



**Broward Workforce Development Board
Employer Services Committee**
Monday, November 4, 2024
12:30 p.m. – 2:00 p.m.

Zoom Meeting ID: 821 3530 9837
Zoom Password: 520465
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

PRESENTATIONS

Lightcast Labor Market Software

Douglas Saenz, Business Services Manager, will demonstrate the Lightcast software, which provides staff with comprehensive labor market data, skill demand insights, and employment projections. As part of our value proposition to employers, we use Lightcast to provide just-in-time information that assists with making data-driven decisions.

Career Ladder Identifier and Financial Forecaster (CLIFF) Tool

Maurice Gardner, Senior Manager of Career Center Services, will demonstrate the CLIFF tool, a career mapping tool developed through a partnership between CareerSource Florida and the Federal Reserve Bank of Atlanta. CLIFF helps individuals make decisions and customize their career journeys as they progress toward economic mobility and prosperity.

APPROVAL OF MINUTES

Approval of the Minutes of the 9/30 Employer Services Committee meeting.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Minutes of the 9/30 meeting

Pages 8 – 14

NEW BUSINESS

1. International Medical Industries Incumbent Worker Training Grant Application

Consideration to award International Medical Industries an Incumbent Worker Training (IWT) grant in the amount of \$130,604, which is 50% of the total training costs, for 31 employees to earn certifications in Process Validations, Scientific Molding, Normality Testing, and Six Sigma Green belt. Pursuant to the Workforce Innovation and Opportunity Act requirements, CSBD will contribute 50% toward the total cost of the training. In accordance with governing boards' policy, IWT grant applications of \$50,000 or more and recommended by the rating committee go to the Employer Services and the Executive Committees for consideration, with a report to the BWDB/CSBD Council of Elected Officials at their next meeting.

RECOMM Approval
ACTION Motion for Approval
EXHIBIT Memo #09 – 24 (BR)

Page 15 – 16

2. Updates to the Employer Services Committee Strategic Planning Matrix PY 24/25

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

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

Pages 17 – 24

3. Employer Services Committee Meeting Schedule

Consideration to approve the 2025 Employer Services Committee meeting schedule. We have scheduled six meetings for the upcoming year. Meetings are in person. On occasion, if necessary, a committee member can attend via Zoom.

RECOMM Approval
ACTION Motion for Approval
EXHIBIT Memo #07 – 24 (BR)

Page 25

4. **New Tiles to Be Added to the Economic Dashboard**

Consideration to approve adding four new tiles to the CSBD Economic and Workforce Dashboard 1) Innovation & Economic Development 2) Infrastructure & Growth Leadership 3) Business Climate & Competitiveness and 4) Quality of Life. The Florida Scorecard, developed by the Florida Chamber Foundation, provides the data presented for each of these tiles. Adding this new information keeps the dashboard relevant and draws employers and other stakeholders to our website, where economic information about Broward County can be found in one place.

RECOMM ACTION EXHIBIT	Approval Motion for Approval New Tiles
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REPORTS

1. **Partnership with the Broward County Office of Economic and Small Business Development**

CareerSource Broward and the Broward County Office of Economic and Small Business Development are expanding our collaboration to engage new and existing employers in the county with our services. This initiative aligns with our Strategic Marketing and Communications Plan to leverage partnerships to expand our exposure to the business community.

ACTION EXHIBIT	None Memo #08 – 24 (BR)
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Pages 26 – 27

2. **Paychecks for Patriots Hiring Event**

Paychecks for Patriots Veterans Hiring Fair will be on 11/14 at the Tamarac Community Center. The first hour of the event will be reserved for veterans and family members of veterans. The School Board will also be transporting students who are nearing graduation from the Technical Colleges. The event is being marketed to job seekers and employers through social media, geo-fencing, radio advertisements, distribution of flyers to community partners, advertising in the career centers, and word of mouth. To date, nearly 650 job seekers and over 150 employers have registered to attend.

ACTION EXHIBIT	None Employer Flyer
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3. Summer Youth Employment Program Employer Engagement

We are asking the committee members to share the Employer Flyer with their business connections. The employer portal is open and we are looking for private employers, not-for-profit organizations, and municipalities to become worksites for the youth over the summer. The program offers employers an incredible opportunity to empower the next generation by shaping our youth for future careers today!

ACTION None
EXHIBIT [SYEP Employer Flyer](#)

4. Update on the Manufacturing Industry Career Pathways Video

The Manufacturing Industry Career Pathway Video will be the third of a four-part series of industry-specific informational videos spotlighting in-demand careers in targeted industries. The video will highlight careers in Welding Fabricators, Injection Molding Technicians, Quality Assurance Inspectors, and Production Floor Workers. The video will expand awareness among our most barriered job seekers about career pathways for in-demand occupations in the industry. Education and Industry Consortium Chair Matt Rocco and the South Florida Manufacturing Association participated in the production of the video.

ACTION None
EXHIBIT None

5. Aviation Industry Employer Forum

This month, CSBD will hold an engaging employer forum with the Aviation Industry on 11/7. This event will unite business innovators and education partners to tackle workforce development challenges head-on and brainstorm strategic solutions through impactful discussions and actionable insights. A summary report will be provided at the next committee meeting.

ACTION None
EXHIBIT [Employer Flyer](#)

6. Marine Industry Initiative

On 9/16, Bert Fowles, Vice President of Marketing for Island Global Yachting and Chairman of the United States Superyacht Association, presented to the Education & Industry Consortium about the state of the marine industry. Mr. Fowles outlined the skill demands and workforce trends in the private maritime industry, emphasizing the need for guides or “journeys” that illustrate career advancement pathways within the field. CSBD is collaborating with Mr. Fowles to create “customer journeys” one-pagers, which are road maps that job seekers can follow to advance their careers in the marine industry. The one-pagers will showcase work-based learning programs such as OJT, paid internships, and registered apprenticeships.

ACTION None
EXHIBIT None

7. State of the Workforce Breakfast and Job Fair

CSBD will host its State of the Workforce job fair on 1/29/25 at the Broward County Convention Center (BCCC). The BCCC is providing the venue free of charge and parking for attendees, including job seekers, is being provided courtesy of Visit Lauderdale. CSBD is partnering with Broward County Transit to provide complimentary transportation to job seekers from economically distressed zip codes. The School Board will also be providing transportation for students who are nearing graduation from the Technical Colleges. Marketing to employers and job seekers for the event will be executed through 1) targeted digital advertisements through geofencing 2) social media and 3) e-blasts.

ACTION None
EXHIBIT [Employer Flyer](#)

8. CSBD Hosts Broward County Public Schools

CSBD will host a meeting with 50 Career Champions at our South Career Center on Wednesday, 11/6. The Champions help students prepare for life after high school. We will showcase the marine and healthcare videos to gain more exposure for these industries. A tour of the center will follow the meeting as it is important that they see first-hand the job seeker services CSBD offers to students and their parents. The idea for this collaboration stemmed from our recent Education and Industry Consortium meeting.

ACTION None
EXHIBIT None

9. Unemployment Release

The unemployment rate in Broward County was 3.4 percent in September 2024. This rate was 0.3 percentage points higher than the region’s year-ago rate. In September 2024, Broward County’s unemployment rate was equal to the state rate. Out of a labor force of 1,097,440, up 685 (+0.1 percent) over the year, there were 36,834 unemployed Broward County residents. 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 the ability to make data-informed decisions.

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

Pages 28 – 29

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 TBD



**Broward Workforce Development Board
Employer Services Committee**
Monday, September 30, 2024
12:30 p.m. – 2:00 p.m.

Zoom Meeting ID: 889 1842 4626
Zoom Password: 314757
Zoom Call-In: +1 646 876 9923

MEETING MINUTES

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

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

ATTENDEES: Heiko Dobrikow, Michael Goldstein, Marie Suarez, Denise Jordan, and Paul Farren who chaired the meeting.

STAFF: Carol Hylton, Ron Moffett, Mark Klinecicz, Barbara Cevieux, Johnell Beckford and Sonia Harriott.

PRESENTATION

Healthcare Career Pathways Video

This video showcases the various opportunities available in the healthcare industry and highlights the Pharmacy and Radiological Technician due to their high demand and gaps in talent pipelines. Board member Shane Strum, CEO of Broward Health was instrumental in the production of the video. The committee viewed the video.

Collectively, the members expressed their approval of the video, the messages conveyed and its professional production. Ms. Hylton thanked the members and stated the video would be shared on social media and with the technical colleges and also distributed to our chamber and community partners.

APPROVAL OF MINUTES

Approval of the Minutes of the 8/5 meeting.

Mr. Paul Farren introduced the item and asked if anyone had any questions, additions or changes to the minutes. Hearing no further discussion, Mr. Farren asked for a motion to approve.

On a motion by Paul Farren and seconded by Heiko Dobrikow, the Employer Services Committee unanimously approved the minutes of the 8/5 meeting.

NEW BUSINESS

1. CSBD Letter to the Maritime Industry Leaders

Considered the approval of the CSBD letter to the Maritime Industry. During the Education and Industry Consortium meeting held on 9/16, guest speaker Bert Fowles, Vice President Marketing and Sales IGY Marinas and Chair of the US Superyacht Association suggested CSBD pen a letter acknowledging the important contributions of the Marine industry, including small businesses, to our local economy. The letter serves as an important reminder that we welcome the opportunity to serve the employers in this industry and encourages them to engage CSBD and Marine Industries Association of South Florida to access employment services to address skill gaps and improve the talent pipeline and training needed for career pathways in the industry.

Mr. Paul Farren introduced and reviewed the item. There was no further discussion.

On a motion by Paul Farren and seconded by Heiko Dobrikow, the Employer Services Committee unanimously approved the CSBD Letter to the Maritime Industry.

2. New Tile to Be Added to Economic Dashboard

Considered the approval of an additional economic indicator tile to the CSBD dashboard, Inflation Rate. The data presented for this tile tracks the annual inflation rate (change in general price levels) over the previous 12 months. The dashboard currently showcases 22 “data tiles” that tell the story of labor market and economic conditions in the tri-county area. Adding this new information keeps the dashboard relevant and draws employers and other stakeholders to our website where economic information about Broward County and its neighbors can be found in one place.

Mr. Farren introduced the item and asked Mark Klincewicz to show the dashboard with the new tile and the corresponding trend analysis, which he did for the committee.

On a motion by Heiko Dobrikow and seconded by Marie Suarez, the Employer Services Committee unanimously approved adding the Inflation Rate tile to the CSBD Economic Dashboard.

3. Updates to the Employer Services Committee Strategic Planning Matrix PY 24/25

Considered the approval of the updates to the Employer Services Committee Strategic Planning Matrix.

Mr. Moffett reviewed the updates to the Strategic Planning Matrix and provided an overview of next steps and benchmarks highlighting the notable progress made toward achieving the objectives. Mr. Moffett stated that staff will continue to work on assigned items and that further updates on our progress will be provided at the next meeting.

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

4. Accept Apprenticeship Navigator Funds

Considered the approval to accept \$96,000 from the Florida Department of Commerce to fund outreach activities in our targeted industries to support the development and expansion of Registered Apprenticeship Programs (RAPs). With the funding, we will 1) identify career pathways 2) convene industry partners to promote the benefits of RAPs 3) continue to develop expertise among our industry intermediaries regarding the operation of apprenticeship programs and 4) engage community-based organizations and education providers to increase access to registered apprenticeship opportunities. The grant runs through June 30, 2025.

Mr. Paul Farren introduced and presented the item and asked if anyone had any questions. Hearing none, Mr. Farren asked for a motion to approve.

On a motion by Marie Suarez and seconded by Denise Jordan, the Employer Services Committee unanimously approved accepting \$96,000 from the Florida Department of Commerce to fund outreach activities in our targeted industries to support the development and expansion of Registered Apprenticeship Programs (RAPs).

REPORTS

1. CSBD Value Proposition Calculators

In response to Board Chair Heiko Dobrikow's recommendation, CSBD has created two calculators 1) On-the-Job Training and 2) Paid Internship/Work Experience. These web-based/mobile responsive tools enable employers to input information about their training or internship requirements and instantly receive an estimate of the value added to their bottom line by engaging CSBD in these services. Employers can adjust the input data to explore various scenarios and calculate different return on investment possibilities.

Mr. Paul Farren introduced the item and invited Mr. Klincewicz to elaborate on the CSBD Value Proposition Calculator.

Mr. Klincewicz stated the initiative was to develop a value proposition calculator using our work-based training services to show the dollar amount that could be added by to an employer's bottom line. He explained that after developing the calculators we created a separate landing page on our website for easy navigation and access to the tool. Mr. Klincewicz then went to our web page and demonstrated the On-the-Job Training and Internship/Work Experience Value Proposition calculators.

Ms. Jordan commented that it is an excellent financial tool that people will use and commended the team for a great job.

Mr. Dobrikow agreed and suggested staff explore the feasibility of creating a job fair value proposition calculator to show employers how much can be saved and returned to their bottom line by participating in our job fairs.

Ms. Hylton thanked Ms. Jordan and Mr. Dobrikow for their input and suggestions.

2. Chamber Contract Renewals

Last Fall, following a request for proposals to identify business associations to market and promote CSBD employer services to their members, CSBD entered into contracts with 1) the Greater Fort Lauderdale Chamber for up to up to \$65,000 and 2) the Greater Hollywood Chamber of Commerce for up to \$55,000 for the period ending 9/30. However, as the contracts began after the start of the fiscal year they were pro-rated last year. The contracts have been renewed for this year at the full amounts. The chambers serve as intermediaries and the CSBD Business Services team trained Chamber staff to develop commitments for work-based training in OJTs, internships, and incumbent worker training contracts. CSBD has been pleased with the services provided. The contracts will be through 9/30/25. In accordance with governing boards' policy, we report single item purchases in excess of \$10,000.

Mr. Dobrikow inquired from Marie Suarez and Denise Jordan about how these agreements have been working for them and whether or not they were adding value to their respective chambers.

In response, Marie Suarez expressed that she was pleased with the partnership and that it had definitely added value to the Greater Hollywood Chamber of Commerce and its members. She cited an example of how the Chamber itself used the services to find talent.

Denise Jordan's feedback was that she also was pleased and commented that it had presented an added value for the Greater Fort Lauderdale Chamber of Commerce and its members.

Mr. Dobrikow thanked them for their feedback and expressed his appreciation for the fantastic promotion of CSBD he has seen in their newsletters.

3. CSBD Convening the US Small Business Association and Local Economic Development

CSBD convened a meeting with Edward Fears, Director of the U.S. Small Business Administration's (SBA) Office of Disaster Recovery & Resiliency Field Operations Center, and Mark Ihenacho, SBA Public Affairs Manager, to discuss opportunities for collaboration out of the Atlanta office. Also in attendance were local Economic Development Representatives. The purpose was to develop strategic partnerships to support small businesses during times of disaster. During the meeting SBA agreed to 1) have an exhibit at our signature job fairs 2) conduct zoom presentations to employers at future Workforce Wednesday events and 3) provide materials to CSBD to post for employers on our website regarding business disaster loans, resiliency resources and other relevant information.

Mr. Paul Farren introduced the item and asked Ms. Hylton to elaborate on this initiative. Ms. Hylton stated that the idea was for CSBD to develop a stronger relationship between US SBA and local economic development. As convenors, we wanted to connect their services with our small businesses here in Broward County. Ms. Hylton indicated that she invited them to tour our center to showcase our facilities and equipment that we could make available to them to support small businesses during times of disaster.

4. CSBD Podcast Update

During the 2024 Board Planning Session, an action item was identified to explore creating podcasts for employer and job seeker audiences featuring guest presentations to include 1) board

members 2) stakeholders 3) youth 4) community partners and others based on their topical knowledge. CSBD has since researched and acquired the necessary equipment to produce the podcasts in-house. A proof of concept is scheduled in early October, with the first official podcast expected to be recorded later in the month. We are developing a schedule outlining podcast topics, speakers, and recording dates.

Mr. Klincewicz expressed gratitude to Mr. Francois Leconte and Mr. Michael Goldstein for providing guidance on the equipment needed to produce the podcasts. He indicated that after demonstrating a proof of the concept, a schedule will be developed based on the topics the committee discussed at the last meeting. He added that the podcast will be done regularly to expand our footprint for both employers and job seekers.

Ms. Hylton shared that she had checked with our sister regions and discovered that they only do audio podcasts. She also mentioned that she shared the idea with Mayor Levy, and he emphasized the importance of video content, stating that it helps identify the people being interviewed and creates a more personal connection.

5. Neighborhood Job Fair at North

CSBD hosted a Neighborhood Job Fair on 8/28 at our North One Stop Career Center, bringing together local businesses offering a wide array of opportunities, with over 260 job seekers. The job fair had a variety of employers, such as Coca-Cola, Seminole Casino Coconut Creek, Broward Health, and the Cities of Coral Springs and Pompano Beach, offering positions from Code Enforcement Officers to Medical Assistants. We will continue to follow up with attendees to assess the number of hires. As it turns out, Fox News was doing a story at the North office raising awareness on retirees returning back to the workforce the day before. When they found out that we were doing a job fair the next day, we welcomed the additional publicity to utilize the action of the event to help structure their story. The video was aired on various Fox outlets across the country including nationally on Fox News and Fox Business.

The video was shared with the committee.

6. Report on Hospitality Industry Employer Forum

CSBD in partnership with the Greater Hollywood Chamber of Commerce held an employer forum on 9/18 focused on the hospitality industry. The forum was attended by forty-six (46) individuals, in person and virtually, representing employers, education, and workforce development. The objectives of the forum were to 1) discuss best practices, skill gaps, talent shortages, and training needs and 2) identify actionable strategies to address the skill gaps and improve the talent pipeline and training needed for the career pathways in the industry. The strategies identified include posting open positions in Employ Florida so CSBD staff can recruit, assess, and refer candidates who match the employer's requirements.

Mr. Moffett advised that during the event, Mr. Bold from Commissioner Tim Ryan's office presented CSBD with a Proclamation signifying September 2024 as Workforce Development Month in recognition of the impact the professionals at CSBD have on job seekers and employers in Broward County. On behalf of Carol Hylton and the CSBD team, Mr. Moffett proudly accepted the Proclamation.

7. Hospitality Career Fair

To support employers in the hospitality industry as they prepare for peak season, which started in the Fall and runs through Spring, CSBD hosted one of our boutique signature “neighborhood” Job Fairs at our Central One Stop Career Center on 9/19. Hospitality companies with job openings from entry-level to management including 1) Riverside Hotel 2) Fort Lauderdale Marriott Harbor Beach 3) Economos Properties 4) Hilton Fort Lauderdale Beach Resort and 5) Water Taxi were on-hand and interacted with over 150 job seekers. Employers at the event shared that they were pleased with the number, quality, and skill of applicants. Several on-the-spot offers of employment were made, and we are following up with the employers and the job seekers to obtain employment information and offer additional services.

Mr. Paul Farren reviewed the item and expressed his appreciation to the team for developing and coordinating job fairs such as this one.

8. Update on Rotary Club Outreach

At the recommendation of the Employer Services Committee, CareerSource Broward (CSBD) is contacting the local Rotary Clubs to present employer services to their members. Staff identified eleven (11) Rotary Clubs in the county. To date, we have presented to five (5) Rotary Clubs and two (2) more are scheduled. The presentations were all well received and staff is following up with the employers who want to learn more about our services. We also leveraged our presentations at the meetings by sharing photos on social media.

Mr. Farren introduced the item and asked if anyone had anything to add. There was no further discussion.

9. CSBD’s 2024 Paychecks for Patriots Veterans Career Fair

CSBD will host its annual Paychecks for Patriots Veterans Hiring Fair on 11/14 at The City of Tamarac’s Community Center. The first hour of the event will be reserved for veterans and family members of veterans. The event will be marketed to job seekers and employers through social media, distribution of flyers to community partners, advertising in the career centers, and word-of-mouth.

Mr. Paul Farren introduced the item and asked if anyone had any questions. Mr. Klincewicz commented that Ms. Hylton was instrumental in collaborating with Mayor Michelle Gomez, to secure a much larger space to host the event this year. He explained that for this year’s P4P, we can utilize the entire City of Tamarac community center.

10. State of the Workforce Breakfast and Job Fair

CSBD, in partnership with the chambers of commerce of Fort Lauderdale, Hollywood, and Pompano Beach and the Port Everglades Association, is participating in the State of the Workforce Breakfast and hosting the Job Fair on 1/29/25 at the Broward County Convention Center. The event will feature a 1) networking breakfast where attendees will learn about the latest workforce trends and 2) a job fair. CSBD is also partnering with Broward County Transit to provide complimentary transportation to job seekers from economically distressed zip codes. marketing to employers and job seekers for the event will be executed through 1) targeted digital advertisements through geofencing 2) social media and 3) e-blasts.

Mr. Farren went over the item and indicated he was looking forward to the event.

11. Unemployment Release/Economic Dashboard

The unemployment rate in Broward County was 3.5 percent in August 2024. This rate was 0.2 percentage points higher than the region's year-ago rate. In August 2024, Broward County's unemployment rate was 0.2 percentage point lower than the state rate of 3.7 percent. Out of a labor force of 1,096,725, up 3,902 (+0.4 percent) over the year, there were 38,391 unemployed Broward County residents. CSBD also created a dashboard allowing website visitors to review the current and historical economic and workforce status of Broward County. The dashboard is a value-added resource allowing businesses the ability to make data-informed decisions. A new title "Inflation Rate" has been added.

Mr. Farren introduced the item and asked Mr. Klincewicz to display the Economic Dashboard which he did. Mr. Klincewicz highlighted the Labor Supply and Demand and the FLL Arrivals tiles. Ms. Hylton pointed out that the data provided by the airport was lagging a bit and asked for the committee's thoughts on how we should state that on the tile, as the data is not available to update the tile. Mr. Farren suggested a disclaimer stating, "the information regarding arrivals was based on the most current data available". Ms. Hylton agreed to have the language added.

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE CHAIR

None

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE

None

MATTERS FROM THE FLOOR

Mr. Dobrikow illustrated a useful link for identifying data such as company size and zip codes of companies within a particular industry by visiting the Florida Department of Business & Professional Regulation Public Records Center. He encouraged the committee to review it.

MATTERS FROM THE PRESIDENT/CEO

Ms. Hylton thanked Barbara Cevieux and Johnell Beckford for their contributions in producing the successful Marine and Healthcare videos.

ADJOURNMENT

1:57 P.M.

THE NEXT EMPLOYER SERVICES COMMITTEE MEETING WILL BE HELD ON NOVEMBER 4, 2024
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Memorandum #09-24 (BR)

To: Employer Services Committee

From: Carol Hylton, President/CEO

Subject: International Medical Industries Incumbent Worker Training Grant Application

Date: October 29, 2024

SUMMARY

Consideration to award International Medical Industries an Incumbent Worker Training (IWT) grant in the amount of \$130,604, which is 50% of the total training costs, for 31 employees to earn certifications in Process Validations, Scientific Molding, Normality Testing, and Six Sigma Green belt. Pursuant to the Workforce Innovation and Opportunity Act requirements, CSBD will contribute 50% toward the total cost of the training. In accordance with governing boards' policy, IWT grant applications of \$50,000 or more and recommended by the rating committee go to the Employer Services and the Executive Committees for consideration, with a report to the BWDB/CSBD Council of Elected Officials at their next meeting.

BACKGROUND

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

DISCUSSION

International Medical Industries (IMI) is an advanced manufacturer that delivers high-quality products for pharmacy operations. They have submitted an IWT Application to train thirty-one (31) employees at a cost of \$130,604, which is 50% of the total training costs. Employees in occupations such as Technicians, Analysts, Associate Engineers, Engineers, and Managers will earn certifications in the following areas 1) Process Validations 2) Scientific Molding 3) Solidworks 4) Normality Testing and 5) Six Sigma Green Belt.

IMI has obtained quotes for the training and secured the following training providers:

- 1) Taylor Associates - (Process Validation, Screening Experiments, Normality Testing)
- 2) Rinco Ultrasonics USA (Ultrasonic)
- 3) FANUC (FANUC Usage & Maintenance)
- 4) HR Vision Consulting (Team Building Supply Chain, Team Building Quality, Leadership Training)
- 5) AAMI (Ethylene Oxide Sterilization)
- 6) ASME (Drawing)
- 7) RJG (Scientific Molding)
- 8) Premier Quality Consultants (cGMP Documentation & Record Keeping)
- 9) Arburg (Arburg Machine Maintenance)
- 10) Routsis (Routsis Online Course)
- 11) Lowell (Plastic Part Design for Injection Molding)
- 12) The Solid Experts (Solidworks)
- 13) Continuous Improvement Institute (Six Sigma Greenbelt, Six Sigma Greenbelt Mentoring)
- 14) American Society for Quality (Certified Quality Engineer)
- 15) Huthwaite International (SPIN Selling)

The occupations to be trained are on the Targeted Occupations List for Broward County. Employees will earn an average of \$30.17 an hour upon completion of the training. The training is projected to start in December 2024 and be completed by September 2025. A CSBD rating committee reviewed the application and recommended this grant for funding.

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

RECOMMENDATION

Approve 1) an Incumbent Worker Training (IWT) grant to International Medical Industries, Inc. in the amount of \$130,604, which is 50% of the total training costs, to train 31 employees who will receive job-related training certificates, and 2) obligate funds from next year's allocation for that portion of the training which will occur after 6/30.



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EMPLOYER SERVICES COMMITTEE

Strategic Planning Matrix for PY 24/25

Heiko Dobrikow, Board Chair

Francois Leconte, Employer Services Chair

Carol Hylton, President/CEO

CONNECTING • REIMAGINING • INNOVATING

Transformative Partnerships For Tomorrow's Workforce

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.

CareerSource Broward Strategic Goal #2:

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>2.0 Create and send a link to BWDB members to add in the signature line of their work email as a way to promote CSBD.</p>	<p>2.0.1 Work with the IT Department to create instructions on how to add the CSBD logo with an embedded link and tagline to their email signature.</p>	<p>Instructions are created.</p>	<p>9/2024</p>	<p>Completed: CSBD created a badge with our logo and a “Proud Supporter” or “Proud Board Member” insignia and developed instructions that Board and Committee members can use to add it to their email signature lines.</p>
	<p>2.0.2 Distribute the linked logo and instructions to the Board members.</p>	<p>Instructions are distributed to the Board and committee members.</p>	<p>11/2024</p>	<p>On Target: CSBD distributed the linked logo and instructions to Board and Committee members.</p>
	<p>2.0.3 Survey the board members to determine how many of them have added the logo to their signature line.</p>	<p>Board and Committee members are surveyed.</p>	<p>12/2024</p>	<p>On Target: Staff will follow up with Board and Committee members in December to determine how many have added the logo.</p>

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

CareerSource Broward Strategic Goal #2:

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>2.1 BWDB members to forward notifications and invitations of upcoming business events that CSBD could attend, if applicable to our goals and objectives.</p>	<p>2.1.1 CSBD staff to send periodic email reminders to Board members.</p>	<p>A minimum of 5 events were attended by recommendation of Board members.</p>	<p>3/2025</p>	<p>On Target: We have drafted an email and established a schedule to periodically send reminders to Board and Committee members to let us know of community events we may want to attend.</p>
<p>2.2 Research ways to connect with small businesses and educate them on how CSBD is a resource, particularly those that have not used our services before.</p>	<p>2.2.1 Expand the partnership with the Small Business Development Center (SBDC) at FAU.</p> <p>2.2.2 Research and engage small business development centers at Broward College, NOVA, the School Board of Broward County, and other ITA partners.</p> <p>2.2.3 Engage with SCORE Broward to explore partnership opportunities.</p>	<p>A meeting is held with the FAU SBDC, and a plan for collaboration is created, including presenting CSBD services to small businesses at the SBDC.</p> <p>Research is conducted, and meetings are held with the applicable small business development centers to implement partnership strategies.</p> <p>A meeting is held with SCORE Broward and a partnership plan is implemented.</p>	<p>9/2024</p> <p>10/2024</p> <p>10/2024</p>	<p>On Target: Met with FAU SBDC and agreed on points to promote each other's services. CSBD will present at two of their quarterly meetings, beginning in January, and SBDC will present at our Workforce Wednesdays. Through our collaboration with the SBDC, staff is meeting with FAU's VP & Provost of the FAU Broward campuses in November to start the process of including CSBD content in the FAU newsletter, which is received by students and alumni including clients of the SBDC.</p> <p>On Target: Research conducted. Only SBDC and SCORE offer services to small businesses.</p> <p>CSBD convened a meeting with the US Small Business Administration (SBA) who flew in from Atlanta. As a result, 1) SBA staff will exhibit at job fairs 2) conduct presentations at Workforce Wednesdays and 3) provided materials to CSBD regarding business disaster loans, and resiliency resources. CSBD created a landing page and posted the information on our website to connect their services with small businesses located in Broward County.</p> <p>SBA will exhibit at the Paychecks For Patriots Job Fair on 11/14 and is being scheduled to give a presentation at a Workforce Wednesday event, which will be advertised and marketed ahead of time to employers.</p> <p>On Target: Staff met with SCORE Broward and agreed on a partnership plan to promote each other's services. SCORE will be provided a table at P4P and State of the Workforce job fairs to promote their services. CSBD will present our services at SCORE volunteer meetings every 2 months beginning in January; SCORE will be scheduled to speak at Workforce Wednesdays in February.</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>2.2 Research ways to connect with small businesses and educate them on how CSBD is a resource, particularly those that have not used our services before. Cont.</p> <p>3.0 Explore creating podcasts and/or lunch and learns for employers, including inviting board members who are subject matter experts to make presentations.</p>	<p>2.2.4 Create outreach materials specifically for small businesses that market CSBD's value proposition.</p>	<p>Marketing materials are created and used by the employer outreach team to engage small businesses.</p>	<p>12/2024</p>	<p>On Target: We are in the process of refreshing industry-specific small business outreach materials using plain language for our business services team.</p>
	<p>2.2.5 Attend a small business conference to network with subject matter experts to learn best practices for marketing workforce services to small businesses.</p>	<p>A conference is attended, and best practices are implemented, if feasible.</p>	<p>4/2025</p>	<p>On Target: Staff identified the following business conferences available to attend in Florida: 1. Small Business Expo (March 6, 2025 in Miami) (Registered to attend) 2. Broward Business and Beyond (1st week of May, 2025) 3. Jim Moran Institute Conference (June 11 – 13, 2025 in St. Petersburg) 4. SBDC Small Business Success Summit (August 2025 in Tampa) As the registrations for the other conferences open, we will register to attend.</p>
	<p>2.2.6 Explore the feasibility of approaching start-up entrepreneur lenders such as venture capitalists to explain our services so that they can pass the information on to their customers.</p>	<p>Research is conducted, and presentations are made to a minimum of five lenders.</p>	<p>2/2025</p>	<p>On Target: Staff researched and have identified two venture capital firms located in Broward County 1) The Venture Mentoring Team and 2) Las Olas Venture Capital. We are engaging them now to schedule presentations to explain our services so that they can pass the information on to their customers.</p>
	<p>3.0.1 Research podcasts hosted by other workforce boards in Florida.</p>	<p>Research is conducted and used, where feasible, to develop CSBD's podcasts, including topics, podcast length, and format.</p>	<p>9/2024</p>	<p>On Target: Staff researched CareerSource Tampa Bay, and Career Source Central Florida both have (audio only) podcasts available on Spotify. Mayor Levy, Chair of our Council emphasized the importance of video content, stating that it helps identify the people being interviewed and creates a more personal connection.</p>
	<p>3.0.2 Develop and implement a podcast calendar for the program year to include the topics and guests.</p>	<p>A calendar is created, and podcasts are published every other month.</p>	<p>11/2024</p>	<p>Our first video podcast, How Employers Can Leverage the SYEP, was recorded on 10/30 and is being edited for release in November. On Target: Staff is developing a podcast calendar that will identify the topics and guests scheduled for the year.</p>

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Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>3.1 Consider ways to partner with large companies to create training programs for emerging occupations in the targeted industries.</p>	<p>3.1.1 Identify and engage employers with 250+ employees to assess their training needs through Econovue, the South Florida Business Journal, and other lead-generation tools.</p>	<p>Developed work-based training grants (OJT, IWT, Customized Training) with a minimum of 6 large employers.</p>	<p>3/2025</p>	<p>On Target: Staff has begun pulling reports using Econovue to compile a list of employers with 250+ employees in our targeted industry sectors. Over 15 companies were identified and we are assessing training needs and are in the process of refreshing industry-specific outreach materials using plain language for our business services team.</p>
<p>3.2 Continue to strengthen relationships with employers, economic development, and community partners.</p>	<p>3.2.1 Identify three Broward cities with the highest unemployment and partner with their economic development offices and meet with them to develop ways to partner.</p>	<p>Research completed and strategies implemented to partner with them.</p>	<p>3/2025</p>	<p>On Target: Research was completed and identified the following Broward cities with the highest unemployment rates:</p> <ul style="list-style-type: none"> • Lauderdale Lakes 4.2% • Lauderhill 4.2% • Hallandale Beach 3.9% • Pompano Beach 3.9% • Dania Beach 3.8%
<p>3.3 Consider sharing the success of the partnership with the Greater Fort Lauderdale and Greater Hollywood Chambers of Commerce with other Chambers to encourage them to share our services with their business members.</p>	<p>3.3.1 Create testimonial social media content about the value of the partnerships, including the value-added services, and share it with all Chambers.</p>	<p>Testimonial social media content is created and shared with the 16 Chambers in the county.</p>	<p>2/2025</p>	<p>Staff is meeting with the City of Dania Beach on 11/19 to discuss partnership strategies. Meetings with other cities are being coordinated.</p> <p>On Target: In September, CSBD developed and presented a breakout panel discussion to a packed audience at the State Workforce Summit in Orlando. Content from the session was shared on social media.</p>

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Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>3.4 Explore developing a survey for organizations, chambers, and employers to measure their engagement with CSBD and to learn about their needs.</p> <p>3.5 Consider revising the value proposition message to employers to help them better understand the value of our services instead of using “free.”</p>	<p>3.4.1 Deploy an employer awareness survey.</p>	<p>The survey is sent, and the results are analyzed and followed up on.</p>	<p>3/2025</p>	<p>On Target: A survey is under development to measure engagement with CSBD and learn about needs. The survey will be conducted in January or February 2025 and sent to a wide range of employers, including those not in Employ Florida.</p>
	<p>3.5.1 Build an interactive landing page on our website with a calculator marketing our value proposition so that users can quantify the value of our services.</p>	<p>The landing page is launched and marketed to employers, Chambers, and business associations.</p>	<p>11/2024</p>	<p>On Target: CSBD has created two calculators: 1) On-the-Job Training and 2) Paid Internship/Work Experience. These web-based/mobile responsive tools enable employers to input information about their training or internship requirements and instantly receive an estimate of the potential cost savings offered by CSBD. Employers can adjust the input data to explore various scenarios and calculate different return on investment possibilities. CSBD Employer Outreach Staff are sharing the calculator with their employers. A broader marketing campaign is in development.</p>
	<p>3.5.2 Redesign outreach packets to use more plain language and market the value proposition.</p>	<p>Outreach materials are redesigned and in use.</p>	<p>12/2024</p>	<p>On Target: CSBD Communications staff is redesigning outreach packets to use more plain language and market the value proposition.</p>

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Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>3.6 Continue to use testimonials and real examples from our employer customers and post on our website so others will learn of the value of our services.</p> <p>3.7 Research employers who recently started a business in Broward County and meet with them about our services.</p>	<p>3.6.1 Create a testimonials page on our website and include a QR code to the page in marketing material as a source for hearing directly from employers who have used our services.</p> <p>3.7.1 Explore developing a routine system with the Broward County Office of Economic and Small Business Development (OESBD) to learn who the newly registered employers with Broward County are in real-time, including their contact information.</p> <p>3.7.2 Contact the new employers as the information is received, congratulating them on the new business and introducing who we are.</p>	<p>The testimonial page is launched and added to marketing materials for employers.</p> <p>Engage a minimum of 10 new businesses registered with Broward County each month.</p>	<p>11/2024</p> <p>12/2024</p> <p>12/2024</p>	<p>On Target: CSBD has created a testimonials process for employers to use. A testimonials page on our website is being developed and will go live in November. Marketing materials, including a QR code to the page, are in development as a source for hearing directly from employers who have used our services.</p> <p>On Target: CSBD and OESBD met in October and developed the following strategies for expanding CSBD's engagement with newly certified businesses with their office as well as businesses that renew their certifications:</p> <ul style="list-style-type: none"> • CSBD will create a landing page where the OESBD can refer employers to request one-on-one consultations with a CSBD Business Services Representative. The landing page will include an Employer Interest Form that will load into a database where the outcome of the leads will be tracked. • CSBD materials, including a congratulatory message, will be included in employers' welcome packets received from the OESBD upon certification. • Information about CSBD will be included in employers' renewal letters when they renew their registrations with the OESBD. <p>On Target: CSBD is developing the congratulatory note / script that will introduce new businesses to our services.</p>

Memorandum #07 - 24 (BR)

To: Employer Services Committee
From: Carol Hylton, President/CEO
Subject: Employer Services Committee Meeting Calendar for 2025
Date: October 29, 2024

SUMMARY

Consideration to approve the Employer Services Committee 2025 meeting schedule. We have scheduled six (6) meetings for the upcoming year. Meetings are in person. On occasion, if necessary, a committee member can attend via Zoom.

BACKGROUND

Each year, the Employer Services Committee approves a calendar so the members can set aside the time necessary to attend and participate in the committee meetings.

DISCUSSION

We have scheduled 6 meetings for the upcoming year. Meetings are in person. On occasion, if necessary, a committee member can attend via Zoom. The following calendar is proposed for Employer Services Committee approval.

Location	Day	Date	Time
CareerSource Broward Board Room 2890 West Cypress Creek Road Ft. Lauderdale, FL 33309	Monday	1/13/25	12:30 p.m.
		3/10/25	
		5/12/25	
		8/4/25	
		9/8/25	
		11/10/25	

Additional meetings may be scheduled as needed.

RECOMMENDATION

Approve the above meeting calendar for 2025.

Memorandum #08 – 24 (BR)

To: Employer Services Committee

From: Carol Hylton, President/CEO

Subject: Partnership with the Broward County Office of Economic and Small Business Development

Date: October 29, 2024

SUMMARY

CareerSource Broward and the Broward County Office of Economic and Small Business Development are expanding our collaboration to engage new and existing employers in the county with our services. This initiative aligns with our Strategic Marketing and Communications Plan to leverage partnerships to expand our exposure to the business community.

BACKGROUND

Broward County Office of Economic and Small Business Development (OESBD) provides resources and support for local businesses, with services ranging from business development, workshops, and certification programs that help small businesses obtain county contracts. CareerSource Broward (CSBD) regularly attends OESBD's small business workshops and conducts presentations on our work-based training programs. Additionally, OESBD Director Sandy-Michael McDonald is a member of the Broward Workforce Development Board and has been a featured presenter at our Workforce Wednesday seminars for employers.

DISCUSSION

This month, staff met with Director McDonald to brainstorm strategies for expanding our engagement with newly certified businesses as well as businesses that renew their certifications to continue doing business with the county. The following strategies were developed and will be implemented in December:

- a) CSBD will create a landing page on our website where OESBD can refer employers to us for one-on-one consultations with our Business Services Representatives. This will enable us to assess the employer's workforce needs and design solutions that address skill gaps, enhance retention, and align training with industry demands.

- b) For new businesses certified with the County - OESBD customarily sends welcome packets to them. CSBD materials, including a congratulatory message, will now be included in the packets.
- c) For businesses renewing their certification with the County – Our work-based training program information will be included in employers' letters when they renew their registrations with the OESBD.

These strategies will expand our partnership with OESBD, enabling us to extend our outreach to Broward employers with resources to strengthen the local workforce.

RECOMMENDATION

None. For information purposes only.

**Overview of the CareerSource Broward Region
Not Seasonally Adjusted
October 18, 2024**

- The unemployment rate in the CareerSource Broward region (Broward County) was 3.4 percent in September 2024. This rate was 0.3 percentage point greater than the region's year ago rate of 3.1 percent. The region's September 2024 unemployment rate was equal to the state rate of 3.4 percent. The labor force was 1,097,440, up 685 (+0.1 percent) over the year. There were 36,834 unemployed residents in the region.

Fort Lauderdale-Pompano Beach-Deerfield Beach Metro Division

- In September 2024, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Deerfield Beach MD was 932,100, an increase of 21,100 jobs (+2.3 percent) over the year.
- The Other Services (+10.4 percent); Construction (+8.6 percent); Government (+4.3 percent); and Trade, Transportation, and Utilities (+2.3 percent) industries grew faster in the metro area than statewide over the year.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the highest annual job growth compared to all the metro areas in the state in the Trade, Transportation, and Utilities (+4,700 jobs); Government (+4,600 jobs); and Other Services (+3,700 jobs) industries.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the fastest annual job growth rate compared to all the metro areas in the state in the Other Services (+10.4 percent) industry.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the second fastest annual job growth rate compared to all the metro areas in the state in the Construction (+8.6 percent) industry.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the third highest annual job growth compared to all the metro areas in the state in the Construction (+4,500 jobs) industry.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the third fastest annual job growth rate compared to all the metro areas in the state in the Government (+4.3 percent) and Trade, Transportation, and Utilities (+2.3 percent) industries.
- The industries gaining jobs over the year were Trade, Transportation, and Utilities (+4,700 jobs); Government (+4,600 jobs); Construction (+4,500 jobs); Other Services (+3,700 jobs); Education and Health Services (+3,100 jobs); Leisure and Hospitality (+1,800 jobs); and Professional and Business Services (+200 jobs).

Note: All data are subject to revision.

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

- The industries losing jobs over the year were Manufacturing (-800 jobs); Financial Activities (-600 jobs); and Information (-100 jobs).

Unemployment Rates (not seasonally adjusted)	Sep-24	Aug-24	Sep-23
CareerSource Broward (Broward County)	3.4%	3.5%	3.1%
Florida	3.4%	3.7%	3.1%
United States	3.9%	4.4%	3.6%

Nonagricultural Employment by Industry (not seasonally adjusted)	Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division				Florida			
	Sep-24	Sep-23	change	percent change	Sep-24	Sep-23	change	percent change
Total Employment	932,100	911,000	21,100	2.3	9,953,700	9,745,700	208,000	2.1
Mining and Logging	#N/A	#N/A	#N/A	#N/A	6,000	5,800	200	3.4
Construction	57,100	52,600	4,500	8.6	669,600	632,900	36,700	5.8
Manufacturing	29,800	30,600	-800	-2.6	420,700	422,800	-2,100	-0.5
Trade, Transportation, and Utilities	210,700	206,000	4,700	2.3	1,997,000	1,956,800	40,200	2.1
Wholesale Trade	57,200	54,300	2,900	5.3	405,000	392,200	12,800	3.3
Retail Trade	108,300	108,600	-300	-0.3	1,153,800	1,138,800	15,000	1.3
Transportation, Warehousing, and Utilities	45,200	43,100	2,100	4.9	438,200	425,800	12,400	2.9
Information	20,100	20,200	-100	-0.5	158,100	157,000	1,100	0.7
Financial Activities	72,300	72,900	-600	-0.8	683,400	683,100	300	0.0
Professional and Business Services	171,100	170,900	200	0.1	1,630,300	1,616,900	13,400	0.8
Education and Health Services	122,900	119,800	3,100	2.6	1,529,100	1,484,400	44,700	3.0
Leisure and Hospitality	97,100	95,300	1,800	1.9	1,302,900	1,275,500	27,400	2.1
Other Services	39,300	35,600	3,700	10.4	381,500	365,700	15,800	4.3
Government	111,600	107,000	4,600	4.3	1,175,100	1,144,800	30,300	2.6

Population	2023	2022	change	percent change
CareerSource Broward (Broward County)	1,962,531	1,946,889	15,642	0.8
Florida	22,610,726	22,245,521	365,205	1.6

Average Annual Wage	2023	2022	change	percent change
CareerSource Broward (Broward County)	\$69,252	\$66,754	\$2,499	3.7
Florida	\$66,444	\$63,781	\$2,663	4.2

Note: All data are subject to revision.

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