



Look New Location  
Central Career  
Center  
2600 West Oakland  
Park Blvd

**Broward Workforce Development Board  
Employer Services Committee**

Monday, August 7, 2023 – 12:30 p.m. to 2:00 p.m.  
Zoom Meeting ID: 821 2982 7716  
Zoom Passcode: 663109  
Zoom Call in: 1-646-876-9923

CareerSource Broward, 2600 West Oakland Park Blvd, Oakland Park, FL 33311

This meeting is being held in person. This meeting is also accessible via a Zoom video conference using the link below.

<https://us02web.zoom.us/j/82129827716?pwd=RHpBWWFPdXF5QVhrWXV0Rk9ydz09>

The Committee is reminded of conflict-of-interest provisions. In declaring a conflict, please refrain from voting or discussion and declare the following information: 1) your name and position on the Board, 2) the nature of the conflict, and 3) who will gain or lose as a result of the conflict. Please also fill out form 8B prior to the meeting.

**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 themselves.
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 ensure 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 four digits of the number you are calling from.
7. Please note the chat function has been disabled.

---

## MEETING AGENDA

### IDENTIFICATION AND INTRODUCTION OF ANY UNIDENTIFIED CALLERS

### APPROVAL OF MINUTES

Approval of the Minutes of the 6/5 Employer Services Committee meeting.

<b>RECOMM</b>	Approval
<b>ACTION</b>	Motion for Approval
<b>EXHIBIT</b>	Minutes of the 6/5 meeting

Pages 6 – 11

### NEW BUSINESS

#### 1. CTS Engines (CTS) Incumbent Worker Training Grant Application

Consideration to award CTS an Incumbent Worker Training (IWT) grant in the amount of \$114,939 to train 88 employees to earn job-related certifications. Pursuant to the Workforce Innovation and Opportunity Act requirements, CTS will contribute 50% to the cost of the training by paying employee wages while they are in training, as well as contributing to the tuition cost. In accordance with governing boards' policy, IWT grant applications of \$50,000 or more and recommended by the rating committee go to the Employer Services and the Executive Committees for consideration, with a report to the BWDB/CSBD Council of Elected Officials at their next meeting.

<b>RECOMM</b>	Approval
<b>ACTION</b>	Motion for Approval
<b>EXHIBIT</b>	Memo #02 – 23 (BR)

Pages 12 – 13

---

## 2. Region 22 Targeted Occupations List (TOL) for Program Year 23/24

Consideration to approve changes to our local area's TOL for Program Year (PY) 23/24. CareerSource Broward (CSBD) received its preliminary TOL from the State on 5/17, which proposed both removing and adding occupations. As we always do, CSBD researched the preliminary list and compared it to the Board-approved criteria. To get input and feedback on the State's proposed list and gather additional relevant labor market data, 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 7/11. We provided an overview of the PY 23/24 TOL and the governing board's criteria for updating the TOL. Based upon our review and community input, CSBD recommends 1) retaining thirty-four (34) occupations of the forty-nine (49) proposed by the State for removal and 2) adding twenty-one (21) new occupations proposed by the State.

**RECOMM  
ACTION  
EXHIBITS**

Approval  
Motion for Approval  
Memo #01 – 23 (BR)  
Exhibit A Region 22 PY 23/24 TOL  
Exhibit B The list of the 34 Occupations to be Retained

**Pages 14 – 20**

## 3. Employer Services Committee Strategic Planning Matrix PY 23/24

On 6/22, the Board approved the report from the planning session on the strategic goals and objectives for PY 23/24. Staff distributed the report to the appropriate Board committees. Each committee tracks progress on achieving the deliverables in the form of a strategic planning matrix. The proposed PY 23/24 matrix is presented for your review. Consideration to 1) approve the matrix and 2) assign CSBD staff to develop the next steps and benchmarks and bring updates to the committee.

**RECOMM  
ACTION  
EXHIBIT**

Approval  
Motion for Approval  
Employer Services Committee Strategic Planning Matrix

**Pages 21 – 26**

---

## REPORTS

### 1. Hospitality Employer Forum

CSBD held a hospitality forum on 7/25. The forum was attended by twenty (20) individuals from a cross-section of industry, education, and workforce development. Based on feedback we received from employers, we invited a guest speaker to address concerns related to Florida Senate Bill 1718, E-Verify, and what it means for the industry. Mr. Robert Turk, attorney, and chair of the Labor and Employment Department at Stearns Weaver Miller Weissler Alhadeff & Sitterson, attended and provided an overview of the law and how it will influence employers' procedures for onboarding newly hired talent. The attendees also discussed how artificial intelligence is being integrated into the industry as it relates to recruitment and workforce development. Feedback from employers attending the forum was that the information was very insightful and timely.

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

### 2. 2023 Tech Talent Fest Event

CSBD is participating in the South Florida Tech Hub "2023 Tech Talent Fest" on 8/30 at Florida Atlantic University in Boca Raton. South Florida Tech Hub is the local association representing employers and professionals across a wide range of industry verticals. The Tech Talent Fest is an industry job fair focusing on recruitment among occupations in artificial intelligence, cloud computing, cybersecurity, and more. Over 150 job seekers and industry professionals are expected to attend. CSBD's technology industry intermediary will present our services, including how employers can unlock our funding for work-based training and scholarship opportunities for individuals seeking industry certifications. We will also have a booth to exhibit our services.

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

### 3. Broward County Unemployment Information

The unemployment rate in Broward County was 2.9 percent in June 2023. This rate was 0.1 percentage points lower than the region's year-ago rate. In June 2023, Broward County's unemployment rate was 0.1 percentage points lower than the State's rate (3%). Out of a labor force of 1,096,242, up 27,411 (+2.6 percent) over the year, there were 32,092 unemployed Broward County residents.

<b>ACTION</b>	Discussion
<b>EXHIBIT</b>	Unemployment Overview of Broward County

---

#### 4. Economic and Workforce Indicators in Broward County

Currently, there are 41,389 jobs available in Broward and 32,092 unemployed individuals seeking a job. Should every jobseeker become employed, we still have a deficit in the labor force. The good news is that year over year shows that the number of individuals employed in Broward increased by 2.7 percent. The top advertised occupation in June of 2023 was Registered Nurse, with over 1,593 ads. CSBD has added a new tile to provide information regarding trade data for Port Everglades. The supporting chart for this tile shows month-over-month import and export data displayed as financial totals. Port Everglades is one of the busiest ports in the world and supports the region with receiving and shipping a vast array of goods. This data provides the value of imports and exports that flow through the port and can be used as a leading indicator of economic activity for the region.

**ACTION**  
**EXHIBIT**

Discussion  
[CareerSource Broward Dashboard](#)

#### 5. Central Career Center Tour

The committee will tour the Employer Services Department at the Central Career Center where employer recruitment events are held. Committee members will meet the frontline staff that provides direct services to our employer customers and see the recent upgrades made in the department aimed at revitalizing the overall ambiance and cultivating a more professional and business-oriented environment.

**ACTION**  
**EXHIBIT**

None  
None

**MATTERS FROM THE EMPLOYER SERVICES COMMITTEE CHAIR**

**MATTERS FROM THE EMPLOYER SERVICES COMMITTEE**

**MATTERS FROM THE FLOOR**

**MATTERS FROM THE PRESIDENT/CEO**

**ADJOURNMENT**

<b>THE NEXT EMPLOYER SERVICES COMMITTEE MEETING WILL BE HELD ON SEPTEMBER 11, 2023</b>
--

Employer Services Committee  
August 7, 2023



**Broward Workforce Development Board  
Employer Services Committee**  
Monday, June 05, 2023 – 12:30 p.m. to 2:00 p.m.  
Zoom Meeting ID: 857 0670 0859  
Zoom Passcode: 467923  
Zoom Call in: 1-646-876-9923

## MEETING MINUTES

CareerSource Broward Boardroom, 2890 W. Cypress Creek Road, Ft. Lauderdale, FL 33309

This meeting was held in person. This meeting was also accessible via a Zoom video conference using the link below.

<https://us02web.zoom.us/j/86322248473?pwd=SjZXNktBaEx4S09XRzExMVlkaEM3UT09>

## ATTENDANCE

**Employer Services Committee Members:** Lori Wheeler, Michael Goldstein, Mark Schaunaman, Denise Jordan, Paul Farren, Marie Suarez, and Francois Leconte, who chaired the meeting.

**Staff:** Ron Moffett, Mark Klinecicz, Tony Ash, Andrew Skobinsky, and Natalie Oscar.

## IDENTIFICATION AND INTRODUCTION OF ANY UNIDENTIFIED CALLERS

## APPROVAL OF MINUTES

Approval of the Minutes of the 4/3 meeting.

**On a motion by Paul Farren and seconded by Denise Jordan, the Employer Services Committee unanimously approved the minutes of the 4/3 meeting.**

## NEW BUSINESS

### 1. WIOA Work Experience Contract Approval for Riverside Hotel

Considered the approval of a Workforce Innovation and Opportunity Act (WIOA) Work Experience (WEX) contract with the Las Olas Company, Inc. (LOC), the parent company of the Riverside Hotel for Program Year (PY) 23/24. One of the strategies identified from the recent Hospitality Employer Forum in April was for employers and local education providers to partner with CareerSource Broward (CSBD) to place WIOA students that have either graduated or are soon to graduate into paid internship programs. Students will be placed in positions such as front-of-house representatives, guest services associates, dining support, and maintenance engineers. WEX contracts are non-financial, as CSBD is the employer of record. Because Board Chair Heiko Dobrikow is employed by the LOC, a 2/3 vote of the Board members present at a meeting with an established quorum is required.

Tony Ash informed the committee that CSBD is currently working with the Riverside Hotel and the Broward County Career and Technical Colleges on an initiative to provide career pathways for students enrolled in hospitality training programs. We are developing internship opportunities with starting wages of \$15.00 to \$17.00 per hour. The idea for this strategy came during one of our Hospitality Employer forums.

---

Francois Leconte asked about the number of interns that will be placed. Mr. Ash said it would be at least four based on the types of positions but that it could be more.

**On a motion by Lori Wheeler and seconded by Paul Farren, the Employer Services Committee unanimously approved a WIOA Work Experience Contract with the Las Olas Company, Inc., the parent company of the Riverside Hotel, for PY 23/24.**

## **2. The Greater Fort Lauderdale Alliance (GFLA) Economic Sourcebook Ad**

Considered the approval of the placement of an advertisement in the GFLA 2024 Economic Sourcebook to increase employer awareness of our business services. The cost of the ad is \$3,823. GFLA is a partner in the Sourcebook and will realize about \$382 from the ad. Because Board member, Bob Swindell, represents the GFLA, he will need to declare a conflict of interest, and a 2/3 vote of the Board members present at a meeting with an established quorum is required.

Mr. Ash informed the committee that each year the GFLA, in association with the South Florida Business Journal, publishes the Economic Sourcebook distributed throughout the County to business owners, chambers of commerce, libraries, and at trade shows. The publication is geared towards CEOs and business owners, which are one of our targeted groups per the CSBD PY 23/24 Strategic Marketing Plan.

**On a motion by Lori Wheeler and seconded by Paul Farren, the Employer Services Committee unanimously approved the placement of an ad in the Greater Fort Lauderdale Alliance (GFLA) Economic Source Book for 2024.**

## **3. PY 23/24 Outreach/Marketing Firm Contract Renewals**

Considered the renewal of contracts for 1) Goodman Public Relations up to \$200,000 and 2) Moore Communications Group for up to \$50,000 for outreach and marketing for PY 23/24. The firms will design social media and digital outreach campaigns directing job seekers and employers to CSBD for service. Each contract will be through the end of the program year. This is the first of two (2) renewals under the current procurement.

Mr. Ash stated that the relationships with Goodman Public Relations and Moore Communications are helping to expand CSBD's presence in the community through marketing and public relations initiatives. This is the first of two renewals under our current procurement. Per our PY 23/24 marketing plan, the firms will assist CSBD in developing, producing, and promoting workforce events, advertisement design, and ad placement, increasing our exposure through earned media such as featured news stories, interviews, human interest stories, and public service announcements. We will also seek their assistance in creating a dynamic electronic newsletter where we can share just-in-time information with stakeholders.

**On a motion by Paul Farren and seconded by Lori Wheeler, the Employer Services Committee unanimously approved the renewal of contracts for 1) Goodman Public Relations up to \$200,000 and 2) Moore Communications Group for up to \$50,000 for outreach and marketing for PY 23/24.**

---

#### **4. CareerSource Broward Marketing and Communications Plan for PY 23/24**

Considered the approval of CSBD's marketing and communication plan for PY 23/24. Each year, CSBD implements targeted and strategic outreach to job seekers, employers, and community stakeholders, through the press, digital, print, and social media in an effort to increase awareness of CSBD services. This year's strategies include collaborating with BWDB members as brand ambassadors, marketing CSBD's value proposition to employers, enhanced marketing to distressed communities and in-school youth, and collaboration with core partners such as industry associations, chambers of Commerce, local municipalities, and additional stakeholder groups.

Andrew Skobinsky updated the committee regarding the Marketing and Communications Plan for PY 23/24. CSBD will focus primarily on employers and job seekers. This will be done through targeted advertising, chamber events, and through multimedia, using success stories and digital storytelling. In the communications strategy, we will use cutting-edge communications tools and trends currently in the market, including podcasts, which are considered an effective and popular method to deliver content. Mr. Skobinsky added that CSBD recently started using Geofencing at high school graduations as a targeted marketing technique.

Lori Wheeler asked which marketing vendor is assigned to assist with the Geofencing initiative and how individuals will receive the messages. Mr. Skobinsky responded that Goodman PR specializes in this area and manages the campaign. He added that the content is delivered through banner advertisements and small pop-up videos.

Mr. Leconte asked whether CSBD will market in multicultural communities. Mr. Skobinsky responded yes; the marketing plan targets multicultural communities.

**On a motion by Paul Farren and seconded by Francois Leconte, the Employer Services Committee unanimously approved the CSBD Marketing and Communications Plan for PY 23/24.**

#### **5. Local Employer Awareness and Satisfaction Survey**

Considered the approval of a Local Employer Awareness and Satisfaction Survey. Every two years, CSBD conducts a survey to measure our awareness and customer satisfaction among employers in the area. We will collect data on workforce challenges businesses have faced or are currently facing coming out of the pandemic and what steps have been taken to adapt. We will also gauge employers' use of emerging technology, such as artificial intelligence for recruitment, employee training, and retention, and get their input on regional collaborations with neighboring workforce boards regarding job fairs and other initiatives. It is recommended that the Employer Services Committee review, provide input, and approve the questions for a forthcoming local employer awareness and satisfaction survey.

Mr. Ash stated that the survey will be distributed to a wide range of employers in the County using our partnerships with the Chambers of Commerce, the Greater Fort Lauderdale Alliance, and the Broward County Office of Economic and Small Business Development. Mr. Moffett added that the survey has embedded logic; some questions are provided as follow-ups based on how the respondent answered a previous question.

Mr. Leconte stated the survey questions were great and asked the committee if anyone had suggestions for additional questions. The committee members did not have additional questions to add.



---

**On a motion by Paul Farren and seconded by Lori Wheeler, the Employer Services Committee unanimously approved the local Employer Awareness and Satisfaction Survey.**

**6. Update on the Workforce Wednesday Seminars**

Considered the approval of updates to the Workforce Wednesday Seminars. CSBD launched Workforce Wednesdays, bi-weekly informational seminars for employers to learn about our recruitment and training services. As we continue to build on the concept, CSBD is adding guest speakers to present information on current and emerging trends and best practices in workforce development. Staff is asking the committee to recommend additional topics for the Workforce Wednesdays seminars.

Mr. Ash stated the seminars are advertised through our chamber partners, eblast, and newsletters, blanketing the community. He added that we will introduce workforce topics relevant to the business community as we build on and enhance the current model. We will bring guest speakers to cover workforce topics relevant to local employers. We will use the forthcoming CSBD Employer Awareness Survey to query employers on what topics they want to be included. The seminars will be designed like short Ted Talks, and we will still provide a short presentation of CSBD's services. We are asking the committee to recommend any additional topics for the seminars.

Mr. Leconte stated that Florida recently passed a new immigration law that may impact small businesses that hire foreign workers. He asked that staff consider adding a topic related to the new law. Mr. Ash responded that the staff would research to see if a speaker could be brought in to discuss the required new e-verify system.

Michael Goldstein asked how many employers attend the Wednesday workforce events. Mr. Ash stated that, on average, there are 10-15 attendees. He added that we are seeing an increase in attendance since the virtual option was introduced. We are also expanding the seminars to the other two centers.

**On a motion by Denise Jordan and seconded by Paul Farren, the Employer Services Committee unanimously approved the updates to the Workforce Wednesday Seminars.**

**7. Employer Services Committee (ESC) Meeting at the Central Center**

Considered approval to schedule an ESC meeting in August and hold it at the CSBD Central One Stop Center located at 2550 West Oakland Park Blvd.

Mr. Moffett informed the committee that a business must come before the Committee before the next scheduled meeting in September. Mr. Moffett explained DEO has released the Regional Targeted Occupations List, and based on our process, we need input from business stakeholders, education providers, and the committee. The State has given us an extension from the July 1<sup>st</sup> deadline to August 31<sup>st</sup>. We would like the recommendations from staff to go through the ESC, which will require a meeting between August 1<sup>st</sup> and August 8<sup>th</sup>. We will send a survey to the committee to select the best date for this meeting.

Mr. Leconte suggested that the next Employer Services Committee be held at the Central One Stop Center. Committee members can then tour the center to understand better how we provide services to employers and job seekers. All members agreed this was a great idea.

---

On a motion by Paul Farren and seconded by Denise Jordan, the Employer Services Committee unanimously approved 1) adding a meeting in August and 2) holding the meeting at the Central One Stop Center.

## REPORTS

### 1. Update on our Intermediary Initiatives

This is an update on CSBD's Industry Intermediary initiatives. In order to increase outreach, access, and visibility to Broward County businesses within targeted industries, CSBD employs staff to work in specific in-demand sectors. This has allowed us to become subject matter experts in supporting the workforce needs of targeted industries, gain wider penetration within the industries, and use our resources to provide customized solutions.

Mr. Ash reviewed the report and stated that we continue to convene employer forums to gain intelligence about workforce pain points and challenges facing our targeted industries and develop strategies with stakeholders to address the issues.

### 2. Employer Services Committee Strategic Planning Matrix PY 22/23

Reviewed the final Employer Services Committee (ESC) Strategic Planning Matrix.

Mr. Ash highlighted the updates to the matrix. The plan is final.

### 3. Broward County Unemployment Information

The unemployment rate in Broward County was 2.3 percent in April 2023. This rate was 0.4 percentage points lower than the region's year-ago rate. In April 2023, Broward County's unemployment rate was the same as the State's. Out of a labor force of 1,083,332, up 28,204 (+2.7 percent) over the year, there were 24,633 unemployed Broward County residents.

Mr. Ash reviewed the unemployment information with the Committee members.

### 4. Economic and Workforce Indicators in Broward County

Currently, there are 41,697 jobs available in Broward and 24,633 unemployed individuals seeking jobs. Should every jobseeker become employed, we still have a deficit in the labor force. The good news is that year over year shows that the number of individuals employed in Broward increased by 2.7 percent. The top advertised occupation in March was registered nurse, with over 1,400 ads.

Mr. Klinecicz pointed out the labor deficit increased from the previous month and was currently at 41%. Mr. Ash reminded everyone that the link for the dashboard is shared with the chambers and the Greater Fort Lauderdale Alliance.

Mr. Leconte said he is very impressed with the dashboard. He asked the staff to continue marketing it to the business community.

---

## **MATTERS FROM THE EMPLOYER SERVICES COMMITTEE CHAIR**

None.

## **MATTERS FROM THE EMPLOYER SERVICES COMMITTEE**

None.

## **MATTERS FROM THE FLOOR**

None.

## **MATTERS FROM THE PRESIDENT/CEO**

Mr. Moffett informed the committee that Carol Hylton and BWDB member Dr. Lisa Knowles are attending the CareerSource Florida Board meeting in Tallahassee. He added that the Department of Economic Opportunity is changing its name per House Bill 5. Their new name will be the Florida Department of Commerce (DOC). Enterprise Florida as a private/public venture is being eliminated and will fold into DOC.

Tony Ash was a guest panelist at the recent Broward and Beyond Business Conference hosted by the Broward County Office of Economic and Small Business. The breakout session, titled “Show Me the Money,” showcased where small and mid-sized businesses could learn about work-based training grants designed to save them money, energy, and time. Mr. Ash added that the session was well attended, and we had many visitors to the CSBD booth in the exhibition hall.

Mr. Moffett updated the committee on the Summer Youth Employment Program. Over 1,000 youth have applied.

## **ADJOURNMENT**

1:41 P.M.

**THE NEXT EMPLOYER SERVICES COMMITTEE MEETING IS SCHEDULED FOR SEPTEMBER 11, 2023**

**Memorandum #02-23 (BR)**

**To:** Employer Services Committee

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

**Subject:** CTS Engines Incumbent Worker Training Grant Application

**Date:** July 31, 2023

**SUMMARY**

Consideration to award CTS Engines (CTS) an Incumbent Worker Training (IWT) grant in the amount of \$114,939 to train 88 employees to earn job-related certifications. Pursuant to the Workforce Innovation and Opportunity Act (WIOA) requirements, CTS will contribute 50% to the cost of the training by paying employee wages while they are in training, as well as contributing to the tuition cost. In accordance with governing boards' policy, IWT grant applications of \$50,000 or more and recommended by the rating committee go to the Employer Services and the Executive Committees for consideration, with a report to the BWDB/CSBD Council of Elected Officials at their next meeting.

**BACKGROUND**

IWT is a work-based training option under WIOA to assist companies in remaining competitive by upgrading existing employees' skills. The employer must 1) have employed the majority of employees for at least six (6) months and 2) contribute to the cost of the training based on the number of their employees.

**DISCUSSION**

CTS is a global leader in jet engine maintenance in Fort Lauderdale and has been in business since 2002. CTS submitted an IWT Application to train 88 employees at a cost of \$114,939. Employees in occupations such as Engine Mechanics, Accounting, Operations Management, and Maintenance will earn occupational certifications in areas including Pratt & Whitney Engine Repair and Maintenance, GE Aerospace Engine Repair and Maintenance, Borescope Inspection, Borescope Blade Bending, Aerospace & Defense Lean Maintenance Repair and Overhaul, Advanced Leadership Communication, and Six Sigma. CTS will contribute 50% to the cost of the training by paying employee wages while they are in training, as well as contributing to the tuition cost. CTS has obtained quotes for the training from Pratt & Whitney, GE Aerospace, Electronics Incorporated, The University of Tennessee, Andrew Carnegie, and Team Analytics, as their course offerings best suit each employee's distinct training needs.

The occupations to be trained are on the Targeted Occupations List for Broward County. Employees will earn an average of \$41.95 an hour upon completion of the training. The training is projected to start in August 2023 and be completed by March 2024. In accordance with governing boards' policy, IWT grant applications are reviewed by staff members who were not involved in assisting with the application. A CSBD rating committee reviewed the application and recommended this IWT application for funding.

IWT grant applications of \$50,000 or more and recommended by the rating committee go to the Employer Services and the Executive Committees for consideration, with a report to the BWDB/CSBD Council of Elected Officials at their next meeting.

### **RECOMMENDATION**

Approve CTS' application for an IWT grant in the amount of \$114,939 to train 88 employees to earn job-related certifications.

---

**Memorandum #01-23 (BR)**

**To:** Employer Services Committee

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

**Subject:** Targeted Occupations List (TOL) for Program Year (PY) 23/24

**Date:** July 18, 2023

**SUMMARY**

Consideration to approve changes to our local area's Targeted Occupations List (TOL) for Program Year (PY) 23/24. CareerSource Broward (CSBD) received its preliminary TOL from the State on 5/17, which proposed both removing and adding occupations. As we always do, CSBD researched the preliminary list and compared it to the Board-approved criteria. To get input and feedback on the State's proposed list and gather additional relevant labor market data, 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 7/11. We provided an overview of the PY 23/24 TOL and the governing board's criteria for updating the TOL. Based upon our review and community input, CSBD recommends 1) retaining thirty-four (34) occupations of the forty-nine (49) proposed by the State for removal and 2) adding twenty-one (21) new occupations proposed by the State.

**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 5/17/23, which proposed 1) removing some occupations that were on the list last program year and 2) adding new ones.

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

For an occupation to be included on CSBD's TOL for PY 23/24, 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 \$13.97,
3. Require more than a high school diploma but less than a Master's degree,
4. Require occupational training at a minimum that results in a postsecondary adult vocational training certificate, college credit certificate, applied technology diploma, Associate of Science degree, or Bachelor of Science degree.

## DISCUSSION

For the PY 23/24 TOL, the State proposes to 1) **add** 21 new occupational titles and 2) remove 49 occupational titles that were on the list last year. In addition, based on the Florida Price Level Index, the CSF Board of Directors proposed an increase in the minimum entry wage rate from \$13.61 per hour to \$13.97 per hour.

To get input and feedback on the State's proposed list and gather additional relevant labor market data, CSBD sent the preliminary TOL to local education and business stakeholders, community partners, business leaders, and industry intermediaries, and invited them to a publicly noticed meeting held on 7/11. We provided an overview of the PY 23/24 TOL and the governing board's criteria for updating the TOL. Based on feedback we received during the meeting and our own research using tools such as Jobs EQ, ONET, and Employ Florida, supporting evidence was established to **retain** 34 occupational titles that were proposed by the State for removal.<sup>1</sup> Table 1 is a list of the 34 occupations to be retained on the TOL for PY 23/24.

**Table 1: The Retention of 34 Occupations**

1. Automotive Body and Related Repairers	18. Legal Secretaries and Administrative Assistants
2. Avionics Technicians	19. Lodging Managers
3. Business Operations Specialists, All Other	20. Maintenance & Repair Workers, General
4. Buyers and Purchasing Agents	21. Managers, All Other
5. Captains, Mates, and Pilots of Water Vessels	22. Massage Therapists
6. Career/Technical Education Teachers, Postsecondary	23. Medical Records Specialists
7. Chief Executives	24. Paramedics
8. Clinical Laboratory Technologists and Technicians	25. Personal Service Managers, All Other
9. Computer Occupations, All Other	26. Project Management Specialists
10. Database Architects	27. Psychiatric Technicians
11. Emergency Medical Technician	28. Purchasing Agents, Except Wholesale, Retail & Farm Products
12. Executive Secretaries and Executive Administrative Assistants	29. Real Estate Sales Agents
13. Financial and Investment Analysts	30. Software Developers
14. First-Line Supervisors of Food Preparation and Serving Workers	31. Software Quality Assurance Analysts and Testers
15. First-Line Supervisors of Personal Service Workers	32. Teachers and Instructors, All Other
16. Health Technologists and Technicians, All Other	33. Veterinary Technologists and Technicians
17. Interior Designers	34. Web Developers

The State proposed **adding** 21 occupations to this year's list that were not on the TOL last year.

---

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

CSBD recommends that they be added since the TOL presents local labor market information that may be useful to others for research. Prior to adding any new training provider to the Eligible Training Provider (ETP) List or occupational training course to the Individual Training Account (ITA) list, CSBD re-confirms that occupations meet all Board criteria. Table 2 is a list of the 21 occupations proposed by the State that CSBD is recommending be added.

**Table 2: The Addition of 21 New Occupations Proposed by the State**

1. Airline Pilots, Copilots, and Flight Engineers	12. Glaziers
2. Architectural and Civil Drafters	13. Interpreters and Translators
3. Biological Technicians	14. Mechanical Engineers
4. Bus Drivers, Transit and Intercity	15. Mobile Heavy Equipment Mechanics, Except Engines
5. Computer Network Architects	16. Occupational Therapy Assistants
6. Drywall and Ceiling Tile Installers	17. Roofers
7. Education Administrators, Postsecondary	18. Sheet Metal Workers
8. Electrical Engineers	19. Special Education Teachers, Kindergarten and Elementary School
9. Electronics Engineers, Except Computer	20. Surveying and Mapping Technicians
10. Engineers, All Other	21. Telecommunications Line Installers and Repairers
11. Farmers, Ranchers, and Other Agricultural Managers	

Exhibit A is the PY 23/24 TOL per the State that includes the addition of 21 new occupations. Exhibit B is the list of the 34 occupations CSBD is recommending to be retained. The final TOL will be posted to our website upon Board approval.

## **RECOMMENDATION**

Approve the PY 23/24 TOL with the following changes from the preliminary TOL provided by the State 1) retain 34 occupations proposed by the State for removal and 2) add 21 new occupations.



# BR #01-23 Exhibit A

## 2023-24 Regional Demand Occupations List

Sorted by Occupational Title

Workforce Development Area 22 - Broward County

Selection Criteria:

- 1 FLDOE Training Code 3 (PSAV Certificate), 4 (Community College Credit/Degree), or 5 (Bachelor's Degree)
- 2 80 annual openings and positive growth
- 3 Mean Wage of \$17.18/hour and Entry Wage of \$13.97/hour
- 4 High Skill/High Wage (HSHW) Occupations:  
Mean Wage of \$26.92/hour and Entry Wage of \$17.18/hour

SOC Code* HSHW**	Occupation Title*	Regional				Statewide				FLDOE Training Code	In EFI Targeted Industry?	Qualifying Level***	
		Annual % Growth	Annual Openings	2021 Hourly Wage		Annual % Growth	Annual Openings	2021 Hourly Wage					
				Mean	Entry			Mean	Entry				
132011	HSHW	Accountants and Auditors	1.18	998	37.74	23.21	1.43	9327	36.69	21.86	5	Yes	R
493011	HSHW	Aircraft Mechanics and Service Technicians	0.37	121	N/A	N/A	1.28	1424	31.28	19.87	3	Yes	S
532011	HSHW	Airline Pilots, Copilots, and Flight Engineers	N/A	N/A	N/A	N/A	1.19	665	111.83	63.62	4	Yes	S
173011	HSHW	Architectural and Civil Drafters	-0.05	48	N/A	N/A	1.36	831	26.84	18.87	3	Yes	S
		Architectural and Engineering Managers											
119041	HSHW	Managers	1.20	42	68.15	43.57	1.76	723	70.33	46.08	5	Yes	S
274011		Audio and Video Technicians	1.77	85	N/A	N/A	2.49	1013	24.05	14.84	4	No	S
		Automotive Service Technicians and Mechanics											
493023		Biological Technicians	0.35	521	23.06	13.66	0.33	5289	21.79	13.91	3	No	S
194021		Bookkeeping, Accounting, and Auditing Clerks	0.87	20	N/A	N/A	1.89	566	20.84	14.82	4	Yes	S
		Bus and Truck Mechanics and Diesel Engine Specialists											
433031		Bus Drivers, Transit and Intercity	0.04	1,117	20.59	13.44	0.22	12179	20.4	13.86	4	Yes	S
		Engine Specialists											
493031		Engine Specialists	1.36	107	26.49	19.40	1.26	1594	25.08	18.05	3	No	R
533052		Bus Drivers, Transit and Intercity	N/A	N/A	N/A	N/A	0.73	1327	20.76	14.27	3	No	S
251011	HSHW	Business Teachers, Postsecondary	1.69	136	N/A	N/A	2.23	525	45.7	23.69	5	No	S
		Cardiovascular Technologists and Technicians											
292031		Cardiovascular Technologists and Technicians	0.93	26	N/A	N/A	1.55	517	24.33	14.2	3	No	S
435011		Cargo and Freight Agents	1.58	152	N/A	N/A	1.39	1118	22.67	15.36	3	Yes	S
472031		Carpenters	0.29	674	22.01	16.67	0.99	6762	21.14	15.6	3	No	R
		Cement Masons and Concrete Finishers											
472051		Finishers	0.71	111	N/A	N/A	1.41	1658	19.2	14.09	3	No	S
351011		Chefs and Head Cooks	1.87	165	28.64	15.70	1.48	1972	28.29	16.3	3	No	R
172051	HSHW	Civil Engineers	1.63	102	N/A	N/A	1.67	1642	45.22	27.52	5	Yes	S
		Claims Adjusters, Examiners, and Investigators											
131031	HSHW	Investigators	-0.16	252	N/A	N/A	0.10	2094	31.45	20.39	3	Yes	S
212011		Clergy	0.88	145	28.04	16.63	1.03	1825	24.58	15.27	5	No	R
		Clinical Laboratory Technologists and Technicians											
292010		Technicians	0.87	205	25.62	15.58	1.40	1891	25.13	15.26	4	No	R
532012	HSHW	Commercial Pilots	0.14	199	N/A	N/A	1.34	746	52.69	27.66	3	Yes	S
		Community and Social Service Specialists, All Other											
211099		Specialists, All Other	2.11	63	24.68	16.52	1.56	546	21.18	15.25	5	No	S
		Compensation, Benefits, and Job Analysis Specialists											
131141	HSHW	Analysis Specialists	1.49	58	N/A	N/A	1.47	554	28.75	19.06	4	Yes	S
131041	HSHW	Compliance Officers	1.11	281	32.87	18.94	1.15	2499	31.63	18.12	3	Yes	R
		Computer and Information Systems Managers											
113021	HSHW	Managers	1.23	252	N/A	N/A	1.82	2248	70.34	44.67	5	Yes	S
151241	HSHW	Computer Network Architects	0.91	50	N/A	N/A	1.53	685	53.64	32.8	5	Yes	S
151231	HSHW	Computer Network Support Specialists	1.05	96	33.59	21.87	1.44	887	32.57	21.01	3	Yes	R
151211	HSHW	Computer Systems Analysts	0.84	231	44.37	28.53	1.45	2943	44.58	27.96	4	Yes	R
151232		Computer User Support Specialists	1.46	545	24.63	15.63	1.73	4532	24.95	15.75	3	Yes	R
474011	HSHW	Construction and Building Inspectors	0.04	128	31.58	19.23	1.06	1468	30.12	19.06	3	Yes	R
119021	HSHW	Construction Managers	0.81	322	53.93	31.16	1.64	3377	49.89	28.74	4	No	R
131051	HSHW	Cost Estimators	0.14	115	N/A	N/A	0.90	1377	31.18	19.13	4	No	S
319091		Dental Assistants	1.59	302	18.99	15.31	1.87	3421	19.63	15.87	3	No	R
291292	HSHW	Dental Hygienists	1.73	129	35.45	29.97	1.87	1153	35.18	29.19	4	No	R
292032	HSHW	Diagnostic Medical Sonographers	1.97	48	N/A	N/A	2.45	614	34.27	26.98	3	No	S
472081		Drywall and Ceiling Tile Installers	N/A	N/A	N/A	N/A	1.10	788	19.61	14	3	No	S
		Education Administrators, Kindergarten through Secondary											
119032	HSHW	Kindergarten through Secondary Education Administrators,	2.05	101	45.52	32.32	N/A	N/A	N/A	N/A	5	No	R
		Education Administrators,											
119033	HSHW	Postsecondary	-0.66	57	N/A	N/A	1.42	1111	46.05	33.25	5	No	S
		Electrical and Electronic Engineering Technologists and Technicians											
173023	HSHW	Technologists and Technicians	0.89	34	N/A	N/A	1.42	782	29.33	19.14	4	Yes	S
172071	HSHW	Electrical Engineers	0.40	26	N/A	N/A	1.97	656	45.32	28.99	5	Yes	S
472111		Electricians	0.35	460	23.91	17.58	1.51	5999	23.6	16.86	3	No	R

172072	HSHW	Electronics Engineers, Except Computer	0.95	40	N/A	N/A	1.69	519	50.3	35.33	5	Yes	S
252021	HSHW	Elementary School Teachers, Except Special Education	2.09	655	30.65	21.95	1.21	6265	29.57	21.08	5	No	R
172199	HSHW	Engineers, All Other	0.68	32	N/A	N/A	1.32	693	49.99	26.74	5	Yes	S
119013	HSHW	Farmers, Ranchers, and Other Agricultural Managers	N/A	N/A	N/A	N/A	0.10	5002	44.56	22.53	4	No	S
113031	HSHW	Financial Managers	1.87	330	69.52	38.44	2.28	3661	66.29	34.98	5	Yes	R
332011	HSHW	Firefighters	0.62	153	30.28	21.92	0.63	1626	25.71	16.59	3	No	R
471011	HSHW	First-Line Supervisors of Construction Trades and Extraction Workers	0.61	465	33.09	22.53	1.35	6420	31.74	21.04	4	No	R
371011		First-Line Supervisors of Housekeeping and Janitorial Workers	0.80	155	19.76	13.92	1.83	2885	19.74	13.88	3	No	S
371012		First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	0.44	117	26.35	17.29	1.74	1982	23.81	16.38	3	No	R
491011	HSHW	First-Line Supervisors of Mechanics, Installers, and Repairers	0.90	280	32.03	21.23	1.22	3401	31.26	20.64	3	No	R
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	-0.18	288	44.29	23.85	0.04	2634	43.82	23.51	4	Yes	S
431011	HSHW	First-Line Supervisors of Office and Administrative Support Workers	0.29	1,109	30.99	19.70	0.48	11899	29.35	18.86	4	Yes	R
331012	HSHW	First-Line Supervisors of Police and Detectives	0.64	94	54.81	41.28	0.56	636	45.53	30.57	4	No	R
511011	HSHW	First-Line Supervisors of Production and Operating Workers	1.09	241	30.14	19.29	1.09	2870	29.79	18.77	3	Yes	R
411011		First-Line Supervisors of Retail Sales Workers	-0.29	861	22.67	14.34	0.02	10845	22.39	14.19	3	No	S
531047		First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	0.58	386	26.72	17.55	1.46	4152	26.27	16.95	3	Yes	R
119051	HSHW	Food Service Managers	0.98	215	39.12	18.06	0.59	3684	35.82	19.55	4	No	R
111021	HSHW	General and Operations Managers	1.12	1,538	49.21	22.34	1.36	15477	47.51	21.26	4	Yes	R
472121		Glaziers	2.04	59	N/A	N/A	2.24	869	20.39	15.29	3	No	S
271024		Graphic Designers	0.61	134	N/A	N/A	0.70	1716	25.83	16.87	4	Yes	S
499021		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	0.18	454	22.23	14.80	1.16	4213	22.52	15.77	3	No	R
533032		Heavy and Tractor-Trailer Truck Drivers	1.34	816	21.63	15.21	0.98	13002	21.62	14.92	3	Yes	R
113121	HSHW	Human Resources Managers	1.14	86	58.47	36.63	1.35	766	56.98	34.83	5	Yes	R
131071	HSHW	Human Resources Specialists	0.99	616	35.99	19.69	1.35	5002	31.42	18.49	5	Yes	R
172112	HSHW	Industrial Engineers	1.26	61	N/A	N/A	2.36	1025	44.86	30.14	5	Yes	S
499041		Industrial Machinery Mechanics	2.18	120	26.23	19.10	2.15	1828	26.07	18.12	3	Yes	R
537051		Industrial Truck and Tractor Operators	0.47	285	19.47	14.25	1.83	4759	19.3	14.88	3	Yes	R
151212	HSHW	Information Security Analysts	3.80	82	N/A	N/A	4.14	1047	49.44	30.8	3	Yes	S
413021		Insurance Sales Agents	-0.04	504	N/A	N/A	1.06	5238	28.19	14.47	3	Yes	S
273091		Interpreters and Translators	3.08	57	N/A	N/A	3.15	522	24.63	13.67	4	Yes	S
252012	HSHW	Kindergarten Teachers, Except Special Education	2.10	105	N/A	N/A	1.20	979	28.39	19.71	5	No	S
292061		Licensed Practical and Licensed Vocational Nurses	1.42	319	23.78	19.11	1.57	3969	23.01	18.96	3	No	R
132072	HSHW	Loan Officers	-0.53	78	35.95	15.75	0.19	1467	35.86	17.27	4	Yes	S
131081	HSHW	Logisticians	4.45	129	33.19	21.04	1.47	932	33.32	20	5	Yes	R
514041		Machinists	1.01	104	N/A	N/A	1.36	1125	22.14	15.46	3	Yes	S
131111	HSHW	Management Analysts	1.79	791	43.44	22.89	1.85	8036	41.63	22.17	5	Yes	R
131161		Market Research Analysts and Marketing Specialists	2.37	733	33.57	18.87	2.73	6860	32.99	18.28	5	Yes	R
112021	HSHW	Marketing Managers	1.18	165	N/A	N/A	1.54	1463	72.48	36.91	5	Yes	S
172141	HSHW	Mechanical Engineers	1.36	42	41.18	25.11	1.75	711	43.3	27.76	5	Yes	S
119111	HSHW	Medical and Health Services Managers	3.64	331	52.56	29.62	N/A	N/A	N/A	N/A	5	No	R
319092		Medical Assistants	3.12	931	18.08	14.16	2.34	9263	17.06	13.72	3	No	R
499062		Medical Equipment Repairers	1.21	62	N/A	N/A	1.49	569	24.55	15.53	3	Yes	S
436013		Medical Secretaries and Administrative Assistants	1.63	450	18.12	14.01	1.50	5104	17.21	13.53	3	No	R
131121		Meeting, Convention, and Event Planners	1.38	92	N/A	N/A	1.80	1150	25.39	15.27	4	Yes	S
252022	HSHW	Middle School Teachers, Except Special and Career/Technical Education	2.02	252	29.48	20.59	1.22	2908	28.98	20.31	5	No	R
493042		Mobile Heavy Equipment Mechanics, Except Engines	1.18	61	24.09	16.84	1.10	937	24.11	17.19	3	Yes	S
493051		Motorboat Mechanics and Service Technicians	1.92	175	N/A	N/A	1.12	507	24.18	15.78	3	Yes	S

151244	HSBW	Network and Computer Systems Administrators	0.84	132	40.39	25.27	1.34	1592	39.34	24.6	4	Yes	R
312011	HSBW	Occupational Therapy Assistants	N/A	N/A	N/A	N/A	3.36	588	31.43	24.74	4	No	S
472073		Operating Engineers and Other Construction Equipment Operators	0.36	184	23.51	16.81	0.96	2869	21.27	15.72	3	No	R
472141		Painters, Construction and Maintenance	0.35	224	N/A	N/A	0.95	3163	18.62	14.28	3	No	S
232011	HSBW	Paralegals and Legal Assistants	1.93	504	28.18	19.25	1.80	4961	25.93	17.89	3	Yes	R
132052	HSBW	Personal Financial Advisors	0.49	135	N/A	N/A	0.57	1939	50.42	20.04	5	No	S
372021		Pest Control Workers	N/A	N/A	N/A	N/A	1.36	1557	18.6	13.66	3	No	S
292052		Pharmacy Technicians	0.75	258	18.07	14.70	0.96	2629	17.33	13.75	3	No	R
319097		Phlebotomists	1.69	125	N/A	N/A	2.29	1214	17.17	13.78	3	No	S
312021	HSBW	Physical Therapist Assistants	3.42	103	N/A	N/A	3.39	1330	31.22	22.28	4	No	S
291071	HSBW	Physician Assistants	5.11	143	N/A	N/A	3.99	837	50.39	28.97	5	No	S
472152		Plumbers, Pipefitters, and Steamfitters	-0.10	275	24.03	17.94	1.10	3524	23.13	16.6	3	No	S
333051	HSBW	Police and Sheriff/Es Patrol Officers	0.65	364	37.17	27.61	0.60	3358	31.88	22.46	3	No	R
251199	HSBW	Postsecondary Teachers, All Other	N/A	N/A	N/A	N/A	1.47	2167	33.81	19.75	4	No	S
272012	HSBW	Producers and Directors	1.63	89	N/A	N/A	1.81	774	34.98	18.61	5	Yes	S
119141	HSBW	Property, Real Estate, and Community Association Managers	0.92	450	32.03	17.70	1.09	3497	32.01	17.33	4	No	R
273031	HSBW	Public Relations Specialists	1.15	119	32.70	17.50	1.40	1596	30.57	17.13	5	Yes	R
292034	HSBW	Radiologic Technologists and Technicians	1.05	112	29.80	22.02	1.39	1359	28.64	20.96	3	No	R
291141	HSBW	Registered Nurses	1.09	1,093	35.84	26.81	1.53	13568	34.62	26.5	4	No	R
291126	HSBW	Respiratory Therapists	2.32	60	N/A	N/A	3.03	742	29.37	24.46	4	No	S
472181		Roofers	2.66	343	N/A	N/A	2.35	3616	19.63	14.17	3	No	S
112022	HSBW	Sales Managers	0.78	290	N/A	N/A	1.37	2575	61.04	30.43	5	Yes	S
414012		Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.95	1,197	32.46	16.14	0.83	9474	32.58	16.02	3	Yes	R
414011	HSBW	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1.19	372	N/A	N/A	1.05	2619	43.77	21.11	3	Yes	S
252031	HSBW	Secondary School Teachers, Except Special and Career/Technical Education	2.05	360	31.11	22.21	1.22	3890	30.83	21.75	5	No	R
413031	HSBW	Securities, Commodities, and Financial Services Sales Agents	-0.42	260	36.28	19.06	0.49	3393	37.75	18.8	5	No	S
492098		Security and Fire Alarm Systems Installers	1.96	68	N/A	N/A	2.00	687	22.9	16.23	3	No	S
472211		Sheet Metal Workers	0.56	57	N/A	N/A	1.43	1016	21.68	15.24	3	Yes	S
252052	HSBW	Special Education Teachers, Kindergarten and Elementary School	2.69	9	N/A	N/A	1.22	615	30.63	19.78	5	No	S
211018		Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.70	236	24.45	16.65	2.37	2200	24.04	15.52	5	No	R
292055		Surgical Technologists	1.30	51	N/A	N/A	1.63	755	23.1	17.6	3	No	S
173031		Surveying and Mapping Technicians	0.95	30	21.21	15.55	1.65	717	20.52	14.73	3	Yes	S
492022		Telecommunications Equipment Installers and Repairers, Except Line Installers	1.09	235	N/A	N/A	1.41	2320	25.27	16.05	3	No	S
499052		Telecommunications Line Installers and Repairers	0.83	68	N/A	N/A	1.31	814	22.57	16.56	3	No	S
472044		Tile and Stone Setters	0.90	61	N/A	N/A	2.06	777	20.23	14.53	3	No	S
131151		Training and Development Specialists	1.44	279	29.25	17.04	1.58	2558	29.87	17.25	5	Yes	R
339093		Transportation Security Screeners	0.99	93	20.94	17.65	0.89	631	20.41	16.68	3	No	R
113071	HSBW	Transportation, Storage, and Distribution Managers	1.13	79	49.40	28.45	1.45	757	49.75	28.08	4	Yes	S
514121		Welders, Cutters, Solderers, and Brazers	0.49	142	21.68	15.99	1.35	1917	21.31	15.86	3	Yes	R

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

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

\*\*\*Qualifying Level:

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

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

NR = Not releasable.

EFI - Enterprise Florida, Inc.

## BR 01-23 Exhibit B

List of 34 Occupations CSBD is Recommending to be Retained

Sorted by Occupational Title

Workforce Development Area 22 – Broward County

	<b>SOC Code*</b>	<b>HSHW**</b>	<b>Occupational Title</b>	<b>Entry Wage</b>
1.	493021		Automotive Body and Related Repairers	\$15.24
2.	492091		Avionics Technicians	\$18.45
3.	131199	HSHW	Business Operations Specialists, All Other	\$17.98
4.	131020	HSHW	Buyers and Purchasing Agents	\$17.97
5.	535021		Captains, Mates, and Pilots of Water Vessels	\$20.73
6.	251194	HSHW	Career/Technical Education Teachers, Postsecondary	\$18.06
7.	111011	HSHW	Chief Executives	\$33.77
8.	292010		Clinical Laboratory Technologist and Technicians	\$15.42
9.	151299	HSHW	Computer Occupations, All Other	\$14.47
10.	151243	HSHW	Database Architects	\$39.46
11.	292042		Emergency Medical Technician	\$13.99
12.	436011	HSHW	Executive Secretaries and Executive Administrative Assistants	\$18.02
13.	132051	HSHW	Financial and Investment Analysts	\$25.50
14.	351012		First-Line Supervisors of Food Preparation and Serving Workers	\$14.20
15.	391022		First-Line Supervisors of Personal Service Workers	\$14.35
16.	292099		Health Technologists and Technicians, All Other	\$15.30
17.	271025	HSHW	Interior Designers	\$17.22
18.	436012		Legal Secretaries and Administrative Assistants	\$14.65
19.	119081	HSHW	Lodging Managers	\$24.20
20.	499071		Maintenance & Repair Workers, General	\$14.68
21.	119199	HSHW	Managers, All Other	\$30.89
22.	319011		Massage Therapists	\$13.97
23.	292072		Medical Records Specialists	\$15.06
24.	292043	HSHW	Paramedics	\$18.59
25.	119179	HSHW	Personal Service Managers, All Other	\$23.64
26.	131082	HSHW	Project Management Specialists	\$24.97
27.	292053		Psychiatric Technicians	\$14.61
28.	131023	HSHW	Purchasing Agents, Except Wholesale, Retail & Farm Products	\$17.97
29.	419022		Real Estate Sales Agents	\$13.74
30.	151252	HSHW	Software Developers	\$24.71
31.	151253	HSHW	Software Quality Assurance Analysts and Testers	\$24.52
32.	253099		Teachers and Instructors, All Other	\$18.38
33.	292056		Veterinary Technologists and Technicians	\$14.49
34.	151254	HSHW	Web Developers	\$26.12

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

\*\*HSHW = High Skill/High Wage Occupation paying \$17.18 or more per hour



# BROWARD WORKFORCE DEVELOPMENT BOARD

## **EMPLOYER SERVICES COMMITTEE**

Strategic Planning Matrix for PY 23/24

Heiko Dobrikow,  
Board Chair

Francois Leconte,  
Employer Services Chair

Carol Hylton,  
President/CEO



**Building For  
Our Future**

The Next 50  
Years **21**

**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.

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

**CareerSource Broward Strategic Goal #1:**

**Improve the Sustainability of the Workforce System Through Increase Funding, Efficiency, Technology, and Relevancy.**

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
1.0 Consider seeking out sponsors to help fund some of our workforce development initiatives.	1.0.1 Determine a reasonable fee to charge businesses to attend CSBD forums and seminars to learn about relevant workforce topics.			
	1.0.2 Research and engage guests with subject matter knowledge to present at CSBD employer forums and seminars.			

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

**CareerSource Broward Strategic Goal #2:**

**Maintain our Role as Workforce Development Leaders Through Advocacy by the Board, Collaboration, and Providing Information and Intelligence to Stakeholders with Feedback from the Community.**

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
2.0 Explore a multi-year plan approach as a strategy for regionalism	2.0.1 Consider obtaining input from employers on areas where regionalism can be beneficial.			
	2.0.2 Explore the benefits of collaborating with CS Palm Beach and CS South Florida in areas such as advertising and media buys to determine if cost savings could be realized.			
	2.0.3 Determine the feasibility of holding joint job fairs with CS Palm Beach and CS South Florida.			



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

**CareerSource Broward Strategic Goal #2:**

**Maintain our Role as Workforce Development Leaders Through Advocacy by the Board, Collaboration, and Providing Information and Intelligence to Stakeholders with Feedback from the Community.**

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
2.0 (cont.) Explore a multi-year plan approach as a strategy for regionalism	2.0.4 Consider hosting an annual signature event in partnership with the Chambers of Commerce to highlight our partnership and workforce activities, economic impact, and CSBD services.			
2.1 Continue outreach and engagement activities to job seekers, the local municipalities, elected officials, and business groups.	2.1.1 Launch a CSBD Newsletter			
	2.1.2 Implement a strategic information campaign targeting the public information officers and elected officials (commissioners and council persons) for Broward County and in each of Broward's 31 municipalities.			
	2.1.3 Execute targeted, multicultural marketing campaigns to job seekers			

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

**CareerSource Broward Strategic Goal #5:**

**To align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations (veterans, youth, individuals with disabilities, older workers, and ex-offenders).**

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
5.0 Continue outreach to the business community about hiring from special populations	5.0.1 Educate employers about hiring youth from CSBD's OSY Program.			
	5.0.2 Survey employers about their willingness to broaden their candidate pool by recruiting youth, returning citizens, older workers, and persons with disabilities.			
	5.0.3 Through social media, podcasts, and Workforce Wednesday Seminars, market to employers the advantages of hiring candidates from special populations.			

**Overview of the CareerSource Broward Region**  
**Not Seasonally Adjusted**  
**July 21, 2023**

- The unemployment rate in the CareerSource Broward region (Broward County) was 2.9 percent in June 2023. This rate was 0.1 percentage point lower than the region's year ago rate of 3.0 percent. The region's June 2023 unemployment rate was 0.1 percentage point lower than the state rate of 3.0 percent. The labor force was 1,096,242, up 27,411 (+2.6 percent) over the year. There were 32,092 unemployed residents in the region.

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

- In June 2023, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Deerfield Beach MD was 893,200, an increase of 18,500 jobs (+2.1 percent) over the year.
- The Other Services (+3.0 percent) industry grew faster in the metro area than statewide over the year.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the third highest annual job growth compared to all the metro areas in the state in the Financial Activities (+1,600 jobs) industry.
- The industries gaining jobs over the year were Trade, Transportation, and Utilities (+6,500 jobs); Education and Health Services (+4,600 jobs); Professional and Business Services (+4,500 jobs); Leisure and Hospitality (+2,900 jobs); Financial Activities (+1,600 jobs); Other Services (+1,000 jobs); and Manufacturing (+100 jobs).
- The industries losing jobs over the year were Construction (-2,200 jobs); Government (-300 jobs); and Information (-200 jobs).

Note: All data are subject to revision.

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

<b>Unemployment Rates</b>			
<b>(not seasonally adjusted)</b>	<b>Jun-23</b>	<b>May-23</b>	<b>Jun-22</b>
CareerSource Broward (Broward County)	2.9%	2.6%	3.0%
Florida	3.0%	2.7%	3.1%
United States	3.8%	3.4%	3.8%

<b>Nonagricultural Employment by Industry</b> <b>(not seasonally adjusted)</b>	<b>Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division</b>				<b>Florida</b>			
	<b>Jun-23</b>	<b>Jun-22</b>	<b>change</b>	<b>percent change</b>	<b>Jun-23</b>	<b>Jun-22</b>	<b>change</b>	<b>percent change</b>
Total Employment	893,200	874,700	18,500	2.1	9,632,100	9,282,800	349,300	3.8
Mining and Logging	#N/A	#N/A	#N/A	#N/A	5,900	5,600	300	5.4
Construction	46,600	48,800	-2,200	-4.5	611,600	602,200	9,400	1.6
Manufacturing	30,400	30,300	100	0.3	421,900	408,600	13,300	3.3
Trade, Transportation, and Utilities	206,200	199,700	6,500	3.3	1,967,400	1,902,300	65,100	3.4
Wholesale Trade	54,100	52,300	1,800	3.4	392,400	375,400	17,000	4.5
Retail Trade	108,000	107,300	700	0.7	1,141,900	1,114,000	27,900	2.5
Transportation, Warehousing, and Utilities	44,100	40,100	4,000	10.0	433,100	412,900	20,200	4.9
Information	20,000	20,200	-200	-1.0	156,200	155,300	900	0.6
Financial Activities	73,200	71,600	1,600	2.2	679,000	663,000	16,000	2.4
Professional and Business Services	172,400	167,900	4,500	2.7	1,626,200	1,572,900	53,300	3.4
Education and Health Services	117,100	112,500	4,600	4.1	1,456,700	1,370,400	86,300	6.3
Leisure and Hospitality	96,500	93,600	2,900	3.1	1,311,900	1,243,200	68,700	5.5
Other Services	34,600	33,600	1,000	3.0	349,800	341,000	8,800	2.6
Government	96,100	96,400	-300	-0.3	1,045,500	1,018,300	27,200	2.7

<b>Population</b>	<b>2022</b>	<b>2021</b>	<b>change</b>	<b>percent change</b>
CareerSource Broward (Broward County)	1,947,026	1,935,729	11,297	0.6
Florida	22,244,823	21,828,069	416,754	1.9

<b>Average Annual Wage</b>	<b>2022</b>	<b>2021</b>	<b>change</b>	<b>percent change</b>
CareerSource Broward (Broward County)	\$66,749	\$63,542	\$3,207	5.0
Florida	\$63,811	\$60,299	\$3,512	5.8

Note: All data are subject to revision.

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