



**Broward Workforce Development Board
Employer Services Committee**
Monday, August 4, 2025
12:30 p.m. – 2:00 p.m.

Zoom Meeting ID: 849 8393 3980
Zoom Password: 710895
Zoom Call-In: +1 646 876 9923

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

**This meeting is being held in person.
This meeting is also accessible via a Zoom video conference.**

PROTOCOL FOR TELEPHONE/ZOOM MEETING

1. Please state your name when making or seconding a motion. Such as “I move the item, and your name – “Jane Doe.” Please also identify yourself when asking a question.
2. Put your phone/microphone on mute when not speaking. Don’t forget to take it off when you wish to speak. Telephone users must press *6 to mute or unmute yourself.
3. Votes in the affirmative should be “aye” and in opposition should be “no” (delays in responding sometimes make it difficult to determine the intent of the vote).
4. Please be in a quiet area free of background noise, so we may hear you clearly when you are speaking. When using Zoom, please make sure the background is appropriate or choose one of their virtual backgrounds.
5. If you are calling and must leave the call, please don’t put your phone on hold. In some cases, we will get music or recorded messages and we will not be able to conduct business.
6. If you are using your phone for audio, please identify yourself on the screen and state the last 4 digits of the number you are calling from.
7. Please note the chat function has been disabled.

The Committee is reminded of the 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.

MEETING AGENDA

IDENTIFICATION AND INTRODUCTION OF ANY UNIDENTIFIED CALLERS

PRESENTATION

Information Technology (IT) Career Pathways Video

This video showcases the various opportunities available in the IT industry and highlights careers such as Help Desk Technicians, IT Analysts, and AI Specialists due to their high demand and gaps in talent pipelines. The video was made possible through the generous support of LAN Infotech.

APPROVAL OF MINUTES

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

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Minutes of the 5/5 meeting

Pages 8 – 14

NEW BUSINESS

1. Region 22 Targeted Occupations List (TOL) for Program Year 25/26

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

RECOMM	Approval
ACTION	Motion for Approval
EXHIBITS	Memo #01 – 25 (BR) Exhibit A Region 22 PY 25/26 TOL

Pages 15 – 24

2. Artificial Intelligence (AI) Resource Page for Employers

Consideration to 1) approve the development of a new webpage to serve as a resource for local employers interested in leveraging artificial intelligence to enhance their business operations, and 2) request input from the committee on the content and design of the webpage. The page will feature descriptions and links to user-friendly tools such as ChatGPT and others. The page could also include links to local support resources as well as feature the AI Playbook for Small and Medium Employers, which we are in the process of developing.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	None

3. Employer Services Committee (ESC) Strategic Planning Matrix PY 25/26

Consideration to review and approve the ESC Strategic Planning Matrix. On 4/24, the Board held its annual planning meeting. At the meeting, the workgroup discussed and made recommendations for the upcoming year. The Board approved these recommendations at their 5/22 meeting, and staff has distributed the recommendations amongst the Board committees. The goals and objectives are tracked by each committee in the form of a strategic planning matrix. Staff has developed proposed next steps and benchmarks for the committee to review.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	ESC Strategic Planning Matrix

Pages 25 – 30

REPORTS

1. AI Playbook for CEOs and Business Owners

On 7/14, a rating committee comprised of BWDB Chair Jim Ryan and members Michael Goldstein and Tara Williams met to evaluate proposals for the development of the AI Playbook for Small and Medium Employers. Of the seven proposals received, four were responsive. Gilead Sanders, a digital transformation firm with expertise in AI strategy and executive training, was the top-ranked proposer. The committee unanimously approved CSBD to proceed with contract negotiations with Gilead Sanders to develop the AI Playbook.

ACTION	None
EXHIBIT	None

2. The Source Podcast

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

ACTION	None
EXHIBIT	The Source Podcast Episode 4

3. Business Intermediary Services Contracts Update

This is to report on the business intermediary activities of the Greater Fort Lauderdale and Greater Hollywood Chambers of Commerce. CSBD entered into contracts with the two Chambers to increase employer awareness of our business services. These agreements enable us to reach a broader audience of employers more quickly and efficiently than through individual outreach.

ACTION	None
EXHIBIT	Memo #04 – 25 (BR)

Pages 31 – 33

4. Artificial Intelligence (AI) IWT Pilot Program Grant

CareerSource Florida has granted CSBD an extension on the AI Incumbent Worker Training Pilot Program through 6/30/2026. Employer response has been strong, and we are confident the full grant amount will be expended with the additional time.

ACTION	None
EXHIBIT	None

5. Aviation and Marine Industries Job Fair

On 6/24, CSBD hosted a boutique job fair for the 1) Aviation and 2) Marine industries at the South One-Stop Center. Ten employers including 2Lyons Aerospace, Marine International Diesels, Offshore Marine Towing, Banyan Air Services, HEICO and Swissport USA and over 70 job seekers participated. Employers and attendees gave positive feedback, affirming the event's success. This event was part of a strategy developed in prior industry forums to hold smaller industry job fairs.

ACTION	None
EXHIBIT	Photos from the job fair

6. Industry Employer Forums Update

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

ACTION	None
EXHIBIT	Memo #03 – 25 (BR)

Pages 34 – 38

7. Employer Services Infograph July 2024 – June 2025

CSBD's Employer Services Infograph was created to convey information about the delivery of our services to employers quickly and clearly through visual elements. The infograph is ideal for enhancing our storytelling and increasing the shareability of content across various platforms. CSBD hosted 63 recruitment events and job fairs during the period covered by the infograph. Also, through the outreach team, CSBD assisted Broward employers with more than \$4.7 million in work-based training investments, including OJT grants, paid internships, and incumbent worker training.

ACTION EXHIBIT

Review
CSBD Employer Services Infograph

Page 39

8. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 3.7 percent in June 2025. This rate was 0.3 percentage points higher than the region's year-ago rate and was 0.2 percent less than the State's rate. Out of a labor force of 1,087,810, down 939 (-0.1 percent) over the year, there were 40,301 unemployed Broward County residents. The dashboard is a value-added resource, allowing businesses the ability to make data-informed decisions.

ACTION EXHIBITS

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

Pages 40 – 41

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE CHAIR

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE

MATTERS FROM THE FLOOR

MATTERS FROM THE PRESIDENT/CEO

ADJOURNMENT

THE NEXT EMPLOYER SERVICES COMMITTEE MEETING IS SEPTEMBER 8, 2025
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**Broward Workforce Development Board
Employer Services Committee**
Monday, May 5, 2025
12:30 p.m. – 2:00 p.m.

Zoom Meeting ID: 870 0958 5509
Zoom Password: 282159
Zoom Call-In: +1 646 876 9923

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

The committee was reminded of the conflict-of-interest provisions.

ATTENDEES IN-PERSON / VIA ZOOM: Michael Goldstein, Marie Suarez, Denise Jordan, Paul Farren, and Francois Leconte, who chaired the meeting.

STAFF: Ron Moffett, Tony Ash, Mark Klinecicz, and Sonia Harriott.

PRESENTATION

Manufacturing Career Pathways Video

This video showcases the various opportunities available in the manufacturing industry and highlights careers in Welding Fabrication, Injection Molding, Quality Assurance, and Manufacturing Production due to their high demand and gaps in talent pipelines. The committee viewed the video.

The members collectively endorsed the video, noting the effectiveness of its message and the professionalism of its production.

APPROVAL OF MINUTES

Approval of the Minutes of the 3/10 Employer Services Committee meeting.

On a motion by Paul Farren and seconded by Michael Goldstein, the Employer Services Committee unanimously approved the minutes of the 3/10 meeting.

NEW BUSINESS

1. AI Playbook for CEOs and Business Owners

Considered the approval to procure an entity to develop a guide/playbook targeted toward our small and medium employers in Broward County who are seeking guidance in order to implement and use AI in their businesses. If approved, we would set aside \$25,000 to accomplish this objective and would solicit quotes from our public and private university systems.

Mr. Leconte introduced the item. Mr. Ash stated that as the AI revolution and integration into the workplace continues to grow and take shape, we are asking the committee for their approval to procure a subject matter expert to develop a playbook for employers as a guide for AI implementation. He added that a playbook was discussed in prior ESC and Education and Industry Consortium meetings, and the feedback from those discussions is incorporated into the recommended specifications for the guide.

Paul Farren asked how the entity for this would be solicited. Mr. Ash responded that we plan to publicly issue a Request for Quotes (RFQ). He added that specifications for the RFQ was provided in the agenda exhibit. Mr. Farren stated that the project should not exclude the private sector when considering an entity for the project if they have the expertise. Mr. Goldstein agreed but added that he liked the idea of universities developing the guidebook because it would be similar to a curriculum.

On a motion by Paul Farren and seconded by Marie Suarez, the Employer Services Committee unanimously approved releasing an RFQ to procure an entity to develop an AI implementation guide/playbook up to \$25,000.

2. Preparing Americans for High-Paying Skilled Trade Jobs of the Future

On 4/23, the White House issued an Executive Order (EO), "Preparing Americans for High-Paying Skilled Trade Jobs of the Future" to address workforce shortages in the skilled trades. The EO is seeking to have federal workforce programs help 1) expand registered apprenticeship programs and 2) encourage the recognition of alternative credentials. CSBD's Apprenticeship Navigator is actively working with employers and training providers to increase apprenticeship opportunities in alignment with these goals. Discussion on how CSBD can meet these goals to promote these objectives.

Mr. Leconte introduced the item and indicated that the EO requires the federal government to develop a plan to surpass 1 million new apprentices.

Mr. Ash explained that the EO states that the federal government will develop strategies to identify alternative credentials and assessments to 4-year college degrees that can be mapped to the specific skill needs of employers.

Ron Moffett added that we hold employer forums for our targeted industries where we convene the business and education communities to discuss the pain points in the industry. The education partners are able to take the feedback received in the forums to inform their curricula and credentialing processes. We also meet quarterly with the Education and Industry Consortium to discuss industry gaps and develop strategies to address them. He added that the education community is developing micro-credentials and expanding stackable credentials to meet the needs of local industries.

Mr. Ash also highlighted that the EO is directing the Departments of Labor, Commerce, and Education, respectively, to identify opportunities to invest in the upskilling of incumbent workers to meet the evolving skill demands of their industries, including the use of AI in the workplace. He stated that CSBD is already doing this through the AI IWT Grant we were recently awarded.

Mr. Goldstein asked if the EO was making more funding available. Mr. Moffett responded that we are unaware if funding would be attached to the guidance expressed in the EO.

Denise Jordan stated that she has heard from employers that the process of creating and getting a registered apprenticeship program approved is cumbersome. Mr. Goldstein agreed and added that his experience as a business owner attempting to register for a program was overwhelming. Ron Moffett explained that one of the responsibilities of the Apprenticeship Navigator is to work with employers and associations to facilitate the development of apprenticeships, as he agreed with Mr. Goldstein that the process can be a lot to take on, especially for small businesses.

The committee unanimously expressed that the work of our Apprenticeship Navigator activity, the employer forums we host, and the AI grant have put CSBD ahead of the curve.

On a motion by Paul Farren and seconded by Michael Goldstein, the Employer Services Committee unanimously approved 1) staff continuing the work we are currently doing in these areas and 2) revisiting this item once more guidance is received from the USDOL.

3. Veterans Employment

The Florida Veterans Employment Act provides businesses with a one-time \$5,000 corporate tax credit for each Veteran they hire and an additional \$5,000 for hiring veterans with service-connected disabilities. Employers may also receive national recognition through the HIRE Vets Medallion Program for their commitment to veteran hiring and retention. CSBD's Local Veterans Employment Representatives actively promote these incentives and assist employers with connecting to veteran talent. We are asking the committee for input on strategies to engage employers further.

Mr. Leconte introduced the item.

Mr. Ash highlighted that Veteran's tax credits are available to employers and the methods CSBD uses to promote these benefits, such as our job fairs, recruitment events and presentations to employer groups.

Mr. Leconte stated that his broadcasting company is developing a segment for Veterans and invited CSBD to participate and provide information once it is launched. Mr. Ash thanked Mr. Leconte for his offer and to let us know once the segment is ready to launch.

Mr. Farren commented that the HIRE Vets Medallion program and the tax credits were good programs and encouraged staff to continue sharing the information. Mr. Moffett stated that we would seek testimonials from medallion employers and share this information on our social media platforms to encourage more employers to earn the medallion.

Marie Suarez suggested that we continue to leverage work-based training with Veterans and employers, emphasizing the discipline, leadership and soft skills that Veterans possess.

Mr. Moffett added that our e-learning software, Metrix, can assist job seekers with skill development. Mr. Goldstein stated he would be interested in seeing what training is available in Metrix, if possible. Mr. Ash replied that the Metrix includes courses across several industries.

On a motion by Paul Farren, and seconded by Marie Suarez, the Employer Services committee unanimously approved securing testimonials from employers benefitting from the tax credits and HIRE Vets Medallion Program.

REPORTS

1. Artificial Intelligence Incumbent Worker Training Grant

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

Mr. Leconte introduced the item.

Mr. Ash indicated that the employer outreach for the AI Incumbent Worker Training grant is going well. Mr. Leconte inquired if there were plans to extend the grant deadline period. Mr. Ash stated that we were not informed that the grant would be extended at this time.

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

CSBD, in partnership with the School Board of Broward County, hosted the 2nd Annual WOW Youth Career Exploration event on 3/11 at the Amerant Bank Arena for 9th and 10th-grade students who were able to experience a broad spectrum of career pathways through hands-on and virtual reality immersive exhibits. The exhibits were provided by our education and employer community and included interactive FBI crime scene activities, culinary activities, airplane simulators, 3D digital models and designs, respiratory mannequins, patient simulators, robots, web development, cyber security projects, drones, a 100+ ft. construction crane, a fire engine, an ambulance, and various police vehicles. Feedback from students and exhibitors has been very positive.

Mr. Leconte introduced the item.

Mr. Klincewicz highlighted that this year's event was successfully held last month with over 1,000 youth in attendance and over 75 exhibits. We added three additional industries this year 1) Professional Services 2) Education and 3) Government.

A video presentation highlighting the event was shown. The committee expressed appreciation for its success and impact.

3. Learn Work Win Healthcare Industry Event

On 4/16, CSBD hosted the second of three Learn Work Win career events at the South One-Stop Center. This event spotlighted two healthcare industry experts from Memorial Healthcare who presented the career paths in the industry. The event was attended by over 60 job seekers, and a mini job fair was held. Success Coaches discuss training through our ITA scholarships.

Mr. Leconte reviewed the item.

4. Upcoming Employer Industry Forums

These events provide a valuable opportunity to convene the business community, education partners, and economic development stakeholders to address workforce challenges in Broward County's targeted industries collaboratively. Forums are planned for the 1) marine, 2) healthcare, 3) manufacturing, 4) construction, 5) hospitality, and 6) aviation sectors, with each session focused on sharing insights, identifying talent needs, and strengthening industry-aligned solutions, including addressing the impacts of artificial intelligence on the workforce. Committee members are encouraged to promote the forums within their networks. Each forum will be marketed through social media, targeted email campaigns, and partnerships with the Chambers of Commerce and industry associations to ensure robust business participation. Registration information will be shared with the members as we get closer to each event.

Mr. Leconte introduced the item. Mr. Ash provided an overview of the scheduled forums. He thanked Ms. Jordan and Ms. Suarez for collaborating in hosting forums with their respective Chambers of Commerce. Ms. Suarez remarked that the discussions held during the forums are essential and provide substantial value to the business community.

5. Report on Technology Industry Employer Forum

CSBD, in collaboration with the Greater Hollywood Chamber of Commerce, held a Technology Industry Employer Forum on 3/19. The forum's objectives were to 1) discuss best practices, skill gaps, talent shortages, and training needs, and 2) identify actionable strategies to improve the local technology talent pipeline. Employers identified critical skill gaps in AI, cybersecurity, and cloud computing and a need for stronger soft skills. To address these gaps, some of the strategies discussed in the forum we are working to implement are 1) develop AI-focused training, 2) explore employer-led technology boot camps, and 3) expand mentorship through paid internships.

Mr. Leconte reviewed the item and thanked the Greater Hollywood Chamber of Commerce for hosting the forum.

6. Apprenticeship Fair in May

CSBD is hosting an Apprenticeship Fair on 5/15 at the South One-Stop Center to connect job seekers with hands-on career opportunities in high-demand fields like construction, manufacturing, and more. Our Apprenticeship Navigator will be on-site to help employers and job seekers understand how accessible and impactful registered apprenticeship programs can be. The event is being promoted through targeted email campaigns, social media outreach, and community partner networks to ensure strong attendance and engagement.

Mr. Leconte reviewed the item and invited Mr. Tony Ash to provide an update. Mr. Ash added that over 80 job seekers have pre-registered.

7. CSBD Awarded the Laurie Moran Partnership Award

We are proud to announce that last month, CSBD was honored with the prestigious Laurie Moran Partnership Award at The Forum 2025, the National Association of Workforce Boards' annual conference attended by workforce boards from across the country.

This national award recognizes outstanding collaboration, and CSBD was selected for our strategic partnerships with the Greater Fort Lauderdale Chamber of Commerce and the Greater Hollywood Chamber of Commerce.

Executive Vice President of Operations Mark Klincewicz accepted the award on behalf of President/CEO Carol Hylton. This recognition underscores the power of partnership in advancing workforce development and economic prosperity. Photos from the award ceremony are linked in our social media post below.

Mr. Leconte reviewed the item. Mr. Klincewicz thanked Ms. Suarez and Ms. Jordan for their valued partnerships. The committee congratulated the CSBD team on receiving the Laurie Moran Partnership Award.

8. Tobacco Free Florida

CSBD supports the state's efforts to reduce tobacco use among Floridians by promoting Tobacco Free Florida (TFF), a statewide program aimed at reducing tobacco use through education, prevention, and cessation support to our employers and job seekers. We created informational materials with a QR code and provided it to employers to share with their employees for a referral to TFF for assistance. We also share information on social media and collaborate with the Chambers, industry associations, and community partners to inform the business community. We have referred nearly 150 individuals to TFF for assistance.

Mr. Leconte reviewed the item. Mr. Ash asked the committee to share the flyer with their business networks.

9. 2025 Paychecks For Patriots Job Fair

CSBD staff recently met with City of Tamarac officials, including Mayor Michelle Gomez, to debrief last year's record-breaking event and explore opportunities for continued partnership. The city expressed strong support for this year's job fair and offered to assist with 1) securing additional parking near the event venue and providing a shuttle service 2) providing a security firm to support crowd flow and safety and 3) reserving the nearby library as added space for employers. These enhancements will help ensure a smooth, safe, and successful experience for both employers and job seekers.

Mr. Leconte reviewed the item. Ms. Suarez commended staff working with the city to enhance this year's event.

10. Employer Services Infograph April 2024 – March 2025

CSBD's Employer Services Infograph was created to convey information about the delivery of our services to employers quickly and clearly through visual elements. The infograph is ideal for enhancing our storytelling and increasing the shareability of content across various platforms. CSBD hosted 65 recruitment events and job fairs during the period covered by the infograph. Also, through the outreach team, CSBD assisted Broward employers with more than \$4.7 million in work-based training investments, including OJT grants, paid internships, and incumbent worker training.

Mr. Leconte reviewed the item.

11. Congratulations to Lori Wheeler

We are proud to share BWDB and ESC member Lori Wheeler, Vice President of the Marine Industries Association of South Florida, recently graduated from Leadership Florida's Cornerstone Class 42.

Mr. Leconte reviewed the item and, on behalf of the committee, congratulated Ms. Wheeler.

12. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 3.3 percent in March 2025. This rate was 0.4 percentage points higher than the region's year-ago rate. In March 2025, Broward County's unemployment rate was 0.2 percent less than the State's rate. Out of a labor force of 1,086,217, up 3,739 (+0.3 percent) over the year, there were 35,362 unemployed Broward County residents. The dashboard is a value-added resource, allowing businesses the ability to make data-informed decisions.

Mr. Leconte introduced the item and asked Mr. Klinecicz to present the unemployment data and review notable updates reflected by the dashboard, which he did.

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE CHAIR

Mr. Leconte commended the staff for organizing an excellent board planning session. He noted that the fireside chat featuring Mark Wilson and Henry Mack was very insightful.

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE

Mr. Goldstein expressed his satisfaction with the attention CareerSource Broward is dedicating to the issue of artificial intelligence and its impact on the workforce. He referenced a recent statement by Microsoft's CEO, noting that 30% of all Microsoft code is now generated by AI to show its importance.

MATTERS FROM THE FLOOR

None

MATTERS FROM THE PRESIDENT/CEO

Mr. Moffett stated that May is designated as a month of recognition for the Military, Nurses, and Small Businesses, respectively.

ADJOURNMENT

1:36 P.M.

THE NEXT EMPLOYER SERVICES COMMITTEE MEETING IS AUGUST 4, 2025

Memorandum #01 – 25 (BR)

To: Employer Services Committee

From: Carol Hylton, President/CEO

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

Date: July 22, 2025

SUMMARY

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

BACKGROUND

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

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

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

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

DISCUSSION

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

To get input and feedback on the State's proposed list and gather additional relevant labor market data, CSBD sent the preliminary TOL to members of the Education and Industry Consortium, local education and business stakeholders, community partners, business leaders, and industry intermediaries, and invited them to a publicly noticed meeting held on 7/17/25. We provided an overview of the PY 25/26 TOL and the governing board's criteria for updating the TOL. Based on feedback we received during the meeting and our own research using tools such as 1) Lightcast¹ 2) O*NET² and 3) Employ Florida, supporting evidence was established to **retain** 41 occupational titles that were proposed by the State for removal.

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

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

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

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

² O*NET is a database of occupational information that provides labor market data on employment trends.

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

Table 2: The Retention of 41 Occupations

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

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

Table 3: The 19 Occupations Removed by the State

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

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

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

RECOMMENDATION

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

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

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

Workforce Development Area 22 - Broward County

Selection Criteria:

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

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

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

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

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

SOC Code*	HSHW**	Occupation Title*	Regional				Statewide				LMEC	In	Qualifying
			Annual % Growth	Annual Openings	2024 Hourly Wage Mean	2024 Hourly Wage Entry	Annual % Growth	Annual Openings	2024 Hourly Wage Mean	2024 Hourly Wage Entry	Training Code	Targeted Industry?	
291071	HSHW	Physician Assistants	9.00	718	66.85	27.12	3.98741	837	50.39	28.97	5	No	S
472152		Plumbers, Pipefitters, and Steamfitters	0.13	250	26.84	20.56	0.55	3,007	25.79	19.31	4	No	R
333051	HSHW	Police and Sheriff's Patrol Officers	0.22	513	41.10	31.79	0.28	4,001	40.31	26.70	5	No	R
251199	HSHW	Postsecondary Teachers, All Other	11.00	4,763	32.63	19.30	1.46945	2167	33.81	19.75	4	No	S
272012	HSHW	Producers and Directors	1.08	68	50.34	24.94	0.47	737	46.84	24.08	6	Yes	N
435061		Production, Planning, and Expediting Clerks	0.78	197	26.42	18.39	0.64	2,177	26.25	18.20	3	Yes	R
131082	HSHW	Project Management Specialists	0.70	554	50.67	31.54	0.89	5,501	49.64	30.39	6	Yes	R
132020	HSHW	Property Appraisers and Assessors	0.90	33	36.70	25.51	0.73	558	40.25	22.87	6	No	S
119141	HSHW	Property, Real Estate, and Community Association Managers	0.88	410	40.15	21.73	0.85	3,777	38.25	21.42	6	No	R
292053		Psychiatric Technicians	1.40	146	21.71	16.73	1.22	1,151	21.08	16.65	4	No	R
273031	HSHW	Public Relations Specialists	1.12	230	33.79	19.96	0.76	1,999	33.11	19.59	6	Yes	R
131023		Purchasing Agents, Except Wholesale, Retail & Farm Products	N/A	N/A	32.87	19.70					5	No	R
113061	HSHW	Purchasing Managers	N/A	N/A	65.10	41.18	1.03	336	64.74	39.86	6	Yes	N
292034	HSHW	Radiologic Technologists and Technicians	0.38	70	30.39	22.59	1.06	1,012	29.94	22.40	5	No	S
419021		Real Estate Brokers	0.66	49	51.63	20.58	0.76	708	41.45	17.45	4	No	S
419022		Real Estate Sales Agents	0.64	787	35.33	16.88	0.76	7,129	35.25	16.84	4	No	R
291141	HSHW	Registered Nurses	0.20	1,214	43.14	33.40	0.20	12,683	42.40	33.19	6	No	R
291126	HSHW	Respiratory Therapists	0.70	61	39.58	28.45	0.10	499	39.09	30.83	5	No	N
472181		Roofers	2.00	2,674	25.36	18.38	2.35465	3616	19.63	14.17	3	No	S
112022	HSHW	Sales Managers	0.99	306	71.00	36.26	0.72	2,491	70.26	33.97	6	Yes	R
413091		Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1.27	1,134	33.71	18.73	1.11	10,671	34.78	18.33	6	Yes	R
414012		Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.78	1,091	35.82	18.22	0.54	8,691	35.57	18.25	3	Yes	R
414011	HSHW	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1.12	350	71.04	30.15	0.81	2,533	61.13	28.44	6	Yes	R
252031	HSHW	Secondary School Teachers, Except Special and Career/Technical Education	0.92	344	30.94	23.33	0.73	3,621	29.75	22.68	6	No	R
413031	HSHW	Securities, Commodities, and Financial Services Sales Agents	0.13	290	46.19	22.77	0.43	3,376	43.12	22.09	6	No	R
492098		Security and Fire Alarm Systems Installers	1.07	132	28.10	21.24	0.79	926	27.49	20.81	4	No	R
119151	HSHW	Social and Community Service Managers	0.80	70	40.39	23.45	0.63	732	37.76	22.93	6	No	N
211093		Social and Human Service Assistants	0.50	236	22.57	16.35	0.64	2,332	21.36	16.14	3	No	R
151252	HSHW	Software Developers	3.62	799	66.84	40.77	1.67	5,834	61.68	38.59	6	Yes	R
151253	HSHW	Software Quality Assurance Analysts and Testers	3.14	128	51.13	32.11	1.88	1,025	47.69	31.59	6	Yes	R
252052		Special Education Teachers, Kindergarten and Elementary School	N/A	N/A	N/A	N/A	0.71	549	28.36	23.57	6	No	S
252058	HSHW	Special Education Teachers, Secondary School	0.95	55	32.61	24.92	0.71	678	30.39	23.07	6	No	S
271014	HSHW	Special Effects Artists and Animators	1.41	21	47.60	34.96	0.92	406	39.49	27.25	6	No	N
211018		Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.18	256	28.90	20.97	1.35	1,877	29.08	20.09	6	No	R
292055		Surgical Technologists	N/A	N/A	25.26	19.68	0.80	636	25.11	19.67	4	No	N

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

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

**HSHW = High Skill/High Wage.

***Qualifying Level:

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

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

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

N/A = Not available/releasable.

LMEC = Labor Market Estimating Conference



EMPLOYER SERVICES COMMITTEE

Strategic Planning Matrix for PY 25/26

Jim Ryan

Francois Leconte

Carol Hylton

Board Chair

ESC Chair

President/CEO



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FUTURE . READY

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 increased funding, efficiency, technology, and relevancy.

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
1.0 Work with our outreach team to identify processes that can be optimized through AI and, where applicable, assist employers with incumbent worker training.	1.0.1 Meet with the outreach team to explore opportunities for enhancing employer services through AI, including reviewing current workflows- and identifying areas for improvement.	Conduct a minimum of two meetings with the CSBD outreach team to explore opportunities for enhancing employer services through AI.	11/25	
		Implement a minimum of three employer-facing processes that could benefit from AI integration.	11/25	
	1.0.2 Coordinate with the Business Services team to promote the availability of AI-related incumbent worker training (IWT) grants.	Develop a minimum of 15 AI IWT grants.	12/25	<p>In Progress:</p> <p>Staff has developed AI IWT grants with the following employers:</p> <ol style="list-style-type: none"> 1. Locality Bank 2. Advanced Roofing 3. 2Lyons Aerospace 4. Broward Health 5. School Board of Broward County 6. ACR Electronics 7. Cleva Technologies

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 increased funding, efficiency, technology, and relevancy.**

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
1.1 Act as a resource and a convener in providing employers with AI solutions.	1.1.1 Coordinate employer engagement sessions — such as forums, roundtables, or workshops — focused on practical uses of AI in business operations.	Integrate discussion and feedback related to the development of the AI Playbook for Employers into the employer forums and other employer events during the program year.	3/26	In Progress: The AI Playbook for Small and Medium Employers RFQ was advertised on 6/9. The rating committee selected Gilead Sanders, the #1 ranked entity.
1.2 Educate employers attending Workforce Wednesdays and our Employer Forums regarding available AI tools and how they can be effectively deployed to help them stay up to date with the AI revolution.	1.2.1 Integrate AI-focused content in four Workforce Wednesday (WFW) sessions.	Feature an AI subject matter expert in four WFW sessions to present on AI implementation strategies for employers interested in implementing AI in their operations.	3/26	
1.3 Assess the feasibility of developing a guide/playbook targeted toward small and medium-sized employers in Broward County that are seeking guidance to implement and use AI in their businesses.	1.3.1 If feasible, issue a Request for Quotes (RFQ) to procure a qualified public or private university partner to assess, design, and draft the AI Playbook.	RFQ responses are received, evaluated, and an organization is selected.	9/25	
		Conduct three engagement sessions with local CEOs and business owners to gather insights on AI use and implementation needs.	10/25	
		Hold three post-delivery workshops or briefings with employers to share key findings from the playbook.	1/26	

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 increased funding, efficiency, technology, and relevancy.**

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
3.0 Use employer activities to educate employers on a) the benefits of hiring older workers and b) creative hiring practices that attract older workers.	3.0.1 Invite a guest speaker on age-inclusive hiring, including Veterans, into our Workforce Wednesday (WFW) Seminars and upcoming employer forums.	Guest speaker on the subject of age-inclusive hiring at a minimum of four WFW seminars and forums.	1/26	
	3.0.2 Research effective age-diverse hiring practices, including industry-specific approaches, and identify examples that can be shared with employers through outreach, seminars, or digital content.	Develop and launch a creative digital campaign (e.g., short podcast series, video highlights, or myth-busting posts) that shares researched age-inclusive hiring strategies.	3/26	

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

**CareerSource Broward Strategic Goal #3:
Encourage employers by engaging and identifying their needs, and educating and connecting them to the workforce system to produce innovative workforce solutions.**

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
3.1 Consider the feasibility of serving employers located in CSBD's regional partner's area, regardless of their employees' county of residence.	3.1.1 Initiate discussions with workforce board leadership at CareerSource South Florida (CSSF) to explore shared service delivery options.	CSBD to schedule and conduct a meeting with CSSF.	10/25	
	3.1.2 Create a summary of the strategies and action steps from the meeting with CSSF, including potential partnership opportunities to serve regional employers.	Implement the strategies developed.	3/26	
3.2 Explore partnering with Miami to coordinate events and/or activities that would serve both workforce areas in the region.	3.2.1 Connect with Miami's workforce board staff to discuss joint priorities and identify potential event themes or target industries for collaboration.	Identify at least one event or activity concept that aligns with shared regional goals.	10/25	
	3.2.2 Pilot a co-hosted event (e.g., virtual job fair, employer roundtable, or information session) that targets employers and job seekers across both regions.	Hold a minimum of one joint event, if CSSF is in agreement.	3/26	

Memorandum #04-25 (BR)

To: Employer Services Committee
From: Carol Hylton, President/CEO
Subject: Business Intermediary Services Contracts Update
Date: July 25, 2025

SUMMARY

This is to report on the business intermediary activities of the Greater Fort Lauderdale and Greater Hollywood Chambers of Commerce. CSBD entered into contracts with the two Chambers to increase employer awareness of our business services. These agreements enable us to reach a broader audience of employers more quickly and efficiently than through individual outreach.

BACKGROUND

CSBD has contracts with the Greater Hollywood and Greater Fort Lauderdale Chambers of Commerce to expand employer awareness regarding our employer-based services. The contracts expire on September 30 and are renewable.

DISCUSSION

The Greater Fort Lauderdale Chamber represents 956 businesses with a combined workforce of approximately 350,000 employees, while the Greater Hollywood Chamber includes 700 business members and about 200,000 employees. These partnerships allow us to engage a broad base of employers more efficiently than individual outreach efforts. The tables below outline the progress made with each Chamber for the period of October 2024 through July 2025:

Greater Ft. Lauderdale Chamber of Commerce (GFLCC)	
Activities	Update
Hold two employer forums with industries on the CSBD Targeted Industry List.	Marine Industry Forum was held in May. Construction Industry Forum was held in June.
Allow CSBD to address the Chamber membership every quarter.	CSBD presented at the following member events: <ul style="list-style-type: none"> • 10/11 – New Member Orientation • 12/13 – New Member Orientation • 1/29 – State of the Workforce Business Breakfast • 2/21 – GFLCC Annual Meeting • 3/14 – New Member Orientation • 4/11 – New Member Orientation • 4/18 – GFLCC Biz Perks Workshop • 5/16 – New Member Orientation • 5/22 – West Broward Business Leads Meeting • 6/13 – New Member Orientation • 7/11 – New Member Orientation
The Chamber will assist in developing work-based training contract commitments of up to \$225,000.	\$86,798 in approved grants.
Post information about CSBD on social media and in their newsletter at least monthly.	The Chamber posted information regarding CSBD services on social media and in their newsletter, which is published monthly as described below: <ul style="list-style-type: none"> • October – a) Paychecks For Patriots Job Fair b) OJT Program and c) EF Marketing Information • November – a) Paychecks For Patriots Job Fair b) State of the Workforce Job Fair c) OJT Program and d) EF Marketing Information • December – a) State of the Workforce Job Fair b) OJT Program and c) EF Marketing Information • January – State of the Workforce Job Fair • February – Incumbent Worker Training (IWT) Marketing Information. • March – a) Employer Services b) SYEP Employer Marketing and c) IWT Marketing. • April – a) Employer Forums Marketing b) Artificial Intelligence (AI) IWT and c) SYEP • May – a) Employer Forums b) AI IWT and c) Employer Services • June – a) AI IWT b) Employer Forums and c) Employer Services • July – AI IWT
The Chamber should maintain a prominent live link on its homepage to CSBD's website.	A prominent live link is maintained on the chamber's homepage with a CSBD website link.

Greater Hollywood Chamber of Commerce	
Activities	Update
Hold two employer forums with industries on the CSBD Targeted Industry List.	Technology Industry Forum was held in March. Hospitality Industry Forum was held in July.
Allow CSBD to address the Chamber membership every quarter.	CSBD presented at the following member events: <ul style="list-style-type: none"> • 10/16 – Greater Hollywood Chamber of Commerce: Workforce Grant Presentation • 11/19 – New Member Orientation • 1/16 – New Member Orientation • 1/29 – State of the Workforce Business Breakfast • 2/24 – New Member Orientation • 4/17 – Good Morning Hollywood Member Breakfast • 6/18 – Lunch and Learn Membership Meeting • 7/11 – New Member Orientation
The Chamber will assist in developing work-based training contract commitments of up to \$180,000.	To date, the Chamber has assisted in developing \$59,091 in work-based training grants.
Post information about CSBD on social media and in their newsletter at least monthly.	The Chamber posted information regarding CSBD services on social media and in their newsletter, which is published monthly as described below: <ul style="list-style-type: none"> • October – Paychecks for Patriots Hiring Event • November – CSBD Economic Dashboard • December – OJT Marketing Information • January – Onsite Recruitment and Job Posting Marketing Information • February – Worlds of Work • March – CSBD IT Industry Employer Forum. • April – CSBD Employer Services • May – Employer Forums Marketing • June – SYEP Highlight Video • July – IWT Marketing
The Chamber should maintain a prominent live link on its homepage to CSBD's website.	A prominent live link is maintained on the chamber's homepage with a CSBD website link.

RECOMMENDATION

None. For information purposes only.

Memorandum #03 – 25 (CBR)

To: Employer Services Committee

From: Carol Hylton, President/CEO

Subject: Report on Industry Employer Forums

Date: July 23, 2025

SUMMARY

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

BACKGROUND

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

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

The objectives of the forums were to:

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

DISCUSSION**Marine Industry Forum**

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

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

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

Skill Gaps/Training Needs

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

Strategies

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

Healthcare Industry Forum

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

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

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

Skill Gaps/Training Needs

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

Strategies

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

Manufacturing Industry Forum

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

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

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

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

Skill Gaps/Training Needs

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

Strategies

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

Construction Industry Forum

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

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

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

Skill Gaps/Training Needs

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

Strategies

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

Hospitality Industry Forum

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

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

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

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

Skill Gaps/Training Needs

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

Strategies

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

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

RECOMMENDATION

None. For information purposes only.



JUL 2024 - JUN 2025

EMPLOYER TESTIMONIAL



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

10,210 EMPLOYERS
SERVED

32,130

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

19,214

New Job Openings Posted
in Employ Florida



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

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

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

EMPLOYER TESTIMONIAL



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

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Overview of the CareerSource Broward Region
Not Seasonally Adjusted
July 18, 2025

- The unemployment rate in the CareerSource Broward region (Broward County) was 3.7 percent in June 2025. This rate was 0.3 percentage point greater than the region's year ago rate of 3.4 percent. The region's June 2025 unemployment rate was 0.2 percentage point lower than the state rate of 3.9 percent. The labor force was 1,087,810, down 939 (-0.1 percent) over the year. There were 40,301 unemployed residents in the region.

Fort Lauderdale-Pompano Beach-Sunrise Metro Division

- In June 2025, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Sunrise MD was 926,600, an increase of 11,400 jobs (+1.2 percent) over the year.
- The Other Services (+3.5 percent); Professional and Business Services (+2.1 percent); Leisure and Hospitality (+2.0 percent); Government (+2.0 percent); Manufacturing (+1.6 percent); and Financial Activities (+0.4 percent) industries grew faster in the metro area than statewide over the year.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the highest annual job growth compared to all the metro areas in the state in the Professional and Business Services (+3,600 jobs) industry.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the second highest annual job growth compared to all the metro areas in the state in the Trade, Transportation, and Utilities (+2,600 jobs); Government (+2,000 jobs); and Other Services (+1,300 jobs) industries.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the second fastest annual job growth rate compared to all the metro areas in the state in the Other Services (+3.5 percent) and Professional and Business Services (+2.1 percent) industries.
- The Fort Lauderdale-Pompano Beach-Sunrise MD was tied for the third highest annual job growth compared to all the metro areas in the state in the Financial Activities (+300 jobs) industry.
- The industries gaining jobs over the year were Professional and Business Services (+3,600 jobs); Trade, Transportation, and Utilities (+2,600 jobs); Leisure and Hospitality (+2,000 jobs); Government (+2,000 jobs); Other Services (+1,300 jobs); Education and Health Services (+600 jobs); Manufacturing (+500 jobs); and Financial Activities (+300 jobs).
- The industries losing jobs over the year were Construction (-1,100 jobs) and Information (-400 jobs).

Unemployment Rates			
(not seasonally adjusted)	Jun-25	May-25	Jun-24
CareerSource Broward (Broward County)	3.7%	3.3%	3.4%
Florida	3.9%	3.5%	3.6%
United States	4.4%	4.0%	4.3%

Nonagricultural Employment by Industry (not seasonally adjusted)	Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division				Florida			
	Jun-25	Jun-24	change	percent change	Jun-25	Jun-24	change	percent change
Total Employment	926,600	915,200	11,400	1.2	9,968,000	9,823,200	144,800	1.5
Mining and Logging	#N/A	#N/A	#N/A	#N/A	5,700	5,700	0	0.0
Construction	54,100	55,200	-1,100	-2.0	657,000	651,500	5,500	0.8
Manufacturing	32,300	31,800	500	1.6	431,800	430,000	1,800	0.4
Trade, Transportation, and Utilities	205,400	202,800	2,600	1.3	2,001,800	1,973,500	28,300	1.4
Wholesale Trade	55,200	53,900	1,300	2.4	402,700	396,000	6,700	1.7
Retail Trade	109,500	106,900	2,600	2.4	1,163,600	1,148,700	14,900	1.3
Transportation, Warehousing, and Utilities	40,700	42,000	-1,300	-3.1	435,500	428,800	6,700	1.6
Information	19,700	20,100	-400	-2.0	159,300	156,700	2,600	1.7
Financial Activities	73,900	73,600	300	0.4	688,100	687,500	600	0.1
Professional and Business Services	175,200	171,600	3,600	2.1	1,630,600	1,616,100	14,500	0.9
Education and Health Services	121,800	121,200	600	0.5	1,565,800	1,514,700	51,100	3.4
Leisure and Hospitality	101,400	99,400	2,000	2.0	1,337,500	1,322,000	15,500	1.2
Other Services	38,300	37,000	1,300	3.5	388,400	379,500	8,900	2.3
Government	104,400	102,400	2,000	2.0	1,102,000	1,086,000	16,000	1.5

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

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