



**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

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

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

PROTOCOL FOR TELEPHONE/ZOOM MEETING

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

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

MEETING AGENDA

IDENTIFICATION AND INTRODUCTION OF ANY UNIDENTIFIED CALLERS

PRESENTATION

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.

APPROVAL OF MINUTES

Approval of the Minutes of the 8/5 Employer Services Committee meeting.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Minutes of the 8/5 meeting

Pages 9 – 15

NEW BUSINESS

1. CSBD Letter to the Maritime Industry Leaders

Consideration to approve a 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.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	CSBD Letter to the Maritime Industry

Pages 16 – 17

2. New Tile to Be Added to Economic Dashboard

Consideration to approve adding 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.

RECOMM Approval
ACTION Motion for Approval
EXHIBIT [Inflation Rate Tile](#)

3. 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 18 – 25

4. Accept Apprenticeship Navigator Funds

Consideration 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.

RECOMM Approval
ACTION Motion for Approval
EXHIBIT None

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.

ACTION	None
EXHIBIT	Demonstration of the Value Proposition Calculators

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.

ACTION	None
EXHIBIT	None

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.

ACTION None
EXHIBIT None

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.

ACTION None
EXHIBIT None

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, over 260 job seekers were in attendance. 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.

ACTION None
EXHIBIT [Fox News Video](#)

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.

ACTION None
EXHIBIT None

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.

ACTION None
EXHIBIT None

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.

ACTION None
EXHIBIT Memo #06-24 (BR)

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.

ACTION None
EXHIBIT P4P Save the Date Flyer for Employers

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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. Based upon last year's successful event we are projecting over 100 employers will discover top-notch talent by coming face-to-face with over 1,200 job seekers. 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.

ACTION None
EXHIBIT Job Fair Save the Date Flyer for Employers

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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.

ACTION	None
EXHIBITS	Broward County Labor Market Information CareerSource Broward Dashboard

Pages 29 – 30

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 WILL BE HELD ON NOVEMBER 4, 2024



**Broward Workforce Development Board
Employer Services Committee**
Monday, August 5, 2024
12:30 p.m. – 2:00 p.m.

Zoom Meeting ID: 860 5611 6310
Zoom Password: 066261
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: Heiko Dobrikow, Michael Goldstein, Mark Schaunaman, Lori Wheeler, Paul Farren, Denise Jordan, and Francois Leconte, who chaired the meeting.

STAFF: Carol Hylton, Mark Klinecicz, Tony Ash, Alex Shaw, and Sonia Harriott.

APPROVAL OF MINUTES

Approval of the Minutes of the 6/3 meeting.

Francois Leconte introduced the item and asked if anyone had any questions or changes. Hearing no further discussion, Francois Leconte asked for a motion to approve.

On a motion by Paul Farren and seconded by Denise Jordan, the Employer Services Committee unanimously approved the minutes of the 6/3 meeting.

NEW BUSINESS

1. Region 22 Targeted Occupations List (TOL) for Program Year 24/25

Considered the approval of the TOL for PY 24/25. As we always do, we researched the State's preliminary list and compared it to the Board-approved criteria. To get input on the State's proposed list and to gather additional relevant labor market data, we sent the preliminary TOL to local education and business stakeholders, community partners, business leaders, and industry intermediaries and invited them to a publicly noticed meeting held on 7/8. We provided an overview of the PY 24/25 TOL and the governing board's criteria for updating the TOL. Based upon our review and community input, CSBD recommends 1) adding forty-four (44) new occupations proposed by the State and 2) retaining thirty-one (31) occupations proposed by the State for removal.

Francois Leconte introduced the item and asked Tony Ash to present the TOL for PY 24/25 to the committee members. Tony Ash explained the TOL plays a vital role in directing how we allocate resources for training through our scholarship program and work-based training efforts. Mr. Ash stated that the State provides us with a preliminary list, which we then evaluate against the criteria

established by the Board. Through research using tools like Lightcast and Employ Florida, and in consultation with business leaders and our education partners during a public meeting, we are recommending retaining 31 of the 45 occupations the State proposed for removal and adding 44 new occupations suggested by the State.

Ms. Hylton added that staff applied the criteria developed by the Board to determine whether any of the occupations recommended for removal by the State should be kept on the TOL to meet local needs. Based on that determination, we recommend keeping 31 of the occupations the State proposed to remove.

Ms. Wheeler asked if an occupation that is removed has to wait another year before being reconsidered for addition back to the list. Ms. Hylton responded that the list can be updated throughout the year if new information becomes available and the need for the occupation changes locally. Ms. Wheeler stated that a tri-county study for the marine industry was conducted a few years ago and suggested that another study be commissioned. Ms. Hylton said staff would look into it.

Mr. Farren commended staff for analyzing the State's recommended list for Broward to determine which occupations to keep on the TOL.

Mr. Schaunaman stated he was surprised to see some of the trade positions removed by the State. Ms. Hylton responded that we would follow up with Florida Commerce to provide more details on the reasons for the occupations removed.

On a motion by Mark Schaunaman and seconded by Paul Farren, the Employer Services Committee unanimously approved the Targeted Occupations List for PY 24/25 1) retaining 31 occupations proposed by the State for removal and 2) adding 44 new occupations.

2. CareerSource Broward Podcasts

To continue expanding the reach to employers, job seekers, and community stakeholders, CareerSource Broward is developing a plan to launch bi-monthly podcasts that focus on workforce development topics. This strategy was developed during the Board planning session in April. We are asking the committee to 1) approve topics developed by staff and 2) recommend additional podcast topics.

Mr. Ash reviewed the topics developed and suggested by staff, such as targeted industry insights, CSBD services to employers and job seekers, small business resources, and Board member spotlights.

Mr. Dobrikow stated that the podcasts should not cover both employers and job seekers in the same taping. He added that it is important to have a targeted audience for each podcast and not

combine the two. Mr. Goldstein and Mr. Leconte agreed. Mr. Schaunaman stated that podcasts are a great way of reaching the public. He suggested adding a discussion on the importance of soft skills to the list of podcast topics. Ms. Wheeler agreed. Ms. Jordan suggested adding a topic on the importance of effective job descriptions for employers. Mr. Goldstein volunteered to assist with podcasts on trends in the Information Technology industry and to provide input on podcast equipment.

Ms. Hylton informed the members that we are researching the tools necessary to record them in-house. Mr. Dobrikow recommended that the equipment be mobile so the podcasts can be recorded offsite when needed. He provided an example of recording a podcast on location with the industry as the backdrop to highlight career pathways and high-wage opportunities. Mr. Goldstein added that mobile podcast equipment is relatively inexpensive.

On a motion by Denise Jordan and seconded by Lori Wheeler, the Employer Services Committee unanimously approved 1) topics developed by staff and 2) additional podcast topics recommended by the committee.

3. Tobacco Free Florida Employer Outreach

Tobacco Free Florida (TFF) is a comprehensive, statewide campaign funded by the Florida Department of Health. The program is designed to reduce tobacco use among Floridians through various initiatives and resources. CSBD is planning to support the State's efforts by providing materials to employers to share with their employees. CSBD will receive \$50 for each individual referred to TFF. We will share the information on social media and collaborate with the Chambers, industry associations, and community partners to inform the business community. Staff is asking the committee to recommend additional strategies for reaching employers.

Mr. Ash stated that the Florida Department of Health is partnering with workforce boards to spread the word about the available resources through TFF, such as 24/7 access to a coach, online resources to develop quit plans, and a four-week supply of nicotine patches, gum, or lozenges.

Ms. Hylton added that this initiative is a win-win for individuals who want to quit smoking and employers who wish to have a healthier workforce. She provided an overview of the referral process, including the collaboration with Nova Southeastern University, which serves as the Area Health Education Center, and how CSBD receives credit. Ms. Hylton stated that the informational materials will include a QR code that will link to a landing page with the referral form.

Mr. Leconte stated that if a 30-second public service announcement is available, he will share it on his broadcast network. Ms. Wheeler suggested sharing information with community organizations like the YMCA and Boys and Girls Club. Mr. Dobrikow added that employers with wellness committees could be targeted with the information. He said that his company, for example, has such a committee, and he would provide the information to them to disseminate to employees.

Mr. Farren inquired if CSBD would identify individuals who smoke to target with the information. Ms. Hylton answered that those who want assistance with smoking cessation will self-refer.

On a motion by Lori Wheeler and seconded by Paul Farren, the Employer Services Committee unanimously approved the additional strategies for reaching employers about TFF.

4. Employer Services Committee Strategic Planning Matrix PY 24/25

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

Mr. Ash reviewed the updates to the Strategic Planning Matrix and provided an overview of the next steps and benchmarks that staff added at the direction of the committee.

Ms. Wheeler inquired about the emphasis this year on replacing “no-cost” when marketing employer services to focus more on the value proposition. Ms. Hylton responded that during the Board planning session, one strategy developed was to leverage the value of our services in our marketing to employers. Many times, there is a negative stigma concerning quality attached to something that is no-cost or free. Lori agreed.

On a motion by Lori Wheeler and seconded by Michael Goldstein, the Employer Services Committee unanimously approved the updates to the Employer Services Committee Strategic Planning Matrix for PY 24/25.

REPORTS

1. Business Intermediary Services Contracts Update

This is to report on the business intermediary activities of the Greater Fort Lauderdale and Greater Hollywood Chambers of Commerce. CareerSource Broward (CSBD) entered into contracts with the 2 Chambers about 8 months ago following the release of a request for proposals seeking business organizations with at least 50 employer members willing to work with their memberships to increase awareness of CSBD employer services.

Mr. Ash provided an update on the business intermediary contracts with the Chambers. The Chambers are doing a great job of educating their membership about our employer services. The Chambers have held employer forums in targeted industries where representatives from business, workforce development, and economic development participated to discuss strategies for employer workforce needs, challenges, and skill gaps.

Ms. Hylton added that the contracts will expire in September, and we will discuss renewals with each Chamber. The renewals will be reported to the Board pursuant to Board approval last year.

Ms. Wheeler requested registration information for the Marine Industry Employer Forum scheduled with the Greater Fort Lauderdale Chamber. Ms. Hylton responded that the forum’s date in the report was incorrect and that the forum had to be postponed due to staffing turnover at the Chamber. Staff is working with the Chamber on a new date.

2. Industry Employer Forums Update

CSBD held industry employer forums in 1) information technology 2) manufacturing 3) healthcare 4) construction and 5) financial services. The objective of the forums was to a) discuss the skill gaps and training needs of each industry and b) identify strategies to address the skill gaps. Based

on information shared at the forums, we developed specific strategies to assist employers in each of these targeted industries. CSBD's intermediaries are following up with the forum attendees to implement the strategies discussed.

Mr. Ash reported on each of the employer forums, highlighting the identified skill gaps and the strategies discussed to address them.

3. Employer Services Infograph July 2023 – June 2024

CSBD's Employer Services Infograph was created to convey information about the delivery of our services to employers quickly and clearly through visual elements. The infograph is ideal for enhancing our storytelling and increasing the shareability of content across various platforms. CSBD hosted 110 recruitment events and job fairs during the period covered by the infograph. Also, through the outreach team, CSBD assisted Broward employers with nearly \$4.5 million in work-based training, including OJT grants, paid internships, and incumbent worker training.

Mr. Dobrikow complimented staff on doing a great job of providing work-based training assistance to employers. He recommended a campaign to educate employers more about the OJT program to increase the amount of funding provided in the current program year.

Ms. Hylton added that one of the purposes of our contracts with the Chambers is to assist us in engaging the businesses they serve. We have trained the Chambers, and we anticipate developing more OJTs with Chamber members. She added that we are also engaging several Rotary Clubs in the county and will present our work-based training solutions, including OJT, to their members. Mr. Dobrikow added that staff should consider engaging the over 8,000 employers served, as noted in the infograph. Ms. Hylton responded that we do that routinely.

Ms. Jordan recommended partnering with the municipalities to engage small businesses in their communities. Mr. Ash stated that we will work with the economic development officers in the Broward cities to educate their employers about our services, specifically about the value proposition of our work-based training solutions. He added that we will also continue to work with the Broward County Office of Economic and Small Business Development. Updates on these initiatives will be brought to the committee through the Strategic Planning Matrix reviewed in each ESC meeting.

4. CSBD Neighborhood Job Fair

The Neighborhood Job Fair was held on 7/31 at the Oakland Park Career Center, bringing together 15 local businesses offering a wide array of opportunities and nearly 300 job seekers. The job fair featured a variety of employers, such as Broward County Schools Transit, U.S. Customs and Border Patrol, One Blood, Sherwin Williams, and Broward County Government,

offering positions from Phlebotomists to Library Clerks. Job seekers connected with employers, exchanged resumes, and engaged in insightful conversations about career paths. We will continue to follow up with attendees to assess the number of hires.

Mr. Leconte commended staff for a great job in providing this event for the community.

5. Broward County Economic Dashboard

The unemployment rate in Broward County was 3.4 percent in June 2024. This rate was 0.4 percentage points higher than the region's year-ago rate. In June 2024, Broward County's unemployment rate was 0.1 percent less than the State's rate. Out of a labor force of 1,096,445, up 6,968 (+0.6 percent) over the year, there were 36,805 unemployed Broward County residents. The dashboard is a value-added resource, allowing businesses the ability to make data-informed decisions.

Mr. Dobrikow remarked that the local job market has tightened with the number of individuals seeking employment keeping pace with the number of available jobs.

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE CHAIR

None

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE

None

MATTERS FROM THE FLOOR

None

MATTERS FROM THE PRESIDENT/CEO

Ms. Hylton stated that the Summer Youth Employment Program (SYEP) was in its last week. She shared that because of the floods caused by constant rain, the orientation session with the youth at the beginning of the program was reduced from 3 days to 1 day. The remaining 2 days of orientation were moved to a virtual platform for the youth to attend. This year, we experienced some feedback from employers about soft skill challenges and opportunities with the youth, which reinforces the importance of the in-person 3-day orientation where we teach our youth the importance of soft skills. Ms. Hylton added that, as we do each year, each youth has been provided a SYEP Post Program Guide Book with information on various career pathways in growing industries. The guidebook has a QR code to a landing page with career videos. The guidebook can also be shared with their parents and caretakers.

Ms. Hylton indicated that the Worlds of Work Youth Expo would be held at the Amerant Bank Arena next year at no charge. She stated that Commissioner Tim Ryan was instrumental in securing the venue at no cost.

Ms. Hylton shared that the contract with the Broward County Convention Center for the 2025 State of the Workforce Job Fair is being finalized.

Ms. Hylton shared that we recently hosted CareerSource Florida Board Member Meredith Stanfield for a tour of the South Career Center, where we highlighted the team and the great work they are providing to employers and job seekers. Ms. Stanfield had very positive feedback.

Ms. Hylton reported that the career centers are experiencing an increase in job seekers in the resource rooms, which is an indicator that more people are entering the labor market.

Ms. Hylton reported that the career pathway videos are in production and are coming along well. They are currently being edited.

ADJOURNMENT

1:55

THE NEXT EMPLOYER SERVICES COMMITTEE MEETING WILL BE HELD ON SEPTEMBER 30, 2024

September 25, 2024

Subject: Letter to the Maritime Industry Leaders and Partners

Dear Maritime Industry Leaders and Partners:

I am writing to acknowledge and celebrate the tremendous contributions that the maritime industry has made to Broward County. As a key economic driver in our community, the maritime industry supports a wide range of businesses, from small enterprises to global corporations. Your commitment to innovation, sustainability, and excellence has driven job creation, enhanced trade capabilities, and generated tremendous value for local economies.

Your industry has played a pivotal role in establishing the county's position as the “*Yachting Capital of the World*,” making it a global hub for yacht enthusiasts, builders, and service providers. However, as your industry continues to grow and evolve, the need for a skilled and adaptive workforce is more important than ever as we take the next step to become the World’s Maritime Destination Hub! The demand for skilled workers—whether in logistics, engineering, or technology — continues to expand, and with it, the need for continuous workforce development. That is where **CareerSource Broward** can be a vital partner in assisting you in meeting these challenges.

CareerSource Broward offers a wide range of workforce solutions tailored to the specific needs of the maritime industry, such as:

- **Customized Recruitment and Employment Services:** We can help you connect with local talent that has the technical skills and industry knowledge required for your operations.
- **Training Programs and Upskilling Programs:** Through our partnerships with local educational institutions, we offer training programs designed to upskill your workforce in critical areas such as maritime logistics, engineering, and safety compliance.
- **On-the-Job Training and Apprenticeships:** We assist in establishing apprenticeship programs that provide hands-on experience, helping to nurture the next generation of maritime professionals.
- **Support for Small Businesses:** Small businesses, a key part of the maritime ecosystem, can benefit from our resources, including job placement, job fairs, and training incentives, to support their growth and sustainability.

Josh Levy
 Mayor, City of Hollywood
 Chair
 CareerSource Broward
 Council of Elected Officials

Dean Trantalis
 Mayor, City of Fort Lauderdale
 Vice-Chair
 CareerSource Broward
 Council of Elected Officials

Tim Ryan
 Commissioner
 Board of County Commissioners
 Chair Pro Tem
 CareerSource Broward
 Council of Elected Officials

Heiko Dobrikow
 Chair
 Broward Workforce
 Development Board Inc.

Carol Hylton
 President/CEO
 CareerSource Broward

By partnering with CareerSource Broward, the maritime industry can continue to build its workforce and secure the talent pipeline necessary to drive innovation, productivity, and long-term success. Our commitment is to help you address skill gaps, offer career pathways, and develop training initiatives that align with your industry's needs.

Recently, CareerSource Broward working with Lori Wheeler, Vice President, Marine Industries Association of South Florida (MIASF) produced a video to promote the MIASF Yacht Service Technician apprenticeship program. This apprenticeship program is specifically designed to support participating employers with meeting current and future employment demands by developing service technicians and providing career pathways. To learn more about this exciting opportunity contact MIASF at (954) 524.2733 or at apprentice@miasf.org.

We encourage you to engage with CareerSource Broward and MIASF as we work together to strengthen the maritime industry in Broward County. By investing in the development of your workforce today, we can ensure a prosperous and sustainable future for the entire community.

Thank you for your unwavering dedication to the maritime industry and for your continued contributions to the economic health and vitality of Broward County.

Sincerely,

Carol Hylton
President/CEO



A proud partner of the
AmericanJobCenter
network

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>9/24</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>Distributed the instructions to the BWDB for use.</p>	<p>9/24</p>	<p>On Target: CSBD will distribute the linked logo and instructions to Board and Committee members by 9/30/24.</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>11/24</p>	<p>On Target: CSBD is developing a follow-up schedule to canvas Board and Committee members.</p>

**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>2.2 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>2.1.1 CSBD staff to send periodic email reminders to Board members.</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 minimum of 5 events were attended by recommendation of Board members.</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>3/2025</p> <p>9/2024</p> <p>10/2024</p> <p>10/2024</p>	<p>On Target: CSBD has 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>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; SBDC will present at our Workforce Wednesdays; SBDC will introduce CSBD to FAU's VP & Provost of the FAU Broward campuses so CSBD can be presented to students and alumni via the FAU newsletter.</p> <p>On Target: Research conducted. Only SBDC and SCORE offer services to small businesses.</p> <p>CSBD invited the US Small Business Administration to visit our region. As a result, 1) SBA staff will exhibit at job fairs 2) conduct presentations at Workforce Wednesdays and 3) provide materials to CSBD to post on our website regarding business disaster loans, resiliency resources and information.</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; SCORE will be scheduled to speak at Workforce Wednesdays.</p>

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>2.2.4 Create outreach materials specifically for small businesses that market CSBD's value proposition.</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>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>Marketing materials are created and used by the employer outreach team to engage small businesses.</p> <p>A conference is attended, and best practices are implemented, if feasible.</p> <p>Research is conducted, and presentations are made to a minimum of five lenders.</p>	<p>9/2024</p> <p>10/2024</p> <p>2/2025</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>On Target: Staff identified the following business conferences available to attend in Florida:</p> <ol style="list-style-type: none"> 1. Small Business Expo (March 6, 2025 in Miami) 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) <p>Once a selection is made, we will register to attend one or more of these conferences.</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>3.0.1 Research podcasts hosted by other workforce boards in Florida.</p> <p>3.0.2 Develop and implement a podcast calendar for the program year to include the topics and guests.</p>	<p>Research is conducted and used, where feasible, to develop CSBD's podcasts, including topics, podcast length, and format.</p> <p>A calendar is created, and podcasts are published every other month.</p>	<p>9/2024</p> <p>10/2024</p>	<p>On Target: Staff researched CareerSource Tampa Bay, and Career Source Central Florida both have (audio only) podcasts available on Spotify.</p> <p>Staff is developing CSBD's podcasts, including topics, podcast length, and format.</p> <p>On Target: Staff is developing a podcast calendar for the program year.</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
3.1 Consider ways to partner with large companies to create training programs for emerging occupations in the targeted industries.	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.	Developed work-based training grants (OJT, IWT, Customized Training) with a minimum of 6 large employers.	3/2025	<p>On Target: Staff has begun pulling reports using Econovue to compile a list of employers with 250+ employees in our targeted industry sectors. 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>
3.2 Continue to strengthen relationships with employers, economic development, and community partners.	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.	Research completed and strategies implemented to partner with them.	3/2025	<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>Meetings with these cities' Economic Development Officers and employers are being scheduled to develop ways to partner to improve economic mobility.</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.	3.3.1 Create a testimonial social media content about the value of the partnerships, including the value-added services, and share it with all Chambers.	Testimonial social media content is created and shared with the 16 Chambers in the county.	2/2025	<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>

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>3.4 Explore developing a survey for organizations, chambers, and employers to measure their engagement with CSBD and to learn about their needs.</p>	<p>3.4.1 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: The survey will be conducted in January or February 2025. A survey company will be secured to survey a wide range of employers, including those not in Employ Florida.</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>3.5.1 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>3.5.2 Redesign outreach packets to use more plain language and market the value proposition.</p>	<p>The landing page is launched and marketed to employers, Chambers, and business associations.</p> <p>Outreach materials are redesigned and in use.</p>	<p>10/2024</p> <p>12/2024</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.</p> <p>On Target: CSBD Communications staff is redesigning outreach packets to use more plain language and market the value proposition.</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>3.6 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>3.6.1 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>The testimonial page is launched and added to marketing materials for employers.</p>	<p>11/2024</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>3.7 Research employers who recently started a business in Broward County and meet with them about 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>Engage a minimum of 10 new businesses registered with Broward County each month.</p>	<p>12/2024</p> <p>12/2024</p>	<p>On Target: CSBD and OESBD are meeting in October to develop a system of informing CSBD of newly registered employers and referring the employers to CSBD. The system will include tracking for outcomes.</p> <p>On Target: CSBD is developing the congratulatory note / script that will introduce new businesses to our services.</p>

Memorandum #06 – 24 (BR)

To: Employer Services Committee

From: Carol Hylton, President/CEO

Subject: Update on Outreach to Rotary Clubs

Date: September 24, 2024

SUMMARY

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.

BACKGROUND

CSBD is engaging the Rotary Clubs in Broward County to schedule presentations to their membership about employer services. Staff identified eleven (11) Rotary Clubs in the county.

DISCUSSION

To date, we have presented to five (5) Rotary Clubs and two (2) more are scheduled. The following table presents an update on the engagement with each club. The additional clubs researched are not scheduling guest speakers at this time or the club was non-responsive.

Rotary Club	Status
1. Ft. Lauderdale	Presented in November 2023.
2. Pompano Beach	Presented on 8/23
3. Hollywood	Presented on 8/27
4. Hallandale Beach	Presented on 8/28
5. Weston	Presented on 8/29
6. Coral Springs-Parkland	CSBD was scheduled to do a presentation on 9/18, but because of low attendance due to inclement weather we are rescheduling.
7. Plantation	The Rotary Club is identifying a date in October or November.

All of our presentations were well received. Many of the attendees expressed that they were appreciative that we came to the meeting to speak with them and several indicated they were not aware of the extensive services CSBD provides to the business community. As a result, staff is following up with the employers who want to learn more about our services and we also leveraged our presentations at the meetings by sharing photos on our social media sites.

RECOMMENDATION

None. For information purposes only.

EMPLOYERS FIND YOUR
QUALITY WORKFORCE

PAYCHECKS FOR
PATRIOTS
JOB FAIR*



SAVE THE
DATE

NOV. 14, 2024 • 9AM - 1PM
Tamarac Community Center
8601 W Commercial Blvd
Tamarac, FL 33351

DON'T WAIT, RESERVE
YOUR SPACE NOW!

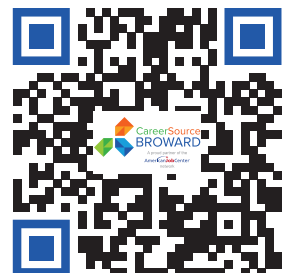
CareerSource Broward would like to thank the City of Tamarac, under the guidance of the Mayor, for making the community center available for the event!



Mayor Michelle J. Gomez
City of Tamarac

Register Now: bit.ly/p4p-2024-employer

Scan To Register



Find Us On:



The initiative referenced by this flyer is paid for by 100% federal funds through a grant totaling \$2,128,992.

An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

All voice telephone numbers on this document may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711.

*There is a charge of \$25 for employers to cover the incidentals of the event.



CareerSource
BROWARD

A proud partner of the
AmericanJobCenter
network

ANNUAL STATE OF THE WORKFORCE JOB FAIR*

Secure The Talent You Need.
Find Your Quality Workforce.



SAVE THE
DATE



Wednesday, January 29, 2025 • 10AM - 1PM
Broward County Convention Center

1950 Eisenhower Blvd, Fort Lauderdale, FL 33316

**There is a charge of \$25 for employers to cover the incidentals of the event.*

WHAT EMPLOYERS AND BUSINESSES SAID ABOUT LAST YEAR'S JOB FAIR:

- “The exposure to new employees has been unbelievable”
Greg Farley – General Manager – Fort Lauderdale Water Taxi
- “This is a ‘do-not-miss’ opportunity for employers and employees”
Dan Lindblade – President & CEO – Greater Fort Lauderdale Chamber of Commerce
- “This was by far the best event for our company to attend”
Jim Ryan – CEO, OutPLEX



SPACE IS LIMITED.
REGISTER TODAY AND
RESERVE YOUR SPOT!

bit.ly/csbdstotwe

The initiative referenced by this flyer is paid for by 100% federal funds through a grant totaling \$2,128,992.
An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.
All voice telephone numbers on this document may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711.



Overview of the CareerSource Broward Region
Not Seasonally Adjusted
September 20, 2024

- The unemployment rate in the CareerSource Broward region (Broward County) was 3.5 percent in August 2024. This rate was 0.2 percentage point greater than the region's year ago rate of 3.3 percent. The region's August 2024 unemployment rate was 0.2 percentage point lower than the state rate of 3.7 percent. The labor force was 1,096,725, up 3,902 (+0.4 percent) over the year. There were 38,391 unemployed residents in the region.

Fort Lauderdale-Pompano Beach-Deerfield Beach Metro Division

- In August 2024, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Deerfield Beach MD was 932,600, an increase of 24,700 jobs (+2.7 percent) over the year.
- The Other Services (+12.5 percent); Construction (+9.3 percent); Government (+4.3 percent); Leisure and Hospitality (+3.3 percent); and Education and Health Services (+3.0 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 Government (+4,500 jobs); Other Services (+4,400 jobs); and Trade, Transportation, and Utilities (+4,300 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 (+12.5 percent) industry.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the second highest annual job growth compared to all the metro areas in the state in the Leisure and Hospitality (+3,200 jobs) 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 (+9.3 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 (+4,900 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) industry.
- The industries gaining jobs over the year were Construction (+4,900 jobs); Government (+4,500 jobs); Other Services (+4,400 jobs); Trade, Transportation, and Utilities (+4,300 jobs);

Education and Health Services (+3,600 jobs); Leisure and Hospitality (+3,200 jobs); and Professional and Business Services (+1,200 jobs).

- The industries losing jobs over the year were Financial Activities (-700 jobs); Manufacturing (-400 jobs); and Information (-300 jobs).

Unemployment Rates			
(not seasonally adjusted)	Aug-24	Jul-24	Aug-23
CareerSource Broward (Broward County)	3.5%	3.6%	3.3%
Florida	3.7%	3.8%	3.3%
United States	4.4%	4.5%	3.9%

Nonagricultural Employment by Industry (not seasonally adjusted)	Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division				Florida			
	Aug-24	Aug-23	change	percent change	Aug-24	Aug-23	change	percent change
	Total Employment	932,600	907,900	24,700	2.7	9,927,900	9,717,700	210,200
Mining and Logging	#N/A	#N/A	#N/A	#N/A	6,000	5,800	200	3.4
Construction	57,400	52,500	4,900	9.3	668,100	631,500	36,600	5.8
Manufacturing	30,100	30,500	-400	-1.3	422,800	422,600	200	0.0
Trade, Transportation, and Utilities	209,900	205,600	4,300	2.1	1,998,100	1,952,600	45,500	2.3
Wholesale Trade	56,800	54,300	2,500	4.6	406,100	391,300	14,800	3.8
Retail Trade	108,000	108,800	-800	-0.7	1,156,500	1,139,800	16,700	1.5
Transportation, Warehousing, and Utilities	45,100	42,500	2,600	6.1	435,500	421,500	14,000	3.3
Information	19,900	20,200	-300	-1.5	157,800	158,700	-900	-0.6
Financial Activities	72,100	72,800	-700	-1.0	681,000	684,200	-3,200	-0.5
Professional and Business Services	172,300	171,100	1,200	0.7	1,637,900	1,620,900	17,000	1.0
Education and Health Services	122,200	118,600	3,600	3.0	1,513,400	1,471,100	42,300	2.9
Leisure and Hospitality	99,300	96,100	3,200	3.3	1,312,600	1,284,300	28,300	2.2
Other Services	39,700	35,300	4,400	12.5	382,200	365,200	17,000	4.7
Government	109,600	105,100	4,500	4.3	1,148,000	1,120,800	27,200	2.4

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