97	79	70.91	41.33	0.76	816	66.85	39.61	6	Yes	S
131071	HSHW	Human Resources Specialists	1.21	633	35.15	22.00	0.95	5,414	35.25	21.62	6	Yes	R
173026		Industrial Engineering Technologists and Technicians	N/A	N/A	28.27	18.65	1.22	180	28.96	20.97	5	Yes	N
172112	HSHW	Industrial Engineers	1.75	87	54.32	35.44	0.72	853	54.82	34.84	6	Yes	R
499041		Industrial Machinery Mechanics	1.48	148	30.21	21.09	0.27	1,380	30.19	21.69	4	Yes	R
537051		Industrial Truck and Tractor Operators	-3.00	2,310	20.38	16.71	1.82606	4759	19.3	14.88	3	Yes	R
151212	HSHW	Information Security Analysts	4.08	91	56.92	38.79	1.41	888	56.49	36.39	6	Yes	R
519061		Inspectors, Testers, Sorters, Samplers, and Weighers	0.02	228	24.06	16.59	0.55	2,410	24.00	16.65	4	Yes	R
413021	HSHW	Insurance Sales Agents	1.03	551	37.38	20.33	0.83	5,254	38.60	19.70	4	Yes	R
132053	HSHW	Insurance Underwriters	0.05	53	45.27	28.37	0.85	557	43.13	27.16	6	Yes	S
271025		Interior Designers	1.17	70	30.74	18.50	0.89	813	31.36	18.27	6	Yes	S
252012	HSHW	Kindergarten Teachers, Except Special Education	N/A	N/A	N/A	N/A	1.09	1,007	28.36	20.92	6	No	S
436012		Legal Secretaries and Administrative Assistants	-1.28	166	27.98	17.56	0.78	1,582	27.93	17.55	3	Yes	S
292061		Licensed Practical and Licensed Vocational Nurses	0.59	260	30.17	24.38	0.68	3,440	29.00	24.00	4	No	R
194099		Life, Physical, and Social Science Technicians, All Other	N/A	N/A	21.85	12.44	0.97	297	23.80	13.89	6	Yes	N

			Regional				Statewide				LMEC	In	
			Annual	Annual	2024 Hourly Wage		Annual	Annual	2024 Hourly Wage		Training	Targeted	Qualifying
SOC Code*	HSHW**	Occupation Title*	% Growth	Openings	Mean	Entry	% Growth	Openings	Mean	Entry	Code	Industry?	Level***
132072	HSHW	Loan Officers	-0.39	123	40.06	18.56	0.23	1,889	39.54	19.63	6	Yes	S
119081	HSHW	Lodging Managers	N/A	N/A	48.47	25.84	1.92	726	41.52	20.30	6	No	S
131081	HSHW	Logisticians	2.86	156	33.25	22.26	0.84	1,210	36.54	22.98	6	Yes	R
514041		Machinists	0.92	73	27.51	20.11	0.59	878	25.63	18.77	4	Yes	N
499071		Maintenance & Repair Workers, General	3.00	10,053	19.51	14.71					3	No	R
131111	HSHW	Management Analysts	1.40	713	51.19	28.57	0.91	7,131	47.42	26.12	6	Yes	R
119199	HSHW	Managers, All Other	0.68	370	57.87	27.50	0.57	4,150	56.32	26.57	6	No	R
131161	HSHW	Market Research Analysts and Marketing Specialists	1.95	804	42.03	24.16	0.95	6,289	39.74	22.69	6	Yes	R
112021	HSHW	Marketing Managers	1.15	174	70.42	39.37	0.89	1,539	71.21	37.40	6	Yes	R
319011		Massage Therapists	1.66	184	24.14	15.58	1.02	1,938	24.33	15.64	4	No	S
172141	HSHW	Mechanical Engineers	1.56	41	46.74	30.11	0.68	547	48.98	32.38	6	Yes	N
119111	HSHW	Medical and Health Services Managers	2.62	326	65.58	37.12	0.58	2,902	61.82	33.95	6	No	R
119111	HSHW	Medical and Health Services Managers	2.50	350	57.85	33.17	3.18	4,300	57.46	31.27	6	No	R
319092		Medical Assistants	1.60	792	21.51	17.51	1.14	9,234	20.66	17.01	4	No	R
499062	HSHW	Medical Equipment Repairers	2.11	68	27.49	19.09	0.49	556	28.82	18.33	5	Yes	N
292072		Medical Records Specialists	0.99	95	25.12	15.66	0.77	1,261	24.19	16.71	4	Yes	S
191042	HSHW	Medical Scientists, Except Epidemiologists	1.18	20	60.41	35.17	0.70	227	60.94	33.11	6	Yes	N
436013		Medical Secretaries and Administrative Assistants	0.51	863	21.30	17.41	0.92	8,918	20.37	16.60	3	No	R
131121	HSHW	Meeting, Convention, and Event Planners	1.07	108	30.70	19.54	0.66	977	30.12	17.99	6	No	R
211023	HSHW	Mental Health and Substance Abuse Social Workers	1.06	44	27.39	19.58	0.99	477	26.98	19.37	6	No	N
252022		Middle School Teachers, Except Special and Career/Technical Education	1.02	285	29.21	23.39	0.74	2,699	27.99	22.74	6	No	R
493042		Mobile Heavy Equipment Mechanics, Except Engines	0.91	55	26.42	19.29	1.42	870	27.11	18.98	4	Yes	S
493051		Motorboat Mechanics and Service Technicians	1.24	111	28.20	19.62	0.96	567	27.05	19.09	4	Yes	R
272042	HSHW	Musicians and Singers	N/A	N/A	N/A	N/A	0.16	1,226	69.32	25.01	3	No	S
119121	HSHW	Natural Sciences Managers	N/A	N/A	53.64	25.50	0.97	339	51.24	26.29	6	Yes	N
151244	HSHW	Network and Computer Systems Administrators	1.05	148	47.04	31.33	1.19	1,592	46.19	30.48	6	Yes	R
311131		Nursing Assistants	4.00	6,574	17.80	14.70					4	No	R
195011	HSHW	Occupational Health and Safety Specialists	1.54	59	41.56	25.00	0.73	700	40.11	24.72	6	Yes	S
312011	HSHW	Occupational Therapy Assistants	2.69	52	35.13	27.97	1.42	614	34.07	28.48	5	No	S
439199		Office and Administrative Support Workers, All Other	-0.53	59	27.24	18.48	0.69	3,034	23.25	16.61	3	No	S
472073		Operating Engineers and Other Construction Equipment Operators	2.00	2,414	27.60	18.00	0.95973	2869	21.27	15.72	3	No	R
152031	HSHW	Operations Research Analysts	2.39	74	40.04	24.84	0.81	585	40.59	24.08	6	Yes	S
292057		Ophthalmic Medical Technicians	1.44	37	22.27	18.92	1.43	644	21.49	17.09	4	No	S
472141		Painters, Construction and Maintenance	3.00	2,826	18.70	16.05	0.95286	3163	18.62	14.28	3	No	S
232011	HSHW	Paralegals and Legal Assistants	1.23	462	31.15	20.50	0.73	4,242	29.40	19.73	5	Yes	R
433051		Payroll and Timekeeping Clerks	-0.81	91	24.77	16.11	0.86	1,210	24.33	16.36	3	Yes	S
132052	HSHW	Personal Financial Advisors	0.67	171	73.98	25.97	0.17	2,004	75.80	25.49	6	No	R
119179	HSHW	Personal Service Managers, All Other	26.00	235	27.68	14.90					5	No	R
372021		Pest Control Workers	6.00	1,069	21.88	17.13	1.35766	1557	18.6	13.66	3	No	S
292052		Pharmacy Technicians	0.93	395	21.13	17.26	0.38	3,890	20.58	16.95	4	No	R
319097		Phlebotomists	1.35	111	19.10	15.47	1.11	1,341	19.50	16.80	4	No	S
312021	HSHW	Physical Therapist Assistants	2.69	106	34.19	26.12	1.45	1,293	32.92	26.38	5	No	R

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291071	HSBW	Physician Assistants	9.00	718	66.85	27.12	3.98741	837	50.39	28.97	5	No	S
472152		Plumbers, Pipefitters, and Steamfitters	0.13	250	26.84	20.56	0.55	3,007	25.79	19.31	4	No	R
333051	HSBW	Police and Sheriff's Patrol Officers	0.22	513	41.10	31.79	0.28	4,001	40.31	26.70	5	No	R
251199	HSBW	Postsecondary Teachers, All Other	11.00	4,763	32.63	19.30	1.46945	2167	33.81	19.75	4	No	S
272012	HSBW	Producers and Directors	1.08	68	50.34	24.94	0.47	737	46.84	24.08	6	Yes	N
435061		Production, Planning, and Expediting Clerks	0.78	197	26.42	18.39	0.64	2,177	26.25	18.20	3	Yes	R
131082	HSBW	Project Management Specialists	0.70	554	50.67	31.54	0.89	5,501	49.64	30.39	6	Yes	R
132020	HSBW	Property Appraisers and Assessors	0.90	33	36.70	25.51	0.73	558	40.25	22.87	6	No	S
119141	HSBW	Property, Real Estate, and Community Association Managers	0.88	410	40.15	21.73	0.85	3,777	38.25	21.42	6	No	R
292053		Psychiatric Technicians	1.40	146	21.71	16.73	1.22	1,151	21.08	16.65	4	No	R
273031	HSBW	Public Relations Specialists	1.12	230	33.79	19.96	0.76	1,999	33.11	19.59	6	Yes	R
131023		Purchasing Agents, Except Wholesale, Retail & Farm Products	N/A	N/A	32.87	19.70					5	No	R
113061	HSBW	Purchasing Managers	N/A	N/A	65.10	41.18	1.03	336	64.74	39.86	6	Yes	N
292034	HSBW	Radiologic Technologists and Technicians	0.38	70	30.39	22.59	1.06	1,012	29.94	22.40	5	No	S
419021		Real Estate Brokers	0.66	49	51.63	20.58	0.76	708	41.45	17.45	4	No	S
419022		Real Estate Sales Agents	0.64	787	35.33	16.88	0.76	7,129	35.25	16.84	4	No	R
291141	HSBW	Registered Nurses	0.20	1,214	43.14	33.40	0.20	12,683	42.40	33.19	6	No	R
291126	HSBW	Respiratory Therapists	0.70	61	39.58	28.45	0.10	499	39.09	30.83	5	No	N
472181		Roofers	2.00	2,674	25.36	18.38	2.35465	3616	19.63	14.17	3	No	S
112022	HSBW	Sales Managers	0.99	306	71.00	36.26	0.72	2,491	70.26	33.97	6	Yes	R
413091		Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1.27	1,134	33.71	18.73	1.11	10,671	34.78	18.33	6	Yes	R
414012		Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.78	1,091	35.82	18.22	0.54	8,691	35.57	18.25	3	Yes	R
414011	HSBW	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1.12	350	71.04	30.15	0.81	2,533	61.13	28.44	6	Yes	R
252031	HSBW	Secondary School Teachers, Except Special and Career/Technical Education	0.92	344	30.94	23.33	0.73	3,621	29.75	22.68	6	No	R
413031	HSBW	Securities, Commodities, and Financial Services Sales Agents	0.13	290	46.19	22.77	0.43	3,376	43.12	22.09	6	No	R
492098		Security and Fire Alarm Systems Installers	1.07	132	28.10	21.24	0.79	926	27.49	20.81	4	No	R
119151	HSBW	Social and Community Service Managers	0.80	70	40.39	23.45	0.63	732	37.76	22.93	6	No	N
211093		Social and Human Service Assistants	0.50	236	22.57	16.35	0.64	2,332	21.36	16.14	3	No	R
151252	HSBW	Software Developers	3.62	799	66.84	40.77	1.67	5,834	61.68	38.59	6	Yes	R
151253	HSBW	Software Quality Assurance Analysts and Testers	3.14	128	51.13	32.11	1.88	1,025	47.69	31.59	6	Yes	R
252052		Special Education Teachers, Kindergarten and Elementary School	N/A	N/A	N/A	N/A	0.71	549	28.36	23.57	6	No	S
252058	HSBW	Special Education Teachers, Secondary School	0.95	55	32.61	24.92	0.71	678	30.39	23.07	6	No	S
271014	HSBW	Special Effects Artists and Animators	1.41	21	47.60	34.96	0.92	406	39.49	27.25	6	No	N
211018		Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.18	256	28.90	20.97	1.35	1,877	29.08	20.09	6	No	R
292055		Surgical Technologists	N/A	N/A	25.26	19.68	0.80	636	25.11	19.67	4	No	N

SOC Code*	HSHW**	Occupation Title*	Regional				Statewide				LMEC	In	Qualifying
			Annual % Growth	Annual Openings	2024 Hourly Wage Mean	2024 Hourly Wage Entry	Annual % Growth	Annual Openings	2024 Hourly Wage Mean	2024 Hourly Wage Entry	Training Code	Targeted Industry?	
173031		Surveying and Mapping Technicians	1.14	43	25.74	19.21	0.94	740	24.53	18.00	5	Yes	S
253099		Teachers and Instructors, All Other	N/A	N/A	N/A	N/A	N/A	N/A	29.31	16.44	6	No	N
492022	HSHW	Telecommunications Equipment Installers and Repairers, Except Line Installers	2.50	232	31.45	23.45	1.13	1,612	31.50	22.84	4	No	R
499052		Telecommunications Line Installers and Repairers	2.36	108	30.34	21.54	1.03	822	27.48	18.96	4	No	R
131151	HSHW	Training and Development Specialists	0.97	240	35.60	20.65	0.83	2,547	34.92	18.93	6	Yes	R
113071	HSHW	Transportation, Storage, and Distribution Managers	0.88	93	50.83	28.09	0.59	857	50.12	27.10	6	Yes	R
413041		Travel Agents	0.67	209	26.95	20.09	0.85	1,703	23.90	16.73	3	No	R
319096		Veterinary Assistants and Laboratory Animal Caretakers	4.00	650	17.93	15.02					4	No	R
292056		Veterinary Technologists and Technicians	3.11	113	21.44	16.89	2.05	1,285	20.79	16.58	5	Yes	R
151255	HSHW	Web and Digital Interface Designers	2.30	100	47.49	26.62	1.19	498	41.22	22.39	5	Yes	R
151254	HSHW	Web Developers	3.06	112	44.82	25.96	1.49	452	43.39	24.13	5	Yes	R
514121		Welders, Cutters, Solderers, and Brazers	0.37	136	26.75	20.56	0.47	1,655	25.27	19.55	4	Yes	R
273043	HSHW	Writers and Authors	0.80	88	32.78	21.97	0.42	746	38.38	21.85	6	No	R

\*SOC Code and Occupational Title refer to Standard Occupational Classification codes and titles.

\*\*HSHW = High Skill/High Wage.

\*\*\*Qualifying Level:

R = Meets regional wage and openings criteria based on state Labor Market Statistics employer survey data.

S = Meets statewide wage and openings criteria based on state Labor Market Statistics employer survey data.

N = Meets national wage and openings criteria based on national Labor Market Statistics employer survey data.

N/A = Not available/releasable.

LMEC = Labor Market Estimating Conference

**Memorandum #03 – 25 (CBR)**

**To:** Employer Services Committee

**From:** Carol Hylton, President/CEO

**Subject:** Report on Industry Employer Forums

**Date:** July 23, 2025

**SUMMARY**

CareerSource Broward (CSBD) held industry employer forums in 1) marine 2) healthcare 3) manufacturing 4) construction and 5) hospitality. The objective of the forums was to a) discuss the skill gaps and training needs of each industry b) identify strategies to address the skill gaps c) examine the impact of Artificial Intelligence (AI) on the workforce and d) identify opportunities to adapt through upskilling and innovation. Based on information shared at the forums, we developed specific strategies to assist employers in each of these targeted industries. CSBD's intermediaries are following up with the forum attendees to put the strategies discussed into action.

**BACKGROUND**

CSBD convened industry employer forums across five targeted sectors: marine, healthcare, manufacturing, construction, and hospitality. The purpose was to explore workforce challenges and collaborate on strategies to address them. Each forum featured a roundtable format, encouraging active participation and open dialogue among attendees. Representatives from industry, education, economic development, and workforce development contributed valuable insights and perspectives.

The forums focused on sharing industry insights, identifying talent needs, and strengthening industry-aligned workforce solutions, including addressing the growing impacts of AI on the workforce.

The objectives of the forums were to:

- 1) Discuss skill gaps and talent shortages, and explore strategies to close those gaps.
- 2) Identify ways to strengthen the talent pipeline and implement actionable solutions.
- 3) Examine the impact of AI on the workforce and identify opportunities to adapt through upskilling and innovation.

**DISCUSSION****Marine Industry Forum**

The forum was held in partnership with the Greater Fort Lauderdale Chamber of Commerce (GFLCC) on 5/29. It was attended by twenty-two (22) individuals representing employers such as Derektor Shipyards, Hartman Yacht Maintenance, Port Everglades, as well as the School Board of Broward County (SBBC).

Dan Lindblade, GFLCC President, welcomed the attendees, and Barbara Cevieux, CSBD's marine intermediary, provided an overview of CSBD's employer services and the conditions of the local labor market. After the presentation, Michael Goldstein, president/CEO of LAN Infotech and BWDB member, facilitated a roundtable discussion on 1) the impacts of AI on the workforce and 2) current skills gaps and training needs.

The following provides a summary of the identified skill gaps, training needs, and strategies:

### **Skill Gaps/Training Needs**

- Insufficient AI and cybersecurity training specific to marine applications.
- Shortage of skilled maritime professionals with practical experience in maritime.
- Lack of soft skills like adaptability, communication, and problem-solving.

### **Strategies**

- Following the meeting, CSBD's industry intermediary began engaging marine employers to promote and support the use of the AI IWT grant for customized AI and cybersecurity training specific to their workforce needs. To date, 30 marine industry employers have been contacted. Due to the extension of the grant, several are identifying training to meet their needs.
- CSBD will continue to collaborate with the Marine Industries Association of South Florida by providing training support to their registered apprenticeship program and OJT grants to employers participating in the next marine apprenticeship cohort in January.
- In our role as convenors, CSBD engaged our education partners and developed a process to offer industry employers the opportunity to serve on curriculum advisory councils to include AI and essential soft skills based on the industry's needs.

### **Healthcare Industry Forum**

The forum was held on 6/3 and attended by twenty-three (23) individuals representing employers such as Broward Health, Memorial Healthcare, Cleveland Clinic, and more, as well as SBBC and Broward College (BC).

Tony Ash, CSBD Vice President of Business Relations, welcomed the attendees and acknowledged the presence of Broward County Commissioner Hazel Rogers, who commended CSBD for convening the forum. After the welcome, Johnell Beckford, CSBD's healthcare intermediary, provided an overview of CSBD's employer services and introduced the guest speaker, **Deshan Kennedy, Director of Application Development and Analytics at Broward Health**. Mr. Kennedy's presentation focused on AI's practical applications across clinical and administrative settings in the industry.

After his presentation, Mr. Kennedy facilitated the roundtable discussion on the skill gaps and strategies. The following provides a summary of the identified skill gaps, training needs, and strategies:

### **Skill Gaps/Training Needs**

- Worker shortages for entry-level Pharmacy Technicians.
- Need for training in emerging healthcare technologies and AI-driven platforms to better equip workers for evolving clinical and administrative roles.
- A lack of soft skills among new hires.

## **Strategies**

- CSBD will collaborate with BCPS and industry employers to create a pharmacy technician talent pipeline by connecting high school CTE program graduates with work-based learning opportunities such as Paid Work Experience or OJT.
- CSBD will work with BCPS and BC to support dual-enrollment Pharmacy Technician students by coordinating employer internships and job placements upon certification.
- CSBD will coordinate with healthcare employers to launch cohort-based incumbent worker training focused on AI-supported platforms and digital health tools, leveraging the AI IWT grant.
- Education partners will share opportunities with employers and the industry association to serve on advisory councils where they can provide input on integrating soft skills into existing programs.

## **Manufacturing Industry Forum**

On 6/11, CSBD and the South Florida Manufacturing Association (SFMA) held an employer forum for the manufacturing industry. Thirty-two (32) individuals representing employers, educational institutions, and community partners attended the forum. A diverse group of employer representatives from Trividia Health, Stryker, Garmin, Point Blank Body Armor, DeAngelo Marine Exhaust, Terumo Aortic, and other manufacturers was in attendance. Representatives from SFMA, BC, and BCPS also attended.

Mr. Ash opened the forum with a welcome, followed by remarks from Matt Rocco, President/CEO of the SFMA. Doug Saenz, CSBD's manufacturing intermediary, provided an overview of CSBD's employer services and introduced the guest speaker, **Deveren Werne, founder of TSVMMap an AI and automation consulting and development firm**. Mr. Werne presented how AI is being used in the manufacturing industry and the next phases of development in AI technology.

After the presentation, Mr. Saenz facilitated a roundtable discussion of the impact of AI on the industry and the skill gaps employers face. Mr. Saenz also led a discussion on Foreign Trade Zones (FTZ). Several of the employers were unaware of the FTZs in the area and the benefits of being located in one. Mr. Rocco announced that SFMA would be holding an FTZ workshop later in the year. The forum attendees would be invited to attend once more details become available.

The following provides a summary of the identified skill gaps, training needs, and strategies:

## **Skill Gaps/Training Needs**

- Many employers in attendance were not using AI.
- Knowledge about FTZs.

## **Strategies**

- CSBD will distribute the AI Guidebook for CEOs, once completed, to manufacturing employers to serve as a roadmap for identifying AI solutions suited to their operations. Staff will track employer engagement and actively assist employers in developing AI IWT grant applications to fund employee training on AI technologies.
- CSBD will notify manufacturing employers of the SFMA's FTZ workshop registration when it is available.

## **Construction Industry Forum**

The forum was held in partnership with the GFLCC on 6/17. It was attended by seventeen (17) individuals representing employers and educational partners, including Energy Futures of America, First Line Construction, Florida Vocational Rehabilitation, SBBC, BC, and Miami-Dade College. Following a welcome from GFLCC President Dan Lindblade, Barbara Cevieux, CSBD's construction intermediary, opened the forum by providing an overview of CSBD's employer services. Afterward, **Deveren Werne, founder of TSVMaP**, delivered a presentation on how AI is being applied in the construction industry, including current use cases and the next phases of AI technology development impacting the field.

After the presentation, Ms. Cevieux led a conversation with attendees about how AI is affecting the construction industry and the skill gaps employers are experiencing.

The following provides a summary of the identified skill gaps, training needs, and strategies:

### **Skill Gaps/Training Needs**

- There is a shortage of experienced tradespeople due to retirements.
- Lack of basic computer skills is limiting the adoption of AI tools, such as automated scheduling, blueprint software, or digital inspection apps.
- Demand for soft skills such as clear communication, effective problem-solving, and the ability to adapt in a changing work environment.

### **Strategies**

- CSBD will explore launching a targeted industry awareness campaign featuring employer testimonials and trade career spotlights to attract new talent, including younger workers and career changers. CSBD will partner with local schools and community groups to host job fairs and information sessions that connect interested candidates with training and job opportunities.
- CSBD will assist construction employers in applying for the IWT grant to fund training on AI tools such as automated scheduling and digital inspection software.
- CSBD will actively promote our Soft Skills Workshop to construction employers and encourage employee participation.

## **Hospitality Industry Forum**

The forum was held in collaboration with the Greater Hollywood Chamber of Commerce (GHCC) on 7/16 and was attended by thirty (30) individuals representing employers and educational partners. Riverside Hotel, Margaritaville, Marriott Pompano Beach, Hilton Beach Resort, the Broward County Convention Center (BCCC), Pier Sixty-Six, and other companies were in attendance, as well as BC and SBBC.

GHCC President Marie Suarez opened the forum with a welcome, followed by remarks from Mr. Ash. After a presentation from Mr. Saenz on the current labor trends in the industry, **Ron King, general manager for the BCCC**, presented how BCCC is integrating AI in its daily operations and provided an update on the convention center expansion. Next, **Rick McCawley, senior professor at BC and advocate for human-centric AI**, presented how AI is being utilized in the industry and the practical ways in which companies that haven't integrated AI can adopt it in their operations.

After the presentation, Mr. Saenz engaged attendees in a discussion on AI's impact across the industry and the skills employers are increasingly finding hard to find in the workforce.

The following provides a summary of the identified skill gaps, training needs, and strategies:

### **Skill Gaps/Training Needs**

- Soft skills —such as eye contact, clear communication, critical thinking, decision-making, and adaptability—are needed as AI automates more tasks. In the hospitality industry, where personal interaction remains central, these human-centered skills are increasingly vital.
- Need for workers to understand how to incorporate AI tools into their current roles to boost efficiency and productivity. This includes knowing how to use AI for tasks like scheduling, data analysis, and customer service.

### **Strategies**

- CSBD will inform employers and the industry association about opportunities to participate in advisory councils where they can provide insight and feedback on hospitality curricula, including an emphasis on the soft skills needed alongside AI technologies.
- CSBD will support employers in leveraging the AI IWT grant to train workers on productivity-enhancing AI tools, including those used for scheduling and customer service.

The feedback from the forum participants was positive. The intermediaries are following up with the forum attendees to put the strategies discussed into action. A report on the implemented strategies will be presented at future forums. Dates for upcoming forums in each industry are being determined.

### **RECOMMENDATION**

None. For information purposes only.



# **EDUCATION & INDUSTRY CONSORTIUM DIRECTORY**

**2025**

2890 W. Cypress Creek Road  
Fort Lauderdale, FL 33309

Matthew Rocco  
**Consortium Chair**



## Matthew Rocco

### Consortium Chair

**President of South Florida Manufacturers Association**

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JUL 2024 - JUN 2025

# INFOGRAPH



## EMPLOYER SERVICES

### EMPLOYER TESTIMONIAL



**TESS Electrical LLC – Tammy Howell, HR Manager** – *"Partnering with CareerSource Broward for a recent job fair was a fantastic experience. We were actively hiring and seeking to connect with a strong pool of qualified candidates, and CareerSource Broward delivered. The turnout exceeded our expectations, and the support we received throughout the process was outstanding. CareerSource Broward played a key role in our hiring efforts."*

**10,210** EMPLOYERS  
SERVED

**32,130**

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

**19,214**

New Job Openings Posted  
in Employ Florida



**\$4,735,223**  
WORK-BASED TRAINING INVESTMENTS

On-the-Job Training (OJT) Program - **\$183,923**  
Skills Upgrade Incumbent Worker Training (IWT) - **\$75,477**  
Adult and Youth Paid Internships - **\$4,475,823**

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

### EMPLOYER TESTIMONIAL



**Yakol Inc. – Nadine Robinson, President/CEO** – *"I'm incredibly grateful for the opportunity to participate in CareerSource Broward's Internship Program. As a nonprofit, Yakol Inc. greatly benefited from the support, both in the process and the placement. The CareerSource Broward team guided us through every step, from navigating Employ Florida to getting approved as a worksite. Thanks to the program, we were matched with a talented and dedicated intern who has provided outstanding administrative support. The program helped us save time, stay organized, and focus more on our mission to serve families in our community."*

### FOLLOW US ON SOCIAL MEDIA

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JUL 2024 - JUN 2025

# INFOGRAPH



## JOB SEEKER SERVICES

### SUCCESS STORY



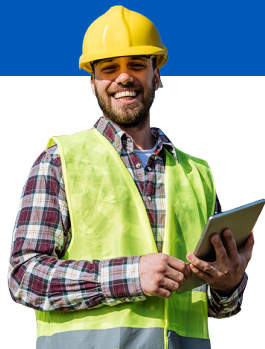
**Jacqueline** – "Before coming to CareerSource Broward, I was feeling discouraged and didn't know where to begin. From the start, the team made me feel supported and seen. With their guidance, I stayed motivated and focused, and I was recently hired as a Lead Retrieval Clerk. I'm so grateful to CareerSource Broward for giving me the tools and confidence to make it happen."

74,595

ONE-STOP  
CENTER VISITS



8,921 WORKSHOP PARTICIPANTS



2,574

JOB SEEKERS  
PLACED IN JOBS

\$2,260,736

TRAINING SCHOLARSHIPS



### SUCCESS STORY



**Katelyn** – "I want to express my deepest gratitude for the exceptional support I received from CareerSource Broward. The team stayed in close contact, offering consistent guidance and truly paying attention to the details that mattered most in my search for employment. Thanks to their support, during one of the most difficult times in my life, I've started a new career with better pay and a renewed sense of hope."

222,338

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

7,187 JOB SEEKERS

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**Overview of the CareerSource Broward Region**  
**Not Seasonally Adjusted**  
**August 15, 2025**

- The unemployment rate in the CareerSource Broward region (Broward County) was 3.8 percent in July 2025. This rate was 0.2 percentage point greater than the region's year ago rate of 3.6 percent. The region's July 2025 unemployment rate was 0.3 percentage point lower than the state rate of 4.1 percent. The labor force was 1,094,935, up 3,122 (+0.3 percent) over the year. There were 41,650 unemployed residents in the region.

**Fort Lauderdale-Pompano Beach-Sunrise Metro Division**

- In July 2025, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Sunrise MD was 924,600, an increase of 10,600 jobs (+1.2 percent) over the year.
- The Other Services (+4.3 percent); Leisure and Hospitality (+2.8 percent); Professional and Business Services (+1.6 percent); Financial Activities (+1.5 percent); and Government (+1.5 percent) industries grew faster in the metro area than statewide over the year.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the highest annual job growth compared to all the metro areas in the state in the Professional and Business Services (+2,700 jobs) and Other Services (+1,600 jobs) industries.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the fastest annual job growth rate compared to all the metro areas in the state in the Other Services (+4.3 percent) industry.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the second highest annual job growth compared to all the metro areas in the state in the Leisure and Hospitality (+2,700 jobs) and Government (+1,500 jobs) industries.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the third fastest annual job growth rate compared to all the metro areas in the state in the Professional and Business Services (+1.6 percent) industry.
- The industries gaining jobs over the year were Professional and Business Services (+2,700 jobs); Leisure and Hospitality (+2,700 jobs); Trade, Transportation, and Utilities (+1,600 jobs); Other Services (+1,600 jobs); Government (+1,500 jobs); Education and Health Services (+1,400 jobs); and Financial Activities (+1,100 jobs).
- The industries losing jobs over the year were Construction (-1,400 jobs) and Information (-600 jobs).
- The Manufacturing industry was unchanged in jobs over the year.

<b>Unemployment Rates</b>			
<b>(not seasonally adjusted)</b>	<b>Jul-25</b>	<b>Jun-25</b>	<b>Jul-24</b>
CareerSource Broward (Broward County)	3.8%	3.7%	3.6%
Florida	4.1%	3.9%	3.8%
United States	4.6%	4.4%	4.5%

<b>Nonagricultural Employment by Industry</b> <b>(not seasonally adjusted)</b>	<b>Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division</b>				<b>Florida</b>			
	<b>Jul-25</b>	<b>Jul-24</b>	<b>change</b>	<b>percent change</b>	<b>Jul-25</b>	<b>Jul-24</b>	<b>change</b>	<b>percent change</b>
Total Employment	924,600	914,000	10,600	1.2	9,947,300	9,803,900	143,400	1.5
Mining and Logging	#N/A	#N/A	#N/A	#N/A	5,600	5,700	-100	-1.8
Construction	54,400	55,800	-1,400	-2.5	659,700	654,500	5,200	0.8
Manufacturing	32,100	32,100	0	0.0	431,500	429,800	1,700	0.4
Trade, Transportation, and Utilities	204,700	203,100	1,600	0.8	2,003,200	1,974,500	28,700	1.5
Wholesale Trade	55,500	54,100	1,400	2.6	402,000	396,200	5,800	1.5
Retail Trade	108,800	107,100	1,700	1.6	1,159,200	1,147,500	11,700	1.0
Transportation, Warehousing, and Utilities	40,400	41,900	-1,500	-3.6	442,000	430,800	11,200	2.6
Information	19,400	20,000	-600	-3.0	157,600	156,600	1,000	0.6
Financial Activities	74,500	73,400	1,100	1.5	696,800	689,400	7,400	1.1
Professional and Business Services	173,900	171,200	2,700	1.6	1,633,800	1,619,100	14,700	0.9
Education and Health Services	122,700	121,300	1,400	1.2	1,556,500	1,510,400	46,100	3.1
Leisure and Hospitality	100,400	97,700	2,700	2.8	1,321,400	1,304,800	16,600	1.3
Other Services	38,400	36,800	1,600	4.3	386,300	378,500	7,800	2.1
Government	104,000	102,500	1,500	1.5	1,094,900	1,080,600	14,300	1.3

<b>Population</b>	<b>2024</b>	<b>2023</b>	<b>change</b>	<b>percent change</b>
CareerSource Broward (Broward County)	2,037,472	2,002,786	34,686	1.7
Florida	23,372,215	22,904,868	467,347	2.0

<b>Average Annual Wage</b>	<b>2024</b>	<b>2023</b>	<b>change</b>	<b>percent change</b>
CareerSource Broward (Broward County)	\$71,492	\$69,239	\$2,253	3.3
Florida	\$69,492	\$66,447	\$3,045	4.6