



**Broward Workforce Development Board
Employer Services Committee**

**Monday, March 16, 2026
12:30 p.m. – 2:00 p.m.**

**Zoom Meeting ID: 824 3040 9885
Zoom Password: 571458
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

APPROVAL OF MINUTES

Approval of the Minutes of the 1/12 Employer Services Committee meeting.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Minutes of the 1/12 meeting

Pages 8 – 12

NEW BUSINESS

1. On-the-Job Training (OJT) Contract with Advanced Roofing

Consideration to approve entry into an upgrade OJT training contract with Advanced Roofing to train up to ten (10) employees in their registered apprenticeship program. The apprentices will receive training in 1) roofing 2) handling asphalt equipment and 3) sheet metal fabrication and installation. The contract will provide up to a 90% reimbursement for wages paid to the apprentices while in training, totaling up to \$150,000 through 2027. Because Board member Kevin Kornahrens is employed by Advanced Roofing, a 2/3 vote of the Board members is required.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	None

2. Employer Services Committee (ESC) Strategic Planning Matrix Update

Consideration to review and approve updates to the ESC Committee Strategic Planning Matrix.

RECOMM Approval
ACTION Motion for Approval
EXHIBIT Strategic Planning Matrix

Pages 13 – 24

REPORTS

1. Summer Youth Employment Program (SYEP) Update

Our Summer Youth Application Portal received over 3,000 applications from youth. The employer portal is open, and we are actively seeking employers, not-for-profit organizations, and municipalities to serve as worksites. The program offers employers an incredible opportunity to empower the next generation. We are asking committee members to distribute the flyer link to their employer networks.

ACTION None
EXHIBIT SYEP Employer Flyer

Page 25

2. Sector Job Fair - Aviation

On 2/12, CareerSource Broward hosted a targeted aviation job fair at the South One-Stop Center, bringing together eight aviation employers, including Aerotar Aviation, GA Telesis, MGT Aero Distribution, Gold Aviation, and Aviotek, to connect with qualified job seekers. A total of 75 attendees participated, engaging directly with employers about current openings and career pathways in the aviation sector. Both employers and job seekers provided positive feedback, reinforcing the value of smaller, industry-focused hiring events. This event reflects a strategy discussed at prior aviation industry forums to host focused job fairs that directly address the industry's workforce needs while fostering more meaningful engagement between employers and job seekers.

ACTION None
EXHIBIT None

3. Manufacturing Industry Employer Forum

CSBD held a Manufacturing Employer Forum on 2/18 to engage local manufacturers on workforce needs and opportunities. The forum included 1) a presentation on operating within Foreign Trade Zones (FTZs) 2) a discussion on industry skill gaps and best practices and 3) strategies to strengthen the local manufacturing talent pipeline. Employers identified a need for 1) trained FTZ operators 2) greater awareness of manufacturing careers among students and job seekers and 3) potential funding for advanced manufacturing training initiatives. CSBD intermediaries are currently researching potential strategies and partnerships to address the identified needs.

ACTION None
EXHIBIT Memo #22 – 25 (BR)

Pages 26 – 27

4. Construction Industry Employer Forum

CSBD partnered with the Greater Fort Lauderdale Chamber of Commerce (GFLCC) to host a Construction Industry Employer Forum on 2/25, bringing together industry stakeholders and workforce partners to discuss current hiring trends and workforce needs within the construction sector. Employers highlighted industry challenges such as 1) limited soft skills among entry-level workers 2) growing interest in understanding how artificial intelligence and digital tools can support construction operations and 3) low awareness among youth of career opportunities in the skilled trades. Follow-up efforts are underway to identify workforce strategies that respond to the needs highlighted by employers.

ACTION None
EXHIBIT Memo #23 – 25 (BR)

Pages 28 – 29

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

CSBD, in partnership with the School Board of Broward County, hosted the 3rd Annual WOW Youth Career Exploration event on 3/4 at the Amerant Bank Arena for 9th and 10th-grade students. The event received media coverage from WSVN Channel 7, WSFL Channel 39, and 101.5 FM Voice of the Caribbean, raising community awareness of CSBD’s efforts to introduce Broward County youth to a wide range of career pathways. Students participated in hands-on activities across ten industry worlds. The exhibits were provided by our education and employer community. Feedback from students and exhibitors during the event was extremely positive.

**ACTION
EXHIBITS**

None

[2026 WOW Highlights](#)

[WSVN Channel 7 News Coverage](#)

6. The Source Podcast – Apprenticeship Edition

CSBD has released the seventh episode of *The Source Podcast*, exploring pre-apprenticeship and registered apprenticeship opportunities for youth. The episode featured Rick Shawbell, BWDB Member and Training Director of the Florida East Coast Electrical Joint Apprenticeship Training Committee (JATC), along with Blake Kanarek, JATC Instructor, and hosted by Yushika Florence, CSBD's Youth Programs and Services Manager. Their discussion highlighted how apprenticeships combine classroom instruction with on-the-job training, enabling participants to build practical skills while earning an income. The podcast is part of CSBD's digital marketing strategy and is now available to stream on Spotify.

**ACTION
EXHIBIT**

None

[The Source Podcast - Apprenticeship Edition](#)

7. Tech Hub Pulse 2026

CSBD’s Technology Industry Intermediary and Outreach Team participated in Tech Hub Pulse 2026 on 3/5 at the Broward County Convention Center, where BWDB Chair Jim Ryan served as a guest speaker. Hosted by the South Florida Tech Hub, the event convened IT professionals, employers, and community stakeholders to discuss emerging trends shaping South Florida’s innovation economy, including artificial intelligence and cybersecurity. CSBD hosted an exhibitor table, connected with employers, promoted the upcoming AI Playbook for Small and Medium Employers, highlighted the AI Resources for Employers webpage, and shared information about workforce services, recruitment support, and work-based training funding opportunities.

ACTION None
EXHIBIT [Tech Hub Pulse 2026 Social Media Post](#)

8. Employer Services Infograph January 2025 – December 2025

CSBD hosted 65 recruitment events and job fairs during the period covered by the infograph. Our outreach team has assisted Broward employers with nearly \$4.5 million in work-based training investments, including OJT grants, paid internships, and incumbent worker training.

ACTION Review
EXHIBIT CSBD Employer Services Infograph

9. Broward County Unemployment and Economic Dashboard

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 April 8th. February labor statistics for Florida will be released on April 17th. CSBD's Economic and Workforce Dashboard allows website visitors to review the current and historical economic and workforce status of Broward County. The dashboard is a value-added resource allowing businesses and those looking to move to Broward the ability to make data-informed decisions.

ACTION	None
EXHIBIT	CSBD Economic Dashboard

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 MAY 4, 2026
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**Broward Workforce Development Board
Employer Services Committee**
Monday, January 12, 2026
12:30 p.m. – 2:00 p.m.

Zoom Meeting ID: 850 0250 6708
Zoom Password: 792471
Zoom Call-In: +1 646 876 9923

MEETING MINUTES

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, Paul Farren, Vanessa Cantave, Marie Suarez, Denise Jordan, Maribel Feliciano, and Francois Leconte, who chaired the meeting.

STAFF: Carol Hylton, Mark Klinecicz, Kimberly Bryant, Tony Ash, and Sonia Harriott.

APPROVAL OF MINUTES

Approval of the Minutes of the 11/10 Employer Services Committee meeting.

On a motion by Paul Farren and seconded by Denise Jordan, the Employer Services Committee unanimously approved the minutes of the 11/10 meeting.

NEW BUSINESS

1. Addition of Occupational Title to Current Targeted Occupation List (TOL)

Considered the approval of adding Medical Equipment Preparers to our PY 25/26 local TOL. Over the year, CareerSource Broward (CSBD) receives input from our industry intermediaries, eligible training providers, and employers in order to evaluate our local TOL. CSBD staff have been able to establish local demand for Medical Equipment Preparers, and all Board-mandated criteria have been met for this occupational title to be added to the TOL.

Francois Leconte introduced the item and Tony Ash reviewed the recommendation. Mr. Ash reported that the TOL is used to align occupations funded through WIOA Individual Training Account (ITA) scholarships with local employer demand. He noted that the TOL was approved by the Committee and Board for the current program year and is updated throughout the year as occupations meet the approved criteria. Mr. Ash further stated that once an occupation is added to the TOL, training providers may apply to have their programs added to the ITA Eligible Training Provider List.

On a motion by Marie Suarez and seconded by Paul Farren, the Employer Services Committee unanimously approved adding Medical Equipment Preparers to the PY 25/26 Broward County TOL.

2. Employer Services Committee (ESC) Strategic Planning Matrix Update

Considered the approval of the updates to the ESC Committee Strategic Planning Matrix.

Francois Leconte presented the item, and Tony Ash reviewed the matrix, highlighting the progress towards achieving the objectives.

Carol Hylton elaborated on CSBD's AI initiatives and reported that staff established an internal task force to explore opportunities to use AI to improve operational efficiency. She also noted that staff is planning to meet with ESC member Michael Goldstein to explore additional areas where AI could support process improvements. Mr. Goldstein commended staff for their efforts and referenced the National Football League's use of AI to collect and analyze performance data on prospective players to support data-driven decision-making, citing it as an example of broader AI adoption.

On a motion by Paul Farren and seconded by Vanessa Cantave, the Employer Services Committee unanimously approved the updates to the Strategic Planning Matrix.

3. AI Playbook for Small and Medium-sized Employers

Considered the recommendation that the ESC members share the AI Playbook Survey with their business colleagues. Staff convened three AI Employer Roundtables between October and December, engaging nearly 100 local employers to discuss AI, implementation challenges, and workforce impacts. The focus was on aligning AI tools with existing workflows, upskilling current staff, and addressing common misconceptions about AI. Insights from the roundtables and early survey responses are playing a key role in developing the AI Playbook. The survey remains open and continues to collect additional employer input. We are recommending that the committee share the survey with business colleagues.

Tony Ash reported that the roundtable discussions focused on aligning AI tools with existing workflows, upskilling current staff, and addressing misconceptions about AI.

Paul Farren stated that he attended one of the roundtables and commented on the rapid pace of change in AI. Mr. Goldstein advised that while businesses may adopt an AI strategy, implementation often takes several months. He emphasized the value of starting with low-impact, practical opportunities that address common concerns and build confidence.

Ms. Hylton stated that the playbook is intended to support small and medium-sized employers as they navigate AI adoption. She noted that the playbook and the CSBD AI Incumbent Worker Training grant will work together to help employers move forward. Ms. Hylton added that the development of the AI Playbook is well underway and encouraged the Committee members to share the survey.

Mr. Goldstein indicated that we should explore if the playbook could incorporate an AI bot feature in its search features, if feasible. Ms. Hylton stated that it was a good idea and we would explore it.

Mr. Leconte requested that the survey link be emailed to the Committee members. Ms. Hylton responded that staff would do so.

On a motion by Michael Goldstein and seconded by Denise Jordan, the Employer Services Committee unanimously agreed to share the survey with business colleagues.

4. 2026 Worlds of Work Youth Career Exploration Summit

CSBD, in partnership with the School Board, will host the 2026 Worlds of Work (WOW) on 3/4 at the Amerant Bank Arena. For this year's event, students will engage in hands-on career experiences in the following ten growth industries: 1) Aviation 2) Construction/Energy 3) Manufacturing 4) Healthcare 5) Hospitality 6) Information Technology 7) Logistics/Automotive 8) Marine 9) Public Safety and 10) Professional Services. We are recommending the committee to share the employer exhibitor and supporter opportunity forms with the business community and suggest employers who can assist with showcasing the ten worlds.

Mr. Leconte introduced the item and Mark Klincewicz reviewed the recommendation.

Mr. Klincewicz explained that student feedback from last year's event highlighted the need for more time in each industry "World", and that this year's event is reduced from twelve to ten "Worlds" to allow for increased time in each area.

Mr. Klincewicz stated that recruitment for exhibitors and supporters is underway and encouraged Committee members to share the links included in the agenda with their business and employer networks. Carol Hylton added that while the venue is no cost, there are other associated costs to hold a successful event.

Mr. Leconte encouraged the Committee members to support the event with a donation, in addition to sharing the information.

Maribel Feliciano requested that staff email the supporter and exhibitor forms to the Committee. Ms. Hylton responded that we would send it.

On a motion by Paul Farren and seconded by Michael Goldstein, the Employer Services Committee unanimously agreed to share the employer exhibitor and supporter opportunity forms with the business community.

REPORTS

1. Marketing & Communications Performance Update Report - PY 25/26

CSBD advanced its Marketing & Communications efforts during the first half of PY 25/26, with continued emphasis on our four priorities 1) expanding earned media visibility 2) outreach campaigns, 3) digital engagement and 4) deepening partner-driven promotion. Signature activities during this period included Paychecks for Patriots, Summer Youth Employment

Program outreach, and three (3) employer roundtables supporting the development of the AI Playbook. This mid-year report summarizes the progress and success from 6/1/25 through 12/31/25.

Michael Goldstein suggested adding a QR code at the end of the Workforce Wednesday presentations to direct audiences to follow CSBD on social media.

Maribel Feliciano requested that the career pathway industry videos be shared with Committee members. Carol Hylton stated that staff would do both.

2. On-the-Job Training (OJT) Program Changes

The U.S. Department of Labor recently issued a waiver to Florida Commerce allowing Local Workforce Boards to reimburse businesses of any size up to 90% of OJT participant wages and up to 100% for companies located in, or employing individuals who reside in, Opportunity Zones. Under CSBD's current OJT structure, employers are reimbursed 50 percent to 75 percent of participant wages. This change will incentivize employers in the Opportunity Zones to utilize our services.

Francois Leconte introduced the item and indicated it will be very helpful to employers in the Opportunity Zones.

3. South Florida Manufacturers Association (SFMA) Pre-Apprenticeship Program

CSBD participated in a roundtable convened by the SFMA and Atlantic Technical College (ATC) to discuss the development of a manufacturing pre-apprenticeship program. The proposed pre-apprenticeship will prepare participants for entry into the SFMA/ATC registered CNC Apprenticeship Program. Employers provided input to help refine the curriculum and skill alignment. CSBD staff engaged employers on how available On-the-Job Training funding may support them in transitioning individuals from the pre-apprenticeship program into the registered apprenticeship program.

Mr. Ash reviewed the item.

4. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 4.6 percent in November 2025, the most recent data available. This rate was 1.4 percentage points higher than the region's year-ago rate. In November 2025, Broward County's unemployment rate was 0.3 percentage points lower than the state rate of 4.9 percent. Out of a labor force of 1,086,836, up 3,132 (+0.3 percent) over the year. There were 50,346 unemployed Broward County residents. The State has indicated that unemployment and labor force statistics for October 2025 are not available due to a lapse in federal data collection activities, and that it will take several months to release more up-to-date data. The dashboard is a value-added resource that allows businesses to make data-informed decisions.

Mr. Klinecicz reviewed the unemployment data and shared notable updates reflected within the dashboard.

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE CHAIR

None

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE

Ms. Feliciano reported that there are no updates at this time from Small Business Development and noted that information will be shared as the annual calendar of events is finalized.

Ms. Suarez stated that she is looking forward to hosting a job fair with CSBD.

Mr. Goldstein shared that he will be speaking at a Florida Association of School Administrators event on 1/14/26.

MATTERS FROM THE FLOOR

None

MATTERS FROM THE PRESIDENT/CEO

Ms. Hylton stated that approximately 3,000 student applications have been received for the Summer Youth Employment Program, and that about 1,200 students are expected to be selected for hire.

She reported that we have consolidated office space from three buildings to two at the Central One Stop Center as a cost-saving measure.

ADJOURNMENT

1:16 P.M.

THE NEXT EMPLOYER SERVICES COMMITTEE MEETING IS MARCH 16, 2026



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
<p>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.</p>	<p>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.</p>	<p>1) Conduct a minimum of two meetings with the CSBD outreach team to explore opportunities for enhancing employer services through AI. 2) Implement a minimum of three employer-facing processes that could benefit from AI integration.</p>	<p>2/26</p>	<p>Completed: Staff held three meetings and identified opportunities to enhance employer services using AI. As a result, CSBD is now using AI to:</p> <ol style="list-style-type: none"> 1) Map employer job descriptions to occupations on the Targeted Occupations List to better align OJT opportunities with in-demand occupations. 2) Check email communications to improve tone and clarity. 3) Translate the electronic job seeker check-in module into Spanish and Haitian Creole at recruitment events, improving check-in efficiency and employer engagement. <p>Staff met with Board Member Michael Goldstein to discuss opportunities to expand CSBD's use of AI in operational areas such as employee onboarding, policy guidance retrieval, and automated prompts for new Employ Florida users. Mr. Goldstein commended the staff for the forward-thinking initiative and offered to connect CSBD with an industry contact and coordinate a demonstration of an AI tool he believes may benefit the organization. Mr. Goldstein has since followed up with the contact and is awaiting a response to coordinate a potential demonstration.</p>

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Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>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.</p>	<p>1.0.2 Coordinate with the Business Services team to promote the availability of AI-related incumbent worker training (IWT) grants.</p>	<p>Develop a minimum of 15 AI IWT grants.</p>	<p>1/26</p>	<p>Completed:</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 8. Beghelli, Inc. 9. All Pro Fabricators 10. South Beach Lady Charters 11. HOMES Inc. 12. Mr. Wireman 13. HANDY, Inc. <p>These grants are assisting employers train staff in areas such as AI-driven data analysis, software development, systems automation, and other emerging technologies that strengthen business operations and workforce competitiveness.</p> <p>All grant funds have been fully expended ahead of the State's deadline, reflecting strong employer demand and staff's responsiveness to industry training needs; as a result, no additional grants will be awarded under this funding.</p>

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Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>1.1 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.</p>	<p>1.1.1 Issue a Request for Quotes (RFQ) to procure a qualified public or private university partner to assess, design, and draft the AI Playbook.</p>	<p>1) RFQ is published and responses are received, evaluated, and an organization is selected.</p> <p>2) Conduct three engagement sessions with local CEOs and business owners to gather insights on AI use and implementation needs.</p> <p>3) Finalize the playbook and hold three post-delivery workshops or briefings with employers to share key findings from the playbook.</p>	<p>3/26</p>	<p>In Process:</p> <p>The AI Playbook for Small and Medium Employers RFQ was advertised on 6/9. The rating committee selected Gilead Sanders, the #1 ranked entity.</p> <p>The AI Playbook Survey launched on 10/24 to capture employer perspectives on AI adoption and workforce needs.</p> <p>Staff convened three AI Employer Roundtables in October, November, and December to gather direct input from local CEOs and business leaders on practical AI applications, implementation challenges, and workforce implications. In total, more than 100 employers participated across the three sessions.</p> <p>Discussion during the roundtables focused on practical AI adoption, including defining clear use cases, aligning tools with existing workflows, and upskilling current staff. Employers also addressed common workforce misconceptions and emphasized the role of AI in supporting employees and improving efficiency. Feedback received from the discussions is being used in the development of the playbook.</p> <p>The playbook is in production with an expected completion date by the end of March.</p>

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
<p>1.2 Educate employers attending Workforce Wednesdays and our Employer Forums/Roundtables regarding available AI tools and how they can be effectively deployed to help them stay up to date with the AI revolution.</p>	<p>1.2.1 Integrate AI-focused content in four Workforce Wednesday (WFW) sessions, employer forums and/or roundtables.</p>	<p>Feature an AI subject matter expert in four WFW sessions/employer forums/roundtables to present on AI implementation strategies for employers interested in implementing AI in their operations.</p>	<p>3/26</p>	<p>Completed: The Aviation Industry Employer Forum was held on 11/4 and featured Juan Ortega, CEO and Co-Founder of Authority AI, who presented on practical AI implementation strategies. The presentation resulted in active discussion and positive feedback.</p> <p>Mr. Ortega also presented at the Workforce Wednesday Seminar on 11/19, reinforcing practical AI implementation concepts for employers across industries. The session provided an opportunity to promote participation in the AI Playbook Roundtable and Survey to gather additional employer input.</p> <p>Additionally, staff convened three AI Employer Roundtables between October and December, led by AI subject-matter expert Gilead Sanders. Nearly 100 local employers participated in discussions on practical AI adoption, implementation challenges, and workforce impacts, with a focus on aligning AI tools with existing workflows, upskilling current staff, and addressing common AI misconceptions.</p>

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
<p>1.3 Act as a resource and a convener in providing employers with AI solutions.</p>	<p>1.3.1 Coordinate employer engagement sessions — such as forums, roundtables, or workshops — focused on practical uses of AI in business operations.</p>	<p>Integrate discussion and feedback related to the development of the AI Playbook for Employers into a minimum of four employer forums and other employer events during the program year.</p>	<p>3/26</p>	<p>Completed:</p> <p>Discussion and feedback about the playbook were included in the following employer events:</p> <ol style="list-style-type: none"> 1) AI Playbook Roundtable – 10/30 2) Aviation Industry Employer Forum – 11/4 3) AI Playbook Roundtable – 11/14 4) Workforce Wednesday Seminar – 11/19 5) AI Playbook Roundtable – 12/4 <p>Employers who attended the events, as well as those who participated in the Paychecks for Patriots Job Fair, were asked to complete the AI Playbook Survey.</p> <p>Additionally, CSBD launched an AI Resource Webpage to help employers explore practical tools and training opportunities to successfully integrate AI into their businesses.</p> <p>To further promote AI employer integration, staff will continue to include discussions regarding the AI Playbook and AI Resources Webpage at upcoming Workforce Wednesday Seminars and employer forums.</p>

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

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>3.0 Educate employers on a) the benefits of hiring youth and older workers and b) creative age-inclusive hiring practices.</p>	<p>3.0.1 Invite a guest speaker on age-inclusive hiring, including Veterans, into our Workforce Wednesday (WFW) Seminars and upcoming employer forums.</p>	<p>Guest speaker on the subject of age-inclusive hiring at a minimum of four WFW seminars and forums.</p>	<p>2/26</p>	<p>Completed: Elio Patino, Project Director for the AARP Foundation's Senior Community Service Employment Program, presented on age-inclusive hiring during the 10/29 Workforce Wednesday session. His presentation sparked strong discussion on building multigenerational teams and was well-received by attendees who valued the insights on engaging experienced workers in today's labor market. The event was featured across CSBD's social media platforms, extending its reach and reinforcing the importance of multigenerational hiring among local employers.</p> <p>December's Workforce Wednesday featured Janet Granger, a national expert on the generational workforce, who presented on improving communication and collaboration across age groups, with a focus on the benefits of hiring and engaging younger talent within multigenerational workplaces.</p>

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

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>3.0 Educate employers on a) the benefits of hiring youth and older workers and b) creative age-inclusive hiring practices. Cont.</p>	<p>3.0.1 Invite a guest speaker on age-inclusive hiring, including Veterans, into our Workforce Wednesday (WFW) Seminars and upcoming employer forums. Cont.</p>	<p>Guest speaker on the subject of age-inclusive hiring at a minimum of four WFW seminars and forums. Cont.</p>		<p>In January, staff hosted a follow-up Workforce Wednesday session featuring Ms. Granger and CSBD's Summer Youth Employment Program (SYEP) team as co-presenters. The session paired Ms. Granger's perspective on the value of youth hiring with an overview of SYEP as a practical pathway for employers to engage young talent.</p> <p>In February, SYEP served as the featured speaker at a Workforce Wednesday Seminar, presenting youth-hiring best practices for employers. The session highlighted strategies for recruiting, onboarding, and mentoring young talent, while showcasing SYEP as a practical pathway for employers to engage youth and build future talent pipelines.</p>

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

CareerSource Broward Strategic Goal #3:

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>3.0 Educate employers on a) the benefits of hiring youth and older workers and b) creative age-inclusive hiring practices. Cont.</p>	<p>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.</p>	<p>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.</p>	<p>3/26</p>	<p>Completed:</p> <ol style="list-style-type: none"> 1) Staff completed research on effective age-diverse hiring practices by reviewing information from multiple workforce, HR, and industry sources, including AI-assisted analysis. The research identified practical strategies and industry-specific examples that support the recruitment and retention of youth and experienced workers. 2) We launched a four-part social media series that featured testimonials and myth-busting tips celebrating the value of experienced workers and showcasing how CSBD helps employers tap into the power of seasoned talent to strengthen their workforce. 3) October's Workforce Wednesday Seminar focused on building multigenerational teams and was promoted through flyers and targeted social media posts, generating strong interest among employers. 4) A new episode of The Source podcast, released in December, highlights multigenerational workforce success stories, including a young participant who shared his experience navigating CSBD programs. The episode is part of a coordinated digital marketing campaign aligned with a Workforce Wednesday session focused on generational hiring and the Summer Youth Employment Program.

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

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>3.1 Consider the feasibility of serving employers located in CSBD’s regional partner’s area, regardless of their employees’ county of residence.</p>	<p>3.1.1 Initiate discussions with workforce board leadership at CareerSource South Florida (CSSF) to explore shared service delivery options.</p> <p>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.</p>	<p>CSBD to schedule and conduct a meeting with CSSF.</p> <p>Implement the strategies developed.</p>	<p>2/26</p> <p>3/26</p>	<p>In Process:</p> <p>This item remains pending as both boards await further direction from CareerSource Florida regarding the Regional Plan timeline. Discussions to date have focused on identifying potential areas of collaboration, such as joint employer forums, shared marketing efforts, and regional grant opportunities, which will be explored once formal planning begins.</p> <p>Staff gathered potential strategies through input from the board committees and shared these ideas with CareerSource South Florida (CSSF) to explore potential collaboration opportunities. Staff have held several discussions with CSSF and exchanged ideas on possible partnership approaches. At this time, no specific initiatives have been finalized.</p>

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

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>3.2 Explore partnering with Miami to coordinate events and/or activities that would serve both workforce areas in the region.</p>	<p>3.2.1 Connect with Miami's workforce board staff to discuss joint priorities and identify potential event themes or target industries for collaboration.</p>	<p>Identify at least one event or activity concept that aligns with shared regional goals.</p>	<p>1/26</p>	<p>In Process: This item remains pending as both boards await further direction from CareerSource Florida regarding the Regional Plan timeline. Discussions to date have focused on identifying potential areas of collaboration, such as joint employer forums, shared marketing efforts, and regional grant opportunities, which will be explored once formal planning begins.</p>
	<p>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</p>	<p>Hold a minimum of one joint event, if CSSF is in agreement.</p>	<p>3/26</p>	<p>Staff gathered potential strategies through input from the board committees and shared these ideas with CareerSource South Florida (CSSF) to explore potential collaboration opportunities. Staff have held several discussions with CSSF and exchanged ideas on possible partnership approaches. At this time, no specific initiatives have been finalized.</p>

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Memorandum #22 – 25 (BR)

To: Employer Services Committee
From: Carol Hylton, President/CEO
Subject: Manufacturing Industry Employer Forum
Date: March 9, 2026

SUMMARY

CSBD held a Manufacturing Employer Forum on 2/18 to engage local manufacturers on workforce needs and opportunities. The forum included 1) a presentation on operating within Foreign Trade Zones (FTZs) 2) a discussion on industry skill gaps and best practices and 3) strategies to strengthen the local manufacturing talent pipeline. Employers identified a need for 1) trained FTZ operators 2) greater awareness of manufacturing careers among students and job seekers and 3) potential funding for advanced manufacturing training initiatives. CSBD intermediaries are currently researching potential strategies and partnerships to address the identified needs.

BACKGROUND

CareerSource Broward convenes industry forums as part of its employer engagement strategy to strengthen partnerships with key industries and ensure workforce initiatives remain aligned with evolving employer needs. On 2/18, CSBD held an employer forum for the manufacturing industry. The objectives of the forum were to:

1. Educate local manufacturers about operating in FTZs.
2. Discuss best practices, skill gaps, talent shortages, and training needs.
3. Identify actionable strategies to improve the local technology talent pipeline.

DISCUSSION

Twenty-three (23) representatives from employers, educational institutions, and community partners attended the forum. Participating employers included DeAngelo Marine, Point Blank Enterprises, Florida Power & Light, Port Everglades of Broward County, and the School Board of Broward County (SBBC).

Douglas Saenz, CSBD's manufacturing intermediary, facilitated the forum and provided a brief overview of strategies implemented since the previous manufacturing employer forum, including hosting an industry-specific job fair and coordinating a presentation for employers on FTZs. Mr. Saenz then introduced Gary Goldfarb, Chief Strategy Officer with

the Interport Group of Companies, who provided an overview of foreign trade zones and their role in supporting manufacturing and international trade. Krystal Permanan, Manager of Foreign Trade Zone #25 in Broward County, followed with a presentation on the application process for FTZ designation and how the County supports small businesses seeking participation. Both presentations generated strong engagement from attendees and prompted discussion on how manufacturers can leverage foreign trade zones to strengthen operations and competitiveness.

Following the presentations, Mr. Saenz facilitated a roundtable discussion with employers to identify workforce challenges, skill gaps, and training needs within the manufacturing industry. Attendees recommended strategies focused on pursuing federal grant opportunities to advance manufacturing initiatives, preparing talent to support companies operating within FTZs, and increasing awareness of manufacturing career pathways to students and job seekers. The following tables summarize the skill gaps, training needs, and strategies identified during the discussion.

Skill Gaps / Talent Shortages / Training Needs / Best Practices
Need for trained FTZ operators to support companies obtaining FTZ designation.
Seek opportunities to pursue regional advanced manufacturing grant funding to support workforce development initiatives.
Need for increased awareness of manufacturing career pathways and internship opportunities among high school students, young adults, and adult job seekers.

Potential Strategies to Address Needs
1. CSBD will consider to explore applying for a regional advanced manufacturing grant in partnership with the South Florida Manufacturers Association (SFMA).
2. Consider the development of training programs for FTZ Operators through Broward College and SBBC using the Miami-Dade College program as a model.
3. Using the CSBD Manufacturing Career Pathways Video, CSBD and SBBC collaborate to expand awareness of manufacturing career pathways among students. Specifically, high school seniors approaching graduation.
4. SFMA, SBBC, and CSBD explore a collaboration to promote registered apprenticeship programs as a viable career pathway for high school students, particularly juniors and seniors.

RECOMMENDATION

None. For information purposes only.

Memorandum #23-25 (BR)

To: Employer Services Committee
From: Carol Hylton, President/CEO
Subject: Construction Industry Employer Forum
Date: March 10, 2026

SUMMARY

CSBD partnered with the Greater Fort Lauderdale Chamber of Commerce (GFLCC) to host a Construction Industry Employer Forum on 2/25, bringing together industry stakeholders and workforce partners to discuss current hiring trends and workforce needs within the construction sector. Employers highlighted industry challenges such as 1) limited soft skills among entry-level workers 2) growing interest in understanding how artificial intelligence and digital tools can support construction operations and 3) low awareness among youth of career opportunities in the skilled trades. Follow-up efforts are underway to identify workforce strategies that respond to the needs highlighted by employers.

BACKGROUND

On 2/25, CSBD held a Construction Industry Employer Forum with the GFLCC to convene industry stakeholders and discuss workforce development challenges and opportunities.

The objectives of the forum were to:

- 1) Discuss skill gaps, talent shortages, training needs, and best practices.
- 2) Identify strategies to address these gaps and strengthen the local talent pipeline for construction careers.

DISCUSSION

The forum, held in partnership with the GFLCC, brought together twenty-three (23) representatives from employers and community partners. Participating employers included Stiles Construction, The Energy Store, ANF Group, Advanced Roofing, International Brotherhood of Electrical Workers Local 728, Servpro, Ironworkers Local 272, and Goodwill Industries of South Florida.

Barbara Cevieux, CSBD's Business Services Manager for the Construction Industry, provided a recap of the strategies identified at the previous construction employer forum and offered an overview of CSBD's services.

The forum featured guest speaker Mr. Ian Schwartz, Vice President of Operations and Construction at Stiles Construction, who delivered a presentation on the company's workforce strategies and best practices.

Following the presentation, a roundtable discussion was held with employers to identify key workforce challenges, skill gaps, and training needs facing the construction industry.

Skill Gaps and Potential Strategies

Skill Gap: Employers consistently identified a shortage of essential soft skills among job candidates and entry-level workers, including communication (written and verbal), follow-up, attention to detail, safety awareness, and emotional intelligence.

Strategy: CSBD will continue promoting its Soft Skills Training workshops to construction industry employers and encourage participation among their employees and job seekers entering the industry.

Skill Gap: Construction employers expressed a growing need for guidance and training on integrating artificial intelligence and other digital technologies into their operations.

Strategy: CSBD will provide construction employers with information and resources on the use of artificial intelligence and other digital technologies through multiple avenues, including Incumbent Worker Training grants, the AI Playbook for Small and Medium-Sized Employers, and the AI Resources for Employers webpage. These resources will help businesses identify practical AI applications and access training opportunities to improve operational efficiency.

Skill Gap: Participants noted that while registered apprenticeship programs exist across several construction trades, awareness of these “earn-while-you-learn” opportunities remains limited among youth entering the workforce. Employers emphasized the need to increase exposure to these career pathways to attract and prepare the next generation of skilled workers.

Strategy: CSBD will work with construction employers, unions, and education partners to increase awareness of registered apprenticeship opportunities among youth and job seekers by promoting these programs at CSBD job fairs and employer outreach events, collaborating with the School Board of Broward County to highlight apprenticeship career pathways, and leveraging targeted digital outreach, including geofencing campaigns, to reach individuals entering the workforce.

CSBD staff will continue working with employers and partners to advance the strategies identified during the forum. An update on the progress of these initiatives will be shared with participants at the next construction industry employer forum.

RECOMMENDATION

None. For information purposes only.

EMPLOYER SERVICES INFOGRAPH

EMPLOYER TESTIMONIAL



LAT Service Group, Inc.

LAT Service Group, Inc. - Loreen Thomas, Founder/CEO – *“CareerSource Broward is a trusted partner for our organization. After attending a Workforce Wednesday session, an employer-focused event that highlights available workforce services, their team quickly helped us access valuable hiring resources, such as Employ Florida, to post openings and review qualified candidates. They also guided us through the paid internship program, making it easier to connect with individuals who matched our needs. Their team is responsive, proactive, and focused on delivering real hiring solutions. We value CareerSource Broward’s commitment to supporting local businesses while helping build a strong workforce for our community.”*



8,943
EMPLOYERS SERVED

32,845

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

19,187

New Job Openings Posted
in Employ Florida

\$4,439,568

WORK-BASED TRAINING INVESTMENTS

On-the-Job Training (OJT) Program - **\$137,576**
Skills Upgrade Incumbent Worker Training (IWT) - **\$168,180**
Adult and Youth Paid Internships - **\$4,133,812**

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

EMPLOYER TESTIMONIAL



All My Children Academy - Stephanie Moran, Manager – *“CareerSource Broward has been a tremendous partner in helping us connect with quality, dependable staff. They held a recruitment event for us to fill our open positions, and their team made the process smooth from start to finish. They posted our openings on Employ Florida, promoted the event, and created a welcoming space for us to meet candidates, discuss roles, and collect résumés. Being able to speak directly with motivated applicants in one setting saved our team valuable time and strengthened our hiring efforts. We greatly appreciate CareerSource Broward’s support and the role they continue to play in helping us build a reliable team.”*

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