
MEETING AGENDA

Due to Covid- 19, in the interest of keeping our committee members, staff, and public safe this meeting is being held via Zoom. Please do not attend in person.

<https://us02web.zoom.us/j/88400234259?pwd=YnlIsK25udjMvWS9sYXRyVWk4yTkFaUT09>

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.
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 alternative backgrounds.
5. If you 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.

APPROVAL OF MINUTES

Approval of the Minutes of the 12/7/20 Employer Services Committee meeting.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Minutes of the 12/7/20 meeting

NEW BUSINESS

1. 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 also use this opportunity to learn of the impacts of the pandemic on employers and their short-term hiring plans. Collecting this data will allow us to better gauge employer awareness and satisfaction at the local level and determine which areas of service need improvement. It is recommended that the Employer Services Committee review, provide input, and approve the questions for a forthcoming local employer awareness and satisfaction survey.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBITS	Memo #09 – 20 (CBR) Draft survey questions

Pages 9 – 13

2. ESC Strategic Plan Matrix for 2020

The updated Employer Services Committee Strategic Plan Matrix is presented for discussion, additions, and approval.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Employer Services Committee Strategic Plan Matrix

Pages 14 – 29

REPORTS

1. Employer Services Updates on Various Initiatives

Recently, CSBD has developed several industry-related workforce initiatives, some designed to assist employers with workforce challenges related to the pandemic. This is an update on the initiatives and activities.

ACTION	Discussion
EXHIBIT	Memo #10 – 20 (CBR)

Pages 30 – 32

2. Employer Services Infograph December 2020 – January 2021

CSBD hosted 13 mass recruitment events for employers seeking to fill over 400 vacant positions. Also through the industry intermediaries, CSBD posted 52 job listings for employers in Broward's targeted industries during this period.

ACTION Review
EXHIBIT CSBD Employer Services Update Info-graph

Pages 33 – 34

3. Broward County Unemployment Information

There is no report this month due to “benchmarking” which happens each year at this time when the previous year’s statistics are “trued up”. The January report will be issued on March 15th. February labor statistics for Florida will be released on March 26th.

ACTION None
EXHIBIT None

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE

MATTERS FROM THE FLOOR

MATTERS FROM THE PRESIDENT/CEO

ADJOURNMENT

THE NEXT ESC MEETING IS SCHEDULED FOR MAY 3, 2021 AT 12:30 PM

MINUTES

Due to COVID-19 in the interest of keeping our committee members, staff, and public safe this meeting was held via Zoom.

THE COMMITTEE WAS REMINDED OF CONFLICT OF INTEREST PROVISIONS.

ATTENDANCE:

Employer Services Committee Members: Paul Farren, Francois Leconte, Janet Wincko, Dr. Steve Tinsley and Kristen Cavallini-Soothill

Staff: Tony Ash, Carol Hylton, Ron Moffett, Joseph McCarthy, Rob Evans, Natalie Oscar and Michell Williams

Guests: None

Tony Ash introduced Natalie Oscar the new Administrative Assistant for the Communications and Business Relations Department.

APPROVAL OF MINUTES

Approval of the Minutes of the 9/2/2020 Employer Services Committee meeting.

On a motion made by Francois Leconte and seconded by Kristen Cavallini-Soothill, the Employer Services Committee unanimously approved the minutes of the 9/2/2020 Employer Services Committee meeting.

PRESENTATIONS

Joseph McCarthy our intermediary for Aviation/Marine and Rob Evans, intermediary for Construction/Technology, provided an update on our efforts in assisting the industry sectors during Covid.

Joseph McCarthy shared that he has been providing information to employers about the On-The-Job (OJT) Training Program wage reimbursement. He indicated that Mechanics in the marine and aviation industries have similar transferrable skills. Therefore, we are conducting a crosswalk of the occupations of those laid off in aviation mechanics to the marine industry to be able to place those laid off workers into open marine jobs.

Rob Evans shared information on technology companies in Broward County that are providing job opportunities. CSBD is developing an incumbent worker training grant with a technology company to train eight (8) employees on software development skills.

Rob explained the county will start requiring companies that want to contract with them for large county construction projects, such as the convention center expansion, to have registered apprenticeship programs. He is also working with the sub-contractors for the Broward Convention Center project on the first source referral process which requires going through CSBD first to recruit workers for the project.

NEW BUSINESS

1. Accept Funds for the CSBD Apprenticeship Navigator

The State invited workforce boards to apply for funding as part of an initiative to expand registered apprenticeship in their local regions. CSBD applied for the grant and was notified on 12/3 that we were awarded \$75,000. Consideration to accept \$75,000 from the Florida Department of Economic Opportunity (DEO) to fund an Apprenticeship Navigator to work with our targeted industry and educational partners to identify and develop Registered Apprenticeship programs.

Tony Ash explained the navigator will work with our targeted industries and educational partners to identify opportunities for registered apprenticeships. Paul Farren asked if it would be a single Apprenticeship Navigator position and Tony responded yes.

Carol Hylton indicated the navigator will work with our intermediaries and employers who are interested in developing an apprenticeship program.

On a motion made by Francois Leconte and seconded by Janet Wincko, the Employer Services Committee unanimously approved the Acceptance of \$75,000 for the CSBD Apprenticeship Navigator.

2. Florida Supplement Incumbent Worker Training (IWT) Grant Application

Florida Supplement is requesting an Incumbent Worker Training (IWT) Grant in the amount of \$20,036 for 27 employees to earn Lean Six Sigma and Hazard Analysis and Critical Control Points (HACCP) certification. The training is projected to start January 2021 and will end March 2021. It is recommended that Florida Supplement be awarded an IWT Grant in the amount of \$20,036, from the funds set aside for training in the CareerSource Broward PY 20-21 budget to train 27 employees to earn Lean Six Sigma and HACCP certification.

Paul Farren stated he looked into this and found Lean Six Sigma and Hazard Analysis and Critical Control Points (HACCP) training for \$300 but wasn't sure if it was comparable. He asked for more guidance on our review and approval process. Tony Ash explained the employer does the research into what they need and then provides two quotes. We looked at the cost comparison and selected the lowest quote. Paul asked if we did all that's required and Tony

stated yes, we did our ratings review and our general counsel reviewed it as well. Tony explained the training will have a positive impact on our WIOA performance and the positions trained have a pay rate of \$21 per hour. Carol stated the training is less than \$1,000 dollars per person and 27 employees will be trained.

On a motion made by Kristen Cavallini-Soothill and seconded by Francois Leconte the Employer Services Committee unanimously approved the Florida Supplement Incumbent Worker Training (IWT) Grant Application.

3. CareerSource Broward Marketing Initiatives

Throughout the year, CSBD has been extremely proactive at using various marketing and communication tactics to share relevant and important information with Broward County job seekers, employers, community partners, and local municipalities. Some of the highlights include being featured on local and national television, several radio advertisement campaigns, and effective use of social media. We are seeking input from the committee on additional strategies we could implement.

Tony Ash indicated we have been proactive in expanding our awareness through traditional media, such as radio, print, and press releases and by leveraging our social media platforms to share information. He asked the committee for additional strategies and tactics that we can implement. Carol explained there may be other avenues to increase our brand identity, for example we are on the DMV monitors to promote our services. We thought now would be a good time to ask you for any additional thoughts and ideas to spread the word about our services.

Francois Leconte asked how we are measuring the effectiveness of all of the marketing activities that we are doing. Tony responded for some of our marketing programs we have landing pages that we direct individuals to and we can view the activity of the specific landing page or our main web page. Our pages have been performing well so we would like to continue our marketing efforts.

Tony Ash stated there were no additional strategies offered to add at this time, therefore there was no vote to approve any additional strategies.

4. Employer Services Committee Meeting Schedule

Consideration to approve the ESC calendar of meeting dates for 2021. The ESC meets the first Monday of the month at 12:30 p.m. with exceptions in July and September due to holidays.

On a motion made by Kristen Cavallini-Soothill and seconded by Francois Leconte the Employer Services Committee unanimously approved the ESC Meeting Schedule for 2021.

REPORTS

1. **ESC Strategic Plan Matrix for 2020**

Tony explained due to delays associated with the pandemic, the matrix is still in process. We have a series of employer forms that were postponed and community outreach events that were affected. Staff is following up on holding industry employer forums and attending community events.

2. **CareerSource Broward's 2020 "Paychecks for Patriots" Veterans Hiring Fair**

CareerSource Broward hosted the eighth annual "Paychecks for Patriots" Veterans Hiring Fair on 11/12/20. Sixty-seven (67) employers with open positions attended the virtual hiring fair. Almost one hundred (100) job seekers many of whom were Veterans participated. Feedback from both employers and job seekers has been positive and as we always do we are following up with those who attended to see where they are in the hiring process and/or to offer additional services. We are planning several, smaller, industry focused job fair events.

Tony Ash shared we are following up with the employer on the hires and the job seekers to see if we can help with any additional services if they did not get hired. Tony explained that we are planning additional smaller job fairs going into the new year when activity picks up after the holiday season.

Paul Farren asked if the job fairs will be just for Veterans or open to the general public and Tony stated they will be for the general public, but we perform outreach to Veterans for every job fair we host to get them involved.

3. **Broward County Unemployment Information**

The Broward County unemployment rate was 7.3 percent in October 2020, 4.5 percentage points higher than the region's year-ago rate (2.8 percent). The October 2020 rate was 0.9 percentage point higher than the state rate of 6.4 percent and 0.7 percentage point higher than the national rate (6.6 percent). The labor force was 1,018,346, down 35,383 (-3.4) over the year. There were 74,411 unemployed Broward residents.

Tony Ash explained hospitality continues to be the highest impacted in terms of job losses. We continue to outreach and engage the impacted workers in hospitality to get them into the centers and launched a web page, helpforhospitalityworkers.com to connect them with our services. Tony shared a bright spot of job growth; financial services added 400 jobs over the year, jobs such as insurance, banking and real estate.

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE

Francois Leconte asked if we will return to face to face meetings. Carol stated at this moment we are not planning to go back to face to face meetings until it is safe to do so. Florida has over one million positive residents and as the vaccine is coming soon, so we should be cautious and wait to see if the distribution of the vaccine will enable us to safely return to face to face meetings.

MATTERS FROM THE FLOOR

None

MATTERS FROM THE PRESIDENT/CEO

Carol Hylton stated as a reminder, there will be a short board meeting on the 10th and immediately following there will be four workshops covering the items the board identified as a priority and she would like everyone who is able to attend.

ADJOURNMENT: 1:03 P.M.

THE NEXT ESC MEETING IS MONDAY, 3/1/21 AT 12:30 P.M.

Memorandum #09–20 (CBR)

To: Employer Services Committee
From: Carol Hylton, President/CEO
Subject: Local Employer Awareness and Satisfaction Survey
Date: February 19, 2021

SUMMARY

Every two years, CareerSource Broward (CSBD) conducts a survey to measure our awareness and customer satisfaction among employers in the area. We will also use this opportunity to learn of the impacts of the pandemic on employers and their short-term hiring plans. The last survey conducted was in 2019. It is recommended that the Employer Services Committee review, provide input, and approve the questions for a forthcoming local employer awareness and satisfaction survey.

BACKGROUND

In May 2019, CSBD conducted an email-based survey to Broward County employers to measure brand awareness. CSBD also used this opportunity to survey employers' satisfaction with our services. The survey targets were comprised of employers registered in Employ Florida, some of which were self-registered and hadn't used CSBD services before. Results from the survey showed that 83% of the employers surveyed were aware of CSBD and 81% were very satisfied or satisfied with the quality of service received from CSBD.

DISCUSSION

This year's survey targets will be comprised of employers registered in Employ Florida for Broward County, some of which are self-registered in the system and haven't used CSBD before. We also plan to increase the number of employers we survey by engaging our economic development partner the Greater Fort Lauderdale Alliance and the various Chambers of Commerce we are members of, to share the survey with companies they work with.

The survey will include a brief introductory message about the importance of employer feedback to enhance services to Broward County businesses. Staff will begin sending the survey upon approval of the Employer Services Committee.

Collecting this data will allow us to better gauge employer awareness and satisfaction at the local level and determine which areas of service need improvement. Questions about the COVID 19-related impacts on the employers' workforce are also included to give us an idea of employers' hiring plans as they continue to navigate through the pandemic. The survey questions are provided for review and input.

RECOMMENDATION

It is recommended that the Employer Services Committee review, provide input, and approve the questions on the local employer awareness and satisfaction survey.

CareerSource Broward

2021 Local Employer Awareness and Satisfaction Survey Questions

1. What industry is your company in?

- | | |
|--|---|
| <input type="checkbox"/> Administrative and Waste Services
<input type="checkbox"/> Agriculture, Forestry, Fishing and Hunting
<input type="checkbox"/> Arts, Entertainment, and Recreation
<input type="checkbox"/> Automotive
<input type="checkbox"/> Aviation/Aerospace
<input type="checkbox"/> Construction
<input type="checkbox"/> Educational Services
<input type="checkbox"/> Finance and Insurance
<input type="checkbox"/> Health Care and Social Assistance
<input type="checkbox"/> Hotel/Lodging
<input type="checkbox"/> Information Technology
<input type="checkbox"/> Life Sciences | <input type="checkbox"/> Management of Companies and Enterprises
<input type="checkbox"/> Manufacturing
<input type="checkbox"/> Marine
<input type="checkbox"/> Mining
<input type="checkbox"/> Professional and Technical Services
<input type="checkbox"/> Public Administration
<input type="checkbox"/> Real Estate and Rental and Leasing
<input type="checkbox"/> Restaurant/Food Service
<input type="checkbox"/> Transportation and Warehousing
<input type="checkbox"/> Utilities
<input type="checkbox"/> Retail Trade
<input type="checkbox"/> Wholesale Trade
<input type="checkbox"/> Other _____ |
|--|---|

2. What size is your company?

- | | |
|--|---|
| <input type="checkbox"/> 0 to 50 employees
<input type="checkbox"/> 51 to 250 employees | <input type="checkbox"/> 251+ employees |
|--|---|

3. Did your business/organization hire any employees in the past 12 months?

- Yes No

4. How many employees (including full-time & part-time) did you hire in the last 12 months? Logic- only asked if answers yes to question 3.

- | | |
|---|--|
| <input type="checkbox"/> 1 to 10 employees
<input type="checkbox"/> 11 to 24 employees | <input type="checkbox"/> 25 to 49
<input type="checkbox"/> 50 + |
|---|--|

5. Do you anticipate hiring any employees in the next six months?

- Yes No Unsure

6. How many employees (including full-time & part-time) do you plan to hire in the next six months? Logic- only asked if answers yes to question 5.

- | | |
|---|--|
| <input type="checkbox"/> 1 to 10 employees
<input type="checkbox"/> 11 to 24 employees | <input type="checkbox"/> 25 to 49
<input type="checkbox"/> 50 + |
|---|--|

7. How do you advertise your vacancies? (select all that apply)

- | | |
|---|---|
| <input type="checkbox"/> Newspaper Classifieds
<input type="checkbox"/> Online Job Board (e.g. CareerBuilder, Monster.com)
<input type="checkbox"/> Employ Florida
<input type="checkbox"/> We don't advertise vacancies
<input type="checkbox"/> Other: _____ | <input type="checkbox"/> Company Website
<input type="checkbox"/> Social Media |
|---|---|

8. **Have you heard of CareerSource Broward?**

- Yes No

9. **How did you hear about CareerSource Broward? (select all that apply) – Logic- only asked if answers yes to question 8.**

- | | |
|--|--|
| <input type="checkbox"/> Social Media | <input type="checkbox"/> Radio Ad |
| <input type="checkbox"/> Chamber of Commerce | <input type="checkbox"/> Newspaper Ad |
| <input type="checkbox"/> Word of Mouth | <input type="checkbox"/> Internet Search |

10. **Within the last 12 months, which CareerSource Broward service(s) have you used? Select all that apply. Logic- only asked if answers yes to question 8.**

- | | |
|---|---|
| <input type="checkbox"/> Job postings over \$10/hour | <input type="checkbox"/> Training grants (e.g. work experience, on-the-job training) |
| <input type="checkbox"/> Job postings under \$10/hour | <input type="checkbox"/> Assistance with layoffs |
| <input type="checkbox"/> Virtual recruitment event | <input type="checkbox"/> Job Fair (e.g. Paychecks for Patriots, Hospitality Industry) |
| <input type="checkbox"/> Labor Market Information | |

11. **When you posted jobs on Employ Florida, how were they entered in the job bank? – Logic- only asked if job postings was marked in question 10**

- CareerSource Broward staff You/Employer

12. **When you received assistance from CareerSource Broward staff with entering a job posting, how satisfied were you with the assistance you received? – Logic – only asked if CSBD staff was marked in question 11**

- | | |
|---|--|
| <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> Dissatisfied |
| <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Dissatisfied |

13. **When you entered your job posting in Employ Florida, how easy did you find the system to use? – Logic – only asked if You/Employer was marked in question 11**

- | | |
|--|---|
| <input type="checkbox"/> Very easy | <input type="checkbox"/> Somewhat difficult |
| <input type="checkbox"/> Somewhat easy | <input type="checkbox"/> Very difficult |

14. **When you posted jobs over \$10 an hour, how satisfied were you with the quality of applicants you received from CareerSource Broward? – Logic – only asked if Job postings over \$10/hour was marked in question 10**

- | | |
|---|--|
| <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> Dissatisfied |
| <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Dissatisfied |

15. **When you posted jobs under \$10 an hour, how satisfied were you with the quality of applicants you received from CareerSource Broward? – Logic – only asked if Job postings under \$10/hour was marked in question 10**

- | | |
|---|--|
| <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> Dissatisfied |
| <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Dissatisfied |

16. When you used CareerSource Broward for a virtual recruitment event, how satisfied were you with the applicants you interviewed? – Logic- only asked if Virtual Recruitment Event was marked in question 10

- | | |
|---|--|
| <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> Dissatisfied |
| <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Dissatisfied |

17. When you used CareerSource Broward for your virtual recruitment event, which of our location(s) did you work with? Check all that apply. Logic- only asked if Virtual Recruitment Event was marked in question 10

- Coconut Creek Pkwy. in Coconut Creek
- W. Oakland Park Blvd. in Oakland Park
- Davie Road Extension in Hollywood

18. When you worked with the CareerSource Broward center for your virtual recruitment event, how satisfied were you with the service you received from CareerSource Broward staff? Logic- only asked if Virtual Recruitment Event was marked in question 10

- | | |
|---|--|
| <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> Dissatisfied |
| <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Dissatisfied |

19. When you received a CareerSource Broward training grant, how satisfied were you with those services? Logic- only asked if training grant was marked in question 10

- | | |
|---|--|
| <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> Dissatisfied |
| <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Dissatisfied |

20. When you received layoff assistance from CareerSource Broward, how satisfied were you with those services? Logic- only asked if Assistance with layoffs was marked in question 10

- | | |
|---|--|
| <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> Dissatisfied |
| <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Dissatisfied |

21. Overall, please rate your satisfaction with the quality of services you received from CareerSource Broward. Logic- only asked if answers yes to question 8.

- | | |
|---|--|
| <input type="checkbox"/> Very Satisfied | <input type="checkbox"/> Dissatisfied |
| <input type="checkbox"/> Satisfied | <input type="checkbox"/> Very Dissatisfied |

22. Based on your experience with CareerSource Broward, would you refer another business to us for services? Logic- only asked if answers yes to question 8.

- Yes No

23. Do you consider yourself a Veteran-friendly employer?

- Yes No

24. **In this survey, you indicated dissatisfaction in one or more areas, and/or you would not refer another business to our organization for services. Please explain why. – Logic- Only asked if Dissatisfied or Very Dissatisfied in marked anywhere in the survey or “No” to Q22.**

25. **As a result of the Coronavirus pandemic, what changes, if any, were made to employment at your business location? (select all that apply)**

- Hired additional employees
- Increased employees' hours of work
- Reduced employees' hours of work
- Told employees not to work, with or without pay (for example, laid off or furloughed)
- Don't know
- Other, please specify:
- Increased salaries and wages
- Reduced salaries and wages
- None

26. **Did this business location offer more opportunities for employees to telework (work remotely) as a result of the Coronavirus pandemic? (select all that apply)**

- Yes, offered telework to employees who could not telework before the Coronavirus pandemic
- Yes, increased number of telework hours for employees already permitted to telework
- No change in existing telework arrangements
- No telework at this location both before and after the Coronavirus pandemic
- Don't know

27. **To help us better serve you, please provide us suggestions on how we can improve on any other workforce-related services you may need. Logic- only asked if answers yes to question 8.**

28. **Would you like for us to contact you to see how we can assist with your employment needs?**

- Yes
- No

29. **Please provide us your company name, contact person, email address, and phone number. Logic- Only asked if Yes is marked in question 28**

BROWARD WORKFORCE DEVELOPMENT BOARD



EMPLOYER SERVICES COMMITTEE

Strategic Planning Matrix for 2020

Frank Horkey,
BWDB Chair

Jim Ryan,
ESC Chair

Carol Hylton,
President/CEO

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; foster collaborative partnerships with the business community.

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

SIX PILLARS: Talent Supply and Education and Innovation and Economic Development

BWDB/CareerSource Broward Strategic Goal #2:

Maintain Our Roles as Workforce Development Leaders Through Advocacy By the Board, Collaboration, Providing Information and Intelligence to Stakeholders with Feedback from the Community.

Objective	Next Steps	Benchmark / Performance Measures	Anticipated Due Date	Comments
<p>2.0</p> <p>Consider creating a “scorecard” with employer needs/vacancies and then match to job seeker skills.</p>	<p>2.0.1 Schedule meeting with intermediaries to develop tracking mechanism for employer needs including vacancies and skills gaps</p> <p>2.0.2 Determine if the Job Order Fill Rate captured at the state level is a measure we can track locally to determine how well we assist employers with filling their vacant needs.</p>	<p>A mechanism is developed to measure how well CSBD is matching job seekers and employers</p>	<p>September 2020</p>	<p>Completed</p> <p>Met with intermediaries and discussed creating a scorecard for measuring how well we are doing matching job seekers to employers’ vacancies. It was determined that we can implement the state’s tracking of the Job Order Fill Rate in our local Key Performance Indicators (KPIs).</p> <p>The Job Order Fill Rate measure has been added to the CSBD KPI Report and is being tracked.</p>

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

SIX PILLARS: Talent Supply and Education and Innovation and Economic Development

**BWDB/CareerSource Broward Strategic Goal #3:
Encourage Employers by Engaging and Identifying their Needs, Educating and Connecting them to the Workforce System to Produce Innovative Workforce Solutions.**

Objective	Next Steps	Benchmark / Performance Measures	Anticipated Due Date	Comments
<p>3.0</p> <p>Consider providing presentations to employers on various topics such as recruiting non-traditional talent (persons with disabilities, justice-involved and older workers)</p>	<p>3.0.1</p> <p>Encourage employers to consider non-traditional job seekers, such as older workers, justice-involved, and job seekers with disabilities.</p>	<p>Incorporate messaging about benefits of hiring non-traditional job seekers into all employer presentations</p>	<p>June 2020</p>	<p>Completed</p> <p>Research on the benefits of hiring non-traditional job seekers has been completed and the employer presentations have been updated. Some of the benefits are:</p> <ul style="list-style-type: none"> • Financial incentives such as Work Opportunity Tax Credits and Federal Bonding • Solid work ethics • Loyalty because of the employment chance provided
	<p>3.0.2</p> <p>Encourage employers to only list recommended minimum levels of experience on job descriptions.</p>	<p>Develop a script for the BDS to use with employers</p> <p>Train the Job Order Unit (JOU) on how to use Jobs EQ during the 24-hour edit process and draft a script to use with employers</p>	<p>July 2020</p>	<p>Completed</p> <ul style="list-style-type: none"> • Script has been developed and is in use with the employer outreach team. • The JOU was trained on how to use Jobs EQ during the process of reviewing job orders with employers. They use a situational script with employers. <p>*JobsEQ is labor market information software that provides data describing current employment, wages, and demographic data, as well as targeted occupation and labor market information.</p>

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

SIX PILLARS: Talent Supply and Education and Innovation and Economic Development

**BWDB/CareerSource Broward Strategic Goal #3:
Encourage Employers by Engaging and Identifying their Needs, Educating and Connecting them to the Workforce System to Produce Innovative Workforce Solutions.**

Objective	Next Steps	Benchmark / Performance Measures	Anticipated Due Date	Comments
<p>3.0 (cont.)</p> <p>Consider providing presentations to employers on various topics such as recruiting non-traditional talent (persons with disabilities, justice-involved and older workers)</p>	<p>3.0.3 Ensure employers are aware of our services and the qualifications of our job seekers.</p>	<p>Marketing campaign advertising the benefits of using CareerSource Broward and Employ Florida for employers.</p>	<p>August 2020</p>	<p>Completed</p> <p>Social media and eblast marketing campaign to employers, specifically those with staffing needs due to the coronavirus pandemic, about using CareerSource Broward and Employ Florida started in May and will run through July.</p> <p>Additionally, Zoom presentations about CSBD services to employers were made to the following:</p> <ul style="list-style-type: none"> • Sunrise Chamber of Commerce • HANDY’s “Business Options for Community Leaders” Virtual Event • Registered Trade Apprenticeships with Air Conditioning, Refrigeration, and Pipefitting Education Center • Registered Trade Apprenticeships with Mills Electric and Rick Shawbell • National Electrical Contractors Assoc. South Fl. Chapter • Broward County Council of Chambers • Webinar: Skill-Up Your Employees with Florida Flex Training Grants • Pompano Beach Advisory Board Meeting • Davie/Cooper City Chamber of Commerce • The Venture Mentoring Team • New Horizons Computer Learning Center • Broward County Building Officials Association • South Florida Anchor Alliance (SFAA) • Broward County Aviation Workforce Development • South Florida Manufacturers Association • Port Everglades Association • Broward County Black Chamber of Commerce • Florida Restaurant & Lodging Association (FRLA)

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

SIX PILLARS: Talent Supply and Education and Innovation and Economic Development

**BWDB/CareerSource Broward Strategic Goal #3:
Encourage Employers by Engaging and Identifying their Needs, Educating and Connecting them to the Workforce System to Produce Innovative Workforce Solutions.**

Objective	Next Steps	Benchmark / Performance Measures	Anticipated Due Date	Comments
<p>3.0 (cont.)</p> <p>Consider providing presentations to employers on various topics such as recruiting non-traditional talent (persons with disabilities, justice-involved and older workers)</p>	<p>3.0.4 Target employers with “welcoming meetings” to sell CSBD services.</p>	<p>Host a welcoming event</p>	<p>April 2021</p>	<p>Completed</p> <ul style="list-style-type: none"> • Due to the pandemic, plans for an in-person event were postponed. • CSBD introduction of services is provided to employers attending various virtual meetings with employer groups.

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SIX PILLARS: Talent Supply and Education and Innovation and Economic Development

**BWDB/CareerSource Broward Strategic Goal #3:
Encourage Employers by Engaging and Identifying their Needs, Educating and Connecting them to the Workforce System to Produce Innovative Workforce Solutions.**

Objective	Next Steps	Benchmark / Performance Measures	Anticipated Due Date	Comments
<p>3.1 Consider targeting specific employer groups to diversify the types of employers we assist</p>	<p>3.1.1 Explore hosting one of the monthly meetings of the chamber's council of executives at CSBD to develop a stronger bond with the chambers. Contact the president of the council to schedule a meeting to discuss hosting a meeting</p>	<p>Make contact with the Council president and host a meeting with the Chamber's Council of Executives</p>	<p>July 2020</p>	<p>Completed Due to the pandemic, CSBD conducted the presentation, via Zoom, at their June meeting. The presentation covered our employer solutions such as training grants, virtual job fair services, job posting and pre-screening, and resources to employers related to the COVID-19 pandemic. The presentation was well-received.</p>

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Objective	Next Steps	Benchmark / Performance Measures	Anticipated Due Date	Comments
<p>3.1 (cont.)</p> <p>Consider targeting specific employer groups to diversify the types of employers we assist</p>	<p>3.1.2</p> <p>Develop strategies for each category: big employers, small employers, and distressed communities.</p>	<p>Employer strategies developed and implemented.</p>	<p>November 2020</p>	<p>Completed</p> <p>Met with CSBD intermediaries from various industries and implemented the following strategies:</p> <p><u>Large Employers</u></p> <ul style="list-style-type: none"> • Targeting their HR Departments through direct messaging on social media • Association meetings like HRABC • Leverage the industry sub-committees with the Greater Ft. Lauderdale Chamber of Commerce and the Greater Ft. Lauderdale Alliance, Miramar Pembroke Pines Chamber of Commerce <p><u>Small Employers</u></p> <ul style="list-style-type: none"> • Leverage participation with local chambers of commerce • Leads from the South Florida Business Journal • Market services that will save them money such as training grants and tax incentives • Engage decision-makers (owner, President) directly by marketing the cost savings of using CSBD services such as job postings and wage reimbursements for training <p><u>Employers in Distressed Communities</u></p> <ul style="list-style-type: none"> • Emphasize employer services when presenting in the distressed communities • Market tax incentives for hiring from special populations • Market services that will save them money such as training grants

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Objective	Next Steps	Benchmark / Performance Measures	Anticipated Due Date	Comments
<p>3.1 (cont.)</p> <p>Consider targeting specific employer groups in order to diversify the types of employers we assist</p>	<p>3.1.3</p> <p>Conduct employer forums to better understand employer needs and align our services to address.</p>	<p>Five employer forums conducted</p>	<p>April 2021</p>	<p>In process</p> <p>The Manufacturing Employer Forum was held on 10/29/20. There were 35 individuals representing employers in the Manufacturing industry, South Florida Manufacturing Association, Broward College, Broward Technical Colleges, Broward County Office of Economic and Small Business Development, CareerSource Florida, and the Greater Fort Lauderdale Alliance (GFLA) joined together to discuss the effects of the COVID 19 pandemic on businesses in the industry and what skills gaps exists.</p> <p>The following employer forums are scheduled:</p> <ul style="list-style-type: none"> • Marine – 3/24 • Healthcare – 4/1 • Construction – 4/7 • Aviation – 4/14 • Technology – 4/21 • Hospitality – 4/29

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Objective	Next Steps	Benchmark / Performance Measures	Anticipated Due Date	Comments
<p>3.2</p> <p>Explore ways to enhance/expand the message sent out via social media, mainstream media</p>	<p>3.2.1 Consider leveraging the chambers for our marketing purposes.</p>	<p>If feasible, advertise with three or more of the larger chambers in Broward County</p>	<p>February 2021</p>	<p>Completed</p> <p>Advertisements were placed with the following Chambers:</p> <ol style="list-style-type: none"> 1. Greater Fort Lauderdale 2. Miramar Pembroke Pines 3. Greater Fort Lauderdale LGBT Chamber of Commerce
	<p>3.2.2 Increase targeted face-to-face outreach in the community (e.g., HOAs, etc.).</p>	<p>25 CSBD presentations in the distressed communities</p>	<p>January 2021</p>	<p>Completed</p> <p>Presentations were conducted to job seekers in the following zip codes:</p> <p><u>33311</u></p> <ol style="list-style-type: none"> 1. Pace Center for Girls Apartments (face-to-face) – 2/26/20 2. Wisdom Village Crossing Apartments (face-to-face) – 3/5/20 3. HANDY via Zoom 4. Wisdom Village Crossing Apartments via Zoom – 6/3/20 5. Ambassadors Seventh-day Adventists Church via Zoom – 7/28/20 6. First Eben-Ezer Missionary Christian Church via Zoom– 10/27/20, 10/29/20 & 12/7/20 7. Urban League of Broward County via Zoom (co-presenter) -1/28/21

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Objective	Next Steps	Benchmark / Performance Measures	Anticipated Due Date	Comments
<p>3.2 (cont.)</p> <p>Explore ways to enhance/expand the message sent out via social media, mainstream media</p>	<p>3.2.2 (cont.)</p> <p>Increase targeted face-to-face outreach in the community (e.g., HOAs, etc.).</p>	<p>25 CSBD presentations in the distressed communities</p>	<p>January 2021</p>	<p><u>33313</u></p> <p>Florida Department of Corrections Office of Probation via Zoom:</p> <ol style="list-style-type: none"> 8. 5/7/20 9. 5/21/20 10. 6/4/20 11. 6/18/20 12. 7/2/20 13. 7/16/20 14. 7/30/20 15. 8/13/20 16. 8/27/20 17. 9/10/20 18. 9/24/20 19. 10/8/20 20. 10/22/20 21. 11/5/20 22. 12/3/20 23. 12/17/20 24. 1/7/21 25. 1/21/21 <p>Routine presentations are provided to the Office of Probation as a way to inform justice-involved individuals of CSBD services. During the presentation, attendees learn about our job placement and training services and are referred to their nearest career center for one-on-one assistance.</p> <p><u>Various Distressed Zip Codes</u></p> <ol style="list-style-type: none"> 26. & 27. Broward County Library via Zoom – 7/1/20 & 7/8/20 28. Broward County Library via Zoom (employer spotlight with City Furniture) - 12/9/20

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Objective	Next Steps	Benchmark / Performance Measures	Anticipated Due Date	Comments
<p>3.2 (cont.) Explore ways to enhance/expand the message sent out via social media, mainstream media</p>	<p>3.2.3 Explore the feasibility of using the media in the immigrant communities to get information out to their viewers.</p>	<p>Utilize media options to advertise to targeted demographic</p>	<p>October 2020</p>	<p>Completed</p> <p>The following campaigns have been implemented by the communications department:</p> <ol style="list-style-type: none"> 1. Radio campaign on WZTU 94.9 (<u>Spanish</u> language) launched on 7/2/20 highlighting CSBD's job seeker services. 2. Radio campaign on WEDR-FM 99.1 (the <u>Caribbean and Latin</u> listenership) launched on 8/6/20 highlighting Employ Florida to job seekers. 3. Print ad campaign with Legacy South Florida (Caribbean business community) on 8/12/20 promoting employer services 4. Print and digital ads in the Westside Gazette (Caribbean community) starting 8/20/20 promoting Employ Florida and CareerSource Broward to job seekers 5. Print ad in the Le Floridien (<u>Haitian American</u> community) starting 9/1/20 promoting Employ Florida and CareerSource Broward to job seekers 6. Print and digital ads in the El Sentinel starting 09/2020 promoting Employ Florida and CareerSource Broward to job seekers. 7. Print ads in Sun-Sentinel's Community News starting 9/2020 for 5 Zones, including targeted ZIP Codes: <ol style="list-style-type: none"> 1. Trailblazer 2. Riverside Times 3. Sawgrass Sun 4. Pier Review 5. The Forum <p>CSBD has also translated many of our flyers and presentation in Spanish and Haitian Creole and made them available on the CSBD website and in the career centers.</p>

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Objective	Next Steps	Benchmark / Performance Measures	Anticipated Due Date	Comments
<p>3.2 (cont.)</p> <p>Explore ways to enhance/expand the message sent out via social media, mainstream media</p>	<p>3.2.4 Research employers in the community who are selling themselves well and emulate them (e.g., City Furniture, Allstate Insurance, Memorial Healthcare System, etc.).</p>	<p>Research other employers and implement marketing techniques, if feasible.</p> <p>Run local advertisements promoting Employ Florida</p>	<p>September 2020</p>	<p>Completed</p> <p>1. The research was conducted and the companies below were identified as some that promote themselves well. Staff found that CSBD already incorporates some of the elements that they do well:</p> <ul style="list-style-type: none"> • Seminole Hard Rock and Casino – Participates in local events to expand the awareness of their brand. Similarly, CSBD is active in the community, attending events and making presentations. • Broward Health and Memorial Hospital Systems – use testimonials in their marketing. CSBD has expanded the use of testimonials in our marketing over the years. We’ve added testimonials to infographs, images in the career centers, and videos on our social media sites. <p>Staff will continue to monitor the advertising landscape to identify the latest trends in marketing and promotion.</p> <p>CSBD will also leverage the employer outreach team (Business Development Specialists, Job Developers, and Business Services Managers) to market CSBD to employer groups and the communication department will continue to share information about CSBD to the Public Information Officers in the local municipalities.</p> <p>2. The following Employ Florida- specific marketing has been deployed:</p> <ul style="list-style-type: none"> • Radio campaign on WEDR-FM 99.1 • Print and digital ads in the Westside Gazette • Print ad in the Le Floridien

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Objective	Next Steps	Benchmark / Performance Measures	Anticipated Due Date	Comments
<p>3.2 (cont.) Explore ways to enhance/expand the message sent out via social media, mainstream media</p>	<p>3.2.5 Consider sending out a one-pager of employer services to board members so they have information to help promote our services.</p>	<p>Run local advertisements promoting Employ Florida</p>	<p>August 2020</p>	<p>Completed A one-page summary of our services was sent to the Board on 8/25/2020 asking them to share with their networks in the business community.</p>
<p>3.2 (cont.) Explore ways to enhance/expand the message sent out via social media, mainstream media, and other sources.</p>	<p>3.2.6 Consider marketing our value proposition (our people and our expertise) as a viable alternative to large and impersonal job boards to provide employment solutions tangibly.</p>	<p>Value proposition created and implemented in the employer outreach materials (i.e. flyers, brochure) Marketing campaign to employers around our value proposition</p>	<p>September 2020</p>	<p>Completed The value proposition to employers was added to the employer presentations with information showing how we save employers money with our work-based training. We also added how we save the employer money to our outreach flyers such as the marine industry apprenticeship flyer, the health care industry OJT flyer, and the general OJT flyer. Print ads were placed in the following local business publications promoting our services to companies and business owners:</p> <ul style="list-style-type: none"> • Greater Fort Lauderdale Alliance Economic Sourcebook & Market Profile 2020 • Legacy South Florida Magazine 2020 • Legacy South Florida Magazine 2021 <p>We advertised the value proposition on social media on the following dates:</p> <ul style="list-style-type: none"> • 3/10/2020 • 8/19/2020 • 8/25/2020 • 9/21/2020 • 1/5/2021 • 2/1/2021

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Objective	Next Steps	Benchmark / Performance Measures	Anticipated Due Date	Comments
<p>3.2 (cont.)</p> <p>Explore ways to enhance/expand the message sent out via social media, mainstream media, and other sources.</p>	<p>3.2.7 Consider providing the Board members with palm cards that speak to our value proposition.</p>	<p>Palm card created and distributed to board members</p>	<p>September 2020</p>	<p>Completed</p> <p>Due to the pandemic, this item was canceled. Concern about the handling of physical materials.</p>
<p>3.2 (cont.)</p> <p>Explore ways to enhance/expand the message sent out via social media, mainstream media, and other sources.</p>	<p>3.2.8 Research existing events/venues for talking about workforce issues.</p>	<p>Participate in researched events</p>	<p>September 2020</p>	<p>Completed</p> <p>To date, CSBD has presented/participated in the following events:</p> <ul style="list-style-type: none"> • Bio Florida's 3rd Annual Life Sciences Career Connections Event on 2/29/20 • City of Hollywood & Greater Hollywood Chamber of Commerce on 3/19/20 • Greater Fort Lauderdale Chamber of Commerce Podcast: Assistance for Employers & Employees with Mason C. Jackson on 4/2/20 • City of Fort Lauderdale: Coronavirus Telephone Town Hall Meeting with Mayor Dean J. Trantalis on 4/13/20 • Lauderhill Virtual Community Meeting on 4/16/20 • Greater Fort Lauderdale Alliance: Broward Business Leaders COVID-19 Updates #5 (Dania Beach CRA) on 4/16/20 • Sunrise Chamber of Commerce membership meeting on 5/6/20 • Greater Fort Lauderdale Chamber of Commerce: Virtual Leader's Luncheon on 5/6/20

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Objective	Next Steps	Benchmark / Performance Measures	Anticipated Due Date	Comments
<p>3.2 (cont.)</p> <p>Explore ways to enhance/expand the message sent out via social media, mainstream media, and other sources.</p>	<p>3.2.8 (cont.) Research existing events/venues for talking about workforce issues.</p>	<p>Participate in researched events</p>	<p>September 2020</p>	<p>To date, CSBD has presented/participated in the following events (cont.):</p> <ul style="list-style-type: none"> • CSBD Presentation to FL. Dept. Of Corrections – Office of Probation Clients on 5/7/20, 5/21/20, 6/4/20, 6/18/20, 7/2/20, 7/16/20, 7/30/20, 8/13/2020, 8/27/2020, 9/10/2020, 10/8/2020, 10/22/2020, 11/5/2020, 11/19/2020 • HANDY’s “Business Options for Community Leaders” Virtual Event on 5/14/20 • Broward County Council of Chamber Executives on 6/10/20 • Congresswoman Debbie Wasserman Schultz’s Webinar with CSBD (Resume & Interview Tips) on 6/10/20 • Greater Fort Lauderdale Chamber of Commerce: Multiple Pathways to the American Dream on 6/24/20 • Broward County Library: CareerSource Broward Virtual Presentation on 7/1/20, 7/8/20 • Pompano Beach Advisory Board Meeting on 7/7/20 • Getting South Florida Back to Work Through Careers in IT on 7/28/20

Memorandum #10-20 (CBR)

To: Employer Services Committee
From: Carol Hylton, President/CEO
Subject: Update on Employer Services Initiatives
Date: February 22, 2021

SUMMARY

This is an update on CareerSource Broward's (CSBD) employer services initiatives and activities.

BACKGROUND

To further our role as conveners of workforce development services and to increase outreach, access, and visibility to Broward County businesses within the targeted industries CSBD, for several years, has employed staff to engage employers in Healthcare, Technology, Construction, Marine, Aviation/Aerospace, and Hospitality Tourism and Retail industries. This has enabled us to become more knowledgeable about the specific needs of each targeted industry so that we can develop solutions specific to their workforce needs and to gain wider acceptance within the industry.

DISCUSSION

Recently, CSBD has developed several industry-related workforce initiatives, some designed to assist employers with workforce challenges related to the pandemic. Below is an update on the initiatives:

Help For Hospitality Workers

- A virtual job fair for the hotel industry is planned for 3/23. CSBD staff has sent an e-blast to the General Manager's Consortium, a group of South Florida hotel general managers, inviting them to post their jobs with us and register for the event.
- We also plan to survey the General Manager's Consortium to determine if they can give us the zip codes where their staff lived pre-pandemic so we can explore working with the city and county to get an express bus to go from their place of residence where the majority of employees lived to the hotels on the east side of Broward where public transportation is more readily available
- We are conducting cross-walks of the occupations that were impacted by the recent airline layoffs to determine if there are opportunities to transition laid off airline workers with transferrable skills that may be interested in hospitality careers.

Construction Industry Apprenticeships

- Recently developed OJTs for nine apprentices in electrical.
- Currently working with Balfour Beatty and Broward County to develop apprenticeship OJTs with sub-contractors for the convention center construction project.

Tesla Recruitment

- Ongoing candidate referrals are being provided for auto service technicians and solar roofing installers as part of a statewide hiring initiative as Tesla expands operations in the state.
- A virtual job fair was held in January and another is planned for early March.
- Providing added value by posting the job listings in Indeed to expand the applicant pool.

Apprenticeship Video

- CSBD is developing videos that highlight “A Day in the Life of an Apprentice” that will showcase the benefits of apprenticeships for individuals that are looking to skills upgrade and career development. Apprentices with Advanced Roofing and Decimal Engineering, two employers participating in apprenticeship programs with CSBD, are featured.

Healthcare Industry Apprenticeships

- CSBD is partnering with Hope Women Centers to provide OJTs for their registered nurses' apprenticeship which is expected to begin in April.

Amazon Recruitment

- Providing candidate recruitment for the new Deerfield Beach and Pompano Beach facilities to staff warehouse associates positions.

Anticipated Layoffs in Aviation

- Created a resource page on the CSBD website (www.helpforaviationworkers.com) for affected workers.
- As we receive each Worker Adjustment and Retraining Notification (WARN) announcing anticipated layoffs, the staff is contacting the employer to schedule presentations for the affected staff to make them aware our jobseeker services.
 - As an example, for the announced Norwegian Air Resources layoffs, we held a virtual rapid response event on 2/23 where impacted workers were educated on CSBD services including financial assistance for training that they may be eligible for. Another virtual event for Norwegian is scheduled for 3/3.
- Engaged marine employers who are in need of hydraulic technicians/mechanics. Through our OJT program, they are willing to train aviation mechanics interested in marine careers. CSBD will provide funding support for the training through our on-the-job training program.

City of Lauderhill Collaboration (Distressed Zip Code)

- CSBD is working with the city to plan a virtual job fair in May. The City of Lauderhill is a targeted zip code in the Prosperity Broward initiative.

City of Dania Beach Collaboration

- Developing an initiative with the city to train residents for careers in the marine industry.
- The city is planning to provide funding for scholarships and support services such as childcare and rent assistance.

Collaboration with the Broward County Office of Economic Development and Small Business (OEDSB)

- CSBD is making presentations in virtual meet and greets events hosted by OEDSB. The first one was held on 2/26.
- CSBD's presence on the county's website has been expanded.

Collaboration with the FAU Small Business Development Center (SBDC)

- Adding a greater CSBD presence on the SBDC's website with information about the benefit of CSBD services to small businesses and a link to our employer home page.
- Scheduling presentations with the SBDC to their small business clients about our services

RECOMMENDATION

None. For information purposes only.

Employer Services Update

December 2020 through January 2021



Rapid Response

8

Virtual Sessions

237

Affected workers in attendance



Employer-based Training Grants

5

Employers assisted



Mass Recruitment Events

13

Mass Recruitments

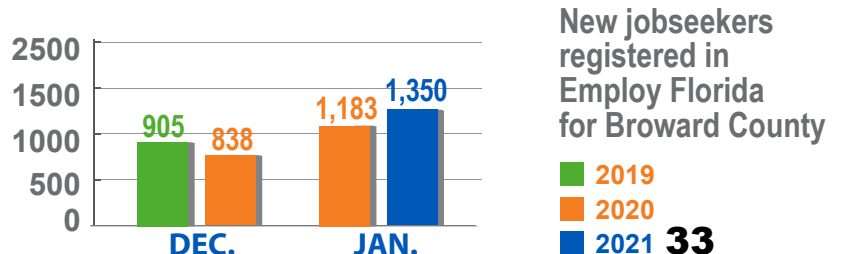
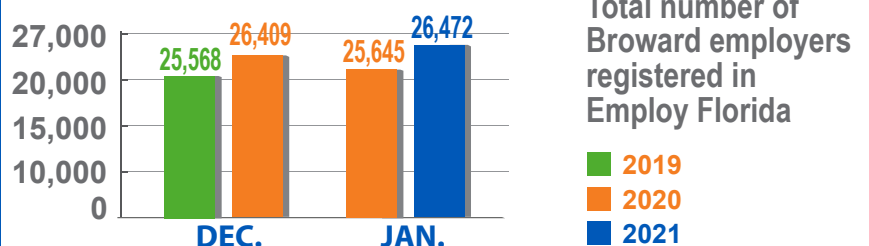
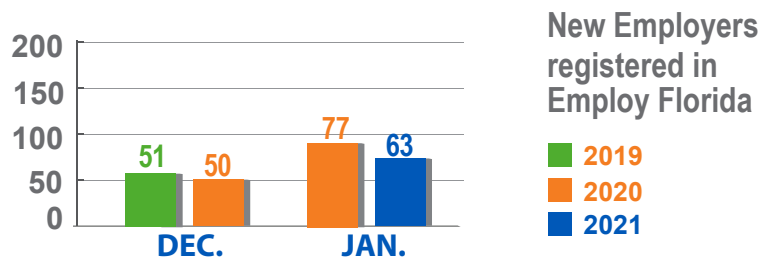
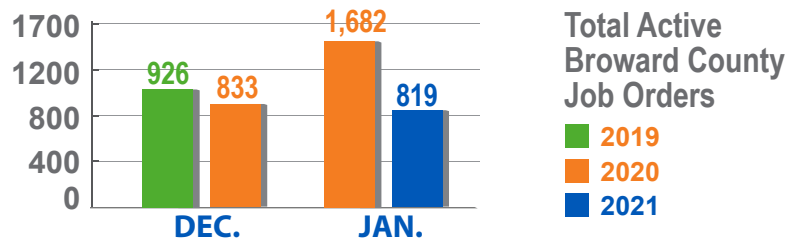
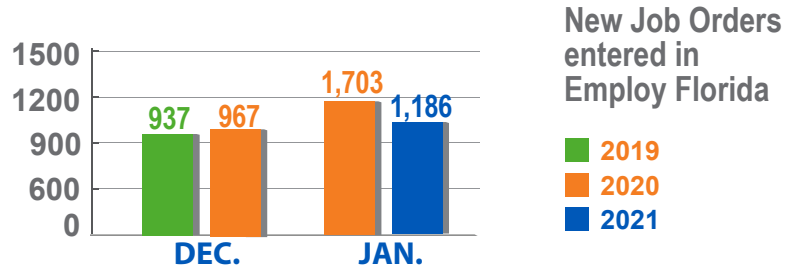
432

Available positions

119

Jobseekers in attendance

Employ Florida Statistics Year-Over-Year



33

Employer Services Update

December 2020 through January 2021



Total number of job postings among the following targeted industries:
Aviation/Aerospace,
Construction,
Healthcare/Life Sciences,
Hospitality, Retail,
Information Technology and Marine

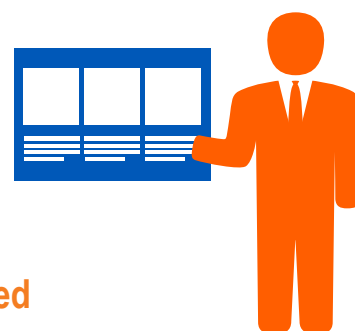


CSBD/Greater Ft. Lauderdale Alliance Training Grant Assistance Totals

3 Employers received a total of **\$167,631** in grant assistance



Employees to be trained



Greater Ft. Lauderdale Alliance BRAVO/EMPLOYER Meetings

BRAVO/EMPLOYER Meetings are one-on-one meetings with employers where we learn about the issues employers are facing such as training, workforce development, recruiting, education, relocation and expansion support or permitting assistance.

December



18 meetings

January



20 meetings