



**Broward Workforce Development Board
Employer Services Committee**
Monday, August 3, 2026
12:30 p.m. – 2:00 p.m.

Zoom Meeting ID: 886 6480 8895
Zoom Password: 517311
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

Charlene Pou, Regional Director for Apprenti, will discuss the value of registered apprenticeships.

APPROVAL OF MINUTES

Approval of the Minutes of the 5/4 Employer Services Committee meeting.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Minutes of the 5/4 meeting

Pages 9 – 14

NEW BUSINESS

1. Employer Services Committee (ESC) Strategic Planning Matrix PY 26/27

Consideration to approve the ESC Strategic Planning Matrix. On 4/23, the Board held its annual planning session during which workgroups discussed strategic goals and objectives for the upcoming year. The Board approved the goals and objectives on 5/28 and staff have distributed them among the Board committees. Benchmarks for accomplishing goals are developed and tracked by each committee in a strategic planning matrix. Staff has developed proposed next steps and benchmarks for the committee to review.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	ESC Strategic Planning Matrix

Pages 15 – 28

2. Updating the AI Playbook

CareerSource Broward's AI Playbook for Small & Medium-Sized Businesses was launched in the Spring to much success. Based on Board feedback and employer meetings, it was suggested that CSBD explore ways to keep the information up to date. The Committee is asked to approve and provide input on the proposed strategies intended to maintain the effectiveness of the AI Playbook.

RECOMM	Dependent on Discussion
ACTION	Motion for Approval
EXHIBIT	Memo #03 – 26 (BR)

Page 29

3. On-the-Job Training (OJT) Contract with 2Lyons Aerospace

Consideration to approve entry into an OJT contract with 2Lyons Aerospace to train up to five (5) employees. Participants will receive occupational training for aviation and aerospace positions aligned with the employer's workforce needs. The contract will provide up to 90% reimbursement of participants' wages while in training, totaling up to \$60,000 through June 2027. Because Board Member Vanessa Cantave serves as President of 2Lyons Aerospace, a 2/3 vote of the Board will be required.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	None

4. Workforce Topics for PY 26/27 Industry Employer Forums

CSBD regularly convenes industry employer forums to gather input from employers on workforce trends, challenges, and opportunities. Committee members are asked to provide strategic direction on the workforce topics that should drive future forum discussions, ensuring they remain relevant, timely, and valuable to employers. Staff will incorporate committee feedback in planning the employer forums.

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

Pages 30 – 32

REPORTS

1. Report on the Chambers - Greater Fort Lauderdale (GFLCC) and Greater Hollywood (GHCC) Contract Renewals and Performance

CSBD contracts with the GFLCC and the GHCC for business intermediary services to increase their members' awareness of our business services. This is to report on 1) the renewal contracts for the GFLCC in the amount of \$50,000 and the GHCC in the amount of \$45,000 for the CSBD Fiscal Year 26/27 and 2) the performance activities for each of the Chambers.

ACTION	None
EXHIBIT	Memo #02 – 26 (BR)

Pages 33 – 35

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. CSBD will review placement outcomes once they become available. Both employers and job seekers provided positive feedback regarding the event.

ACTION	None
EXHIBIT	None

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. Staff will track hiring information as it is made available.

ACTION	None
EXHIBIT	None

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, and both employers and job seekers provided positive feedback on the event.

ACTION	None
EXHIBIT	None

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.

ACTION	None
EXHIBIT	None

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. Employers and job seekers alike provided positive feedback on the event.

ACTION	None
EXHIBIT	None

7. Healthcare Industry Employer Forum

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.

ACTION	None
EXHIBIT	Memo #27 – 25 (BR)

Pages 36 – 37

8. 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 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.

ACTION	None
EXHIBIT	Memo #28 – 25 (BR)

Pages 38 – 39

9. PY 26/27 Sector-Based 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 Job Fairs

Page 40

10. Employer Services Infograph July 2025 – June 2026

CSBD hosted 103 recruitment events and job fairs during the period covered by the Infograph. Our outreach team has assisted Broward employers with approximately \$3.8 million in work-based training investments, including OJT grants, paid internships, and incumbent worker training.

ACTION	Review
EXHIBIT	CSBD Employer Services Infograph

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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 to make data-informed decisions.

ACTION	None
EXHIBITS	Broward County Labor Market Information CareerSource Broward Dashboard

Pages 42 – 43

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE CHAIR

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE

MATTERS FROM THE FLOOR

MATTERS FROM THE PRESIDENT/CEO

ADJOURNMENT

THE NEXT EMPLOYER SERVICES COMMITTEE MEETING IS SEPTEMBER 14, 2026



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

Zoom Meeting ID: 869 7826 6552
Zoom Password: 247608
Zoom Call-In: +1 646 876 9923

MEETING MINUTES

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

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

ATTENDEES IN-PERSON / VIA ZOOM: Michael Goldstein, Denise Jordan, Maribel Feliciano, Nelson Fernandez and Paul Farren, who chaired the meeting.

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

PRESENTATION

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

Paul Farren introduced the item. Tony Ash demonstrated the playbook and noted that it was launched and distributed to the business community. He stated that the Playbook can be accessed on CareerSource Broward's AI Resources for Employers webpage. Mr. Ash thanked BWDB Chair Jim Ryan and committee member Michael Goldstein for their input and support during the development process.

Mr. Goldstein commended the staff on the quality of the Playbook and noted the value of providing employers with this interactive online tool. Denise Jordan praised the employer focus group process and commended the staff on a job well done. Nelson Fernandez stated that he looks forward to reviewing the Playbook.

APPROVAL OF MINUTES

Approval of the Minutes of the 3/16 Employer Services Committee meeting.

On a motion by Denise Jordan and seconded by Paul Farren, the Employer Services Committee unanimously approved the minutes of the 3/16 meeting.

NEW BUSINESS

1. WIOA Work Experience Contract for Broward Health

Considered the approval of a WIOA Adult and Dislocated Worker Work Experience (WEX) contract with Broward Health through 6/30/29. Healthcare is one of our targeted industries. WEX contracts are non-financial, as CareerSource Broward is the employer of record. Because Board Member Shane Strum is employed by Broward Health, this recommendation will require a 2/3 vote of the Board.

Mr. Farren introduced the item. Mr. Ash reviewed the recommendation and explained that the contract would allow Broward Health to place WIOA participants in structured work experience opportunities.

On a motion by Nelson Fernandez and seconded by Denise Jordan, the Employer Services Committee unanimously approved the WIOA Adult and Dislocated Worker WEX contract with Broward Health through 6/30/29.

2. WIOA Work Experience Contract for 2Lyons Aerospace

Considered the approval of a WIOA Adult and Dislocated Worker WEX contract with 2Lyons Aerospace through 6/30/29. Aviation is one of our targeted industries. WEX contracts are non-financial, as CSBD is the employer of record. Because Board Member Vanessa Cantave is employed by 2Lyons Aerospace, this recommendation will require a 2/3 vote of the Board.

Mr. Ash reviewed the recommendation and highlighted a previous work experience participant who was hired by 2Lyons Aerospace for long-term employment.

On a motion by Nelson Fernandez and seconded by Denise Jordan, the Employer Services Committee unanimously approved the WIOA Adult and Dislocated Worker WEX contract with 2Lyons Aerospace through 6/30/29.

3. WIOA Work Experience Contract for the Las Olas Company, Inc.

Considered the approval of a WIOA Adult and Dislocated Worker WEX contract with the Las Olas Company, Inc. (LOC) through 6/30/29. WEX contracts are non-financial, as CSBD is the employer of record. Because Board Member Heiko Dobrikow is employed by the LOC, this recommendation will require a 2/3 vote of the Board.

Mr. Farren introduced the item and Mr. Ash reviewed the recommendation.

On a motion by Paul Farren and seconded by Denise Jordan, the Employer Services Committee unanimously approved the WIOA Adult and Dislocated Worker WEX contract with Las Olas Company, Inc. through 6/30/29.

4. WIOA Work Experience Contract for the Greater Fort Lauderdale Chamber of Commerce

Considered the approval of a WIOA Adult and Dislocated Worker WEX contract with the Greater Fort Lauderdale Chamber of Commerce (GFCC) through 6/30/29. WEX contracts are non-financial, as CSBD is the employer of record. Because Committee Member Denise Jordan is employed by GFCC, a conflict of interest must be declared at the committee meeting.

Mr. Ash reviewed the recommendation and noted that participants placed with the GFCC would have the opportunity to work in a professional business environment that regularly interacts with a wide range of local employers.

Ms. Jordan declared a conflict of interest as she is employed by the GFCC and abstained from the discussion and vote.

On a motion by Paul Farren and seconded by Michael Goldstein, the Employer Services Committee unanimously approved the WIOA Adult and Dislocated Worker WEX contract with Greater Fort Lauderdale Chamber of Commerce through 6/30/29.

5. WIOA Work Experience Contract for the Greater Hollywood Chamber of Commerce

Considered the approval of a WIOA Adult and Dislocated Worker WEX contract with the Greater Hollywood Chamber of Commerce (GHCC) through 6/30/29. WEX contracts are non-financial, as CSBD is the employer of record. Because Committee Member Marie Suarez is employed by GHCC, a conflict of interest must be declared at the committee meeting.

Mr. Farren reviewed the recommendation.

On a motion by Michael Goldstein and seconded by Nelson Fernandez, the Employer Services Committee unanimously approved the WIOA Adult and Dislocated Worker WEX contract with Greater Hollywood Chamber of Commerce through 6/30/29.

REPORTS

1. AI Playbook for Small and Medium-Sized Employers

CSBD developed an AI Playbook to help small and medium-sized businesses understand and apply artificial intelligence to support their growth and competitiveness. The Playbook incorporates insights from employer roundtables and survey feedback, and provides practical guidance for implementing AI. It also includes real-world examples, case studies, readiness assessments, and downloadable tools. BWDB Chair Jim Ryan and Board Member Michael Goldstein played key roles in shaping this initiative.

Mr. Ash reviewed the item. There was no further discussion.

2. CompTIA 2026 State of the Tech Workforce Report

The CompTIA 2026 State of the Tech Workforce report provides an overview of national, state, and metro-level trends in technology employment, wages, and hiring demand. The report highlights the growing importance of upskilling and work-based training strategies to ensure businesses remain competitive in an increasingly digital economy. These findings align with CSBD's focus on work-based training grants.

Mr. Farren introduced the item. Mr. Goldstein provided an overview of the CompTIA 2026 State of the Tech Workforce Report and discussed national and state trends in technology employment, artificial intelligence, and workforce demand. He noted Florida's strong position within the technology sector and emphasized the importance of preparing workers with the skills needed to remain competitive in a rapidly evolving economy. Mr. Ash noted that the report findings align with CSBD's focus on work-based training grants.

Mr. Farren and Mr. Fernandez thanked Mr. Goldstein for his presentation and insights.

3. 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, 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.

Mr. Ash provided an overview of the forum. He noted that employers continue to report strong demand for cybersecurity, artificial intelligence, and data talent, while the supply of qualified workers remains limited. He also highlighted strategies identified during the forum to strengthen employer engagement, expand work-based learning opportunities, and promote the development of soft skills.

Mr. Ash indicated that the forum also included a guest presentation by Domenic DiLullo, Chief Information and Technology Officer for Broward County Government, on data protection and the evolving cybersecurity landscape. He added that staff will continue working with employers and partners to advance the identified strategies.

4. Upcoming Employer Forums in Healthcare and Marine

CSBD will host industry-focused employer forums for Healthcare on 5/12 and Marine on 6/4. The Healthcare forum will address ongoing workforce shortages and provide an opportunity to identify critical needs and solutions, while the Marine forum will highlight Broward County's role as a leading global boating hub and the industry's growing demand for skilled talent. Both forums will discuss workforce needs and how CSBD can assist. Committee members are encouraged to promote these forums within their networks.

Mr. Ash provided an overview of the upcoming forums. He indicated the forums will convene employers and workforce partners to discuss current workforce needs and identify collaborative strategies to support training and work-based learning. Mr. Ash encouraged committee members to share the forums with employers in their networks.

5. 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. CSBD will be reviewing the number of placements once the data becomes available. Both employers and job seekers reported positive feedback.

Mr. Farren introduced the item. Mr. Ash reported on the Technology Industry Job Fair and indicated that the event reflects CSBD's strategy of hosting targeted, industry-focused recruitment events. He stated that the job fair brought together employers from multiple industries with technology hiring needs.

Mr. Farren commended the staff for a job well done.

6. Upcoming Industry Job Fairs

CSBD is hosting a series of industry-focused job fairs, including Healthcare on 5/5, Hospitality on 5/13, Construction on 5/21, and Marine on 6/24. These events will connect job seekers with employers. The job fairs will be promoted to job seekers throughout our career centers, social media, community partners, and targeted outreach via Employ Florida.

Mr. Ash noted that the upcoming job fairs are part of CSBD's ongoing strategy to align recruitment efforts with Broward County's high-demand industries.

7. Employer Services Infograph April 2025 – March 2026

CSBD hosted 130 recruitment events and job fairs during the period covered by the Infograph. Our outreach team has assisted Broward employers with over \$4.4 million in work-based training investments, including OJT grants, paid internships, and incumbent worker training.

Mr. Ash reviewed the Infograph. He highlighted work-based training as a key strategy for helping employers hire, train, and retain talent.

8. 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 percent) over the year, there were 49,032 unemployed

Broward County residents. The dashboard is a value-added resource that allows businesses to make data-informed decisions.

Mr. Farren introduced the item, and Mr. Klincewicz presented the unemployment data and reviewed several updates listed on the dashboard. He highlighted continued job growth in the education and health services, government, construction, and manufacturing sectors. He also discussed Broward County's strong performance relative to other Florida metro areas in government and construction employment growth.

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

Mr. Klincewicz reported on behalf of Ms. Hylton, noting that she was attending the first Spirit Airlines rapid response event in partnership with FloridaCommerce. He provided an update on CareerSource Broward's efforts to assist affected workers, including targeted job fairs and training opportunities.

Mr. Farren inquired about the number of impacted employees. Mr. Klincewicz stated that approximately 17,000 employees nationwide were affected, including more than 3,000 in Broward County.

Mr. Klincewicz also provided an update on the Summer Youth Employment Program, noting that approximately 1,300 youth are expected to participate this summer. In addition, he highlighted ongoing marketing efforts promoting the AI Playbook for Small and Medium-Sized Employers.

ADJOURNMENT

1:10 P.M.

THE NEXT EMPLOYER SERVICES COMMITTEE MEETING IS AUGUST 3, 2026



EMPLOYER SERVICES COMMITTEE

Strategic Planning Matrix for PY 26/27

Jim Ryan

Francois Leconte

Carol Hylton

Board Chair

ESC Chair

President/CEO

CareerSource Broward Mission:

To provide innovative solutions through the professional delivery of quality services which consistently and effectively meet workforce needs.

CareerSource Broward Vision:

To be the premier workforce agency facilitating better jobs and providing quality workers that enhances the quality of life and builds a sustainable economy for Broward County.

Employer Services Committee Goal:

To provide a broad range of workforce information, job matching, and employee training services customized to meet industry demands; develop initiatives that educate employers on best practices critical for maintaining a strong, stable workforce; and foster collaborative partnerships with the business community.

STATE STRATEGIC GOAL: Lead the Nation in Economic Growth and Prosperity by Supporting Talent and Business Development.**CareerSource Broward Strategic Goal #1:****Improve the sustainability of the workforce system through increased funding, efficiency, technology, and relevancy.**

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
1.1 Encourage small businesses to utilize the AI Playbook to support business growth, operational efficiency, and AI adoption.	1.1.1 Coordinate with the Outreach and Marketing teams to promote the AI Playbook through employer engagement channels such as Workforce Wednesday Seminars, employer forums, and digital communications, while highlighting employer success stories and AI implementation examples.	AI Playbook will be highlighted a minimum of 500 times throughout the program year.	3/27	In Progress: Since the launch of the AI Playbook: a) Our social media campaign has generated nearly 204,000 impressions. b) Sun Sentinel digital email campaign was sent to 50,000 employers, with more than 19,000 employers opening the email. c) Presented the AI Playbook to more than 20 employers at the Greater Hollywood Chamber of Commerce Tech Biz Group meeting. d) Presented the AI Playbook to nearly 15 employers at the Greater Fort Lauderdale Chamber of Commerce Marketing Council meeting. e) Shared the AI Playbook with Chambers of Commerce and business associations to expand distribution to their employer members.

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

CareerSource Broward Strategic Goal #2:

Maintain our role as workforce development leaders through advocacy by the board, collaboration, and providing information and intelligence to stakeholders with feedback from the community.

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
2.1 Include a new tile on the CSBD Economic Dashboard featuring occupations with declining workforce demand.	2.1.1 Research and identify the Top 10 occupations in decline in Broward County on a quarterly basis.	CSBD Economic Dashboard updated with the new tile highlighting the Top 10 occupations with declining workforce demand.	2/27	
2.2 Analyze labor market trends to ensure training provider offerings are aligned with market growth.	2.2.1 Research Jobs EQ and identify occupations that may be impacted by automation, artificial intelligence, demographic shifts, and industry demand changes.	Labor market findings are presented at a minimum of four industry employer forums and ITA provider meetings.	3/27	

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 Develop strategies to expand employer awareness and utilization of CSBD's work-based learning solutions such as OJT, paid internships and IWT.	3.1.1 Conduct outreach to employers currently participating in work-based training to identify best practices and success stories.	Minimum of ten employer testimonials secured.	12/26	
	3.1.2 Implement a targeted marketing campaign utilizing success stories to increase employer awareness of internships and other work-based learning opportunities.	1) Launch a multi-channel marketing campaign utilizing geo-fencing, social media, the Source newsletter and podcast, and other digital outreach tools to share the success stories and increase awareness of work-based learning opportunities.	1/27	
		2) Increased employer engagement is contributing to continued repeat business and year-over-year business penetration.	3/27	

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
3.2 Develop a how-to guide for small employers on establishing and implementing internship programs.	3.2.1 Research employer best practices and practical approaches for establishing and managing internship programs.	Summary of the research is completed for incorporation into the internship guide.	9/26	
	3.2.2 Create the how-to guide that outlines the key steps, resources, and considerations for establishing and implementing internship programs.	The guidebook is created.	11/26	
	3.2.3 Distribute the internship guide through social media, employer outreach activities, chambers of commerce, and other business organizations.	The guidebook is shared with a minimum of 500 employers through our Chamber and business association partnerships, social media, and digital marketing.	12/26	

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

CareerSource Broward Strategic Goal #3:

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
3.3 Identify strategies to increase apprenticeship opportunities with employers and job seekers.	3.3.1 Conduct apprenticeship fairs and informational sessions to educate employers, job seekers, and other stakeholders on apprenticeship opportunities.	Conduct a minimum of two apprenticeship fairs and/or informational sessions.	2/27	
	3.3.2 Research Broward County's leading Registered Apprenticeship Programs and collaborate with program sponsors and RAP employers to increase awareness of OJT support and connect job seekers to apprenticeship opportunities.	Identify and engage a minimum of 5 Registered Apprenticeship Programs to develop referral pathways for job seekers to become apprentices, including leveraging OJT support for apprentices approaching program performance milestones.	10/26	

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

CareerSource Broward Strategic Goal #3:

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
3.3 Identify strategies to increase apprenticeship opportunities with employers and job seekers. Cont.	3.3.3 Engage employers of all sizes, employer associations, and industry partners to identify occupations in Broward County that are appropriate for apprenticeship pathways.	Develop a minimum of five apprenticeship opportunities that support the development of new Registered Apprenticeship programs or the expansion of existing programs through referrals of new apprentices and On-the-Job Training opportunities.	10/26	Completed. Doug Saenz has been assigned as our Apprenticeship Navigator.
	3.3.4 Develop and launch digital marketing campaigns to increase awareness and utilization of apprenticeship resources available on the CSBD website.	Conduct a minimum of two featured marketing campaigns promoting apprenticeship resources available on the CSBD website through digital channels, such as social media, digital geo-fencing, and email marketing.	1/27	
	3.3.5 Designate a CSBD staff member to serve as the Apprenticeship Navigator and primary point of contact for employers, job seekers, and apprenticeship sponsors.	CSBD Apprenticeship Navigator is designated and serves as the primary apprenticeship resource.	6/26	

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

CareerSource Broward Strategic Goal #3:

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
3.4 Explore opportunities to partner with pre-apprenticeship providers to strengthen apprenticeship recruitment efforts.	3.4.1 Research pre-apprenticeship programs within CSBD's targeted industries and identify opportunities to bridge participants into registered apprenticeship programs.	1) Summary of the research findings completed, with opportunities identified to bridge participants from pre-apprenticeship programs into registered apprenticeship programs, if feasible. 2) Coordination established with pre-apprenticeship and registered apprenticeship providers to bridge participants into registered apprenticeship programs.	8/26 10/26	

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

CareerSource Broward Strategic Goal #3:

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
3.5 Facilitate forums with targeted industries and trade associations to exchange information and assess workforce needs and industry demand. 3.6 Increase employer awareness and utilization of Employ Florida.	3.5.1 Research and prioritize targeted industries, trade associations, and workforce topics that will drive industry employer forum discussions.	Conduct a minimum of five industry employer forums and/or trade association engagements during the program year.	2/27	
	3.6.1 Research advanced Employ Florida recruitment features, including job spidering and talent recruitment capabilities, and create an employer guide highlighting their practical use and benefits.	Employer guide is created.	10/26	
	3.6.2 Distribute the guide through social media, digital marketing, employer outreach, and HR organizations, including SHRM.	The guide is distributed to a minimum of 500 employers.	11/26	

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

CareerSource Broward Strategic Goal #3:

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
3.7 Promote awareness of CSBD's resources and services through employer outreach and brand ambassadorship activities.	3.7.1 Develop a brand ambassador strategy and toolkit that equips staff and partners to educate employers on CSBD's resources, services, and workforce solutions.	Distribute a CSBD Brand Ambassador toolkit for staff, committee members, and Chamber partners to use during employer engagements.	2/27	
	3.7.2 Meet with chambers of commerce, industry associations, and other employer groups to identify opportunities to integrate CSBD resources, workforce solutions, and employer success stories into their member communications and events.	Collaborate with a minimum of five business and HR groups to promote CSBD resources and services.	8/26	

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

CareerSource Broward Strategic Goal #3:

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
3.8 Research methodologies for maximizing employer participation in work-based training programs with limited funding and streamlining the application process.	3.8.1 Research reimbursement and tiered funding models utilized by other workforce boards.	Develop, if feasible, a proposed reimbursement and tiered funding framework.	10/26	
	3.8.2 Convene a workgroup to evaluate research findings and draft methodology options for maximizing employer participation in work-based training programs.	Methodology options for maximizing employer participation are developed.	12/26	
	3.8.3 Pilot approved methodology recommendations to maximize employer participation in work-based training programs.	Complete the pilot and present the results for consideration.	1/27	

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
3.8 Research methodologies for maximizing employer participation in work-based training programs with limited funding and streamlining the application process. Cont.	3.8.4 Map the employer application process from initial inquiry through contract execution to identify opportunities to streamline participation in work-based training programs.	Develop recommendations that streamline the employer application process and enhance the employer experience, including the feasibility of launching an online application for our work-based training grants.	11/26	

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

CareerSource Broward Strategic Goal #3:

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
3.9 Explore opportunities to utilize pop-up job events, such as targeted hiring and recruitment events held at community locations, to expand employer outreach and connect job seekers to employment opportunities.	3.9.1 Research community and municipal events where we can exhibit and present our services.	1) Minimum of ten community and municipal events identified for potential CSBD participation.	8/26	
		2) Develop a list of potential sites and partners for future pop-up job events.	8/26	
	3.9.2 Hold pop-up hiring and recruitment events in targeted community locations.	Hold a minimum of three pop-up hiring and recruitment events in the community.	3/27	

Memorandum #03-26 (BR)

To: Employer Services Committee

From: Carol Hylton, President/CEO

Subject: Updating the AI Playbook

Date: July 9, 2026

SUMMARY

CareerSource Broward's AI Playbook for Small & Medium-Sized Businesses was launched in the Spring to much success. Based on Board feedback and employer meetings, it was suggested that CSBD explore ways to keep the information up to date. The Committee is asked to approve and provide input on the proposed strategies intended to maintain the effectiveness of the AI Playbook.

BACKGROUND

In April, CSBD introduced its AI Playbook for Small and Medium-Sized Employers, reinforcing CSBD's leadership in helping businesses prepare for the accelerating AI landscape. The interactive playbook equips employers with step-by-step guidance, real-world use cases, readiness assessments, and implementation tools informed by direct employer feedback. Its debut was supported by a wide-reaching communications push to chambers, business associations, elected officials, community partners, and the nearly 350 employers who contributed to its development.

DISCUSSION

To sustain the momentum from the AI Playbook launch and keep the Playbook relevant, CSBD has listed below some options for Committee consideration and discussion. Additional suggestions are encouraged.

- 1) **Annual Playbook Refresh** – During the planning session, the Board discussed establishing a process to ensure the AI Playbook remains current. CSBD staff will research AI platforms, including Anthropic's Claude and OpenAI's ChatGPT Advanced, to identify updates to the content and tools to incorporate in the playbook.
- 2) **AI Summit** – Explore opportunities to collaborate with contracted chambers and education partners to host an AI Summit featuring subject-matter experts who can provide practical insights, demonstrations, and tools employers can apply immediately.
- 3) **Interactive Learning Enhancements** – It was suggested that we provide testing to ensure comprehension. We can add short knowledge checks or mini-quizzes after each module to reinforce understanding, increase engagement, and help employers track their readiness as they move through the Playbook.
- 4) **Education Partnerships** – Request that our public education partners evaluate whether the AI Playbook can be integrated into existing AI-related coursework and used as a supplemental resource for students and faculty.

RECOMMENDATION

Approval of strategies to keep the AI Playbook up to date.

Memorandum #01-26 (BR)

To: Employer Services Committee

From: Carol Hylton, President/CEO

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

Date: July 6, 2026

SUMMARY

CSBD regularly convenes industry employer forums to gather input from employers on workforce trends, challenges, and opportunities. Committee members are asked to provide strategic direction on the workforce topics that should drive future forum discussions, ensuring they remain relevant, timely, and valuable to employers. Staff will incorporate committee feedback in planning the employer forums.

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 workforce strategies and services.

DISCUSSION

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.

Staff is seeking the Committee's input on the workforce topic that should serve as the focus of the employer forums during PY 26/27. Potential topics may include, but are not limited to:

1. **Registered Apprenticeships as a Talent Strategy** – Explore how employers can leverage Registered Apprenticeships and other work-based learning models to develop skilled talent, address workforce shortages, and strengthen long-term workforce pipelines.
2. **Skills-Based Hiring and Talent Management** – Examine how employers are using skills-based hiring, competency-based talent development, and continuous learning to attract, develop, and retain a competitive workforce.
3. **Building Stronger Employer Talent Pipelines** – Discuss strategies for strengthening talent pipelines through collaboration among employers, education providers, workforce organizations, and community partners to better align workforce supply with current and future industry demand.
4. **Industry Credentials and Accelerated Workforce Training** – Explore how industry-recognized credentials, micro credentials, and accelerated training programs can help employers rapidly develop talent for high-demand occupations.

Staff will use the Committee's feedback to identify a single workforce topic for the employer forums during PY 26/27 and identify subject-matter experts who can contribute to the discussion.

The Hospitality Employer Forum on 8/5 will feature Registered Apprenticeships in response to employer interest and the increased national and state emphasis on apprenticeship expansion as a workforce strategy.

RECOMMENDATION

Discussion and identification of the workforce topic that will serve as the focus of 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 #02-26 (BR)

To: Employer Services Committee

From: Carol Hylton, President/CEO

Subject: Report on the Chambers - Greater Fort Lauderdale (GFLCC) and Greater Hollywood (GHCC) Contract Renewals and Performance

Date: July 1, 2026

SUMMARY

CSBD contracts with the GFLCC and the GHCC for business intermediary services to increase their members' awareness of our business services. This is to report on 1) the renewal contracts for the GFLCC in the amount of \$50,000 and the GHCC in the amount of \$45,000 for the CSBD Fiscal Year 26/27 and 2) the performance activities for each of the Chambers.

BACKGROUND

We contract on a one-year renewable basis with the two chambers. There is an additional one-year renewal possible under each of their current contracts which would cover the period 10/1/2026 – 9/30/2027. This is the final renewable year.

In accordance with Council and Board direction, the contracts fall under the authority of the CSBD President as they are each under \$100,000.

CSBD contracts with the GFLCC and GHCC are to expand employer awareness regarding our employer-based services. The GFLCC has nearly 1,000 business members, while the GHCC has 600 business members. The partnership with the Chambers enables us to engage with a wide array of employers through the Chambers' events and activities promoting work-based training, job and recruitment fairs.

DISCUSSION

The charts on the following pages identify the contract deliverables attained over the contract period of 10/25 through 6/26. CSBD is working with chamber staff to increase leads for work-based training opportunity commitments for the upcoming contract period.

Greater Ft. Lauderdale Chamber of Commerce	
Contract Deliverables	Performance
Hold two employer forums or job fairs with industries on the CSBD Targeted Industry List (TOL).	- Construction Industry Forum was held in February. Ian Schwartz, Vice President of Operations and Construction at Stiles Construction, shared workforce strategies and industry best practices. Employers identified priorities related to soft skills, AI adoption, and building awareness of skilled trades careers. The strategies developed are guiding our employer outreach, training, and workforce development efforts within the construction industry. - Marine Industry Forum was held in June. Charlene Pou, Business Development Director at Apprenti, presented on registered apprenticeships as a strategy for recruiting and retaining skilled talent. Employers identified opportunities to expand workforce training and increase awareness of marine careers. CSBD is collaborating with marine employers and education partners to implement the strategies identified during the forum.
Provide for CSBD to address the Chamber membership every quarter.	CSBD presented at New Member Orientations and other Chamber events throughout the contract period, including the 1) Working Women Win Leads Group, 2) Arts & Business Council, 3) Biz Perks Workshop, 4) Branding & Marketing Council, and 5) West Broward Business Leads Meeting. The presentations increased employer awareness of our services.
The Chamber will assist in developing work-based training contract commitments of up to \$75,000.	To date, the Chamber has assisted in developing \$45,848 in work-based training grants. CSBD and Chamber staff will meet weekly to review employer prospects and coordinate outreach activities.
Post information about CSBD events and services in the Chamber newsletter or on social media.	The Chamber provided support by promoting outreach campaigns that increased awareness of CSBD's workforce initiatives and employer services. Throughout the contract period, the Chamber promoted key initiatives, including the 1) AI Playbook, 2) Paychecks for Patriots Job Fair, 3) Quick Response Training Program, 4) Industry Forums, 5) Summer Youth Program, 6) Senior Workers initiative, and 7) work-based training grants. These efforts strengthened engagement with the business community.
Maintain a prominent live link on its homepage to the CSBD's website.	A prominent live link is maintained on the chamber's homepage with a CSBD website link.

Greater Hollywood Chamber of Commerce	
Contract Deliverables	Performance
Hold two employer forums or job fairs with industries on the CSBD TOL.	- Technology Industry Forum was held in April. Domenic DiLullo, Chief Information and Technology Officer for Broward County Government, presented on cybersecurity and the evolving impact of artificial intelligence on the workforce. Employers identified strategies to strengthen industry and education partnerships, expand work-based learning opportunities, and address technology talent needs. CSBD is working with employers and education partners to advance the strategies identified during the forum. - Hospitality Industry Forum is scheduled for August. Ms. Pou will be the featured speaker, presenting on developing apprenticeship programs in the industry.
Provide for CSBD to address the Chamber membership every quarter.	CSBD maintained a regular presence at Chamber member and networking events, including the 1) Good Morning Hollywood Breakfast, 2) Business Leads Group, and 3) Tech Biz Group. These reinforced CSBD's partnership with the Chamber while creating opportunities to identify employer needs and promote workforce solutions.
Assist in developing work-based training contract commitments of up to \$50,000.	To date, the Chamber has assisted in developing \$7,680 in work-based training grants. Weekly coordination meetings will be held to provide technical assistance, support employer engagement efforts, and advance work-based training opportunities toward the contractual commitment goal.
Post information about CSBD events and services in the Chamber newsletter or on social media.	The Chamber promoted CSBD programs, events, and employer resources through its newsletter and other communication channels. Featured topics included the CSBD Resources for Businesses, the CSBD AI Playbook Survey, the Technology Industry Forum, and the AI Playbook launch. These communications kept Chamber members informed of workforce initiatives and encouraged employer participation in CSBD programs and events.
Maintain a prominent live link on its homepage to CSBD's website.	A prominent live link is maintained on the chamber's homepage with a CSBD website link.

RECOMMENDATION

None. For information purposes only.

Memorandum #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.

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

EMPLOYER TESTIMONIAL

Steps2Progress
Learning Development Center

Steps 2 Progress Learning Development Center – Sandreka Miller, Owner –
“Growing our childcare center depends on finding the right people, and CareerSource Broward delivered! The recruitment event they created and hosted connected us face-to-face with a strong pool of qualified teachers who will undoubtedly become an important part of our future. Their professional support and ability to attract high-quality talent allowed us to focus on running our business rather than searching for employees.”



8,410
EMPLOYERS SERVED

32,267

Business Services Provided To Employers,
Such As: Labor Market Information,
Candidate Referrals,
Recruitment & Job Fairs

28,140

New Job Openings Posted
In Employ Florida

103

Job Fairs And Custom Recruitment
Events Conducted,
Connecting Employers With
Job Seekers Throughout Broward County

\$3,795,786
WORK-BASED TRAINING INVESTMENTS

On-the-Job Training (OJT) Program - **\$118,184**
Skills Upgrade Incumbent Worker Training (IWT) - **\$121,034**
Adult and Youth Paid Internships - **\$3,556,568**

EMPLOYER TESTIMONIAL

handy

Handy Inc. – Andree Garnier, Chief Operating Officer – “CareerSource Broward’s AI-focused Incumbent Worker Training grant has been a game-changer for us. The funding made it possible for our employees to receive hands-on training on using AI to improve case management. Thanks to CareerSource Broward, our team learned how to use AI more effectively, increasing productivity while preserving the accuracy and integrity of our records. Most importantly, our employees now have more time to focus on the youth and families at the heart of our mission.”

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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.