



Education and Industry Consortium

Monday, September 16, 2024
12:00 p.m. – 1:30 p.m.

Zoom Meeting ID: 816 6156 1592

Zoom Password: 501728

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

Bert Fowles, VP of IGY Marinas and Chairman at the US Superyacht Association (USSA) will present the state of the marine industry, emerging trends, and recruitment challenges.

2. Marine Career Pathways Video

Showcasing the various opportunities available in the marine industry, it highlights the yacht service technician apprenticeship program as one of the avenues through which job seekers can connect with these opportunities.

NEW BUSINESS

1. The 5/29 Meeting Quarterly Report

Approval of the Quarterly Report of the 5/29 Consortium meeting.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Quarterly Report

Pages 8 – 12

2. Education and Industry Consortium Strategic Goals and Objectives for PY 24/25

Consideration to adopt strategic goals and objectives to align educational programming with industry needs to provide a framework for the business of the Consortium using the CSBD Planning Matrix for program year 24/25. The Matrix will identify 1) objectives 2) next steps 3) benchmarks and performance measures 4) due dates and 5) status updates.

RECOMM Approval
ACTION Motion for Approval
EXHIBIT Matrix Template

Pages 13 - 15

3. Industry Employer Forums

Consideration to include Consortium representation at the CSBD Employer Forums. CSBD holds industry employer forums that bring together education and business leaders. This past year, forums were held encompassing the following sectors 1) information technology 2) manufacturing 3) healthcare 4) construction and 5) financial services. Discussions focus on trends, skill gaps, and training needs in each industry. Based on the insights shared at the forums, strategies are proposed to assist employers in building their talent pipeline.

RECOMM Approval
ACTION Motion for Approval
EXHIBIT Memo #04 – 24 (BR)

Pages 16 – 20

4. CSBD Infograph July 2023 – June 2024

Consideration to include industry-specific information for regional use on the CSBD Infograph. The CSBD Infograph provides an overview of our metrics at a glance. As can be seen from the latest infograph, CSBD hosted 110 recruitment events and job fairs, assisted Broward employers with nearly \$4.5 million in work-based training, and provided over \$3.9 million in scholarships for training eligible participants. We use the infograph to inform the public, local elected officials, the State, and congressional delegations about our activities. Consortium input is requested regarding suggestions for additions or improvements.

RECOMM	Approval
ACTION	Motion
EXHIBIT	CSBD Infograph

Pages 21 – 22

5. Speakers Template

Consideration to approve a template for speakers to use when presenting at Consortium meetings. The template provides guidance on the types of topics to be addressed by speakers invited to the meetings. Consortium input is requested for 1) suggestions on additions or improvements and 2) recommendations for the industry discussion at our next meeting.

RECOMM	Approval
ACTION	Motion
EXHIBIT	Speakers Template

Page 23

REPORTS

1. Region 22 Targeted Occupations List (TOL) for Program Year (PY) 24/25

Every Region has an approved TOL. Individuals seeking CSBD-funded training are limited to occupations on the TOL. CSBD reviewed the State's preliminary list and compared it to the Board-approved criteria. The State list was sent to local education and businesses, the Education and Industry Consortium members, and community partners who were also invited to the publicly noticed meetings held 7/8 and 7/31. Based upon responses received, CSBD added forty-four (44) new occupations proposed by the State to the TOL and retained thirty-one (31) occupations that would have otherwise been removed. Changes to our local area's TOL for PY 24/25 were approved by the BWDB and Council of Elected Officials at their meeting on 8/22. The CSBD governing boards are able to add and remove occupations on the list at any time to keep the list current.

ACTION None
EXHIBITS Memo #01 – 24 (BR)
Exhibit A Region 22 PY 24/25 TOL

Pages 24 – 31

2. Employer Services Committee Strategic Planning Matrix PY 24/25

On 6/3, the Employer Services 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 presented to the Employer Services Committee at their meeting on 8/5.

ACTION None
EXHIBIT Employer Services Committee Strategic Planning Matrix

Pages 32 – 39

3. **Tobacco Free Florida Employer Outreach**

CSBD is partnering with Nova Southeastern University to support the State’s efforts through the Tobacco Free Florida program to reduce tobacco use by Floridians. The program offers 1) individualized quit plans and 2) a 4-week supply of nicotine patches and gum. CSBD will receive \$50 for each individual referred to the program. We plan to share the information on social media and collaborate with the Chambers, industry associations, and community partners to inform the business community. This is an expansion of the program currently in place. CSBD has set up an online registration portal for interested individuals.

ACTION None
EXHIBIT [TFF Flyer](#)

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4. **Broward County Unemployment and Economic Dashboard**

The unemployment rate in Broward County was 3.6 percent in July 2024. This rate was 0.5 percentage points higher than the region’s year-ago rate. In July 2024, Broward County’s unemployment rate was 0.2 percent less than the State’s rate. Out of a labor force of 1,095,776, up 7,081 (+0.7 percent) over the year, there were 39,130 unemployed Broward County residents. The dashboard is a value-added resource allowing businesses the ability to make data-informed decisions.

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

Pages 41 – 42

MATTERS FROM THE CONSORTIUM CHAIR

MATTERS FROM THE CONSORTIUM

MATTERS FROM THE PUBLIC

MATTERS FROM THE CSBD PRESIDENT

ADJOURNMENT

THE NEXT CONSORTIUM MEETING IS NOVEMBER 19, 2024

Quarterly Report – Meeting #2

ATTENDEES**EIC Members**

Matthew Rocco, South Florida Manufacturers Association (Manufacturing) Chair of the EIC
Nikki Cabus, South Florida Tech Hub (Information Technology)
Maria Formoso, School Board of Broward County (Career and Technical Education)
Kathleen Hagan, FHG Marine Engineering (Marine)
Richard Haughton, Haughton Media Management (Aviation)
Rozeta Mahboubi, Florida Restaurant Lodging Association, Broward Chapter (Hospitality)
Marcy Mills-Matthews, Broward Health (Healthcare)

CareerSource Broward Staff

Carol Hylton, President/CEO
Ron Moffett, Executive Vice President,
Rochelle Daniels, General Counsel
Samantha Vazquez, Executive Secretary

NEW BUSINESS**1. High-Growth Industries**

To ensure Broward County employers have a pipeline of trained and skilled employees, the Consortium was asked to review and discuss the list of industries and prioritize how we should organize the meetings in the future to hear from all the industries. The consortium members developed the plan below:

- a) Analyze two industries at each meeting and address the gaps between the needs of the industry, the available education programs, and available talent to fill the jobs.

Kathleen Hagan suggested reviewing the industries based on their alignment with the greatest demand for workers.

Maria Formoso stated that she plans to share the analysis with the appropriate School Board staff so they may better advise high school students on the skills needed and for consideration when making curriculum changes.

The importance of considering supply chains was discussed, noting that no single industry operates in isolation. The need to promptly monitor emerging trends to update college curriculums and CSBD's training services was acknowledged.

The group selected the Marine and Technology industries for discussion at the next EIC meeting.

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- b) Invite industry experts as guest speakers on topical areas.

Prior to each quarterly EIC meeting, CSBD will reach out to the EIC members representing the industries selected for discussion to identify possible speakers. A template will be provided to the speakers so they can target their remarks and cover the state of their industry, emerging trends, and recruitment challenges.

- c) Review education statistics and emerging occupational training programs.

Matt Rocco cited to CSBD's Industry Employer Forums as a resource to identify industry needs and guest speakers. He also talked about the challenge of analyzing industries like manufacturing and technology, which encompass multiple sectors each with distinct needs.

Rozeta Mahboubi shared the Florida Restaurant Lodging Association's initiatives, including high school programs like HTMP and ProStart, and an "adopt a school" initiative where industry professionals regularly engage with students, providing comprehensive knowledge and mentorship. Upon graduation, students are offered internships, mentorships, and scholarships, preparing them for their careers. She suggested that similar partnerships between local industries and educational institutions could ensure a steady pipeline of skilled employees.

Richard Haughton noted that the aviation industry hosts one of the world's largest trade shows, 'Sun and Fun,' in Lakeland, Florida, held annually in April. He proposed that organizing a school district field trip to this event would expose students to the aviation industry. Mr. Haughton also discussed Haughton Media Management's aviation initiatives aimed at exposing youth to the aviation industry and emphasized the importance of sparking early interest. Initiatives now include involvement starting in middle school, with demonstrations reaching out to elementary school students.

Marcy Mills-Matthews added that the Healthcare industry similarly needs to engage youth early on.

2. Broward County Labor Supply and Demand

As can be seen by the Dashboard's *Labor Supply and Demand* Tile the demand for workers is trending down. The news reports job listings on job boards such as *Indeed* are down by 1/3 as compared to the same time last year. The Federal Reserve is still refraining from lowering the interest rates in order to slow inflation and cool the economy. AI is quickly replacing many entry-level workers. Given these indicators, what information and assistance would be important to employers and job seekers in our local area?

Ron Moffett shared that while the supply of workers remains steady, demand has decreased from April 2023 to April 2024, with job postings falling from 44,000 to 38,000.

Rochelle Daniels noted that technology is replacing many entry-level workers, making mid-skilling and up-skilling crucial. Businesses are reducing labor to cut costs and increase profits.

Carol Hylton pointed out that the hospitality industry has begun to utilize robots for tasks traditionally done by people. The post-COVID hiring frenzy has stabilized, leading to a return to normalcy with an unemployment rate of around 3.1%.

Kathleen Hagan expressed concerns about retention, noting that employees frequently move between competitors without upskilling, which is unsustainable for small businesses.

Nikki Cabus stated that while technical skills are increasing, salaries remain stagnant, leading talent to move to higher-paying regions.

Richard Haughton mentioned that training in the aviation industry takes a long time, and despite the high demand for pilots and mechanics, the training process cannot be expedited.

Nikki Cabus pointed out the rapid pace of technological advancement and the challenge educational institutions face to keep up. She stressed the value of boot camps for quick, hands-on training and acknowledged that traditional degree programs are often outdated when students graduate. Yet, employers still prefer the traditional 4-year degree. There is a gap between what is taught and emerging technologies like AI and data science.

Marcy Mills-Matthews highlighted a shortage of imaging technicians, specifically radiology, cardiovascular, and ultrasound technicians, with few local training programs available. Carol Hylton indicated that we can also review our Targeted Occupations List (TOL) to ensure these occupations are on it.

Nikki Cabus stressed the growing need for healthcare tech professionals and the challenge of finding individuals with both tech and medical backgrounds. She shared that many leaders in health tech fell into their roles by chance rather than through planned career paths.

Matt Rocco reiterated the importance of discussing these issues in quarterly presentations to better inform employers and develop solutions.

3. Worlds of Work (WOW) Youth Career Exploration Event

CSBD, in partnership with the School Board of Broward County, hosted the 2024 WOW at the Amerant Bank Arena. WOW was an immersive experiential learning event where over 1,100 youth in the 9th and 10th grades engaged in hands-on career exploration in nine industry clusters 1) aviation 2) healthcare 3) information technology 4) manufacturing 5) construction, energy and utility 6) hospitality 7) logistics, transportation and automotive 8) marine and 9) public safety and service. The event allowed students to explore different career paths and gain practical field experience. The committee considered and discussed what additional industry sectors should be recommended to the Board for inclusion next year?

Maria Formoso highlighted the event's unique appeal due to its hands-on approach, remarking that students desired more time at each station. Carol Hylton concurred and stated that, if possible, we want to involve parents in future events to enhance the experience.

Nikki Cabus suggested educating parents about a broader range of career pathways, moving beyond the limited options they traditionally consider acceptable, to guide their children's career choices better.

Matt Rocco mentioned the trend of trade schools becoming more popular than 4-year colleges. Rochelle Daniels highlighted wage data showing young people making just as much with tech college credentials as those with four-year degrees.

Maria Formoso and Nikki Cabus suggested adding 1) Education 2) Government 3) Banking and 4) Finance to the next WOW event and the members concurred.

4. 2024 Planning Session Report

At their annual strategic planning session in April the Broward Workforce Development Board developed the strategic goals and objectives for program year 24/25 listed in the attached exhibit which were subsequently approved by the governing Boards. The goals and objectives are incorporated into the matrices of the various board standing committees to work on during the year. The committee is asked to review and discuss the goals and objectives so that we can bring suggestions to the committees.

Carol Hylton provided an overview of the goals and objectives. Matt Rocco, indicated that this is a real opportunity for the Consortium to collectively brainstorm and strategize, not only from the perspective of what we discussed at the last meeting, but also the ideas that came out of the Board planning session. Mr. Rocco indicated that he saw a lot of great strategies and initiatives that came out of the planning session and so he put together a PowerPoint for the members to go through. He shared the presentation to guide the discussion. Themes included:

- Educating youth early on about career pathways and the interconnectivity between industries and interests.
- Assisting employers and job seekers with 1) upskilling and 2) reskilling to create upward mobility and new opportunities.
- CSBD's value proposition. Consortium members were requested to think of methods to promote CSBD and expose employers and industries to its services and financial incentives. He provided examples such as reposting on social media, capturing and sharing testimonials, and including CSBD segments on the members' existing podcasts.

Mr. Rocco requested that Ms. Hylton share the presentation with the group, which we did. Ms. Hylton pointed out that we plan to conduct podcasts in the coming year as well.

Nikki Cabus recommended including students' input in the podcasts to give them a voice and create an opportunity to reach more youth. Richard Haughton agreed and suggested we invite youth to also be on a podcast.

The Consortium members discussed a current successful partnership with NOVA Southeastern University and an interest in developing additional partnerships with entities such as Rotary Clubs, Toast Masters, and the Civil Air Patrol.

5. Create a Schedule for Quarterly Meetings

The Consortium discussed establishing set dates and times for the quarterly meetings.

The Consortium members agreed to hold the next meeting at 12 p.m. on August 27th and the last meeting of the year on Tuesday, November 19th.

REPORTS

1. Follow-up to the Quarterly Report for Meeting on 3/5

Per Consortium direction, staff connected with the State to follow up on Drone Pilots, Electromechanical, and Mechatronics Technologists and Technicians to 1) identify the availability of training programs and 2) determine local demand. We found that a drone pilot training program, Master Your Drone, is located in Coral Springs. We were unable to identify any drone repair training programs in Broward. Upon Richard Haughton's clarification, we have identified the need to develop add-on drone piloting credentials as skill job seekers can use when applying for other occupations.

Staff reviewed both Lightcast and EmployFlorida databases and was able to confirm marine and diesel engine mechanics are currently in demand. There are two (2) marine programs on our ITA List 1) Broward College and 2) McFatter Technical College to address the demand.

Concerning lagging wage information on the TOL the State indicated they are working to update the wage information. We expect to receive our TOL for program year 24/25 in a few weeks and will share it with the Consortium members. The Consortium members will be invited to attend a Regional Targeted Occupations List (TOL) meeting and provide input to inform the recommendation the Board will consider in approving the TOL for PY 24/25.

2. Broward County Unemployment

The members reviewed the latest unemployment report. The unemployment rate in Broward County was 3.1 percent in April 2024. This rate was 0.7 percentage points higher than the region's year-ago rate. Also in April 2024, Broward County's unemployment rate was 0.1 percent less than the State's rate. Out of a labor force of 1,095,618, which is an increase of 18,549 workers or 1.7% over last year. Currently 33,772 individuals are unemployed. This information is updated on our dashboard to enable our workforce area businesses to make data-informed decisions.

THE NEXT CONSORTIUM MEETING IS AUGUST 27, 2024



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EDUCATION AND INDUSTRY CONSORTIUM

Strategic Planning Matrix for PY 24/25

Heiko Dobrikow, Board Chair

Matt Rocco, Education and Industry
Consortium 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.

Memorandum #04 – 24 (CBR) Revised

To: Education and Industry Consortium
From: Carol Hylton, President/CEO
Subject: Report on Industry Employer Forums
Date: September 12, 2024

SUMMARY

Consideration to include Consortium representation at the CSBD Employer Forums. CareerSource Broward (CSBD) holds industry employer forums that bring together education and business leaders. This past year, forums were held encompassing the following sectors 1) information technology 2) manufacturing 3) healthcare 4) construction and 5) financial services. Discussions focus on trends, skill gaps, and training needs in each industry. Based on the insights shared at the forums, strategies are proposed to assist employers in building their talent pipeline. The updates on the outcomes of the strategies will be discussed in subsequent forums.

BACKGROUND

CSBD convened forums in five (5) of the targeted industries to continue to discuss workforce pain points in the sectors and brainstorm strategies for the challenges. Each forum had a roundtable discussion, allowing those in attendance to participate and share their experiences and insights. Representatives from the industry, education, economic development, and workforce development attended each forum.

The objectives of the forums were to:

- 1) Discuss skill gaps and talent shortages and develop strategies to address them.
- 2) Identify ways to increase the talent pipeline and implement the strategies identified.

DISCUSSION

1. Technology Industry Forum

CSBD, in collaboration with the Levan Center of Innovation (COI), held an employer forum for the technology industry at the COI at Nova Southeastern University on 4/26. Nineteen (19) individuals representing employers, educational institutions, and community partners attended the forum. A diverse group of employer representatives from LAN Infotech, CommSurv IT, Robohood, Cre8tive Development Operations, and other technology employers were in attendance.

CSBD Vice President of Business Relations Tony Ash opened the forum with a welcome and a review of CSBD's employer services and local labor market information. After the presentation, Rob Petrosino, Chief Innovation Officer at PEAK Activity, facilitated a roundtable discussion on the impacts of emerging technologies in the industry, including Artificial Intelligence, and the occupational and training needs to offset potential talent shortages.

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

Skill Gaps/Training Needs

- Shortage of workers with advanced knowledge of cybersecurity threat detection.
- More talent is needed from colleges/universities with an understanding of Artificial Intelligence (AI) models, networks, and ethics.
- Better communication skills among employees. Training on effective verbal and written communication.

Strategies

- Increased involvement from employers on the advisory councils of the schools.
- Training providers to explore creating hands-on labs where participants can work on real AI projects.
- Explore training/workshops focused on improving both verbal and written communication skills, tailored to different contexts such as business, technical presentations, and team collaboration.

The next IT employer forum is planned for October.

2. Manufacturing Industry Forum

On 6/6, CSBD and the South Florida Manufacturing Association (SFMA) held an employer forum for the manufacturing industry. Twenty-seven (27) individuals representing employers, educational institutions, and community partners attended the forum. A diverse group of employer representatives from Fortress Marine Anchors, Point Blank Body Enterprises, Garmin/JL Audio, Caliber Sales Engineering, Q'Straint Mobility Manufacturers, DeAngelo Marine Exhaust, Dayton Granger, Decimal Engineering, and other manufacturers were in attendance.

Broward Workforce Development Board Chair Heiko Dobrikow opened the forum with a welcome followed by remarks from Tony Ash, CSBD Vice President of Business Relations, and Matt Rocco, president of SFMA. Douglas Saenz, CSBD's manufacturing intermediary, gave a presentation about the conditions of the local labor market. After the presentation, Mr. Saenz led a roundtable discussion about the industry's pain points and potential strategies to address the pain points.

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

Skill Gaps/Training Needs

Worker shortages in the following occupations:

- Entry-level Assemblers
- Welders
- Machinists
- CNC programmers
- Machinery Mechanics
- Electromechanical Engineers
- Project Coordinators

Strategies

- Hold an industry job fair in October in conjunction with National Manufacturing Month.
- Consider hosting a webinar on special populations.
- Create a social media campaign promoting manufacturing careers and career pathways.
- Create a Skills Crosswalk for manufacturing careers to include entry points and transferable skills.

The next manufacturing employer forum will be in December.

3. Healthcare Industry Forum

The forum was held on 6/18 and attended by twenty-five (25) individuals representing employers such as Broward Health, Memorial Healthcare, Cleveland Clinic, HCA Healthcare, and more, as well as Broward County Public Schools and the Greater Fort Lauderdale Alliance.

Mr. Dobrikow welcomed the attendees and presented the Economic Dashboard on CSBD's website. After the presentation, Johnell Beckford, CSBD's healthcare intermediary, facilitated a round table discussion on the industry's workforce pain points and possible strategies.

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

Skill Gaps/Training Needs

- Worker shortages in entry-level and technical positions like Nursing Assistants, Phlebotomists, Patient Care Technicians, and Pharmacy Technicians.
- A lack of soft skills among new hires.

Strategies

- Increase the use of Incumbent Worker Training to upskill current employees into career advancement.
- Employers can serve on advisory councils at the colleges to help shape and inform the curriculum, including incorporating soft-skill training.
- The industry to consider deploying a marketing campaign to attract new talent. Utilize the career pathways video developed by CSBD in the campaign.
- Expand the candidate pool by identifying methods to assist workers from other countries in getting their credentials evaluated in a timely manner to meet U.S. standards.
- Consider holding an annual healthcare industry job fair.

The next healthcare employer forum will be in December.

4. Construction Industry Forum

The forum was held in partnership with the Greater Fort Lauderdale Chamber of Commerce (GFLCC) on 6/26. It was attended by seventeen (17) individuals representing employers and educational partners, including Chase Roofing, Danto Builders, Florida Surface Pro, and the School Board of Broward County. Following a welcome from GFLCC President Dan Lindblade, Barbara Cevieux, CSBD's construction intermediary, opened the forum with a discussion about CSBD services and solutions for workforce needs, and Debbie Danto, COO of Danto Builders and GFLCC Chair-Elect, began the discussion with thought questions focusing on the workforce challenges in the industry.

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.
- Shortage of engineers (civil, structural, and mechanical).
- Demand for skilled Heavy Equipment Operators (cranes, bulldozers, excavators).

Strategies

- Develop or expand apprenticeship programs in trades such as plumbing, electrical, carpentry, and HVAC, providing hands-on training under the supervision of experienced tradespeople.
- Conduct campaigns to raise awareness about the benefits of careers in the trades and the demand for skilled labor in these fields.
- Partnering with education providers to train specifically for heavy equipment operation, including certifications for cranes, bulldozers, excavators, and other machinery.

The next construction employer forum will be in January.

5. Financial Services Industry Forum

The forum was held in collaboration with the Greater Hollywood Chamber of Commerce (GHCC) on 7/17 and was attended by twelve (12) individuals representing employers and educational partners. Federal Reserve Bank of Atlanta, TD Bank, Sun Coast Credit Union, and the School Board of Broward County were among the attendees.

Mr. Saenz, who also serves as the intermediary for the financial services industry, provided the welcome, followed by GHCC CEO Marie Suarez. Patrick Mason, President of Sun Coast Credit Union, moderated the group discussion about the industry's workforce pain points and strategies.

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

Skill Gaps/Training Needs

- High turnover in customer service and teller positions because of competitive wages elsewhere.
- Loss of skilled workers with institutional knowledge due to retirement.
- Challenge with attracting new talent to replace employees lost during the pandemic.
- Lack of soft skills, including verbal and written communication skills.

Strategies

- Educate employers on how to use Employ Florida to recruit candidates.
- Target and attract retirees to work part-time.
- Increase internships in the industry.
- Encourage employers to participate in education advisory councils to provide input on curriculum.

The next financial services employer forum will be in February.

The feedback from the forum participants was positive. The intermediaries are following up with the forum attendees to finalize a plan to put the strategies discussed into action. A report on the implemented strategies will be presented at future forums.

RECOMMENDATION

Approve Consortium representation at the CSBD Employer Forums.



JOB SEEKER SERVICES

JULY 2023 - JUNE 2024

SUCCESS STORIES

JOB SEEKER:



Jessica B., Workforce Innovation and Opportunity Act Program Customer – *“Accomplishing a dream can seem challenging at times, especially when you’re looking to establish a professional career. The services and programs provided by CareerSource Broward were absolutely incredible. Not only did they help pay for my education and industry training, I was also able to completely elevate my workplace skills. Now, I can proudly say that the dream I had of becoming a nurse has been fulfilled, and I am now working in a field where I can give back and help others.”*

66,648 ONE-STOP CENTER VISITS



6,271 WORKSHOP PARTICIPANTS



2,380 JOB SEEKERS PLACED IN JOBS

\$ 3,925,929

TRAINING SCHOLARSHIPS & SUPPORT SERVICES



SUCCESS STORIES

JOB SEEKER:

Mark W., Central Career Center Customer – *“After previously being incarcerated, it became very clear during my job search that my resume needed some work. At one point, I even started to get to a point where I felt all hope was lost. However, I made the best decision by stopping CareerSource Broward’s career center in Oakland Park. I was absolutely amazed at how personable the staff was but more importantly, how eager they were to assist me. Their team helped polish my resume and gave me some tips on how to go about finding employment. I’m forever grateful for the assistance I received.”*



294,143

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

21

NEARLY 6,355 JOB SEEKERS

JULY 2023 - JUNE 2024

EMPLOYER TESTIMONIAL



ANTHONY MOTEN, DIRECTOR STEP-UP APPRENTICESHIP PROGRAM, HOUSING AUTHORITY CITY OF FORT LAUDERDALE – *“CareerSource Broward is an agency that will come in and help you find the right person for the right job and provide the funding to train and develop them.”*



ALFONSO AREVALO, HR DIRECTOR, MARGARITAVILLE HOLLYWOOD BEACH RESORT – *“CareerSource Broward has made a huge impact on our business. If you are not connecting with CareerSource Broward, you are missing out on a lot of qualified applicants.”*

8,153 EMPLOYERS SERVED



37,894

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

11,544

New Job Openings Posted in Employ Florida

\$4,477,754
TRAINING REIMBURSEMENTS TO EMPLOYERS

OJT - **\$135,039**
Skills Upgrade (IWT) - **\$234,357**
Adult and Youth Paid Internships - **\$4,108,358**

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

EMPLOYER TESTIMONIAL



CYNTHIA CHRUPCALA, HR DIRECTOR, PROFI CONSTRUCTION & MAINTENANCE – *“As an HR Director you are always looking for good hires. One of my favorite resources is a Career Fair. Some of my best hires came from CareerSource Broward. I strongly recommend them to anyone involved in hiring.”*

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Dear Speaker:

Thank you for agreeing to present on the state of the [topic] industry in Broward County to the members of the CSBD Education and Industry Consortium, where local business and education leaders convene to share current workforce development trends.

We ask that you limit your presentation to no more than 10 minutes so that we may also schedule 10 minutes for questions and discussion with the Consortium members.

To make the most of the time you are able to spend with us, we have provided a guide on the topics to cover during your presentation. We recognize that any one of these may take the allotted time or you may decide to provide a broad overview.

1. The current ability to meet talent / skills demand across the sectors within your industry.
2. New and emerging trends in your industry sectors and skills gaps for which training is needed.
3. Observations of the preparedness of workers following completion of training available through local public and private educational institutions.
4. Waning demand within your industry sectors.
5. How CSBD can best connect with employers within your industry sectors?
6. Is on-the-job training a viable option for the skills needed by employers in your industry sectors?
7. Would establishing a youth or adult paid internship program to interest local talent in jobs within your industry sectors help to keep the talent pipeline “healthy,” and if so, can you provide some thoughts for establishing a structured program to include employer participation?

We look forward to hearing your presentation. The insights you provide are critical to the work of the Consortium and to the role of the Broward Workforce Development Board in fulfilling its role as convenors of workforce services.

Thank you

Memorandum #01 – 24 (BR) Revised

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

From: Carol Hylton, President/CEO

Subject: Targeted Occupations List (TOL) for Program Year (PY) 24/25

Date: August 13, 2024

SUMMARY

Consideration to approve changes to our local area's TOL for PY 24/25. As we always do, we researched the State's preliminary list and compared it to the Board-approved criteria. To get input and gather additional relevant labor market data on the State's proposed list, we sent it to local education and business stakeholders, community partners, business leaders, and industry intermediaries and invited them to a publicly noticed meeting held on 7/8. We provided an overview of the PY 24/25 TOL and the governing board's criteria for updating the TOL. Based upon our review and community input, CSBD recommends 1) adding forty-four (44) new occupations proposed by the State and 2) retaining thirty-one (31) occupations proposed by the State for removal. Throughout the year, the CSBD governing boards may approve changes and add new occupations to the TOL. Approved at the 8/5 Employer Services and 8/12 Executive Committee meetings.

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 5/29/24, 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.

DISCUSSION

For the PY 24/25 TOL, the State proposes to 1) add 44 new occupational titles and 2) remove 45 occupational titles that were on the list last year.¹ In addition, based on the Florida Price Level Index, the CSF Board of Directors proposed an increase in the minimum entry wage rate from \$13.97 per hour to \$14.63 per hour.

The State proposed adding 44 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

¹ Of the 45 occupational titles the State was to remove we are recommending to retain 31.

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 44 occupations proposed by the State that CSBD is recommending be added.

Table 1: The Addition of 44 New Occupations Proposed by the State

1. Administrative Services Managers	23. Mental Health and Substance Abuse Social Workers
2. Facilities Managers	24. Social Workers, All Other
3. Purchasing Managers	25. Health Education Specialists
4. Natural Sciences Managers	26. Social and Human Service Assistants
5. Social and Community Service Managers	27. Community Health Workers
6. Fundraisers	28. Directors, Religious Activities and Education
7. Property Appraisers and Assessors	29. Religious Workers, All Other
8. Financial Examiners	30. Health Specialties Teachers, Postsecondary
9. Financial Specialists, All Other	31. Career/Technical Education Teachers, Secondary School
10. Web and Digital Interface Designers	32. Special Education Teachers, Secondary School
11. Operations Research Analysts	33. Art Directors
12. Architects, Except Landscape and Naval	34. Musicians and Singers
13. Industrial Engineering Technologists and Technicians	35. Writers and Authors
14. Engineering Technologists and Technicians, Except Drafters, All Other	36. Ophthalmic Medical Technicians
15. Medical Scientists, Except Epidemiologists	37. Health Information Technologists and Medical Registrars
16. Chemists	38. First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services
17. Environmental Scientists and Specialists, Including Health	39. Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel
18. Chemical Technicians	40. Real Estate Brokers
19. Life, Physical, and Social Science Technicians, All Other	41. Court, Municipal, and License Clerks
20. Occupational Health and Safety Specialists	42. Production, Planning, and Expediting Clerks
21. Substance Abuse, Behavioral Disorder, and Mental Health Counselors	43. Electrical Power-Line Installers and Repairers
22. Child, Family, and School Social Workers	44. Inspectors, Testers, Sorters, Samplers, and Weighers

For an occupation to be included on CSBD's TOL for PY 24/25, 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 \$14.63,
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.

To get input and feedback on the State's proposed list and gather additional relevant labor market data, CSBD sent the preliminary TOL to local education and business stakeholders, community partners, business leaders, and industry intermediaries and invited them to a publicly noticed meeting held on 7/8. We provided an overview of the PY 24/25 TOL and the governing board's criteria for updating the TOL.

Based on feedback we received during the meeting and from members of the Education and Industry Consortium and our own research using tools such as LightCast, ONET, and Employ Florida, supporting evidence as indicated above was established to **retain** 31 occupational titles that were proposed by the State for removal.² Table 2 is a list of the 31 occupations to be retained on the TOL for PY 24/25.

Table 2: The Retention of 31 Occupations

1. Chief Executives	17. Personal Care Aides
2. Education Administrators, Kindergarten through Secondary	18. Nursing Assistants
3. Education Administrators, Postsecondary	19. Veterinary Assistants and Laboratory Animal Caretakers
4. Personal Service Managers, All Other	20. First-Line Supervisors of Housekeeping and Janitorial Workers
5. Purchasing Agents, Except Wholesale, Retail & Farm Products	21. Pest Control Workers
6. Database Architects	22. First-Line Supervisors of Retail Sales Workers
7. Computer Programmers	23. Cargo and Freight Agents
8. Electrical and Electronic Engineering Technologists and Technicians	24. Executive Secretaries and Executive Administrative Assistants
9. Clergy	25. Operating Engineers and Other Construction Equipment Operators
10. Postsecondary Teachers, All Other	26. Glaziers
11. Physician Assistants	27. Painters, Construction and Maintenance
12. Cardiovascular Technologists and Technicians	28. Roofers
13. Emergency Medical Technician	29. Automotive Body and Related Repairers
14. Paramedics	30. Maintenance & Repair Workers, General
15. Psychiatric Technicians	31. Industrial Truck and Tractor Operators
16. Home Health Aides	

² LightCast is a software tool that provides local demographic, industry, occupation, and employment data.

Table 3 is a list of 14 occupations the State removed due to insufficient entry wage or demand.³

Table 3: The 14 Occupations removed by the State

1. Buyers and Purchasing Agents, Farm Products	8. Tile and Stone Setters
2. Business Teachers, Postsecondary	9. Cement Masons and Concrete Finishers
3. Career/Technical Education Teachers, Postsecondary	10. Drywall and Ceiling Tile Installers
4. Special Education Teachers, Kindergarten and Elementary School	11. Sheet Metal Workers
5. Transportation Security Screeners	12. Avionics Technicians
6. First-Line Supervisors of Food Preparation and Serving Workers	13. Bus Drivers, Transit and Intercity
7. Legal Secretaries and Administrative Assistants	14. Captains, Mates, and Pilots of Water Vessels

Exhibit A is the PY 24/25 TOL per the State that includes the **addition** of 44 new occupations.

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

RECOMMENDATION

Approve the PY 24/25 TOL with the following changes from the preliminary TOL provided by the State 1) **add** 44 new occupations and 2) **retain** 31 occupations proposed by the State for removal.

³ As shown in Table 2, CSBD found supporting evidence to retain 31 occupations.

BR #01 - 24 Exhibit A
2024-25 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 \$18.00/hour and Entry Wage of \$14.63/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$28.19/hour and Entry Wage of \$18.00/hour

SOC Code*	HSHW**	Occupation Title*	Regional				Statewide				LMEC Training Code	In Targeted Industry?	Qualifying Level***
			Annual % Growth	Annual Openings	2022 Hourly Wage		Annual % Growth	Annual Openings	2022 Hourly Wage				
					Mean	Entry			Mean	Entry			
132011	HSHW	Accountants and Auditors	1.13	1,055	39.75	24.31	1.24	9,923	38.56	22.98	6	Yes	R
113012	HSHW	Administrative Services Managers	0.79	138	52.38	28.16	1.17	1,219	51.93	27.36	6	Yes	R
493011	HSHW	Aircraft Mechanics and Service Technicians	N/A	N/A	33.85	19.33	0.63	1,421	33.70	21.70	5	Yes	S
532011	HSHW	Airline Pilots, Copilots, and Flight Engineers	N/A	N/A	N/A	N/A	0.65	1,102	130.16	62.00	6	Yes	N
171011	HSHW	Architects, Except Landscape and Naval	N/A	N/A	35.69	16.74	1.62	603	43.25	22.19	6	Yes	S
173011	HSHW	Architectural and Civil Drafters	N/A	N/A	27.92	20.69	1.21	1,027	28.20	20.24	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	N/A	N/A	41.53	25.59	1.11	719	42.68	25.77	6	No	S
274011	HSHW	Audio and Video Technicians	N/A	N/A	22.86	12.50	1.37	638	24.06	14.65	5	No	S
493021	HSHW	Automotive Body and Related Repairers	5.00	1,006	24.75	16.77					3	No	R
493023	HSHW	Automotive Service Technicians and Mechanics	0.50	553	24.66	15.07	0.85	6,099	22.74	14.70	4	No	R
194021	HSHW	Biological Technicians	N/A	N/A	19.72	14.56	1.60	345	20.83	15.04	6	Yes	N
433031	HSHW	Bookkeeping, Accounting, and Auditing Clerks	-0.11	1,419	21.97	15.07	0.21	14,342	21.82	15.24	3	Yes	S
493031	HSHW	Bus and Truck Mechanics and Diesel Engine Specialists	0.51	127	27.26	19.84	0.85	1,517	26.57	19.01	4	Yes	R
131199	HSHW	Business Operations Specialists, All Other	1.23	716	33.15	19.72	1.28	9,267	34.51	19.10	6	Yes	R
292031	HSHW	Cardiovascular Technologists and Technicians	0.00	289	22.42	16.76	1.547	517	24.33	14.2	3	No	S
252032	HSHW	Career/Technical Education Teachers, Secondary School	N/A	N/A	N/A	N/A	1.11	683	30.12	22.94	6	No	S
435011	HSHW	Cargo and Freight Agents	8.00	1,024	25.67	18.31	1.385412	1118	22.67	15.36	3	Yes	S
472031	HSHW	Carpenters	0.46	650	22.92	17.68	0.78	7,191	22.18	16.66	4	No	R
351011	HSHW	Chefs and Head Cooks	0.77	196	27.94	15.73	1.38	2,259	28.30	17.01	5	No	R
194031	HSHW	Chemical Technicians	N/A	N/A	22.38	16.04	1.15	231	24.68	16.53	5	Yes	N
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	HSHW	Child, Family, and School Social Workers	2.12	160	23.51	17.74	1.49	1,557	23.99	16.89	6	No	R
172051	HSHW	Civil Engineers	N/A	N/A	46.16	26.66	1.69	1,587	48.51	28.23	6	Yes	S
131031	HSHW	Claims Adjusters, Examiners, and Investigators	N/A	N/A	32.46	22.00	0.70	2,600	32.82	21.85	3	Yes	S
212011	HSHW	Clergy	3.00	1,093	26.37	17.13	1.02695	1825	24.58	15.27	5	No	R
292010	HSHW	Clinical Laboratory Technologists and Technicians	0.92	282	27.96	16.73	1.03	2,173	26.67	16.45	5	No	R
532012	HSHW	Commercial Pilots	N/A	N/A	78.60	44.82	0.42	906	63.28	29.02	4	Yes	N
211099	HSHW	Community and Social Service Specialists, All Other	1.13	46	35.89	15.99	1.15	560	27.33	13.97	6	No	N
211094	HSHW	Community Health Workers	N/A	N/A	24.98	16.71	2.24	244	22.94	15.64	6	No	N
131141	HSHW	Compensation, Benefits, and Job Analysis Specialists	N/A	N/A	33.01	22.11	1.17	507	33.73	21.07	6	Yes	S
131041	HSHW	Compliance Officers	1.09	275	34.99	20.23	1.06	2,645	33.80	19.60	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	N/A	N/A	56.31	33.92	0.82	519	55.54	34.59	6	Yes	N
151231	HSHW	Computer Network Support Specialists	1.60	160	36.79	23.02	1.36	1,158	35.91	22.33	5	Yes	R
151299	HSHW	Computer Occupations, All Other	N/A	N/A	39.27	16.50	1.70	1,243	44.13	21.42	6	Yes	S
151251	HSHW	Computer Programmers	-10.00	466	42.63	16.64					5	Yes	R
151211	HSHW	Computer Systems Analysts	1.57	219	48.12	29.43	1.53	2,514	48.53	29.35	6	Yes	R
151232	HSHW	Computer User Support Specialists	1.59	519	27.64	17.75	1.36	4,681	27.28	17.44	4	Yes	R
474011	HSHW	Construction and Building Inspectors	-0.24	135	33.12	22.24	0.62	1,426	30.31	21.06	4	Yes	S
119021	HSHW	Construction Managers	0.92	277	59.33	33.71	1.16	3,581	56.93	31.37	6	No	R
131051	HSHW	Cost Estimators	N/A	N/A	34.00	20.24	0.50	1,382	32.49	19.41	6	Yes	S
434031	HSHW	Court, Municipal, and License Clerks	0.36	115	21.92	17.44	0.51	958	20.51	16.19	3	No	R
152051	HSHW	Data Scientists	N/A	N/A	52.60	32.64	4.23	692	48.45	29.07	6	Yes	S
151243	HSHW	Database Architects	-4.00	193	56.88	27.15					4	Yes	R
319091	HSHW	Dental Assistants	1.51	446	19.66	16.47	1.96	4,112	20.51	16.93	4	No	R
291292	HSHW	Dental Hygienists	1.55	70	35.77	28.72	1.98	1,114	36.59	30.68	5	No	S
292032	HSHW	Diagnostic Medical Sonographers	N/A	N/A	36.69	29.76	2.08	519	35.63	28.81	5	No	S
212021	HSHW	Directors, Religious Activities and Education	N/A	N/A	24.70	15.36	1.05	1,309	25.93	14.86	6	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	1.417712	1111	46.05	33.25	5	No	S
173023	HSHW	Electrical and Electronic Engineering Technologists and Technicians	-14.00	261	30.91	21.70	1.415662	782	29.33	19.14	4	Yes	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	0.20	461	24.98	18.83	1.27	5,775	24.38	18.36	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	HSHW	Elementary School Teachers, Except Special Education	2.10	591	28.94	21.94	1.14	5,605	28.48	21.46	6	No	R
292042		Emergency Medical Technician	-3.00	515	18.82	15.02					3	No	R
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	-6.00	1,990	29.80	18.33					3	No	R
113013	HSHW	Facilities Managers	0.89	50	48.45	28.51	1.08	578	46.93	26.81	6	No	S
119013	HSHW	Farmers, Ranchers, and Other Agricultural Managers	N/A	N/A	N/A	N/A	0.33	5,386	42.70	18.40	6	No	S
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
132061	HSHW	Financial Examiners	N/A	N/A	42.39	24.48	2.79	322	37.75	22.68	6	No	N
113031	HSHW	Financial Managers	2.15	385	79.27	41.87	2.26	4,186	75.86	39.24	6	Yes	R
132099	HSHW	Financial Specialists, All Other	1.07	77	31.03	18.74	1.25	1,036	31.28	18.00	6	Yes	S
332011	HSHW	Firefighters	0.38	200	32.07	24.04	0.54	1,882	27.19	17.40	4	No	R
471011	HSHW	First-Line Supervisors of Construction Trades and Extraction Workers	0.54	561	34.97	23.76	1.05	6,574	33.36	22.57	3	No	R
391014		First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	N/A	N/A	26.61	16.24	1.11	1,563	25.01	15.54	3	No	S
371011		First-Line Supervisors of Housekeeping and Janitorial Workers	8.00	1,938	20.71	15.90	1.830225	2885	19.74	13.88	3	No	S
371012		First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	0.78	175	25.35	17.62	1.04	2,142	25.27	17.26	3	No	R
491011	HSHW	First-Line Supervisors of Mechanics, Installers, and Repairers	0.51	376	33.97	22.73	0.97	4,137	32.98	21.77	3	No	R
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.36	470	45.45	24.51	0.43	4,018	46.01	24.61	3	Yes	R
431011	HSHW	First-Line Supervisors of Office and Administrative Support Workers	0.15	1,420	31.58	20.16	0.43	13,271	30.64	19.69	3	Yes	R
391022		First-Line Supervisors of Personal Service Workers	N/A	N/A	24.20	14.98	1.22	1,380	23.15	14.90	3	No	S
331012	HSHW	First-Line Supervisors of Police and Detectives	N/A	N/A	54.38	40.59	0.38	659	46.78	31.21	6	No	N
511011	HSHW	First-Line Supervisors of Production and Operating Workers	0.52	249	32.04	20.00	0.75	2,969	31.50	19.74	3	Yes	R
411011		First-Line Supervisors of Retail Sales Workers	3.00	8,765	23.03	15.16	0.024562	10845	22.39	14.19	3	No	S
531047	HSHW	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	0.59	462	28.68	18.86	1.05	4,749	28.14	18.39	3	Yes	R
119051	HSHW	Food Service Managers	0.83	452	38.80	21.39	0.78	4,029	35.34	20.18	3	No	R
131131		Fundraisers	N/A	N/A	30.39	18.25	1.38	581	29.07	17.09	6	No	S
111021	HSHW	General and Operations Managers	1.00	2,023	55.95	23.61	1.16	19,782	54.50	23.02	6	Yes	R
472121		Glaziers	2.00	486	23.77	14.73	2.241837	869	20.39	15.29	3	No	S
271024		Graphic Designers	N/A	N/A	28.90	18.69	1.09	1,843	27.34	17.78	6	Yes	S
211091	HSHW	Health Education Specialists	N/A	N/A	32.81	17.82	0.59	582	28.65	16.47	6	No	N
299021		Health Information Technologists and Medical Registrars	N/A	N/A	26.60	17.58	2.32	547	30.19	17.40	4	Yes	S
251071	HSHW	Health Specialties Teachers, Postsecondary	N/A	N/A	N/A	N/A	2.63	873	45.15	25.60	6	No	S
292099		Health Technologists and Technicians, All Other	N/A	N/A	20.97	16.03	0.89	832	20.99	15.62	4	No	N
499021		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	0.14	339	24.61	17.16	1.33	3,986	23.74	16.99	4	No	R
533032		Heavy and Tractor-Trailer Truck Drivers	0.65	899	24.48	17.67	1.00	14,319	23.89	16.81	4	Yes	R
311121		Home Health Aides	4.00	10,262	15.08	15.00					3	No	R
113121	HSHW	Human Resources Managers	1.16	94	63.93	39.00	1.20	905	61.58	37.41	6	Yes	R
131071	HSHW	Human Resources Specialists	0.80	678	37.63	20.62	0.98	6,058	33.06	19.68	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	N/A	N/A	49.30	31.96	2.02	1,020	47.28	32.51	6	Yes	S
499041		Industrial Machinery Mechanics	1.93	107	26.87	17.73	2.43	1,629	26.66	18.43	4	Yes	R
537051		Industrial Truck and Tractor Operators	-3.00	2,310	20.38	16.71	1.826062	4759	19.3	14.88	3	Yes	R
151212	HSHW	Information Security Analysts	N/A	N/A	55.15	34.54	3.87	1,326	53.78	34.11	6	Yes	S
519061		Inspectors, Testers, Sorters, Samplers, and Weighers	-0.14	264	24.54	14.53	0.22	2,639	22.08	14.31	4	Yes	S
413021		Insurance Sales Agents	N/A	N/A	33.74	14.64	1.54	6,763	33.53	16.21	4	Yes	S
271025		Interior Designers	N/A	N/A	31.13	18.71	1.28	1,111	30.41	17.40	6	Yes	S
273091		Interpreters and Translators	N/A	N/A	26.16	16.19	0.88	537	25.98	15.35	6	Yes	N
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
292061		Licensed Practical and Licensed Vocational Nurses	0.10	253	26.61	20.98	0.97	3,657	25.85	20.69	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
132072		Loan Officers	1.25	202	34.10	15.67	0.95	2,573	34.51	16.94	6	Yes	R
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	3.41	126	29.97	19.66	2.52	1,336	33.71	20.25	6	Yes	R
514041		Machinists	N/A	N/A	23.68	17.08	0.91	973	23.14	16.53	4	Yes	N
499071		Maintenance & Repair Workers, General	3.00	10,053	19.51	14.71					3	No	R
131111	HSHW	Management Analysts	1.69	696	45.83	20.53	1.55	8,744	43.15	22.10	6	Yes	R
119199	HSHW	Managers, All Other	0.98	499	63.79	35.50	0.80	4,947	60.50	32.68	6	No	R
131161	HSHW	Market Research Analysts and Marketing Specialists	2.28	681	47.51	21.87	2.14	6,455	38.37	19.54	6	Yes	R
112021	HSHW	Marketing Managers	N/A	N/A	75.03	38.96	1.35	1,641	72.61	38.26	6	Yes	S
319011		Massage Therapists	N/A	N/A	25.05	17.89	2.10	2,356	24.31	16.20	4	No	S
172141	HSHW	Mechanical Engineers	0.84	41	45.23	28.98	1.99	718	45.56	29.88	6	Yes	S
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	1.21	832	18.79	15.82	2.55	11,110	18.21	15.29	4	No	R
499062		Medical Equipment Repairers	N/A	N/A	26.57	17.34	2.02	699	25.65	16.52	5	Yes	S
292072		Medical Records Specialists	0.76	108	23.96	16.16	1.58	1,578	22.75	15.72	4	No	R
191042	HSHW	Medical Scientists, Except Epidemiologists	N/A	N/A	51.01	30.08	N/A	N/A	47.67	27.31	6	Yes	N
436013		Medical Secretaries and Administrative Assistants	0.60	692	18.81	15.30	1.53	8,346	18.04	14.57	3	No	R
131121		Meeting, Convention, and Event Planners	N/A	N/A	26.96	16.44	1.97	1,318	26.60	16.74	6	No	S
211023		Mental Health and Substance Abuse Social Workers	N/A	N/A	23.84	16.39	1.42	475	22.85	15.66	6	No	N
252022		Middle School Teachers, Except Special and Career/Technical Education	2.06	278	27.69	22.47	1.14	2,891	28.22	21.36	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	N/A	N/A	26.52	19.18	1.24	559	24.82	17.26	4	Yes	S
272042	HSHW	Musicians and Singers	N/A	N/A	N/A	N/A	0.72	1,481	52.18	18.35	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	1.03	168	45.64	29.78	1.06	1,878	44.05	27.85	6	Yes	R
311131		Nursing Assistants	4.00	6,574	17.80	14.70					4	No	R
195011	HSHW	Occupational Health and Safety Specialists	N/A	N/A	34.26	21.78	1.77	570	33.82	21.13	6	Yes	S
312011	HSHW	Occupational Therapy Assistants	N/A	N/A	32.01	26.65	2.91	562	32.30	26.39	5	No	S
472073		Operating Engineers and Other Construction Equipment Operators	2.00	2,414	27.60	18.00	0.959725	2869	21.27	15.72	3	No	R
152031	HSHW	Operations Research Analysts	N/A	N/A	40.62	23.78	2.69	668	38.73	21.01	6	Yes	S
292057		Ophthalmic Medical Technicians	N/A	N/A	20.31	14.94	2.58	772	20.72	15.03	4	No	S
472141		Painters, Construction and Maintenance	3.00	2,826	18.70	16.05	0.952862	3163	18.62	14.28	3	No	S
232011	HSHW	Paralegals and Legal Assistants	2.77	510	28.56	19.17	1.66	4,273	27.24	19.12	5	Yes	R
292043		Paramedics	11.00	432	23.28	18.48					3	No	R
311122		Personal Care Aides	4.00	10,262	15.08	15.00					3	No	R
132052	HSHW	Personal Financial Advisors	N/A	N/A	67.01	26.92	2.05	2,973	58.06	22.36	6	No	S
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	1.357662	1557	18.6	13.66	3	No	S
292052		Pharmacy Technicians	1.12	348	19.15	15.88	0.66	3,604	18.40	15.33	4	No	R
319097		Phlebotomists	N/A	N/A	18.88	15.87	1.91	1,498	18.07	15.29	4	No	S
312021	HSHW	Physical Therapist Assistants	N/A	N/A	31.78	24.30	3.18	1,444	31.83	24.26	5	No	S
291071	HSHW	Physician Assistants	9.00	718	66.85	27.12	3.987412	837	50.39	28.97	5	No	S
472152		Plumbers, Pipefitters, and Steamfitters	-0.20	256	24.60	18.62	0.93	3,212	23.48	17.31	4	No	S
333051	HSHW	Police and Sheriff's Patrol Officers	N/A	N/A	37.24	27.45	0.45	4,137	35.26	22.98	5	No	S
251199	HSHW	Postsecondary Teachers, All Other	11.00	4,763	32.63	19.30	1.46945	2167	33.81	19.75	4	No	S
272012	HSHW	Producers and Directors	N/A	N/A	40.12	20.34	0.89	890	38.96	19.74	6	Yes	N
435061		Production, Planning, and Expediting Clerks	0.69	174	24.51	16.55	1.08	2,074	24.90	16.74	3	Yes	R
131082	HSHW	Project Management Specialists	0.95	500	47.80	27.43	1.33	5,530	45.73	26.96	6	Yes	R
132020	HSHW	Property Appraisers and Assessors	1.21	42	31.34	21.41	1.03	661	35.89	20.15	6	No	S
119141	HSHW	Property, Real Estate, and Community Association Managers	0.94	493	34.07	18.62	1.14	4,085	34.37	18.51	6	No	R
292053		Psychiatric Technicians	5.00	1,478	18.80	14.65					4	No	R
273031		Public Relations Specialists	1.04	258	31.94	17.21	1.27	2,181	31.61	18.17	6	Yes	R
131023		Purchasing Agents, Except Wholesale, Retail & Farm Products	N/A	N/A	32.87	19.70					5	No	R
113061	HSHW	Purchasing Managers	N/A	N/A	65.10	41.18	1.03	336	64.74	39.86	6	Yes	N
292034	HSHW	Radiologic Technologists and Technicians	0.38	70	30.39	22.59	1.06	1,012	29.94	22.40	5	No	S
419021	HSHW	Real Estate Brokers	N/A	N/A	55.30	19.19	0.92	1,510	N/A	N/A	4	No	N
419022		Real Estate Sales Agents	N/A	N/A	26.17	14.73	0.90	6,718	27.20	14.69	4	No	S
291141	HSHW	Registered Nurses	0.35	1,218	40.06	29.88	0.85	13,934	38.42	28.87	6	No	R
212099		Religious Workers, All Other	N/A	N/A	N/A	N/A	1.12	595	23.29	14.62	6	No	S
291126	HSHW	Respiratory Therapists	N/A	N/A	33.33	26.19	1.48	651	33.04	26.99	5	No	S
472181		Roofers	2.00	2,674	25.36	18.38	2.35465	3616	19.63	14.17	3	No	S
112022	HSHW	Sales Managers	N/A	N/A	67.66	33.56	1.03	2,679	67.28	33.51	6	Yes	S
413091		Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1.09	1,508	33.66	17.98	1.24	13,053	32.15	16.86	6	Yes	R
414012	HSHW	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	N/A	N/A	35.67	17.82	0.84	9,540	34.40	17.53	3	Yes	S

414011	HSHW	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	N/A	N/A	50.40	22.94	1.00	2,544	49.76	23.68	6	Yes	S
252031	HSHW	Secondary School Teachers, Except Special and Career/Technical Education	1.86	459	30.19	22.74	1.12	4,201	30.51	22.80	6	No	R
413031	HSHW	Securities, Commodities, and Financial Services Sales Agents	1.46	384	39.27	20.75	1.51	4,322	38.88	20.22	6	No	R
492098		Security and Fire Alarm Systems Installers	N/A	N/A	23.10	16.26	1.49	962	22.67	16.11	4	No	S
119151	HSHW	Social and Community Service Managers	1.53	81	38.06	23.24	1.57	952	35.73	22.14	6	No	R
211093		Social and Human Service Assistants	1.09	273	21.72	14.75	1.22	2,809	19.18	13.67	3	No	R
211029		Social Workers, All Other	N/A	N/A	27.54	21.57	0.19	398	26.92	18.18	6	No	N
151252	HSHW	Software Developers	N/A	N/A	56.19	33.36	3.29	7,653	54.47	33.20	6	Yes	S
151253	HSHW	Software Quality Assurance Analysts and Testers	N/A	N/A	44.94	26.05	2.76	1,353	43.14	25.38	6	Yes	S
252058	HSHW	Special Education Teachers, Secondary School	N/A	N/A	32.70	24.94	1.07	732	31.84	22.73	6	No	S
271014	HSHW	Special Effects Artists and Animators	N/A	N/A	33.51	23.98	1.52	477	31.86	23.20	6	Yes	N
211018		Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.24	229	25.37	16.96	2.35	1,897	25.15	16.89	6	No	R
292055		Surgical Technologists	N/A	N/A	25.26	19.68	0.80	636	25.11	19.67	4	No	N
173031		Surveying and Mapping Technicians	1.03	44	22.38	16.21	1.67	818	22.10	15.65	5	Yes	S
253099		Teachers and Instructors, All Other	N/A	N/A	22.66	12.45	N/A	N/A	N/A	N/A	6	No	N
492022		Telecommunications Equipment Installers and Repairers, Except Line Installers	N/A	N/A	27.23	17.12	0.61	1,980	26.33	16.40	4	No	S
499052		Telecommunications Line Installers and Repairers	N/A	N/A	25.49	19.57	0.80	729	24.41	17.80	4	No	N
131151	HSHW	Training and Development Specialists	1.26	268	31.54	18.70	1.60	2,834	32.04	18.30	6	Yes	R
113071	HSHW	Transportation, Storage, and Distribution Managers	0.89	94	52.42	26.79	1.19	989	52.70	27.89	6	Yes	R
319096		Veterinary Assistants and Laboratory Animal Caretakers	4.00	650	17.93	15.02					4	No	R
292056		Veterinary Technologists and Technicians	N/A	N/A	19.69	15.51	2.43	1,387	18.30	14.21	5	Yes	S
151255	HSHW	Web and Digital Interface Designers	N/A	N/A	42.29	24.64	2.30	480	41.03	23.48	5	Yes	N
151254	HSHW	Web Developers	N/A	N/A	33.73	26.52	2.47	602	39.00	24.91	5	Yes	S
514121		Welders, Cutters, Solderers, and Brazers	0.07	140	23.03	16.48	0.79	1,975	22.45	16.64	4	Yes	R
273043	HSHW	Writers and Authors	N/A	N/A	31.09	19.15	0.89	601	30.28	18.05	6	No	N

*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



CareerSource
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EMPLOYER SERVICES COMMITTEE

Strategic Planning Matrix for PY 24/25

Heiko Dobrikow, Board Chair
Francois Leconte, Employer Services 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.

Employer Services Committee Goal:

To provide a broad range of workforce information, job matching, and employee training services customized to meet industry demands; develop initiatives that educate employers on best practices critical for maintaining a strong, stable workforce; and foster collaborative partnerships with the business community.

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>2.0 Create and send a link to BWDB members to add in the signature line of their work email as a way to promote CSBD.</p>	<p>2.0.1 Work with the IT Department to create instructions on how to add the CSBD logo with an embedded link and tagline to their email signature.</p>	<p>Instructions are created</p>	<p>9/2024</p>	
	<p>2.0.2 Distribute the linked logo and instructions to the board members.</p>	<p>Distribute the instructions to the BWDB for use.</p>	<p>9/2024</p>	
	<p>2.0.3 Survey the board members to determine how many of them have added the logo to their signature line.</p>	<p>A minimum of 25% of Board members added the logo link and tagline to their email signatures.</p>	<p>10/2024</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
2.1 BWDB members to forward notifications and invitations of upcoming business events that CSBD could attend, if applicable to our goals and objectives.	2.1.1 CSBD staff to send periodic email reminders to Board members.	A minimum of 5 events were attended by recommendation of Board members.	3/2025	
	2.2.1 Expand the partnership with the Small Business Development Center (SBDC) at FAU.	A meeting is held with the FAU SBDC, and a plan for collaboration is created, including presenting CSBD services to small businesses at the SBDC.	9/2024	
	2.2.2 Research and engage small business development centers at Broward College, NOVA, the School Board of Broward County, and other ITA partners.	Research is conducted, and meetings are held with the applicable small business development centers to implement partnership strategies, which will then be implemented.	10/2024	
2.2 Research ways to connect with small businesses and educate them on how CSBD is a resource, particularly those that have not used our services before.	2.2.3 Engage with SCORE Broward to explore partnership opportunities.	A meeting is held with SCORE Broward and a partnership plan is implemented.	10/2024	

CareerSource Broward Strategic Goal #3:

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>2.2 Research ways to connect with small businesses and educate them on how CSBD is a resource, particularly those that have not used our services before. Cont.</p> <p>3.0 Explore creating podcasts and/or lunch and learns for employers, including inviting board members who are subject matter experts to make presentations.</p>	<p>2.2.4 Create outreach materials specifically for small businesses that market CSBD's value proposition.</p>	<p>Marketing materials are created and used by the employer outreach team to engage small businesses.</p>	<p>9/2024</p>	
	<p>2.2.5 Attend a small business conference to network with subject matter experts to learn best practices for marketing workforce services to small businesses.</p>	<p>A conference is attended, and best practices are implemented, if feasible.</p>	<p>10/2024</p>	
	<p>2.2.6 Explore the feasibility of approaching start-up entrepreneur lenders such as venture capitalists to explain our services so that they can pass the information on to their customers.</p>	<p>Research is conducted, and presentations are made to a minimum of five lenders.</p>	<p>2/2025</p>	
	<p>3.0.1 Research podcasts hosted by other workforce boards in Florida.</p> <p>3.0.2 Develop and implement a podcast calendar for the program year to include the topics and guests.</p>	<p>Research is conducted and used, where feasible, to develop CSBD's podcasts, including topics, podcast length, and format.</p> <p>A calendar is created, and podcasts are published every other month.</p>	<p>9/2024</p> <p>10/2024</p>	

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
3.1 Consider ways to partner with large companies to create training programs for emerging occupations in the targeted industries.	3.1.1 Identify and engage employers with 250+ employees to assess their training needs through Econovue, the South Florida Business Journal, and other lead-generation tools.	Developed work-based training grants (OJT, IWT, Customized Training) with a minimum of 6 large employers.	3/2025	
3.2 Continue to strengthen relationships with employers, economic development, and community partners.	3.2.1 Identify three Broward cities with the highest unemployment and partner with their economic development offices and meet with them to develop ways to partner.	Research completed and strategies implemented to partner with them	3/2025	
3.3 Consider sharing the success of the partnership with the Greater Fort Lauderdale and Greater Hollywood Chambers of Commerce with other Chambers to encourage them to share our services with their business members.	3.3.1 Create a testimonial video about the value of the partnerships, including the value-added services, and share it with all Chambers.	Video created and shared with the 16 Chambers in the county.	2/2025	

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
3.4 Explore developing a survey for organizations, chambers, and employers to measure their engagement with CSBD and to learn about their needs.	3.4.1 Deploy an employer awareness survey.	The survey is sent, and the results are analyzed and followed up on.	3/2025	
3.5 Consider revising the value proposition message to employers to help them better understand the value of our services instead of using "free."	3.5.1 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.	The landing page is launched and marketed to employers, Chambers, and business associations.	10/2024	
	3.5.2 Redesign outreach packets to use more plain talk and market the value proposition.	Outreach materials are redesigned and in use.	12/2024	

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>3.6 Continue to use testimonials and real examples from our employer customers and post on our website so others will learn of the value of our services.</p>	<p>3.6.1 Create a testimonials page on our website and include a QR code to the page in marketing material as a source for hearing directly from employers who have used our services.</p>	<p>The testimonial page is launched and added to marketing materials for employers.</p>	<p>11/2024</p>	
<p>3.7 Research employers who recently started a business in Broward County and meet with them about our services.</p>	<p>3.7.1 Explore developing a routine system with the Broward County Office of Economic and Small Business Development to learn who the newly registered employers with Broward County are in real-time, including their contact information.</p> <p>3.7.2 Contact the new employers as the information is received, congratulating them on the new business and introducing who we are.</p>	<p>Engage a minimum of 10 new businesses registered with Broward County each month.</p>	<p>3/2025</p>	

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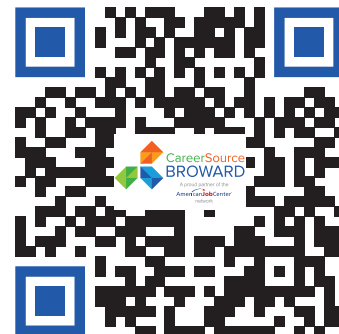
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**Overview of the CareerSource Broward Region
Not Seasonally Adjusted
August 16, 2024**

- The unemployment rate in the CareerSource Broward region (Broward County) was 3.6 percent in July 2024. This rate was 0.5 percentage point greater than the region's year ago rate of 3.1 percent. The region's July 2024 unemployment rate was 0.2 percentage point lower than the state rate of 3.8 percent. The labor force was 1,095,776, up 7,081 (+0.7 percent) over the year. There were 39,130 unemployed residents in the region.

Fort Lauderdale-Pompano Beach-Deerfield Beach Metro Division

- In July 2024, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Deerfield Beach MD was 924,600, an increase of 24,200 jobs (+2.7 percent) over the year.
- The Other Services (+9.8 percent); Construction (+6.7 percent); Government (+4.3 percent); Education and Health Services (+3.8 percent); and Leisure and Hospitality (+3.5 percent) industries grew faster in the metro area than statewide over the year.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the highest annual job growth compared to all the metro areas in the state in the Trade, Transportation, and Utilities (+5,200 jobs); Government (+4,300 jobs); and Other Services (+3,500 jobs) industries.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the fastest annual job growth rate compared to all the metro areas in the state in the Other Services (+9.8 percent) industry.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD was tied for the second fastest annual job growth rate compared to all the metro areas in the state in the Government (+4.3 percent) industry.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the third fastest annual job growth rate compared to all the metro areas in the state in the Construction (+6.7 percent) industry.
- The industries gaining jobs over the year were Trade, Transportation, and Utilities (+5,200 jobs); Education and Health Services (+4,500 jobs); Government (+4,300 jobs); Construction (+3,500 jobs); Other Services (+3,500 jobs); Leisure and Hospitality (+3,400 jobs); and Professional and Business Services (+1,100 jobs).
- The industries losing jobs over the year were Manufacturing (-600 jobs); Financial Activities (-500 jobs); and Information (-200 jobs).

Note: All data are subject to revision.

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

Unemployment Rates (not seasonally adjusted)	Jul-24	Jun-24	Jul-23
CareerSource Broward (Broward County)	3.6%	3.4%	3.1%
Florida	3.8%	3.5%	3.1%
United States	4.5%	4.3%	3.8%

Nonagricultural Employment by Industry (not seasonally adjusted)	Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division				Florida				Annualized Avg. Wages Broward County, Q4 2023
	Jul-24	Jul-23	change	percent change	Jul-24	Jul-23	change	percent change	
Total Employment	924,600	900,400	24,200	2.7	9,869,700	9,635,500	234,200	2.4	\$67,537.81
Mining and Logging	#N/A	#N/A	#N/A	#N/A	6,000	5,800	200	3.4	\$77,184.22
Construction	55,600	52,100	3,500	6.7	667,500	629,000	38,500	6.1	\$78,501.54
Manufacturing	30,000	30,600	-600	-2.0	427,200	423,500	3,700	0.9	\$75,266.20
Trade, Transportation, and Utilities	209,600	204,400	5,200	2.5	2,002,800	1,950,800	52,000	2.7	\$65,956.52
Wholesale Trade	56,300	54,100	2,200	4.1	402,500	390,200	12,300	3.2	\$99,941.79
Retail Trade	108,100	108,100	0	0.0	1,162,100	1,138,600	23,500	2.1	\$46,858.84
Transportation, Warehousing, and Utilities	45,200	42,200	3,000	7.1	438,200	422,000	16,200	3.8	\$75,944.93
Information	20,000	20,200	-200	-1.0	159,400	158,400	1,000	0.6	\$120,543.29
Financial Activities	72,200	72,700	-500	-0.7	685,100	684,700	400	0.1	\$107,816.33
Professional and Business Services	172,200	171,100	1,100	0.6	1,637,200	1,624,100	13,100	0.8	\$88,263.14
Education and Health Services	122,100	117,600	4,500	3.8	1,503,500	1,454,800	48,700	3.3	\$65,806.30
Leisure and Hospitality	99,800	96,400	3,400	3.5	1,319,800	1,286,700	33,100	2.6	\$37,887.46
Other Services	39,200	35,700	3,500	9.8	383,100	366,400	16,700	4.6	\$52,478.51
Government	103,800	99,500	4,300	4.3	1,078,100	1,051,300	26,800	2.5	\$88,155.94

Population	2023	2022	change	percent change
CareerSource Broward (Broward County)	1,962,531	1,946,889	15,642	0.8
Florida	22,610,726	22,245,521	365,205	1.6

Average Annual Wage	2023	2022	change	percent change
CareerSource Broward (Broward County)	\$69,252	\$66,754	\$2,499	3.7
Florida	\$66,444	\$63,781	\$2,663	4.2

Note: All data are subject to revision.

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