



Education and Industry Consortium
Tuesday, August 18, 2026
12:30 p.m. – 2:00 p.m.

Zoom Meeting ID: 894 7767 7251
Zoom Password: 244349
Zoom Call-In: 1 646 876 9923

CareerSource Broward Main Conference Room
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 themselves.
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.

MEETING AGENDA

CALL TO ORDER

IDENTIFICATION AND INTRODUCTION OF ANY UNIDENTIFIED CALLERS

SELF-INTRODUCTIONS

PRESENTATIONS

1. **Demonstration of the AI Playbook for Small and Medium-Sized Employers**

CSBD has finalized and deployed the AI Playbook for Small and Medium-Sized Employers, positioning CSBD as a regional leader in supporting businesses as they navigate the rapidly evolving AI-driven economy. The Playbook offers actionable guidance, real-world examples, readiness assessments, and implementation tools informed by employer roundtables and survey feedback. Thus far, the feedback has been overwhelmingly positive, enabling CSBD to maintain the AI Playbook's effectiveness.

EXHIBIT

[AI Playbook for Small and Medium-Size Businesses](#)

2. **Industry Spotlight**

Mike Smith, Training Director for South Florida Operating Engineers Local 487, will present on the state of the industry, emerging workforce trends, challenges, apprenticeship and training pathways available to develop and advance the workforce. *(This aligns with the Consortium's requirement to review information on the status of existing talent pipelines and the need to expand or leverage existing and/or new resources.)*

NEW BUSINESS

1. Quarterly Report of the 4/28 Meeting

Approval of the Quarterly Report of the 4/28 meeting. The insights provided are critical to the Broward Workforce Development Board's role as convenors of workforce services. *(This aligns with the Consortium's requirement to provide a quarterly report to the Broward Workforce Development Board.)*

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	2 nd Quarter Report

Pages 9– 15

2. Industry Updates

The consortium members are asked to 1) discuss their sector-specific development needs on talent in the local area and 2) provide input on emerging industry and/or occupational trends, with a focus on workforce-related impacts of AI. *(This aligns with the Consortium's requirement to review information on the status of existing talent pipelines and the need to expand or leverage existing and/or new resources and to provide a quarterly report to the Broward Workforce Development Board.)*

RECOMM	Discussion
ACTION	Based on Discussion
EXHIBIT	None

3. Workforce Topics for Program Year (PY) 26/27 Industry Employer Forums

CSBD regularly convenes industry employer forums to gather input from employers on workforce trends, challenges, and opportunities. At a recent meeting, the Employer Services Committee approved the following workforce topics as the focus of the employer forums during PY 26/27 1) Registered Apprenticeships as a Talent Strategy 2) Skills-Based Hiring and Talent Management 3) Building Stronger Employer Talent Pipelines and 4) Industry Credentials and Accelerated Workforce Training. To assist with ensuring future forum discussions remain relevant, timely, and valuable to employers, Consortium members are asked to identify any additional workforce topics. *(This aligns with the Consortium's requirement to emphasize priority industry sectors and occupations for the local area.)*

RECOMM	Dependent on Discussion
ACTION	Based on Discussion
EXHIBITS	Memo #01 – 26 (BR) Schedule of PY 26/27 Employer Forums

Pages 16 – 17

REPORTS

1. 2026 BWDB Planning Session Report

The board held its annual planning session on 4/23. The meeting started with a welcome by Council Chair and City of Hollywood Mayor Josh Levy, followed by BWDB Chair Jim Ryan. CSBD President/CEO Carol Hylton presented a video highlighting the accomplishments of the past year. Before breaking into workgroups, Broward's education leaders shared upcoming changes in education and the workforce. Armed with this information, the board and guests broke into 2 workgroups to discuss and develop strategic goals and objectives for the upcoming year, which have been incorporated into the Board committee matrices for them to work on during the upcoming year.

ACTION	None
EXHIBIT	Memo #10 – 25 (QA)

Pages 18 – 22

2. Update on CSBD Job Fairs

Developing and hosting Job Fairs is a key component of our comprehensive approach to facilitate workforce development in Broward County. Over the past four months, CSBD has held industry-specific job fairs in 1) Technology 2) Healthcare 3) Hospitality 4) Construction and 5) Marine and a cross-industry fair for 6) Veterans. These fairs bring job seekers and employers together in one place, allowing both parties to talk face-to-face, ask questions, and share information, making hiring faster and easier. CSBD will follow up and review the number of placements once the data becomes available. Both employers and job seekers reported positive feedback from each Fair.

ACTION	None
EXHIBIT	Memo #01 – 26 (EXEC)

Pages 23 – 24

3. PY 26/27 Sector-Based Industry Job Fairs

CSBD will host sector-based job fairs throughout PY 26/27 to connect employers in Broward County's targeted industries with qualified job seekers. The job fairs will be promoted through targeted email campaigns, social media, and partnerships with Chambers of Commerce and industry associations. The schedule is subject to change, and committee members will be notified as registration information becomes available for each event.

ACTION	None
EXHIBIT	Schedule of PY 26/27 Sector-Based Industry Job Fairs

Page 25

4. Targeted Occupation List (TOL) for PY 26/27

CSBD has received the TOL for PY 26/27 proposed by the State. As we always do, we will research the State's preliminary TOL and compare it to the Board-approved criteria. To get input and feedback on the State's proposed list we will send the preliminary TOL to 1) the Education and Industry Consortium 2) education partners 3) business stakeholders 4) community partners and invite them to a publicly noticed meeting set for Tuesday, 9/1 at 2:00 pm. We will send a "save the date" for you to add this meeting to your calendars.

ACTION	None
EXHIBIT	None

5. Paychecks For Patriots

CSBD will host its annual Paychecks for Patriots Veterans Hiring Fair on 11/17/26 at the Tamarac Community Center. The first hour of the event will be reserved exclusively for veterans and their family members, providing priority access to employers and services. We are seeking partners to support this not-to-be-missed event through employer recruitment, sponsorships, and community promotion, helping connect local veterans and job seekers with quality employment opportunities. The Consortium members are asked to help spread the word to their contacts and networks.

ACTION	None
EXHIBIT	None

6. CareerSource Broward's Response to Spirit Airlines Closure

Following the announcement of Spirit Airlines' closure on Saturday, May 2nd, CSBD immediately mobilized over the weekend by posting information on our website about available services and resources for former employees. On Monday morning, our South Career Center became "ground zero," where elected officials, CareerSource Florida, Broward County government, Spirit Airlines representatives, employers, and our CSBD staff stood ready to assist the impacted workers. Services included Rapid Response orientations, filing for unemployment compensation, resume and job search activities, and interviews with employers who stepped in to fill their job openings. To date, we have provided 1,838 impacted employees with Rapid Response services and targeted job fairs.

ACTION	None
EXHIBITS	Memo #05 – 25 (EXEC) Spirit Rapid Response Video

Pages 26 – 27

7. Report on Technology Industry Employer Forum

CSBD held a Technology Industry Employer Forum on 4/9, attended by employers, education partners, and industry leaders. The attendees identified skill gaps and talent shortages in cybersecurity, AI and foundational soft skills. Strategies developed focused on 1) strengthening alignment between training and industry needs through increased employer engagement in advisory councils 2) leveraging the use of CSBD labor market data to inform curriculum 3) expanding employer participation in internships and other work-based training to build the talent pipeline and 4) promoting CSBD's soft skills workshops to strengthen foundational competencies.

ACTION	None
EXHIBIT	Memo #26 – 25 (BR)

Pages 28 – 29

8. Report on Healthcare Industry Employer Forum

CSBD held a Healthcare Industry Employer Forum on 5/12, attended by healthcare employers and education partners. The group identified the need to expand training pipelines for cardiovascular technologists, radiology technicians, sterile processing technicians, and patient care technicians, and to strengthen AI literacy across the healthcare workforce. Strategies developed focused on 1) expanding accelerated career pathways through registered apprenticeships 2) collaborating with employers and education providers to identify priority AI competencies and integrate them into workforce training programs and 3) leveraging CSBD's AI Playbook for Employers to support employer workforce readiness.

ACTION	None
EXHIBIT	Memo #27 – 25 (BR)

Pages 30 – 31

9. Report on Marine Industry Employer Forum

CSBD, in partnership with the Greater Fort Lauderdale Chamber of Commerce, held a Marine Industry Employer Forum on 6/4, attended by marine employers and education partners. The attendees identified the need to increase awareness of marine careers and promote career advancement pathways for entry-level workers. Strategies developed focused on 1) expanding registered apprenticeships and stackable career pathways 2) increasing employer utilization of work-based training and 3) launching a coordinated marine careers awareness initiative to expand outreach and career exploration opportunities.

ACTION	None
EXHIBIT	Memo #28 – 25 (BR)

Pages 32 – 33

10. Summer Youth Employment Program (SYEP) 2026

The SYEP had a remarkable year, receiving over 3,000 applications and placing nearly 1,300 youth at more than 400 worksites across Broward County. Youth gained hands-on, real-world career exploration experience in a variety of industry sectors including 1) healthcare 2) law 3) skilled trades and 4) hospitality. These experiences allowed youth to develop valuable workplace skills, build professional confidence, and gain a better understanding of potential career pathways.

ACTION	None
EXHIBIT	None

11. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 4.5 percent in June 2026. This rate was 0.8 percentage points higher than the region's year-ago rate. In June 2026, Broward County's unemployment rate was 0.1 percentage points lower than the State's rate. Out of a labor force of 1,074,697, down 3,903 (-0.4 percent) over the year, there were 48,855 unemployed Broward County residents. The dashboard is a value-added resource that allows businesses and those looking to move to Broward to make data-informed decisions.

ACTION EXHIBITS

None
Broward County Unemployment Release for June 2026
[CareerSource Broward Dashboard](#)

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MATTERS FROM THE CONSORTIUM CHAIR

MATTERS FROM THE CONSORTIUM

MATTERS FROM THE FLOOR

MATTERS FROM THE CSBD PRESIDENT

ADJOURNMENT

THE NEXT EDUCATION AND INDUSTRY CONSORTIUM MEETING WILL BE ON NOVEMBER 18, 2026.



**Broward Workforce Development Board
Education and Industry Consortium**
Tuesday, April 28, 2026

12:30 pm – 2:00 pm.

2nd QUARTER REPORT
CareerSource Broward Main Conference Room
2890 West Cypress Creek Road, Ft Lauderdale, FL 33309

ATTENDEES: Kathleen Hagan, Richard Haughton, Michael Smith and Maria Formoso, who chaired the meeting.

STAFF: Mark Klinecicz, Rochelle Daniels and Michell Williams.

GUESTS: Lidia Clarke, Florida Department of Juvenile Justice Representative for the Florida Youth College, South Region Workforce Development Manager.

NEW BUSINESS

1. Quarterly Report of the 2/17 Meeting

Considered approval of the 2nd Quarter Report from the 2/17 meeting. *(This aligns with the Consortium's requirement to provide a quarterly report to the Broward Workforce Development Board.)*

Maria Formoso introduced the item. There was no further discussion.

On a motion made by Michael Smith and seconded by Kathleen Hagan, the EIC unanimously approved the 2nd Quarter Report.

2. Industry Updates

The Consortium members were asked to 1) discuss their sector-specific development needs on talent in the local area and 2) provide input on emerging industry and/or occupational trends. *(This aligns with the Consortium's requirement to review information on the status of existing talent pipelines and the need to expand or leverage existing and/or new resources and to provide a quarterly report to the Broward Workforce Development Board.)*

Maria Formoso introduced the item, and Mark Klinecicz asked the members to share any new information and workforce trends in their industries.

Mr. Haughton reported that the Florida Department of Transportation (FDOT) will redesignate all of the vertical takeoff locations, currently called Heliports, as Vertiports. The operators will receive up to 100% funding for the required modifications. He stated that Florida leads the

Nation among areas designated for the establishment of Vertiports, specifically the Fort Lauderdale-to-Miami corridor. Mr. Haughton mentioned that it would be helpful if we had a contact at the FDOT to explore the types of jobs likely to be generated from converting Heliports to Vertiports.

Kathleen Hagan asked Mr. Haughton to clarify what a Vertiport is and when they would go into effect. Mr. Haughton explained that Electric Vertical Take-Off and Landing (eVTOL) aircraft are electric-powered vehicles designed to hover, take off, and land vertically, aiming to revolutionize urban transportation as "air taxis" similar to a flying Uber. Operating similarly to helicopters but with multiple electric rotors, they will require converting Heliports to Vertiports to accommodate the larger aircraft that will be used for transportation.

Mr. Haughton said these aircraft are already certified by the Federal Aviation Administration, and three companies, BETA Technologies and Archer Technologies, have already been manufacturing these aircraft, and Joby Aviation was in the final testing stages of its aircraft. Test flights have already started in Manhattan. He explained that while progress in this emerging industry was under the radar, now is a key opportunity to get students excited about it. He emphasized that we should help students prepare for this new development in aviation, because youth will encounter these emerging job opportunities when they graduate. Mr. Haughton stated that large drone deliveries up to 1,000 pounds could be expected within the next two years. Mr. Haughton commented to Ms. Formoso that it may be time to schedule a meeting to discuss ways to raise awareness among youth and encourage students to enter these fields of work.

Mark Klinecicz added that, with this technology, he was wondering whether there would be demand for engineers and technicians who would need to repair these aircraft, and whether there would be a need to develop training for these technologies. Mr. Haughton responded that, most likely, the engine repair would require an add-on certificate to the existing avionics technician certification. Still, there would also be a need for technicians to convert the Heliports to Vertiports. The current physical infrastructure will need to be updated to accommodate these vehicles, so we need to be aware that there may be a training need not only in aviation but also in construction.

Rochelle Daniels asked Mr. Haughton whether, eventually, eVTOL aircraft would become more AI-driven than human-driven. He replied that he did not think this would happen in the U. S. over the next five to eight years, but that it would happen much faster in other countries. Emirates and Africa are already operating flights, so those countries would have autonomous vehicles before the U.S. He explained that, because our infrastructure is so complex, autonomous vehicles cannot integrate easily. Mr. Haughton believes that human-piloted aircraft will begin this year and that test flights will soon be conducted between the Fort Lauderdale and Miami airports.

Maria Formoso asked Mr. Haughton for an estimate of the cost to be a passenger on one of these flights and whether the information is public. He responded that they are trying to keep the price closer to what an Uber Black ride would cost, which is optimistic, but it would definitely be less than the cost of a helicopter flight from Fort Lauderdale to Miami.

Kathleen Hagan shared that in March, the White House launched an initiative to build shipyards and introduced it as Maritime Prosperity Zones (MPZs), designed to encourage shipyard growth and bring investment opportunities specifically to the Maritime Industry. It starts at the shipyard level, but the goal is to support small businesses that provide auxiliary services to shipyards. Hopefully, they will be doing zoning around the U.S., and with South Florida being a major Maritime hub, there will be several of them, specifically the shipyards in the Fort Lauderdale area.

Ms. Hagan explained that the initiative is circulating throughout her industry, and they are listening and learning more about the MPZs. According to the report she has seen, they seem to be looking for investment opportunities to go in on these MPZs. Ms. Hagan stated that the report was a nice overview of where we are with shipbuilding, the shipyards available, and the action plan for how they intend to fund it, but stated that she was unsure when this would go into effect. Ms. Hagan stated she would share the link to the report from the White House website.

Ms. Daniels added that our new Board member, Kris Hopkins from the maritime industry, recently shared that, over the years, the number of shipyards in this country has decreased, leaving few remaining. Ms. Daniels inquired whether this MPZ initiative would lead to shipbuilding taking hold again locally and whether we would see some of these shipyards reopen or new ones open. Ms. Hagan responded “yes” that she believed that MPZs would apply not only to commercial shipyards but also to yachting shipyards, potentially enabling them to convert or expand their operations and initiatives to address the need.

Ms. Daniels asked Ms. Hagan if she sees jobs such as welders, engineers and other trades coming to South Florida, to build ships. Ms. Hagan responded that because Florida has a vibrant maritime industry, we should definitely be among the main recipients of several MPZs and are pursuing designation as a designated zone. Once designated, we would look for investment opportunities and develop them further, either by using existing shipyards or by developing a facility that may currently be underserved, and then attract more opportunities, which would obviously have a spillover effect on our communities.

Ms. Formoso added that Broward Schools were adding two new marine programs for the upcoming school year. They have their secondary program at South Broward High School and their post-secondary program at McFatter Technical College and High School. They will also be opening the Outboard program at North East High School and the Maritime Technology program at Stranahan High School. She mentioned that they are introducing these programs to students at the local middle school as well.

REPORTS

1. Upcoming Industry Sector Job Fairs

CSBD will be holding a series of Industry Job Fairs in the 1) Technology 2) Healthcare and 3) Hospitality sectors. During this time, job seekers will connect directly with employers actively seeking local talent. The events will strengthen employer pipelines, promote career pathways, and reinforce these industries as critical drivers of Broward County's economy.

Maria Formoso introduced the item and asked Mark Klincewicz to further elaborate. Mr. Klincewicz provided an update on the number and types of employers signed up to participate in each of the fairs, and the initiatives CSBD is taking to identify and prepare our job seeker customers for the upcoming Industry Job Fairs.

2. New Starter Guide For Youth on How To Get Started In Skilled Trades

CSBD created a “How To Get Started in Skilled Trades” Starter Guide for Youth and Young Adults (Ages 16–24). This two-page resource gives our future workforce a clear, engaging overview of today’s skilled trades, outlines practical training pathways, and provides a simple roadmap for getting started. It also highlights helpful career resources, including CSBD, to help youth move toward apprenticeships, certifications, and employment.

Maria Formoso introduced the item, and Mark Klincewicz reviewed the new starter guide and stated that it had been shared with the Brace Advisors and others at the School Board. Ms. Formoso added that the guide would also be great for their Education Advisors to share with their seniors.

3. Summer Youth Employment Program 2026 Updates

The Summer Youth Employment Program 2026 was off to a strong start! The application period opened on 12/1/25 and closed on 1/5/26. More than 3,000 youth applications were received. SYEP is recruiting new employers to serve as host worksites for youth. These worksites would provide youth with meaningful, real-world career exploration in fields such as information technology, skilled trades, public service, and hospitality throughout Broward County.

Mark Klincewicz provided the update on the Summer Youth Employment Program and thanked the Consortium members for circulating the information about the program.

Ms. Daniels reported that this year we would serve an estimated 1,300 youth, and even though we have a good amount of job sites, we were still accepting additional employer job orders to match youth with their areas of interest. She also informed the Consortium that, thanks to our President and CEO Carol Hylton’s efforts, CSBD was awarded \$1.5 million by the DeLuca Foundation over the next three years to increase the number of youth we can serve in our highly sought-after youth employment program. Ms. Daniels reminded the Consortium that over 3,000 youth applied, meaning we are serving only 1/3 of them. We are delighted to have been awarded this additional grant so we can serve more youth. The SYEP brings more income into youths’ households and provides a meaningful work experience in a supported environment, offering employability skills training and a worksite monitor who visits daily to ensure a good introduction to the world of work.

4. Manufacturing Industry Employer Forum

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

Mark Klincewicz provided an update on the Manufacturing Industry Employer Forum and highlighted the many ways CSBD has promoted and continues to promote the Manufacturing Career Pathway video to youth.

5. Construction Industry Employer Forum

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

Maria Formoso introduced the item, and Mark Klincewicz provided an update on the Construction Industry Employer Forum, featuring keynote speaker Ian Schwartz, Vice President of Operations at Stiles Construction. Mr. Klincewicz highlighted the topics of discussion at the forum. Ms. Formoso added that, on the secondary school sites, the School Board has added employability and soft skills to their curriculum.

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

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

Maria Formoso introduced and reviewed the item and shared that WOW was such an incredible event, one of her favorites. Mr. Klincewicz presented the Worlds of Work video to the Consortium and highlighted coverage from several outlets. Michael Smith mentioned that he attended the event and that his organization provided one of the cranes seen in the video. It was his second year attending, and the event was fantastic. Mr. Klincewicz noted that, between the cranes and the assimilators, they were the two most visited pieces of equipment and were loved by the youth at WOW.

Mr. Haughton added that he always tries to bring hands-on equipment for the youth and said this was one of his favorite events of the year as well.

7. The Source Podcast – Apprenticeship Edition

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

Ms. Formoso introduced the item, and Mark Klincewicz discussed the CSBD quarterly podcast and informed the Consortium that we have expanded our reach and that all of our podcasts are now available on additional media platforms. Ms. Daniels added that if any members had ideas, subjects, or suggestions for the podcasts, to let us know. Ms. Formoso responded that the School Board could definitely collaborate with CSBD by having seniors or graduates who are working in our in-demand industries join a future podcast to discuss their experiences. Ms. Daniels agreed that this was a great idea and said she would discuss it with Ms. Hylton to determine a good topic and how our Communications team can coordinate it.

8. Tech Hub Pulse 2026

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

Maria Formoso introduced the item, and Mark Klincewicz presented the Tech Hub Pulse post to the Consortium.

9. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 4.6 percent in February 2026. This rate was 1.3 percentage points higher than the region's year-ago rate. In February 2026, Broward County's unemployment rate was 0.2 percentage points lower than the State's rate. Out of a labor force of 1,075,893, down 695 (-0.1%) over the year, there were 49,032 unemployed Broward County residents. The dashboard is a value-added resource allowing businesses the ability to make data-informed decisions.

Mark Klincewicz provided an overview of the Economic Dashboard and added that, as CSBD receives data, the dashboard is updated.

MATTERS FROM THE CONSORTIUM CHAIR:

None

MATTERS FROM THE CONSORTIUM:

None

MATTERS FROM THE FLOOR:

None

MATTERS FROM THE CAREERSOURCE BROWARD PRESIDENT:

On behalf of Carol Hylton, Ms. Daniels reminded the Consortium that their ideas, suggestions, and thoughts are welcome and very important, and that feedback or recommendations received are shared with the Board.

Mr. Klinecicz announced that CSBD recently completed the Board Planning session, and the discussions and engagement were great. More intel was being gathered to determine how we can forge our direction for the next year. Ms. Daniels added that the attendance was great, and we had Dr. Howard Hepburn, Dr. Stacy Volnick, and Dr. Steven Tinsley, as speakers, who provided a lot of information to discuss during the breakout sessions as they studied the goals and objectives for the upcoming year. The Council of Elected Officials indicated that the thought questions for this year's work groups were important and hit the mark for what we need to be doing now. Ms. Daniels explained that the report will go to the Board and then be shared with the Consortium, which may prompt additional discussion by the members.

Lastly, Mr. Klinecicz reported that we are the only Board to exceed all Federal requirements for our measures and one of two Boards to receive an A letter grade on the state's report card.

ADJOURNMENT – 1:16 pm.

THE NEXT EDUCATION AND INDUSTRY CONSORTIUM MEETING WILL BE HELD ON AUGUST 18, 2026.
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Memorandum #01 – 26 (BR) Revised

To: Education and Industry Consortium

From: Carol Hylton, President/CEO

Subject: Workforce Topics for PY 26/27 Industry Employer Forums

Date: August 13, 2026

SUMMARY

CSBD regularly convenes industry employer forums to gather input from employers on workforce trends, challenges, and opportunities. At a recent meeting, the Employer Services Committee approved the following workforce topics as the focus of the employer forums during PY 26/27 1) Registered Apprenticeships as a Talent Strategy 2) Skills-Based Hiring and Talent Management 3) Building Stronger Employer Talent Pipelines and 4) Industry Credentials and Accelerated Workforce Training. To assist with ensuring future forum discussions remain relevant, timely, and valuable to employers, Consortium members are asked to identify any additional workforce topics.

BACKGROUND

CSBD regularly convenes industry employer forums to engage businesses in discussions about workforce trends, hiring challenges, and emerging opportunities across key industry sectors. These forums provide employers with an opportunity to share perspectives, identify workforce needs, and inform the development of local workforce strategies and services.

At each employer forum, participants discuss a common workforce topic affecting their respective industries. During PY 25/26, the forums focused on the impact of artificial intelligence (AI) on the workforce, with each industry discussing the topic from its unique perspective. This approach generated valuable employer feedback that informed the development of CSBD's AI Playbook for Employers and supported implementation of the AI Incumbent Worker Training Grant. To further enrich these discussions, CSBD strives to include a guest speaker with expertise in the selected topic.

DISCUSSION

At a recent meeting, the Employer Services Committee approved the following workforce topics as the focus of the employer forums during PY 26/27 1) Registered Apprenticeships as a Talent Strategy 2) Skills-Based Hiring and Talent Management 3) Building Stronger Employer Talent Pipelines and 4) Industry Credentials and Accelerated Workforce Training. Staff is seeking the Consortium's input on additional workforce topics for the PY 26/27 employer forums. Staff will use the Consortium's feedback in planning the employer forums and identify subject-matter experts who can contribute to the discussion.

RECOMMENDATION

Discussion and identification of workforce topics for CSBD's PY 26/27 industry employer forums.

Employer Industry Forums for PY 2026/2027

Date	Forum	Time	Venue
8/5/26	Hospitality	8:30 -10:00	Greater Hollywood Chamber of Commerce 330 N Federal Hwy, Hollywood, FL 33020
10/14/26	Manufacturing	8:30 - 10:00	Admin Office 2890 W. Cypress Creek Road, FL 33309
11/3/26	Aviation	8:30 - 10:00	Admin Office 2890 W. Cypress Creek Road, FL 33309
2/11/27	Technology	8:30 - 10:00	Admin Office 2890 W. Cypress Creek Road, FL 33309
3/4/27	Marine	8:30 - 10:00	Greater Fort Lauderdale Chamber of Commerce 512 NE 3rd Ave, Fort Lauderdale, FL 33301
5/13/27	Construction	8:30 - 10:00	Greater Fort Lauderdale Chamber of Commerce 512 NE 3rd Ave, Fort Lauderdale, FL 33301
5/26/27	Healthcare	8:30 - 10:00	Admin Office 2890 W. Cypress Creek Road, FL 33309

Memorandum #10 – 25 (QA)

To: Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials

From: Carol Hylton, President/CEO

Subject: 2026 Broward Workforce Development Board (BWDB) Planning Session Report

Date: May 12, 2026

SUMMARY

Consideration to accept the strategic goals and objectives for Program Year 26/27, developed during the 4/23 Board annual planning session. The meeting started with a welcome by Council Chair and City of Hollywood Mayor Josh Levy, followed by BWDB Chair Jim Ryan. CSBD President/CEO, Carol Hylton, presented a video of the highlights and accomplishments of the past year. Before breaking into workgroups, Broward's education leaders shared changes on the horizon for education and the workforce. Armed with this information, the board and guests broke into 2 workgroups to tackle the thought questions and discuss the goals and objectives for the upcoming year. Once approved, the goals and objectives will be incorporated into the Board committee matrices for them to work on during the upcoming year. Approved at the 5/11 Executive Committee meeting.

BACKGROUND

The BWDB held its annual planning session immediately following the April 23, 2026, Board meeting this year. The purpose of the planning session is to review the goals and objectives of the previous year and to set new goals and objectives for the upcoming year. The board materials included relevant articles, the strategic planning matrices, and thought questions for the breakout group.

DISCUSSION

The meeting started with a welcome by Council Chair and City of Hollywood Mayor Josh Levy, followed by BWDB Chair Jim Ryan. Before hearing from our speakers and breaking out into workgroups, each of our BWDB Committee Chairs reported on their Committee's accomplishments through a video narrated by their avatar. The presentation concluded with updates from President/CEO Carol Hylton's avatar, who turned the meeting back over to Ms. Hylton, who announced a \$1.5M award from the De Luca foundation.

Dr. Howard Hepburn, Superintendent of BCPS, Dr. Stacey Volnick, FAU Executive VP & COO, and Dr. Steven Tinsley, Broward College VP of Workforce Education and Strategic Partnerships, spoke on what's new in education and workforce. Other guests included Council members, Board members, and Neeta Rancourt, Atlantic Technical College Director, and Denise Jordan, Executive Vice President at the Greater Fort Lauderdale Chamber of Commerce, who then separated into 2 workgroups to discuss the thought questions and brainstorm ideas that form the basis for the Board's goals and objectives for the upcoming year. The recommendations are presented below.

Topic: Training Funds, Flexibility, & Program Design

A. What would convince your colleagues in Congress to categorize work experience (paid internship) activities as a training activity rather than as a career service, which would not be counted toward the 50%?

- Explain the value of paid work experience as a training aid - it's not just about tuition.
- Align internship opportunities as an education tool.
- Partner with private sector businesses who use internships for training.
- Work with educational institutions like Atlantic Tech to use work experience to connect students to jobs.

B. What would convince your colleagues in Congress to allow Governors to have waiver authority over the requirement to spend 50% of the adult/dislocated worker allocation on training?

- Highlight the differences among state economies and industry needs.
- Provide examples of various scenarios when one-stop customers opt for jobs over training.

Topic: Physical Location

Consider the pros and cons of giving up the North Office on Coconut Creek Parkway. The current North Office staff would be reassigned to the Broward Health Center. in Pompano or to our other centers.

The workgroups both supported giving up the office in Coconut Creek, suggesting that we:

- Collaborate with BCPS and Broward College to co-locate staff.
- Assess the feasibility of co-locating staff at libraries and other community locations.
- Consider the creation of micro-job centers in the distressed zip codes.
- Explore the idea of pop-up job events.
- Consider the delivery of services using community partner mobile units.

Topic: Education and Workforce

A. How can we strengthen coordination between education and the workforce system to ensure alignment is planned and consistently carried through in implementation?

- Exchange information on our ecosystem and targeted industries.
- Assess the true capacity of industry demand.
- Explore creating a BWDB-branded online AI training program to upskill job seekers.
- Consider all the various ways to upskill workers impacted by AI & new technology, including rapid, targeted credentialing aligned to their existing skills.
- Increasing apprenticeship opportunities.
- Continue outreach to new employers and educate them on CSBD's resources.
- Research strategies to educate small employers on internships, including a how-to guide for employers on internships.
- Seek out opportunities for joint grant applications with our educational partners.
- Assess jobs in Employ Florida (EF) to assure we are recruiting to meet employer needs.

B. What structures or commitments are needed to ensure workforce, CareerSource Broward, is actively included and engaged throughout education initiatives—from proposal to execution?

- Convene stakeholders to spark discussion, identifying CSBD as a primary service provider for grant dollars.
- Identify contacts within grant awarding institutions and introduce CSBD.
- Analyze what may be a barrier for job seekers beyond education.
- Discuss how EF can be improved and discuss with FloridaCommerce.
- Educate employers on the use of EF as their first stop is recruiting talent and the EF ability to spider other job boards.
- Work with education so that they can see the advantages of using CSBD together with their career placement offices.
- Create information forums targeted at trade associations such as the marine association.

Topic: Apprenticeship

A. How can CSBD help remove barriers to apprenticeship and better position apprenticeships as a talent solution for employers?

- Explore how to make the application process easier.
- Hold fairs to educate stakeholders on apprenticeships.
- Increase exposure to the trades and the types of jobs available to job seekers. Use podcasts as a marketing tool for apprenticeships to dispel myths.
- Explore federal grant availability such as career pathways opportunities and expansion grants.

B. Should we focus our strategy on medium- and large-sized businesses, where scale makes the model sustainable, while recognizing that apprenticeships may not be viable for small employers in our market?

- Work with different size employer groups to see where apprenticeships can be successful.
- Consider partnering to recruit from pre-apprenticeship providers to recruit apprentices.
- Identify occupations in Broward appropriate for apprenticeships.

C. Should we plan Apprenticeship Information Days or forums to expand the knowledge base and encourage apprenticeship development?

- Consider holding apprenticeship informational days on a regular basis.
- Consider adding a tile on CSBD's website regarding registered apprenticeship data.
- Include apprenticeships in the menu of work-based options for employers.

Topic: Support Local Area Designation

A. What information can we present that will make you stop and consider the impact of eliminating local area designation? Consider whether you would be influenced by losing the ability to address the unique needs of the local economy, population, and business in your district or state. Is there a more cogent argument that can be made?

- Create a short message on the unique needs of different regions to communicate that it's not a one size fits all.
- Share our scorecard and success stories.

B. What would be the best way to present the arguments? Are there specific groups with whom we should align, build a partnership, or form a coalition that are likely to be supportive and able to influence lawmakers?

- Work with employer groups to carry our message.

Topic: Employer Engagement

A. How can we better access city and municipal funding? What strategies can we employ to diversify funding (philanthropy, employer co-investment, and local government) to reduce dependency on federal formula allocations?

- Research budget cycles; if creating something new, seek support from elected officials.
- Develop relationships with the person overseeing grants in our cities/municipalities.
- Continue relationship building as elected officials change.
- Explore opportunities to present CSBD services and accomplishments before the County Commission.

B. Board members know that CSBD is no longer a secret, and we now have employers calling to seek training funds. We want to meet employer expectations. Consider these options and others to address employer demand: 1) Waiting lists 2) Reducing the amount of the reimbursement and 3) Standardizing the cost per participant.

- Consider how to reduce the reimbursement amount to reach more people without losing the interest of employers.
- Consider a tiered approach where small employers receive more funding than large employers.

Topic: AI, Automation & Future Workforce Disruption

A. What role should each of us — education, workforce, and employers — play in ensuring our region remains competitive as the nature of work continues to change?

- Use analytics to predict which jobs will be impacted and share the information with our employer associations and education partners.
- Encourage small businesses to use the AI Playbook to grow their businesses.
- Work with our partners to develop a multifaceted solution.
- Develop career information sessions (in-person/virtual) for job seekers whose jobs may be affected by AI.
- Be a brand ambassador to educate employers to use CSBD.

B. How should we align our education and workforce systems to meet current workforce needs while preparing for changes in jobs driven by AI and automation?

- Survey current training providers to see how they are utilizing AI in their curriculum/training.
- Marry our ITA list to future jobs.
- Identify free or low-cost AI training resources to prepare job seekers for future workforce disruption due to AI.

C. Should we cease training for demand jobs that are in decline?

- Keep courses even when jobs decline but monitor the decline to know when to stop training.
- Work with ITA providers to determine the impact if we cease training in jobs that are becoming obsolete.
- Emphasize funding in those occupational areas which are not declining.
- Include the Top 10 Jobs in Decline on our Dashboard.
- As resources are limited monitor the labor market and modify which jobs we train for.
- Educate our training providers as the labor market changes.
- Focus the majority of resources on the growing occupations and less focus on the declining careers.

EVALUATION

Board planning session attendees evaluate the planning session each year so CSBD can gauge the planning session's success. Overall, respondents were very satisfied. Some of the comments were:

- The most diverse and engaging board that is so thought-provoking!
- Well organized and structured, making the best use of time resulting in thoughtful and spirited discussions and idea generating.
- Great facilitation!
- I liked the conversations in the breakout sessions and hearing different perspectives.
- The camaraderie of fellow board members.
- So proud of the CSBD team!
- It was very informative and had action plans and outlined results.
- Thought questions were on point and included real issues affecting us today.
- Loved the presentations from our education partners.
- Great job!
- Love the CSBD Board!
- Appreciated the opportunity to provide a voice and give input.
- Continue to provide collaboration opportunities.
- The Planning Session went very well and the staff was amazing.
- Keep up the good work!
- Loved the AI Avatar Reports.
- The networking and sharing perspectives from various industries.
- Board Planning Session was perfect!
- Thank you for everyone's time and effort!

The board planning concluded with Chair Jim Ryan providing closing remarks and thanking the BWDB and staff. Carol also reminded the members that once approved, the workgroups' responses will form the basis for the Board's goals and objectives for the upcoming year and will be sent to the committees to consider and develop benchmarks.

RECOMMENDATION

That the Board accept the Planning Session strategic goals and objectives.

Memorandum #01 – 26 (EXEC)

To: Education and Industry Consortium

From: Carol Hylton, President/CEO

Subject: Update on CSBD Job Fairs

Date: August 11, 2026

SUMMARY

Developing and hosting Job Fairs is a key component of our comprehensive approach to facilitate workforce development in Broward County. Over the past four months, CSBD has held industry-specific job fairs in 1) Technology 2) Healthcare 3) Hospitality 4) Construction and 5) Marine and a cross-industry fair for 6) Veterans. These fairs bring job seekers and employers together in one place, allowing both parties to talk face-to-face, ask questions, and share information, making hiring faster and easier.

BACKGROUND

CSBD has a long and successful track record of engagement initiatives that highlight our role in promoting access to quality employment opportunities, supporting employers' workforce needs, and contributing to the region's economic sustainability. Initiatives such as Job fairs strengthen collaborations with stakeholders, increase our visibility in underserved communities, and provide valuable platforms to connect employers with job seekers while demonstrating CSBD's commitment to workforce development.

DISCUSSION

CSBD has developed and hosted six (6) Job Fairs since late April. These events bring job seekers and employers together in one place, allowing both parties to talk face-to-face, ask questions, and share information, making hiring faster and easier.

1. Sector Job Fair - Technology

On 4/29, CSBD hosted a targeted Technology Industry Job Fair at the Central One-Stop Center, featuring employers with technology-related openings, including Hotwire Communications, Broward Health, Nova Southeastern University, the Federal Bureau of Investigation, and the Broward County Board of County Commissioners. Over 150 job seekers attended the fair meeting directly with hiring employers.

2. Sector Job Fair - Healthcare

On 5/5, CSBD hosted a Healthcare Industry Job Fair at the Central One-Stop Center, featuring employers with healthcare career opportunities, including Cleveland Clinic, Henderson Behavioral Health, and John Knox Village. More than 80 job seekers attended the event and met directly with hiring employers.

3. Sector Job Fair - Hospitality

CSBD held a Hospitality Industry Job Fair on 5/13 at the Central One-Stop Center, bringing together hospitality employers, including Omni Fort Lauderdale Hotel, Fort Lauderdale Marriott Harbor Beach Resort & Spa, Margaritaville Hollywood Beach Resort, and Hilton Beach House Fort Lauderdale. More than 200 job seekers attended the event to connect with employers offering a variety of career opportunities within Broward County's hospitality industry.

4. Sector Job Fair - Construction

CSBD hosted a Construction Industry Job Fair on 5/21 at the Central One-Stop Center, bringing together employers, including Advanced Roofing, FG Construction, South Florida Operating Engineers, and Florida International University, with South Florida Operating Engineers and Florida International University recruiting for registered apprenticeship programs, including FIU's partnership with Moss Construction. Nearly 160 job seekers attended the event. The job fair highlighted registered apprenticeships as an important workforce pathway into the skilled trades.

5. Veterans Job Fair

CSBD held a Veterans Job Fair on 6/16 at the South One-Stop Center to connect veterans, transitioning service members, and their families with career opportunities. Twelve employers participated, and nearly 100 job seekers attended the event. Participating employers included Broward Health, Boeing, the Pembroke Pines Police Department, the Florida Department of Transportation, Hotwire Communications, and the U.S. Postal Service, among others. The job fair provided employers with access to a talented pool of candidates.

6. Sector Job Fair - Marine

On 6/24, CSBD hosted a targeted Marine Industry Job Fair at the Central One-Stop Center, bringing together employers including Bradford Marine, Derecktor Shipyards, the Florida Fish and Wildlife Conservation Commission, EC Ruff Marine, and the Marine Industries Association of South Florida, who recruited apprentices for their registered apprenticeship program. More than 70 job seekers attended the event to connect with employers offering career opportunities across Broward County's marine sector.

For performance, CSBD will follow up and review the number of placements once the data becomes available. Both employers and job seekers reported positive feedback from each fair. Their enthusiasm is captured in testimonials we use in our storytelling, marketed to 1) their peers 2) elected officials 3) community leaders and 4) our partners, promoting our presence and impact within the community.

RECOMMENDATION

None. For information only.

INDUSTRY JOB FAIRS FOR PY 2026/2027

Date	Job Fair	Time	Venue
9/9/26	Hospitality	10:00 – 12:00	CSBD South Office 7550 Davie Road Extension, Hollywood, FL 33024
1/28/27	Technology	10:00 – 12:00	CSBD Central Office 2550 W. Oakland Park Boulevard, Oakland Park, FL 33311
2/18/27	Aviation/Marine	10:00 – 12:00	CSBD Central Office 2550 W. Oakland Park Boulevard, Oakland Park, FL 33311
4/29/27	Healthcare	10:00 – 12:00	CSBD South Office 7550 Davie Road Extension, Hollywood, FL 33024
6/17/27	Construction/ Manufacturing	10:00 – 12:00	CSBD South Office 7550 Davie Road Extension, Hollywood, FL 33024

Memorandum #05 – 25 (EXEC) Revised

To: Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials

From: Carol Hylton, President/CEO

Subject: CareerSource Broward's Response to Spirit Airlines Closure

Date: May 22, 2026

SUMMARY

Following the announcement of Spirit Airlines' closure on Saturday, May 2nd, CareerSource Broward immediately mobilized over the weekend to support affected workers by posting information on our website about available services and resources. On Monday morning, our South Career Center became "ground zero," where elected officials, CareerSource Florida, Broward County government, Spirit Airlines Representatives, employers, and our CSBD staff stood ready to assist the impacted workers. Services included Rapid Response orientations, filing for unemployment compensation, resume and job-search activities, and interviews with employers who stepped in to fill their job openings. Since May 2nd, we have provided 1,838 impacted employees with Rapid Response services and targeted job fairs.¹ We continue to concentrate our efforts through the South Center, which is the closest to the Spirit Airlines hub of operations.

BACKGROUND

On Saturday, May 2nd, the news reported that Spirit Airlines was closing, leaving 17,000 employees nationwide, including 4,800 Floridians and more than 3,000 workers in Broward County, unemployed with no notice, no paychecks, and no benefits.

On the same day of the Spirit announcement, Florida Commerce convened a call with us and the Central and South Florida Workforce Boards' Leadership to coordinate an immediate response for the Spirit Airlines displaced workers. We identified strategies and available resources to support the employees and discussed drawing down additional funds from USDOL.

DISCUSSION

To immediately address the affected employees, we began tailoring our services over the weekend. Our IT and Communications Departments:

- Created a dedicated landing page on the CSBD website with information about our services and resources immediately available to the impacted workers.
- Developed an online registration portal for the employees to sign up for updates and receive targeted and direct outreach from CSBD.
- Developed and produced information flyers about our services.
- Prepared the CSBD South Career Center to serve as "ground zero."

¹ This number has been revised upward since the Board meeting.

On Monday, May 4th, Wendy Castle, Assistant Deputy Secretary, Division of Workforce Services, Stephen Marante, Director of Legislative & Cabinet Affairs for Florida Commerce, many of our local elected officials, and our local delegation, as well as representatives of Broward County Government, congregated in the South Center to see how they could assist the Spirit Airline workers. Employers stepped up to interview the employees for jobs and, of course, our staff assembled to assist everyone. Representatives, as well as impacted employees who came to the Center, were given informational flyers with a QR code linking to the CSBD website landing page to use and distribute as appropriate.

Mayor Josh Levy, Commissioner Alexandra Davis, Representatives Marie Woodson and Chip LaMarca addressed groups of impacted workers, providing words of encouragement and support.

Simultaneously with the activities taking place in the South Center, CSBD coordinated several Rapid Response sessions, gathering workers into groups of 10 – 25 individuals and providing them with critical information that included:

- How to Apply for Reemployment Assistance (RA).
- CSBD Job Placement Services and Employ Florida.
- Short-term training programs and scholarship opportunities.
- The schedule of Job Seeker Workshops.
- Community Resources, such as 2-1-1 Broward and the Department of Children & Families.

The workers were also given immediate support with:

- Reemployment Assistance (RA) by Florida Commerce RA staff who were onsite.
- Resume assistance.
- Immediate interviews with employers who had come to the South Center, including Coca-Cola, the Broward Sheriff's Office, Envoy Airlines, Ontic Aerospace, NOVA Southeastern University, AAR Airframe, UCB Intelligent Solutions, and Aerotron, to recruit employees for their businesses.

We provided an update to the Coordinating Council of Broward (CCB) on 5/6 regarding CSBD's efforts. Many of the CCB members also expressed interest in assisting, and we have been coordinating with them.

CSBD hosted an exclusive job fair attended by 270 affected workers on May 19th at the Urban League of Broward County. More than 40 employers, including American Airlines, Boeing, Broward County Aviation, and Commercial Jet, participated. To date, we have served 1,136 Spirit Airlines employees.

CSBD will continue to communicate with former Spirit Airlines employees, informing them of upcoming Rapid Response and WIOA Orientations. Two additional Rapid Response sessions are scheduled for May 26th and 28th at the South Center.

RECOMMENDATIONS

None. For information only.

Memorandum #26 – 25 (BR)

To: Employer Services Committee

From: Carol Hylton, President/CEO

Subject: Technology Industry Employer Forum

Date: April 29, 2026

SUMMARY

CareerSource Broward (CSBD) held a Technology Industry Employer Forum on 4/9, attended by employers, education partners, and industry leaders. The attendees identified skill gaps and talent shortages in cybersecurity, AI, data sciences, and foundational soft skills. To address these gaps, strategies developed focused on 1) strengthening alignment between training and industry needs through increased employer engagement in advisory councils 2) leveraging the use of CSBD labor market data to inform curriculum 3) expanding employer participation in internships and other work-based training to build the talent pipeline and 4) promoting CSBD's soft skills workshops to strengthen foundational competencies.

BACKGROUND

On 4/9, CSBD held an employer forum for the technology industry. The forum convened industry stakeholders to discuss workforce development challenges and opportunities.

The objectives of the forum were to:

1. Discuss workforce challenges, including talent shortages and evolving skill requirements.
2. Identify strategies to strengthen the technology talent pipeline through training, partnerships, and workforce initiatives.

DISCUSSION

Twenty (20) individuals representing employers, educational institutions, and community partners attended the forum. A diverse group of employer representatives, including Broward County Government, the Federal Bureau of Investigation, Entech, and the Town of Davie, attended.

Barbara Cevieux, CSBD's technology intermediary, provided an overview of the local labor market conditions. Following the overview, Domenic DiLullo, Chief Information and Technology Officer of Broward County Government, presented on Data Protection in the Age of Cyber Threats, highlighting the evolving cybersecurity landscape, including risks posed by artificial intelligence, ransomware, and social engineering. The discussion emphasized the importance of strong incident response strategies, data protection practices, and coordination with law enforcement agencies.

After the presentation, Ms. Cevieux moderated a roundtable discussion on 1) the impacts of cybersecurity and AI on the workforce and 2) current skill gaps and training needs.

The following tables provide a summary of the identified skill gaps and strategies:

Skills Gap: Demand for cybersecurity, AI, and emerging technology talent continues to outpace the practical skills developed through current workforce and training programs.

Strategy 1: Encourage IT employers to actively participate in education and training advisory councils to help shape curriculum and ensure alignment with industry needs. Education partners will develop an easy-to-use process for employer participation and provide a one-page flyer to support outreach and engagement.

Strategy 2: CSBD will participate in advisory councils and provide labor market data and job posting insights to help inform curriculum development.

Strategy 3: Increase employer participation in internships and other work-based training solutions to build the future talent pipeline. Conduct targeted outreach and promote available programs and the benefits to employers.

Skill Gap: Employers report a continued shortage of foundational soft skills among job seekers and entry-level talent, including communication, responsiveness, and accountability.

Strategy: Promote CSBD soft-skills training workshops to employers and encourage them to have their employees participate. Utilize a targeted flyer to support outreach and drive employer engagement.

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

RECOMMENDATION

None. For information purposes only.

Memorandum #27 – 25 (BR)

To: Employer Services Committee

From: Carol Hylton, President/CEO

Subject: Healthcare Industry Employer Forum

Date: June 24, 2026

SUMMARY

CSBD held a Healthcare Industry Employer Forum on 5/12, attended by healthcare employers and education partners. The attendees identified the need to expand training pipelines for cardiovascular technologists, radiology technicians, sterile processing technicians, and patient care technicians, as well as to strengthen AI literacy and workforce readiness across the healthcare workforce. Strategies developed focused on 1) expanding accelerated career pathways through registered apprenticeships 2) collaborating with employers and education providers to identify priority AI competencies and integrate them into workforce training programs and 3) leveraging CSBD's AI Playbook for Employers to support employer adoption and workforce readiness.

BACKGROUND

On 5/12, CSBD held an employer forum for the healthcare industry. The forum convened industry stakeholders to discuss workforce development challenges and opportunities.

The objectives of the forum were to:

1. Discuss workforce challenges, including talent shortages and evolving skill requirements.
2. Identify strategies to strengthen the healthcare talent pipeline through training, partnerships, and workforce initiatives.

DISCUSSION

Twenty (20) individuals representing employers, education partners, and community organizations attended the forum. A diverse group of participants, including Broward Health, Memorial Healthcare System, HCA Florida Healthcare, and Broward College attended.

Johneil Beckford, CSBD's intermediary for the Healthcare Industry, provided an overview of CSBD's workforce services, including the newly created A.I. Playbook for Small and Medium-sized Employers. Following the overview, Charlene Pou, Business Development Director with Apprenti, presented on registered apprenticeship as a workforce strategy to address healthcare talent shortages, expand career pathways, and strengthen the long-term workforce pipeline.

After the presentation, employers participated in a roundtable discussion to identify key workforce challenges, skill gaps, and training needs facing the healthcare industry.

The following table provides a summary of the identified skill gaps and strategies:

Skills Gap: Need for expanded training pipelines for high-demand occupations such as cardiovascular technologists, radiology technicians, sterile processing technicians, and patient care technicians Strategy: Partner with healthcare employers and education providers to identify opportunities to develop accelerated career pathways for high-demand healthcare occupations through registered apprenticeships, work-based learning, and other earn-and-learn models that reduce time to employment while maintaining industry standards.
Skills Gap: Need to strengthen AI literacy and workforce readiness as artificial intelligence, automation, and other emerging technologies become increasingly integrated into healthcare operations. Strategy: Partner with healthcare employers to identify priority AI competencies for healthcare occupations and collaborate with education and training providers to incorporate those competencies into workforce training programs. Leverage CSBD's AI Playbook for Employers to support employer adoption and workforce readiness.

CSBD staff will work with healthcare employers, education partners, and other stakeholders to implement the strategies identified during the forum. An update on the progress of these initiatives will be shared with participants at the next healthcare industry employer forum.

RECOMMENDATION

None. For information purposes only.

Memorandum #28 – 25 (BR)

To: Employer Services Committee

From: Carol Hylton, President/CEO

Subject: Marine Industry Employer Forum

Date: June 25, 2026

SUMMARY

CareerSource Broward (CSBD), in partnership with the Greater Fort Lauderdale Chamber of Commerce, held a Marine Industry Employer Forum on 6/4, attended by marine employers and education partners. The attendees identified the need to expand workforce training opportunities, increase awareness of marine careers, and promote career advancement pathways for entry-level workers. Strategies were developed that focused on 1) expanding registered apprenticeships and stackable career pathways 2) increasing employer utilization of work-based training and 3) launching a coordinated marine careers awareness initiative to expand outreach and career exploration opportunities.

BACKGROUND

On 6/4, CSBD held a Marine Industry Employer Forum in partnership with the GFLCC. The forum convened industry stakeholders to discuss workforce development challenges and opportunities.

The objectives of the forum were to:

1. Discuss workforce challenges, including talent shortages and evolving skill requirements.
2. Identify strategies to strengthen the marine industry talent pipeline through training, partnerships, and workforce initiatives.

DISCUSSION

Thirteen (13) individuals representing employers, education partners, and community organizations attended the forum. The forum included representatives from the Marine Industries Association of South Florida, Bradford Marine, Gillen Yacht Services, Broward County Public Schools, Florida Atlantic University, and other marine industry stakeholders.

Barbara Cevieux, CSBD's intermediary for the Marine Industry, provided a recap of the strategies identified at the previous marine industry employer forum and an overview of CSBD's workforce services, including the AI Playbook for Small and Medium-sized Employers. After the overview, Charlene Pou, Business Development Director with Apprenti, presented on registered apprenticeship as a workforce strategy to recruit, develop, and retain skilled talent while expanding career opportunities within the marine industry. Following the presentation, employers

participated in a roundtable discussion to identify key workforce challenges, skill gaps, and training needs facing the marine industry.

The following tables provide a summary of the identified skill gaps and strategies:

Skills Gap: Employers identified a need to strengthen the marine industry's talent pipeline by expanding participation in workforce training programs and promoting career advancement pathways for entry-level workers.

Strategy 1: Partner with marine employers and education providers to expand registered apprenticeships and develop stackable career pathways that support long-term career advancement.

Strategy 2: Launch a targeted employer outreach initiative to increase awareness and utilization of workforce development solutions, including On-the-Job Training and Incumbent Worker Training, to upskill new and incumbent workers.

Skills Gap: Employers identified a need to strengthen the marine industry's talent pipeline by increasing awareness of marine careers, expanding hands-on career exploration opportunities, and improving outreach to prospective job seekers.

Strategy: Partner with marine employers and industry organizations to develop a coordinated marine careers awareness initiative that combines employer-led facility tours, hands-on career exploration experiences, and targeted digital outreach to increase awareness of marine career opportunities among students and job seekers.

CSBD will collaborate with marine industry employers, education partners, and workforce stakeholders to implement the strategies identified during the forum. Progress on these initiatives will be shared at the next marine industry employer forum.

RECOMMENDATION

None. For information purposes only.

Overview of the CareerSource Broward Region
Not Seasonally Adjusted
July 17, 2026

- The unemployment rate in the CareerSource Broward region (Broward County) was 4.5 percent in June 2026. This rate was 0.8 percentage point greater than the region's year ago rate of 3.7 percent. The region's June 2026 unemployment rate was 0.1 percentage point lower than the state rate of 4.6 percent. The labor force was 1,074,697, down 3,903 (-0.4 percent) over the year. There were 48,855 unemployed residents in the region.

Fort Lauderdale-Pompano Beach-Sunrise Metro Division

- In June 2026, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Sunrise MD was 909,100, a decrease of 5,000 jobs (-0.5 percent) over the year.
- The Government (+1.3 percent) and Manufacturing (+0.6 percent) industries grew faster in the metro area than statewide over the year.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the highest annual job growth compared to all the metro areas in the state in the Government (+1,300 jobs) industry.
- The Fort Lauderdale-Pompano Beach-Sunrise MD was tied for the third fastest annual job growth rate compared to all the metro areas in the state in the Government (+1.3 percent) industry.
- The industries gaining jobs over the year were Education and Health Services (+3,000 jobs); Government (+1,300 jobs); and Manufacturing (+200 jobs).
- The industries losing jobs over the year were Trade, Transportation, and Utilities (-3,700 jobs); Professional and Business Services (-3,100 jobs); Leisure and Hospitality (-1,000 jobs); Financial Activities (-900 jobs); Other Services (-500 jobs); Information (-200 jobs); and Construction (-100 jobs).

Note: All data are subject to revision.

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

Unemployment Rates			
(not seasonally adjusted)	Jun-26	May-26	Jun-25
CareerSource Broward (Broward County)	4.5%	4.4%	3.7%
Florida	4.6%	4.4%	3.9%
United States	4.4%	4.1%	4.4%

Nonagricultural Employment by Industry (not seasonally adjusted)	Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division				Florida			
	Jun-26	Jun-25	change	percent change	Jun-26	Jun-25	change	percent change
Total Employment	909,100	914,100	-5,000	-0.5	9,943,800	9,902,600	41,200	0.4
Mining and Logging	#N/A	#N/A	#N/A	#N/A	5,700	5,600	100	1.8
Construction	54,000	54,100	-100	-0.2	657,100	659,200	-2,100	-0.3
Manufacturing	32,800	32,600	200	0.6	430,000	428,500	1,500	0.4
Trade, Transportation, and Utilities	196,100	199,800	-3,700	-1.9	1,976,800	1,974,000	2,800	0.1
Wholesale Trade	53,900	53,300	600	1.1	402,600	396,800	5,800	1.5
Retail Trade	104,800	105,600	-800	-0.8	1,137,300	1,140,700	-3,400	-0.3
Transportation, Warehousing, and Utilities	37,400	40,900	-3,500	-8.6	436,900	436,500	400	0.1
Information	18,400	18,600	-200	-1.1	149,400	153,200	-3,800	-2.5
Financial Activities	70,900	71,800	-900	-1.3	674,900	691,000	-16,100	-2.3
Professional and Business Services	171,300	174,400	-3,100	-1.8	1,635,200	1,613,700	21,500	1.3
Education and Health Services	126,100	123,100	3,000	2.4	1,613,000	1,573,100	39,900	2.5
Leisure and Hospitality	98,700	99,700	-1,000	-1.0	1,342,700	1,335,300	7,400	0.6
Other Services	35,800	36,300	-500	-1.4	385,600	386,800	-1,200	-0.3
Government	104,900	103,600	1,300	1.3	1,073,400	1,082,200	-8,800	-0.8

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

Average Annual Wage	2025	2024	change	percent change
CareerSource Broward (Broward County)	\$74,612	\$71,496	\$3,116	4.4
Florida	\$72,732	\$69,505	\$3,227	4.6

Note: All data are subject to revision.

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