



Education and Industry Consortium

Wednesday, May 28, 2025
12:30 p.m. – 2:00 p.m.

Zoom Meeting ID: 865 0092 7029

Zoom Password: 482077

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.**

<https://us02web.zoom.us/j/86500927029?pwd=V59Ly4gqeXMuR5ljGZh3FRQf1FasaQ.1>

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. Year In Review Highlights

From earning and sustaining an “A” letter grade under the REACH Act to meeting and exceeding our Federal Performance Measures, and a clean Audit to our recent WOW event in March, it’s been an AWARD-WINNING Year! This was a jam-packed year full of new 1) strategic partnerships 2) deepening relationships 3) community involvement 4) innovation 5) signature events, and 6) youth investments! Here is just a slice of what we, together with you and our board, accomplished.

2. State of the Industry

Chris Albert, Fortress Marine Anchors, Eddie Popelca, Trividia Health, and Mari Grande, Randstad, will participate in a panel discussion on the 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.)*

NEW BUSINESS

1. Quarterly Report Of The 2/25 Meeting

Approval of the Quarterly Report of the 2/25 meeting. *(This aligns with the Consortium's requirement to provide a quarterly report to the Broward Workforce Development Board.)*

| | |
|----------------|---------------------|
| RECOMM | Approval |
| ACTION | Motion for Approval |
| EXHIBIT | Quarterly Report |

Pages 9 – 15

2. Expanding Registered Apprenticeship Program

On 4/23, an Executive Order (EO) was issued that seeks to have federal workforce programs 1) expand registered apprenticeship programs and 2) encourage the recognition of alternative credentials. We are asking the consortium to discuss and identify strategies and actions that CSBD can take to encourage employers participation 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.)*

| | |
|----------------|--|
| RECOMM | Dependent on Discussion |
| ACTION | Motion for Approval |
| EXHIBIT | Preparing Americans for High-Paying Skilled Trade Jobs of the Future |

Pages 16 – 18

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

In compliance with federal law, the TOL governs the provision of the Workforce Innovation and Opportunity Act-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. As we prepare for this year's Targeted Occupations List review, we ask the consortium for input on the local labor market and emerging in-demand occupations we should research for possible inclusion on our list. *(This aligns with the Consortium's requirement to emphasize priority industry sectors and occupations for the local area.)*

**RECOMM
ACTION
EXHIBITS**

Dependent on Discussion
Motion for Approval
Region 22 PY 24/25 TOL
Top 30 High-Demand Careers (2032)
Broward County Occupation Growth Projections to 2032

Pages 19 – 27

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.

**ACTION
EXHIBIT**

None
None

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

CSBD, in partnership with the School Board of Broward County, hosted the 2nd Annual WOW Youth Career Exploration event on 3/10 at the Amerant Bank Arena for 9th and 10th-grade students who were able to experience 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.

**ACTION
EXHIBIT**

None
[2025 WOW Video](#)

3. CSBD 2025 BWDB Legislative Agenda

At our April Board meeting, we approved 1) the 2025 BWDB Legislative Agenda 2) allowing the President/CEO to support follow-up communications from other public interest groups such as the US Conference of Mayors, that address similar concerns and 3) supporting community partners' workforce-related legislative agendas. Input from the Education and Industry Consortium members was incorporated into the legislative agenda.

**ACTION
EXHIBITS**

None
2025 BWDB Legislative Agenda
Excerpts of Community Partner Legislative Positions

Pages 28 – 30

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.

| | |
|----------------|---|
| ACTION | None |
| EXHIBIT | Social Media Announcement |

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. We will send an optional calendar invite to the consortium members' Outlook calendars.

| | |
|----------------|----------------------------------|
| ACTION | None |
| EXHIBIT | Schedule of 2025 Employer Forums |

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.

**ACTION
EXHIBIT**

None
[Social Media Announcement](#)

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 the passion our team brings to 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.

**ACTION
EXHIBIT**

None
[Top Workplace Awards](#)

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.

**ACTION
EXHIBIT**

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

Pages 32 – 33

MATTERS FROM THE CONSORTIUM CHAIR

MATTERS FROM THE CONSORTIUM

MATTERS FROM THE PUBLIC

MATTERS FROM THE CSBD PRESIDENT

ADJOURNMENT

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| <p>THE NEXT EDUCATION AND INDUSTRY CONSORTIUM MEETING IS AUGUST 26, 2025.</p> |
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**Broward Workforce Development Board
Education and Industry Consortium**

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

1st QUARTER REPORT

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

ATTENDEES IN-PERSON / VIA ZOOM: Maria Formoso, Kathleen Hagan, Dr. Steven Tinsley, Richard Haughton, and Matthew Rocco, who chaired the meeting.

STAFF: Carol Hylton, Ron Moffett, Mark Klinecicz, Rochelle Daniels, Nadine Jackson, Johnell Beckford and Michell Williams.

GUESTS: Jim Ryan, Andrew Nicholson, Erika Rodriguez, and Ralph Aiello.

PRESENTATION

1. State of the Industry

Andrew Nicholson, Senior Talent Acquisition - Pilot CommuterAir (United Express) and Adjunct Professor of Aeronautics at Embry Riddle Aeronautical University G Aero Institute presented on the State of the Aviation industry, emerging trends, and recruitment challenges. Mr. Nicholson stated that South Florida is regarded as the mecca for aviation and that we have some of the best flight schools and because of this people from all over the world come to train here.

Mr. Nicholson highlighted that the aviation industry projected a need for more new aircrafts being ordered or replaced and pilots due to retirement, and the need for technicians, customer service agents and ground staff in the next few years. He discussed the changes in technology, equipment for the aviation industry and trainings.

Mr. Nicholson shared that one of the emerging trends was the air mobility platform that the FAA just signed off on for a new certification in air mobility. These aircraft will fly at lower altitudes than traditional aircraft, between 5,000 and 10,000 feet. They will be designed to create an industry that would provide more transportation options, with the capability to fly an average of six to twelve passengers throughout cities to help alleviate road traffic.

Matt Rocco asked if there was a projected timeframe for the air mobility aircraft's launch. Mr. Haughton responded that obtaining an air carrier certification is the key requirement. Since many airline carriers, including companies like Amazon and UPS, already hold this certification, it indicates that developments in this area might soon come to fruition.

Richard Haughton shared that another growing industry is Drone delivery. He shared that Everglades University has a Drone master's operational program, and Broward College has a waiting list for students to enroll in some of their aviation classes.

Dr. Tinsley added that the aviation program was a hot career path right now, and Broward College was working on addressing the capacity issue. They want to engage the state legislature on funding to expand their facilities.

2. Manufacturing Career Pathways Video

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

The consortium reviewed the video.

Matt Rocco shared that Florida is rated third in the nation with about 27,000 manufacturing companies, the highest number in the State. Mr. Moffett asked Mr. Rocco if he would provide the industry presentation at the next meeting, and he replied yes.

NEW BUSINESS

1. The 11/19 Quarterly Report

Approval of the 4th Quarterly Report of 2024 from the 11/19 Consortium meeting.

On a motion made by Maria Formoso and seconded by Richard Haughton, the EIC members unanimously approved the 4th Quarter Report.

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

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

Matt Rocco asked the consortium members for their input from their respective industries on how AI has impacted their industries and their thoughts on what CareerSource Broward should be doing with AI.

Maria Formoso shared that the School Board launched their first AI CTE Pathway at Nova High School and was doing incredibly well this year. Next year, the school board plans to do a massive high school rollout, and they are looking at redefining high school initiatives to see how they can streamline middle to high school so youth can be exposed to AI earlier. Ms.

Formoso also shared that the teachers will receive training in AI over the summer. Jim Ryan asked if the training encompassed generative AI or Chat GPT, and Ms. Formoso replied that it was coding and prompts for now.

Andrew Nicholson stated that aviation was looking into AI to integrate aircraft and drones to perform certain functions. Mr. Haughton added that they are looking into how AI can be the ACT for pilots in the simulated world and how to add it to their flight training. Erika Rodriguez shared that her Vice President at Florida Technical College wants to customize training with different organizations using simulations.

Steven Tinsley shared that from Broward College's perspective, AI programming was already embedded in some of their curriculum. BC has developed an AI task force to see how AI can be integrated into their curriculum and how the faculty could use it as a tool to help make their work more productive and deliver course content in the most effective way. He shared that on 3/14, they are participating in an AI Workshop at their Davie campus in the South Florida Educational Center. Once the agenda was finalized, he would share it with CareerSource staff.

Mr. Rocco thanked Dr. Tinsley and stated he would also share information on an upcoming AI and Manufacturing event in Miami, which is scheduled for mid-March.

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

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

Ron Moffett provided an overview of the Matrix and highlighted the progress made to accomplish the objectives. He reported that staff had either completed or exceeded what the consortium had asked. He encouraged the members to review the entire Education and Industry Consortium Strategic Planning Matrix.

On a motion made by Maria Formoso and seconded by Richard Haughton, the EIC members unanimously approved the updates to the Strategic Planning Matrix for PY 24/25.

4. Industry Sessions for Job Seekers

CareerSource Broward plans to host a series of industry sessions at the One-Stop centers, offering valuable insights for job seekers. This would allow Employers and training providers to share their expertise, provide guidance, and answer questions to help job seekers successfully enter or advance in these fields. Job seekers would also be able to apply for open positions with the employers. Consortium member input was requested on ways to promote these events.

Matt Rocco asked when the next industry session would be. Carol Hylton explained that they are still planning the sessions.

On a motion made by Maria Formoso and seconded by Richard Haughton, the Consortium unanimously approved 1) the Industry Sessions for Job Seekers and 2) the use of the current methods to promote these events, including social media.

5. Local Employer Awareness and Satisfaction Survey

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

On a motion made by Maria Formoso and seconded by Matt Rocco, the EIC unanimously approved the Local Employer Awareness and Satisfaction Survey.

REPORTS

1. Paychecks for Patriots Hiring Event

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

The consortium reviewed the video.

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

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

The consortium reviewed the highlights and photos.

3. Florida Manufacturing Days in Tallahassee

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

The consortium reviewed the photos.

Matt Rocco shared that Florida was number 10 in the nation for manufacturing from a workforce standpoint and number three for most companies, with over 37,000 manufacturing companies. He highlighted some discussion topics at the event on workforce development, such as tax incentives, funding for cybersecurity, legislative priorities, and the Made in Florida Campaign.

4. 2025 BWDB Legislative Agenda

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

Carol Hylton asked the consortium to share their agendas with us.

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

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

Carol Hylton encouraged the consortium to visit the WOW event on 3/11. Ron Moffett added that there are three new worlds 1) education 2) government and 3) professional services based on the input we received from the EIC members.

6. Youth Committee Strategic Planning Matrix PY 24/25

On 6/24, the Youth Committee approved their strategic goals and objectives for PY 24/25. The committee tracks progress on achieving the deliverables in the form of a strategic planning matrix, which CSBD staff updates and reports on throughout the year. This was the updated Matrix approved by the Youth Committee at their meeting on 11/18.

Ron Moffett provided an overview of the Youth Committee Strategic Planning Matrix.

7. The Source Newsletter

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

Matt Rocco mentioned that the source newsletter is excellent and provides an opportunity to educate and update CSBD's stakeholders and the community at large regarding current initiatives being undertaken by CSBD. He said it was a way to inform people about what was happening, and was done in a thoroughly professional manner.

8. Summer Youth Employment Program Update

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

Carol Hylton asked the consortium to share the SYEP flyer with their colleagues and mentioned that employers were needed.

9. CSBD Infograph January 2024 – December 2024

CSBD's Infograph was created to convey information quickly and clearly through visual elements about the delivery of our services to employers, community stakeholders and job seekers. The infograph was ideal for enhancing our storytelling and increasing the shareability of content across various platforms. During the period covered, the data reflected that CSBD hosted 177 recruitment events and job fairs, assisted Broward employers with nearly \$4.9 million in work-based training and provided over \$5 million in scholarships for training. The infograph has been distributed throughout Broward County including 1) our community partners 2) Public Information Officers and 3) the Broward Legislative Delegation.

Matt Rocco reviewed the infograph with the members and thanked the staff for producing it as he felt it was a valuable resource for employers and the community.

10. CSBD Hosts Leadership Fort Lauderdale Class

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

Carol Hylton indicated that the Leadership Fort Lauderdale tours take place in areas critical to Broward, and this was the first year they stopped by to tour our career center. She explained that several valuable leads came about as a result of the tours, including interest in becoming host worksites for our SYEP.

11. Broward County Unemployment and Economic Dashboard

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

Mark Klineciewicz reviewed and discussed the dashboard and highlighted information on priority industry sectors and occupations, including talent pipelines.

MATTERS FROM THE CONSORTIUM CHAIR

Matt Rocco mentioned a date change for the next EIC meeting and asked Ron Moffett to provide an update. Mr. Moffett explained there was a conflict with the original date of 5/27 and asked if the meeting could be moved to 5/28. The consortium agreed that the meeting could be moved to 5/28.

Mr. Rocco stated that the manufacturing industry would be presented at the next EIC meeting.

MATTERS FROM THE CONSORTIUM

None.

MATTERS FROM THE CAREERSOURCE BROWARD PRESIDENT

None.

MATTERS FROM THE PUBLIC

None.

ADJOURNMENT – 2:04 p.m.

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| THE NEXT EDUCATION AND INDUSTRY CONSORTIUM MEETING WILL BE HELD ON MAY 28, 2025 |
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PRESIDENTIAL ACTIONS

PREPARING AMERICANS FOR HIGH-PAYING SKILLED TRADE JOBS OF THE FUTURE

Executive Orders

April 23, 2025

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered:

Section 1. Purpose. To maximize my Administration's historic investments in America's reindustrialization and economic growth, my Administration will fully equip the American worker to produce world-class products and implement world-leading technologies. My Administration will also consolidate and streamline fragmented Federal workforce development programs that are too disconnected from propelling workers into secure, well-paying, and high-need American jobs.

Sec. 2. Policy. It is the policy of the United States to optimize and target Federal investments in workforce development to align with our country's reindustrialization needs and equip American workers to fill the growing demand for skilled trades and other occupations. My Administration will further protect and strengthen Registered Apprenticeships and build on their successes to seize new opportunities and unlock the limitless potential of the American worker.

Sec. 3. Comprehensive Worker Investment and Development Strategy. Within 90 days of the date of this order, the Secretary of Labor, the Secretary of Commerce, and the Secretary of Education shall review all Federal workforce development programs and submit to the Assistant to the President for Domestic Policy and the Director of the Office of Management and Budget a report setting forth strategies to help the American worker. That report shall identify the following:

- (a) Opportunities to integrate systems and realign resources to address critical workforce needs and in-demand skills of emerging industries and companies investing in the United States as determined, to the extent permissible by law, by prospective employers. The report shall include:
- (i) administrative reforms to agency policies and programmatic requirements;
 - (ii) process improvements to better the experience for program participants; and
 - (iii) recommendations to further restructure and consolidate programs.
- (b) Federal workforce development and education programs, or related spending within these programs, that are ineffective or otherwise fail to achieve their desired outcomes. Each identified program should be accompanied by a proposal to reform the program, redirect its funding, or eliminate it.
- (c) Available statutory authorities to promote innovation and system integration in pursuit of better employment and earnings outcomes for program participants.
- (d) Opportunities to invest in the upskilling of incumbent workers to meet rapidly evolving skill demands of their industries, including the use of Artificial Intelligence in the workplace.
- (e) Strategies to identify alternative credentials and assessments to the 4-year college degree that can be mapped to the specific skill needs of prospective employers.
- (f) Efficiencies to streamline information collection, including through:
- (i) harmonizing performance measures;
 - (ii) reducing the burden on grantees; and
 - (iii) ensuring that performance outcomes are measured using the most reliable data sources.

Sec. 4. Expanding Registered Apprenticeships. Within 120 days of the date of this order, the Secretary of Labor, the Secretary of Commerce, and the Secretary of Education shall submit to the Assistant to the President for Domestic Policy and the Director of the Office of Management and Budget a plan to reach and surpass 1 million new active apprentices. That plan shall identify the following:

- (a) Avenues to expand Registered Apprenticeships to new industries and occupations, including high-growth and emerging sectors.
- (b) Measures to scale this proven model across the country, improve its efficiency, and provide consistent support to program participants.
- (c) Opportunities, including through the Carl D. Perkins Career and Technical Education (Perkins V) Act and Federal student aid, to enhance connections between the education

system and Registered Apprenticeships.

Sec. 5. Delivering Unprecedented Transparency and Accountability. The Secretary of Labor, the Secretary of Commerce, and the Secretary of Education shall improve transparency on the performance outcomes of workforce development programs and credentials supported through Federal investments, including earnings and employment data, for all Federal workforce development programs.

Sec. 6. General Provisions. (a) Nothing in this order shall be construed to impair or otherwise affect:

- (i) the authority granted by law to an executive department or agency, or the head thereof; or
 - (ii) the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.
- (b) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.
- (c) This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

DONALD J. TRUMP

THE WHITE HOUSE,

April 23, 2025.

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 Mean | 2022 Hourly Wage Entry | Annual % Growth | Annual Openings | 2022 Hourly Wage Mean | 2022 Hourly Wage 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 | | 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 | 5.00 | 1,006 | 24.75 | 16.77 | | | | | 3 | No | R |
| 493023 | | Automotive Service Technicians and Mechanics | 0.50 | 553 | 24.66 | 15.07 | 0.85 | 6,099 | 22.74 | 14.70 | 4 | No | R |
| 194021 | | Biological Technicians | N/A | N/A | 19.72 | 14.56 | 1.60 | 345 | 20.83 | 15.04 | 6 | Yes | N |
| 433031 | | 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 | | 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 | | 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 | | Cargo and Freight Agents | 8.00 | 1,024 | 25.67 | 18.31 | 1.38541 | 1118 | 22.67 | 15.36 | 3 | Yes | S |
| 472031 | | Carpenters | 0.46 | 650 | 22.92 | 17.68 | 0.78 | 7,191 | 22.18 | 16.66 | 4 | No | R |
| 351011 | | Chefs and Head Cooks | 0.77 | 196 | 27.94 | 15.73 | 1.38 | 2,259 | 28.30 | 17.01 | 5 | No | R |
| 194031 | | 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 | | 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 | | Clergy | 3.00 | 1,093 | 26.37 | 17.13 | 1.02695 | 1825 | 24.58 | 15.27 | 5 | No | R |
| 292010 | | 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 | | 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 | | 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 |

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 Mean | 2022 Hourly Wage Entry | Annual % Growth | Annual Openings | 2022 Hourly Wage Mean | 2022 Hourly Wage Entry | | | |
| 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 | | 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 | | 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 | | 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 | 1.41771 | 1111 | 46.05 | 33.25 | 5 | No | S |
| 173023 | HSHW | Electrical and Electronic Engineering Technologists and Technicians | -14.00 | 261 | 30.91 | 21.70 | 1.41566 | 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 |

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 Mean | 2022 Hourly Wage Entry | Annual % Growth | Annual Openings | 2022 Hourly Wage Mean | 2022 Hourly Wage Entry | | | |
| 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 | 1.83023 | 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 | 0.02456 | 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 | 2.24184 | 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 |

2024-25 Regional Demand Occupations List

Sorted by Occupational Title

Workforce Development Area 22 - Broward County

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- 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 Mean | 2022 Hourly Wage Entry | Annual % Growth | Annual Openings | 2022 Hourly Wage Mean | 2022 Hourly Wage Entry | | | |
| 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 | 1.82606 | 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 |

2024-25 Regional Demand Occupations List

Sorted by Occupational Title

Workforce Development Area 22 - Broward County

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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 Mean | Hourly Wage Entry | Annual % Growth | Annual Openings | 2022 Mean | Hourly Wage Entry | | | |
| 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 | 0.95973 | 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 | 0.95286 | 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 | 1.35766 | 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 | 3.98741 | 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 |

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 | | | | |
| 419022 | HSHW | Real Estate Sales Agents | N/A | N/A | 26.17 | 14.73 | 0.90 | 6,718 | 27.20 | 14.69 | 4 | No | S |
| 291141 | | 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 | HSHW | Roofers | 2.00 | 2,674 | 25.36 | 18.38 | 2.35465 | 3616 | 19.63 | 14.17 | 3 | No | S |
| 112022 | | 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 | HSHW | 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 | | 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 | HSHW | Social Workers, All Other | N/A | N/A | 27.54 | 21.57 | 0.19 | 398 | 26.92 | 18.18 | 6 | No | N |
| 151252 | | Software Developers | N/A | N/A | 56.19 | 33.36 | 3.29 | 7,653 | 54.47 | 33.20 | 6 | Yes | S |
| 151253 | | 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 | HSHW | Telecommunications Line Installers and Repairers | N/A | N/A | 25.49 | 19.57 | 0.80 | 729 | 24.41 | 17.80 | 4 | No | N |
| 131151 | | Training and Development Specialists | 1.26 | 268 | 31.54 | 18.70 | 1.60 | 2,834 | 32.04 | 18.30 | 6 | Yes | R |
| 113071 | | Transportation, Storage, and Distribution Managers | 0.89 | 94 | 52.42 | 26.79 | 1.19 | 989 | 52.70 | 27.89 | 6 | Yes | R |

2024-25 Regional Demand Occupations List

Sorted by Occupational Title

Workforce Development Area 22 - Broward County

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- 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 Mean Wage | 2022 Hourly Entry Wage | Annual % Growth | Annual Openings | 2022 Hourly Mean Wage | 2022 Hourly Entry Wage | | | |
| 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

TOP 30 HIGH-DEMAND CAREERS (2032)

BROWARD COUNTY

| # | Career | Median Wage | Education |
|----|--|-------------|-----------|
| 1 | General & Operations Manager | \$49.49 | B |
| 2 | Bookkeeping, Accounting & Auditing Clerks | \$22.38 | SC |
| 3 | Registered Nurses | \$40.45 | A |
| 4 | Sales Reps of Services (except- advertising, insurance, financial, travel) | \$29.89 | B* |
| 5 | Sales Reps, Wholesale & Manufacturing (except- tech & scientific products) | \$29.93 | SC |
| 6 | First-Line Supervisors of Office & Administrative Support Workers | \$29.81 | SC |
| 7 | Heavy & Tractor-Trailer Truck Drivers | \$24.14 | PS |
| 8 | Accountants & Auditors | \$38.32 | B |
| 9 | Market Research Analysts & Marketing Specialists | \$37.20 | B |
| 10 | Software Developers | \$62.50 | B |

Education Key

M+ = Master or above

A = Associate

SC = Some College

B = Bachelor

PS = Postsecondary Credential

HS = High School

To learn more, contact:

Rachel Ludwig, VP, Talent Development for the Future of Work

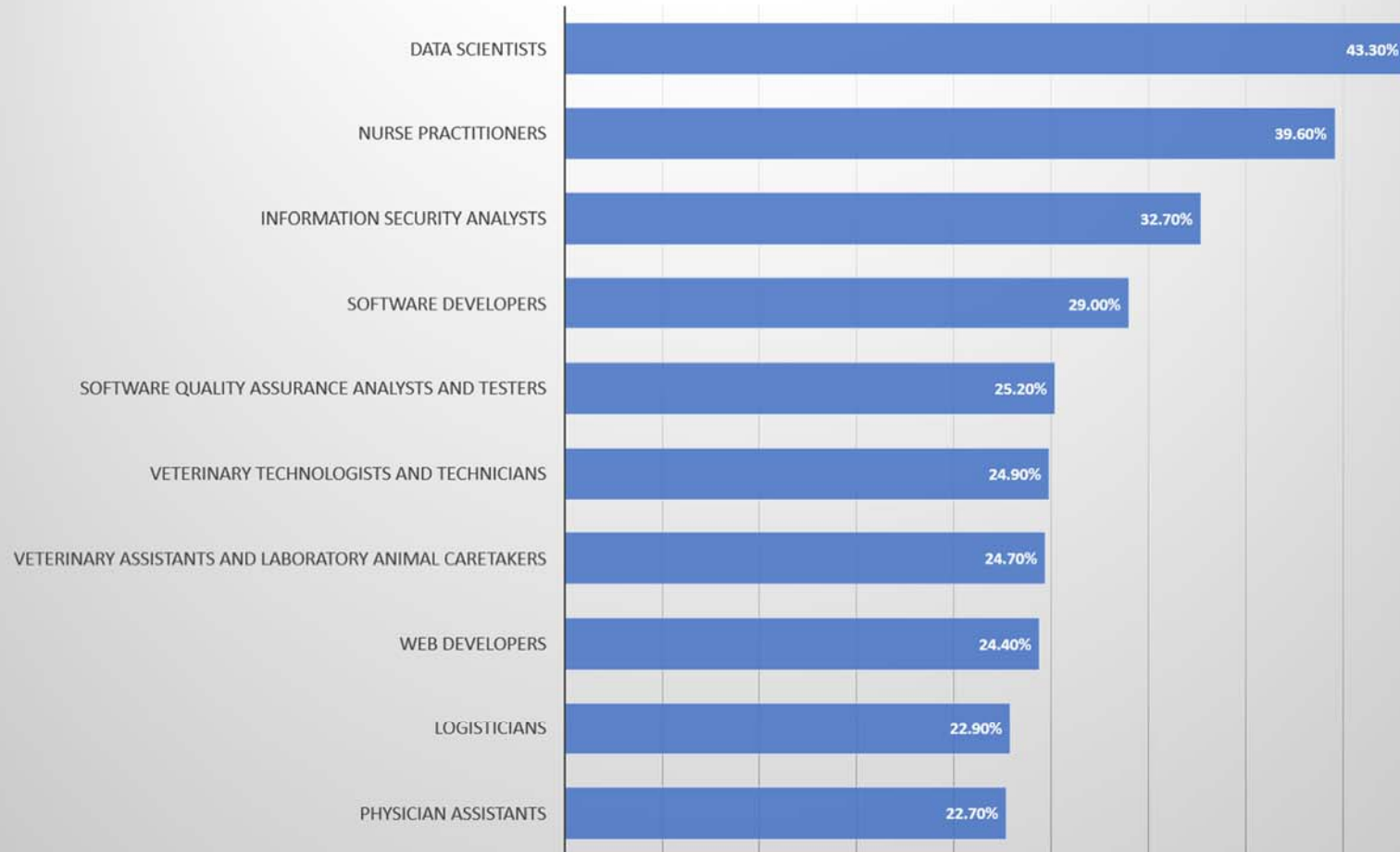
Florida Chamber Foundation

P: 850.521.1254 | Email: rludwig@flchamber.com

TOP 30 HIGH-DEMAND CAREERS



Broward County Occupation Growth Projections to 2032 - Top 10



Source: Florida Commerce

Broward Workforce Development Board

2025 Legislative Agenda

Introduction

The local Public Workforce System is lean, effective and efficient returning \$6.13 to the public coffers for every \$1.00 invested based on individuals placed into permanent and full-time jobs. This does not include reductions to TANF and Medicaid as individuals enter the workforce or additional funds leveraged to support local programs, such as summer youth employment and apprenticeship programs.

1. Fully Fund the Workforce System

Concern: The workforce system has been funded at less than recommended levels for many years.

Recommendation: Fund the workforce system at authorized levels to maximize its impact on job placement and business support, enabling more individuals to secure employment and businesses to thrive. As stated above, the local Public Workforce System is lean, effective and efficient returning \$6.13 to the public coffers for every \$1.00 invested based on USDOL data.

2. Maintain Flexibility in Use of Funds by Adopting a Broader Definition of Training

Concern: WIOA reauthorization would require 50% of the formula adult and dislocated worker funds be spent on training.

Recommendation: Provide flexibility in the definition of training. The 50% training expenditure requirement is currently in force in many states. The governors in those states have incorporated flexibility in their policies which is not currently found in proposed WIOA reauthorization. Allow governors to adopt definitions of training as appropriate to their states; or define training to include paid work experience (a form of on-the-job training), the cost of books and fees, and the cost of case management during the period participants are actually in training. Finally, grant governors waiver powers to address economic shifts.

3. Preserve Local Control and Support Workforce Boards and Designation of Workforce Areas

Concern: Proposed legislation would allow reorganization of local boundaries 4 years following passage.

Recommendation: Local Workforce Board input, control, and oversight in partnership with local elected officials is the engine that drives local workforce development and the entrepreneurial revolution needed to propel local economies to new heights. Local workforce boards and local areas comprised of like-seeing contiguous counties and cities are the most responsive to employer and job seeker needs. It is local events that impact businesses and job seekers, requiring a local response and the ability to be nimble, flexible and impactful. Local workforce areas and their combination of local elected officials and labor are unique in being able to cut through red tape and provide customized, tailored approaches to meet employer needs. Further, current oversight and accountability measures have successfully resulted in effective and efficient local governance.

Workforce Excerpts of 2025 Community Partner Legislative Positions

Broward County State Legislative and Executive Program Commission Priorities

- **Apprenticeships:** Promote workforce development by investing in apprenticeship and training programs including hard-to-hire individuals.
- **Affordable Housing:** Support full utilization of the Sadowski Affordable Housing Trust Fund for housing programs, opposing any diversion of these funds for unrelated purposes.
- **Workforce Housing Concurrency:** Develop policies requiring commercial developments to offset their impact on workforce housing needs through financial contributions or housing unit allocations.
- **Small Business:** Support policies that foster fair competition practices among businesses including procurement and contracting opportunities.
- **Infrastructure Investments:** Advocate for significant investments in public infrastructure projects to enhance business opportunities and community connectivity.

Broward County Public Schools

- Maintain funding for industry credentials; target funding for college, career, and technical education programs for all students including ESE students, and funding for job coaching.
- Support the Governor's initiative to make Florida the #1 state for Workforce Education by 2030.

Florida Restaurant & Lodging Association (FRLA)

- Support continued funding for VISIT FLORIDA. FRLA further supports extending VISIT FLORIDA'S sunset date to facilitate strategic planning and marketing for the near-term and long-term.

Florida Manufacturing & Supply Chain Advocacy Council

- **Talent Development and Retention**
As fostering a future pipeline of skilled workers is essential for Florida's manufacturing, support initiatives improving early engagement, upskilling, and talent attraction and retention.
- **Florida's Competitive Edge**
The Council supports policies that position Florida as a leader in the manufacturing industry by enhancing the business climate for Florida's manufacturers and promoting in-state production.
- **Industry Modernization**
The Council supports innovation and modernization, which is vital for keeping Florida's manufacturers globally competitive.

Florida Economic Development Council

- Fund the Job Growth Grant Fund at \$100,000,000 to invest in site identification, site improvements, related infrastructure and talent development critical to high-wage job creation and skills upgrades.
- Retain and expand Florida's growth industries by increasing funding for Incumbent Worker Training and Quick Response Training grants, offering flexibility in average wage thresholds.

Florida Chamber of Commerce

- **Creating America's Best Workforce**
Support the efforts of all public and private colleges, universities, technical schools, and industry certification programs to produce a skilled and talented workforce.
- **Small Business Support**
To continue as the #1 state for business start-ups, support state / federal measures that accelerate economic growth for Florida small businesses while knocking down bureaucratic hurdles to free enterprise.
- **Marketing Florida's Business Brand & Diversifying the Economy**
Support an aggressive marketing of Florida's brand as a business-friendly state, and initiatives that support the creation of high-skill, high-wage jobs and/or encourage capital investments in Florida.
- **Reemployment Assistance**
Continue to ensure that unemployment taxes remain affordable and consistent so job creators can do what they do best- create jobs.

Employer Industry Forums for 2025

| Date | Forum | Time | Venue | |
|------|---------------|------------|--|--|
| 5/29 | Marine | 8:00-10:00 | Greater Fort Lauderdale Chamber of Commerce 512 NE 3rd Ave, Fort Lauderdale, FL 33301 | |
| 6/3 | Healthcare | 8:00-10:00 | Admin Office 2890 W. Cypress Creek Road, FL 33309 | |
| 6/11 | Manufacturing | 8:00-10:00 | Admin Office 2890 W. Cypress Creek Road, FL 33309 | |
| 6/17 | Construction | 8:00-10:00 | Greater Fort Lauderdale Chamber of Commerce 512 NE 3rd Ave, Fort Lauderdale, FL 33301 | |
| 7/16 | Hospitality | 8:00-10:00 | Greater Hollywood Chamber of Commerce 330 N Federal Hwy, Hollywood, FL 33020 | |
| 11/4 | Aviation | 8:00-10:00 | Admin Office 2890 W. Cypress Creek Road, FL 33309 | |

Overview of the CareerSource Broward Region
Not Seasonally Adjusted
May 16, 2025

- The unemployment rate in the CareerSource Broward region (Broward County) was 3.2 percent in April 2025. This rate was 0.4 percentage point greater than the region's year ago rate of 2.8 percent. The region's April 2025 unemployment rate was 0.3 percentage point lower than the state rate of 3.5 percent. The labor force was 1,085,636, up 3,550 (+0.3 percent) over the year. There were 35,168 unemployed residents in the region.

Fort Lauderdale-Pompano Beach-Sunrise Metro Division

- In April 2025, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Sunrise MD was 934,400, an increase of 7,900 jobs (+0.9 percent) over the year.
- The Other Services (+3.6 percent); Government (+1.9 percent); and Leisure and Hospitality (+1.5 percent) industries grew faster in the metro area than statewide over the year.
- 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 Trade, Transportation, and Utilities (+2,300 jobs) and Other Services (+1,300 jobs) industries.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the third highest annual job growth compared to all the metro areas in the state in the Government (+2,100 jobs) industry.
- The industries gaining jobs over the year were Trade, Transportation, and Utilities (+2,300 jobs); Government (+2,100 jobs); Education and Health Services (+2,000 jobs); Leisure and Hospitality (+1,500 jobs); Other Services (+1,300 jobs); and Manufacturing (+200 jobs).
- The industries losing jobs over the year were Construction (-500 jobs); Information (-400 jobs); Financial Activities (-300 jobs); and Professional and Business Services (-300 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) | Apr-25 | Mar-25 | Apr-24 |
| CareerSource Broward (Broward County) | 3.2% | 3.3% | 2.8% |
| Florida | 3.5% | 3.5% | 2.9% |
| United States | 3.9% | 4.2% | 3.5% |

| Nonagricultural Employment by Industry (not seasonally adjusted) | Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division | | | | Florida | | | |
|---|---|---------------|---------------|---------------------------|----------------|---------------|---------------|---------------------------|
| | Apr-25 | Apr-24 | change | percent change | Apr-25 | Apr-24 | change | percent change |
| Total Employment | 934,400 | 926,500 | 7,900 | 0.9 | 10,098,000 | 9,970,900 | 127,100 | 1.3 |
| Mining and Logging | #N/A | #N/A | #N/A | #N/A | 5,600 | 5,700 | -100 | -1.8 |
| Construction | 53,900 | 54,400 | -500 | -0.9 | 654,700 | 646,800 | 7,900 | 1.2 |
| Manufacturing | 32,100 | 31,900 | 200 | 0.6 | 432,600 | 429,000 | 3,600 | 0.8 |
| Trade, Transportation, and Utilities | 205,100 | 202,800 | 2,300 | 1.1 | 2,007,000 | 1,980,500 | 26,500 | 1.3 |
| Wholesale Trade | 55,000 | 53,700 | 1,300 | 2.4 | 401,500 | 396,700 | 4,800 | 1.2 |
| Retail Trade | 109,300 | 107,000 | 2,300 | 2.1 | 1,165,000 | 1,153,500 | 11,500 | 1.0 |
| Transportation, Warehousing, and Utilities | 40,800 | 42,100 | -1,300 | -3.1 | 440,500 | 430,300 | 10,200 | 2.4 |
| Information | 19,700 | 20,100 | -400 | -2.0 | 159,400 | 157,100 | 2,300 | 1.5 |
| Financial Activities | 73,700 | 74,000 | -300 | -0.4 | 688,200 | 686,300 | 1,900 | 0.3 |
| Professional and Business Services | 173,500 | 173,800 | -300 | -0.2 | 1,634,800 | 1,625,300 | 9,500 | 0.6 |
| Education and Health Services | 124,700 | 122,700 | 2,000 | 1.6 | 1,578,600 | 1,533,100 | 45,500 | 3.0 |
| Leisure and Hospitality | 102,300 | 100,800 | 1,500 | 1.5 | 1,354,000 | 1,353,200 | 800 | 0.1 |
| Other Services | 37,900 | 36,600 | 1,300 | 3.6 | 391,100 | 380,700 | 10,400 | 2.7 |
| Government | 111,400 | 109,300 | 2,100 | 1.9 | 1,192,000 | 1,173,200 | 18,800 | 1.6 |

| Population | 2024 | 2023 | change | percent change |
|---------------------------------------|-------------|-------------|---------------|---------------------------|
| 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 |

| Average Annual Wage | 2023 | 2022 | change | percent change |
|---------------------------------------|-------------|-------------|---------------|---------------------------|
| CareerSource Broward (Broward County) | \$69,239 | \$66,749 | \$2,490 | 3.7 |
| Florida | \$66,447 | \$63,783 | \$2,664 | 4.2 |

Note: All data are subject to revision.

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