CareerSource BROWARD

Broward Workforce Development Board

Employer Services Committee

Monday, November 9, 2026
12:30 p.m. – 2:00 p.m.

Zoom Meeting ID:	**856 0077 5256**
Zoom Password:	**041947**
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.

M E E T I N G A G E N D A

IDENTIFICATION AND INTRODUCTION OF ANY UNIDENTIFIED CALLERS

PRESENTATION

Updates to the AI Playbook for Small and Medium Businesses

Demonstration of the newly added updates to the playbook.

APPROVAL OF MINUTES

Approval of the Minutes of the 9/14 Employer Services Committee meeting.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Minutes of the 9/14 meeting

Pages 9 - 14

NEW BUSINESS

1. **Work-Based Training Contracts with Alma Matcha LLC**

   Consideration to approve entry into two contracts through 6/30/2028 with Alma Matcha LLC, a company owned by Board Member Nelson Fernandez's daughter 1) an On-the-Job Training (OJT) to provide training for administrative positions with wage reimbursement up to $45,000, and 2) a Work Experience (WEX) contract. WEX contracts are non-financial, and CSBD is the employer of record. A 2/3 vote of the Board members present at a meeting with an established quorum is required for both contracts; state approval is required regarding the OJT contract.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	None

2. Employer Services Committee Meeting Schedule

Consideration to approve the 2027 Employer Services Committee meeting schedule. We have scheduled six (6) meetings for the upcoming year. Meetings are in person. On occasion, if necessary, a committee member can attend via Zoom.

RECOMM Approval
ACTION Motion for Approval
EXHIBIT Memo #10 – 26 (BR)

Page 15

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

Consideration to review and approve updates to the ESC Strategic Planning Matrix. Staff has made significant progress, including promoting the AI Playbook, distributing the Paid Internship Employer Guide to more than 500 employers, adding declining occupation projections to the Economic Dashboard, and strengthening apprenticeship referral pathways. Additional efforts include conducting industry employer forums, expanding employer outreach, and developing improvements to streamline participation in work-based training programs.

RECOMM Approval
ACTION Motion for Approval
EXHIBIT ESC Strategic Planning Matrix

Pages 16 - 31

REPORTS

1. 2026 Paychecks for Patriots (P4P) Job Fair

CSBD will host its annual P4P Veterans Hiring Fair on 11/17 at the Tamarac Community Center. The first hour of the event will be reserved for veterans and family members of veterans. CSBD is partnering with Broward County to provide courtesy transportation from our One-Stop Centers, and the City of Tamarac will provide expanded off-site parking. Following a Board member's suggestion, CSBD has expanded its supporter packages to include four new $50 opportunities, allowing businesses to support and receive recognition. Committee members are asked to share the P4P supporter opportunities with businesses and community partners in their networks.

ACTION None
EXHIBIT P4P Supporter Packages

Pages 32 - 34

2. Summer Youth Employment Program Employer Engagement

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

ACTION None
EXHIBIT SYEP Employer Flyer

Page 35

3. Paid Internship Program Enhancements

CareerSource Broward is exploring strategies to streamline our Paid Internship Program. Efforts include improving recruitment and coordination, developing a pool of eligible candidates, strengthening educational partnerships, and promoting program benefits to employers, job seekers, and educators. These improvements are intended to increase operational efficiency, accelerate placements, and expand internship opportunities throughout Broward County.

ACTION None
EXHIBIT Memo #13 – 26 (BR)

Pages 36 - 37

4. Manufacturing Industry Employer Forum

CSBD held a Manufacturing Industry Employer Forum on 10/14. Participants identified shortages of Computer Numerical Control machinists, die setters, welders, and other skilled workers, and emphasized the need for expanded technical training and hands-on experience. Strategies included 1) expanding registered apprenticeship pathways for hard-to-fill occupations 2) increasing access to paid internships for manufacturing students and 3) upgrading employees' technical skills through Incumbent Worker Training.

ACTION None
EXHIBIT Memo #11 – 26 (BR)

Pages 38 - 39

5. Aviation Industry Employer Forum

CSBD held an Aviation Industry Employer Forum on 11/3. Attendees identified skilled technical worker shortages, limited awareness of aviation careers, and barriers connecting young people with employers. Three strategies were proposed 1) engaging younger aviation employees as career ambassadors 2) exploring an aviation job fair to connect recent high school graduates with entry-level jobs and training and 3) developing registered apprenticeship pathways for hard-to-fill technical roles.

ACTION None
EXHIBIT Memo #12 – 26 (BR)

Pages 40 - 41

6. Update on Strategies from the Industry Forums

CSBD has been implementing strategies developed through employer forums across seven industries. Progress includes 1) employer participation on college advisory boards 2) approval of several Incumbent Worker Training grants for Artificial Intelligence training 3) development of apprenticeship opportunities 4) placement of youth interns in aviation and 5) career outreach to graduating high school seniors about manufacturing careers. Staff continue to engage employers and industry partners to advance these strategies.

ACTION None
EXHIBIT Memo #14 – 26 (BR)

Pages 42 - 44

7. Employer Services Infograph October 2025 – September 2026

The infographic highlights CSBD's impact during the reporting period, including serving 10,668 employers and conducting 62 job fairs and custom recruitment events. CSBD also invested more than $4.3 million in work-based training, in areas such as OJT, paid adult and youth internships, and incumbent worker training. Employer testimonials reinforce the value of these services, strengthen our storytelling, and make these accomplishments easy to share across various platforms.

ACTION None
EXHIBIT CSBD Employer Services Infograph

Page 45

8. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 4.1 percent in September 2026. This rate was 0.1 percentage point higher than the region's year-ago rate. In September 2026, Broward County's unemployment rate was 0.1 percentage point lower than the State's rate. Out of a labor force of 1,074,400, down 6,309 (-0.6 percent) over the year, there were 44,170 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 46 - 47

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE CHAIR

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE

MATTERS FROM THE FLOOR

MATTERS FROM THE PRESIDENT/CEO

ADJOURNMENT

THE NEXT EMPLOYER SERVICES COMMITTEE MEETING IS TBD

CareerSource BROWARD

Broward Workforce Development Board
Employer Services Committee
Monday, September 14, 2026
12:30 p.m. – 2:00 p.m.

Zoom Meeting ID:	**837 4171 3890**
Zoom Password:	**694718**
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, Marie Suarez, Denise Jordan, Lori Wheeler, Paul Farren, and Francois Leconte, who chaired the meeting.

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

APPROVAL OF MINUTES

Approval of the Minutes of the 8/3 Employer Services Committee meeting.

On a motion by Paul Farren and seconded by Marie Suarez, the Employer Services Committee unanimously approved the minutes of the 8/3 meeting.

NEW BUSINESS

1. **Region 22 Targeted Occupations List (TOL) for Program Year 26/27**

   Considered the approval of the changes to our local area's TOL for PY 26/27. Based upon our review and community input, CSBD is recommending to 1) add seventy-one (71) new occupations proposed by the State and 2) retain fifteen (15) occupations the State had slated for removal. As we always do, we researched the State's preliminary list and compared it to the Board- approved criteria. To get input and feedback on the State's proposed list and gather additional relevant labor market data, we sent the preliminary TOL to 1) members of the Education and Industry Consortium 2) local education and business partners and 3) community partners. They were also invited to a publicly noticed meeting held on 9/1. At the meeting, we provided an overview of the PY 26/27 TOL and the governing board's criteria for updating the TOL.

Francois Leconte introduced the item, and Tony Ash provided an update. Mr. Ash explained that the TOL determines which occupations are eligible for WIOA-funded training.

Paul Farren inquired why the Nursing Assistant occupation was not among those recommended for retention. Mr. Leconte added that there seems to be a demand for Nursing Assistants. Mr. Ash explained that the occupation did not meet the required entry-level wage threshold for inclusion on the TOL. He noted that CSBD can still provide scholarship assistance for Nursing Assistant training to eligible participants in the Welfare Transition Program. Mr. Ash added that occupations don't have to be on the TOL for CSBD to develop OJTs in those occupations.

Lori Wheeler inquired about the removal of Education Administrators, Kindergarten through Secondary, from the TOL. Mr. Ash explained that staff was unable to identify sufficient labor market data to support retaining the occupation, noting declining enrollment and school closures as possible contributing factors.

Michael Goldstein welcomed the addition of a significant number of occupations to the TOL, noting that it would expand training opportunities for job seekers.

On a motion by Paul Farren and seconded by Denise Jordan, the Employer Services Committee unanimously approved the Targeted Occupations List for PY 26/27 1) adding 71 new occupations proposed by the state and 2) retaining 15 occupations slated by the state for removal.

2. Apprenticeship Summit

CSBD plans to host an Apprenticeship Summit in January 2027 to educate and engage employers, job seekers, and workforce partners about the opportunities available through registered apprenticeships. We are requesting the Committee's approval of 1) the proposed planning strategies and 2) additional recommendations to strengthen the event.

Mr. Ash reviewed the proposed Apprenticeship Summit and noted that the event is part of CSBD's broader effort to expand Registered Apprenticeships in Broward County. He explained that the Summit will provide practical information to help employers develop and expand Registered Apprenticeship programs.

Mr. Farren inquired how the January Apprenticeship Summit would differ from the Apprenticeship Fair planned for October. Mr. Ash explained that the Summit is for employers that do not have an apprenticeship program and will focus expanding their awareness and educating them on the benefits of developing one, while the October event is a job fair, that will connect job seekers with employers that have current Registered Apprenticeship positions to fill.

On a motion by Lori Wheeler and seconded by Michael Goldstein, the Employer Services Committee unanimously approved the proposed planning strategies for the Apprenticeship Summit.

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

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

Mr. Leconte introduced the item, and Mr. Ash provided an update. Mr. Ash highlighted the significant outreach achieved in promoting the AI Playbook, development of the Paid Internship Program Guide, and progress in expanding Registered Apprenticeship opportunities through participant referrals and OJT resources.

On a motion by Marie Suarez and seconded by Michael Goldstein, the Employer Services Committee unanimously approved the updates to the Strategic Planning Matrix for PY 26/27.

4. 2026 Paychecks for Patriots Veterans Hiring Fair

CSBD will host our annual Paychecks for Patriots Veterans Hiring Fair on 11/17 at the Tamarac Community Center. This year, CSBD will implement several strategic changes to improve traffic and job-seeker flow, including 1) strategically reducing the number of job seekers by modifying the marketing period 2) separating employer and job-seeker entrances 3) organizing employers by industry sector and 4) introducing new event technology to streamline the check-in process. The Committee is asked to review and approve the proposed strategies and provide input on additional strategies for this year's event.

Mr. Ash reviewed the proposed strategies for the 2026 Paychecks for Patriots Veterans Hiring Fair, noting that last year's event attracted more than 2,400 job seekers and presented capacity challenges. He highlighted changes being made to improve crowd management and job-seeker flow, as well as transportation and shuttle coordination with Broward County and the City of Tamarac.

Mr. Farren inquired how job seekers would know where specific employers and industries are located within the event. Mr. Ash explained that a digital directional guide will be provided to ease navigation, identifying employer locations by row, table number, and industry zone. Mr. Farren welcomed the approach, and Ms. Wheeler agreed that it was a good strategy.

On a motion by Paul Farren and seconded by Lori Wheeler, the Employer Services Committee unanimously approved the proposed strategies for the 2026 Paychecks for Patriots Veterans Hiring Fair.

REPORTS

1. CSBD Paid Internship Program Guide

Pursuant to a recommendation received at this year's Board Planning Session, CSBD developed a how-to guide to assist small and mid-sized employers with utilizing the Paid Internship Program. The guide provides a practical roadmap outlining program requirements, processes, employer responsibilities, and tips for successfully hosting and managing interns. It will be shared with employers to promote our Paid Internship Program as a resource for developing their talent pipelines.

Mr. Ash reviewed the Paid Internship Program Guide. He highlighted its practical features, including information addressing common employer questions regarding supervision, payroll, workers' compensation, interviewing candidates, and hiring interns following their work experience. He also highlighted the Employer Readiness Checklist, designed to help businesses

assess their readiness to host an intern.

Mr. Goldstein commended staff on the development of the guide.

2. Apprenticeship Fair in October

CSBD is hosting an Apprenticeship Fair on 10/28 at the Central One-Stop Center to connect job seekers with established registered apprenticeship programs with openings in high-demand fields such as construction, manufacturing, and more. Our Apprenticeship Navigator will be on-site to help employers and job seekers understand just how accessible and impactful registered apprenticeship programs can be. The event will be promoted through targeted email campaigns, social media outreach, and community partner networks to ensure strong attendance and engagement.

Mr. Leconte reviewed the item.

3. AI Playbook Updates and Expansion

CSBD is advancing several recommendations from the Board planning session to keep the AI Playbook current and expand its use. Staff 1) identified three AI tools to add to the Playbook 2) created a process to update the Playbook biannually 3) developed quizzes for each of its four pillars to reinforce comprehension that will be implemented by October 4) engaged Broward College to explore certifying the Playbook for integration into its AI curriculum and 5) is planning an AI Summit for February 2027 to provide employers with practical insights, demonstrations, and tools for applying AI in the workplace.

Mark Klincewicz provided an update on efforts to keep the AI Playbook current and expand its use. He highlighted the additional AI tools identified for inclusion in the Playbook, the bi-annual review process, development of short quizzes within the Playbook to reinforce comprehension, collaboration with Broward College to explore incorporating it into its curriculum, and plans for an AI Summit in February 2027.

Mr. Leconte expressed enthusiasm for the AI Summit and said he looks forward to participating.

4. Hospitality Industry Employer Forum

CSBD, in partnership with the Greater Hollywood Chamber of Commerce, held a Hospitality Industry Employer Forum on 8/5, attended by hospitality employers and education partners. The forum focused on registered apprenticeships, which aligned with the Employer Services Committee's recommendation. Attendees developed strategies focused on 1) launching a hospitality career awareness initiative 2) leveraging CSBD's Apprenticeship Navigator to assist employers with registered apprenticeship programs and 3) hosting an apprenticeship event for hospitality employers.

Mr. Ash provided an update on the Hospitality Industry Employer Forum and highlighted its focus on Registered Apprenticeships. He noted that the Forum featured two guest speakers, including an apprenticeship expert and a hospitality employer who shared their experience using apprenticeships to develop and retain talent.

5. National Emergency Grant – Spirit Airlines Funds

CSBD received $2,004,217 in National Emergency Grant funding to assist workers impacted by the Spirit Airlines closure. The funding will enable CSBD to provide employment and training services, including training scholarships and support services. Subsequently, CSBD held a job fair on 8/25 at the South One-Stop Center, with 73 former Spirit employees in attendance. Contour Airlines conducted onsite interviews and identified several potential candidates for hire. Feedback from the event was positive, and staff are following up with participating employers to capture hiring outcomes.

Mr. Klincewicz provided an update on the National Emergency Grant funding received to assist workers impacted by the Spirit Airlines closure. He highlighted the employment and training assistance available through the grant and the recent job fair held for impacted workers. He noted that staff is following up with participating employers to capture hiring outcomes.

Mr. Leconte welcomed the grant funding and the additional resources to assist impacted workers.

6. USDOL / SBA Manufacturing Workforce Expo

CSBD participated in a Manufacturing Workforce Expo at Atlantic Technical College, which brought together manufacturers, students, workforce partners, and education leaders to highlight registered apprenticeships, workforce resources, and the growing role of AI in manufacturing. Keith Sonderling, Acting U.S. Secretary of Labor, and Dr. Henry Mack, Florida Commissioner of Education, were featured speakers. CSBD President/CEO Carol Hylton and BWDB Chair Jim Ryan attended with other BWDB members. CSBD assisted in bringing manufacturing employers to the Expo to engage with students and strengthen connections to Broward County's manufacturing talent pipeline.

Mr. Ash provided an update on CSBD's participation in the Manufacturing Workforce Expo. He recognized Matt Rocco for connecting CSBD with the Expo.

7. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 4.6 percent in July 2026. This rate was 0.7 percentage points higher than the region's year-ago rate. In July 2026, Broward County's unemployment rate was equal to the State's rate. Out of a labor force of 1,067,539, down 8,491 (-0.8 percent) over the year, there were 49,140 unemployed Broward County residents. The dashboard is a value-added resource that allows businesses to make data-informed decisions.

Mr. Klincewicz reviewed the unemployment data and notable updates reflected on the dashboard. He noted that unemployment has remained relatively stable over the past year, while average hourly earnings have continued to rise.

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE CHAIR

None.

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE

Mr. Goldstein shared that he is preparing an AI presentation for the academic staff at Keiser

University in Fort Lauderdale. He noted that the session will likely include a question-and-answer discussion and provide an opportunity to learn more about how the academic community is approaching AI.

MATTERS FROM THE FLOOR

None.

MATTERS FROM THE PRESIDENT/CEO

Reporting on behalf of Ms. Hylton, who was on vacation, Mr. Klincewicz noted that several staff members would attend the Regional Workforce Summit to gain new insights and ideas related to the workforce system.

Mr. Klincewicz provided an update on performance negotiations with the State and noted that staff is working to finalize the performance measures to which CSBD will be held for the next two years.

He also provided an update on the North and Central Career Centers. He noted that the North Career Center lease expires at the end of the year and that the State is looking to sell the Central Career Center complex. An RFQ was issued for brokerage services to assist CSBD in identifying potential locations for the two centers. Mr. Klincewicz thanked Mr. Leconte for serving on the RFQ rating panel.

ADJOURNMENT

1:12 p.m.

THE NEXT EMPLOYER SERVICES COMMITTEE MEETING IS NOVEMBER 9, 2026

CareerSource BROWARD

Administrative Office
2890 West Cypress Creek Road
Ft. Lauderdale, FL 33309

Memorandum #10 - 26 (BR)

To: Employer Services Committee

From: Carol Hylton, President/CEO

Subject: Employer Services Committee Meeting Calendar for 2027

Date: October 23, 2026

SUMMARY

Consideration to approve the 2027 Employer Services Committee meeting schedule. We have scheduled six (6) meetings for the upcoming year. Meetings are in person. On occasion, if necessary, a committee member can attend via Zoom.

BACKGROUND

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

DISCUSSION

We have scheduled 6 meetings for the upcoming year. Meetings are in person. On occasion, if necessary, a committee member can attend via Zoom. The following meeting schedule for calendar year 2027 is proposed for approval.

Location	Day	Date	Time
CareerSource Broward Board Room 2890 West Cypress Creek Road Ft. Lauderdale, FL 33309	Monday	01/11/27	12:30 p.m.
		03/15/27	
		05/03/27	
		08/02/27	
		09/13/27	
		11/08/27	

Additional meetings may be scheduled as needed.

RECOMMENDATION

Approve the above meeting calendar for 2027.



EMPLOYER SERVICES COMMITTEE

Strategic Planning Matrix for PY 26/27

Jim Ryan	Francois Leconte	Carol Hylton
Board Chair	ESC Chair	President/CEO

CareerSource BROWARD

Reimagining the Workforce Delivery System

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 shared with more than 500 employers throughout its launch and distribution.	3/27	**Ongoing:** Since the launch of the AI Playbook: a) Shared the AI Playbook with all 14 Chambers of Commerce and over 20 business associations to expand distribution to their employer members. b) Presented the Playbook to nearly 15 employers at the Greater Fort Lauderdale Chamber of Commerce Marketing Council meeting. c) Presented the Playbook to more than 20 employers at the Greater Hollywood Chamber of Commerce Tech Biz Group meeting. d) Presented to more than 30 employers at the SFMA/MIASF Marine Committee Meeting. e) Presented to approximately 50 employers at the South Florida Business Aviation Association meeting. f) Presented to more than 15 employers at the Lauderhill Chamber of Commerce meeting. g) Sun Sentinel digital email campaign was sent to 50,000 employers, with more than 19,000 employers opening the email. h) Our social media campaign has generated over 208,000 impressions on LinkedIn, Facebook, and Instagram.

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	**Completed:** The research was completed, and the new tile has been added to the dashboard. The new tile is labeled "Declining Occupations Projected to 2034." **In Progress:**
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	Research was completed, and labor market findings on occupations affected by automation, AI, demographic shifts, and industry demand were presented at the following forums: 1. 8/5 – Hospitality 2. 10/14 – Manufacturing 3. 11/3 – Aviation The findings will also be presented at the ITA Providers Meeting on 11/10 and at upcoming forums during the program year.

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. 3.1.2 Implement a targeted marketing campaign utilizing success stories to increase employer awareness of internships and other work-based learning opportunities.	Minimum of ten employer testimonials secured. 1) Launch a multi-channel marketing campaign utilizing social media, the Source newsletter/podcast and other digital outreach tools to share the success stories and increase awareness of work-based learning opportunities. 2) Increased employer engagement is contributing to continued repeat business and year-over-year business penetration.	12/26 1/27 3/27	**In Progress:** Video testimonials highlighting best practices in work-based training and success stories have been secured from Advanced Roofing and the Academy. The Advanced Roofing and Academy video testimonials were promoted through: a) Social media b) Chamber partner newsletters The videos will also be shared in The Source newsletter. We are gathering and tabulating campaign views, impressions, and engagement data to capture the reach of these efforts to expand employer awareness of internships and other work-based learning opportunities.

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 utilizing CSBD's paid internship program.	3.2.1 Research best practices and practical approaches for successfully hosting and managing interns for incorporation into the CSBD guide.	Summary of the research is completed for incorporation into the internship guide.	9/26	**Completed:** Research on best practices and practical approaches for successfully hosting and managing interns was completed and incorporated into CSBD's Paid Internship Employer Guide. Examples include establishing measurable learning objectives, distinguishing required skills from those that can be developed during the internship, providing ongoing supervision and feedback, and addressing workplace concerns promptly.

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 utilizing CSBD's paid internship program.	3.2.2 Develop a how-to guide outlining CSBD's Paid Internship Program requirements, processes, employer responsibilities, and practical strategies for successfully hosting and managing interns.	The guidebook is created.	11/26	**Completed** CSBD developed the Paid Internship Employer Guide by reviewing program requirements, employer feedback, and best practices for hosting and managing interns. The guide was created to give employers a clear, practical understanding of the program, clarify their responsibilities, and support successful internships that can lead to permanent employment. The guide has been finalized and is available on CSBD's website.
	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	**Completed** The Paid Internship Employer Guide was distributed to more than 500 employers through Chamber and business association partnerships, employer outreach, social media, and digital marketing. The guide is also available on CSBD's website.

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. 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.	Conduct a minimum of two apprenticeship fairs and/or informational sessions. 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.	2/27 12/26	**In Progress:** CSBD will host an Apprenticeship Fair on December 3rd at the South One-Stop Center to connect job seekers with registered apprenticeship opportunities in construction, manufacturing, and other high-demand industries. CSBD is also planning an Apprenticeship Summit for January 2027 for employers wishing to learn more about apprenticeships. **In Progress:** Staff researched 10 Registered Apprenticeship Programs (RAP) and identified job seeker referral opportunities and points when OJT funding may offset employers' apprenticeship wage costs. Referral pathways have been established with the following RAP sponsors: 1. International Union of Operating Engineers 2. Big Lock & Key 3. South FL. Manufacturers Association Additional referral pathways are being established with the other identified Registered Apprenticeship Programs.

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. 3.3.4 Develop and launch digital marketing campaigns to increase awareness and utilization of apprenticeship resources available on the CSBD website. 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.	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. 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. CSBD Apprenticeship Navigator is designated and serves as the primary apprenticeship resource.	2/27 1/27 6/26	**In Progress:** We brought in Charlene Pou, Regional Apprenticeship Director for the Southeast U.S. at Apprenti, to present apprenticeships as a hiring and training solution at employer forums attended by businesses of varying sizes. Staff has also developed Registered Apprenticeship OJTs with Advanced Roofing and is planning a December Apprenticeship Job Fair, with 8–12 programs anticipated to attend and recruit job seekers for available apprenticeship opportunities. **In Progress:** The first of two digital campaigns launched through CSBD's social media channels on 9/1, directing employers and job seekers to apprenticeship resources on the CSBD website. The campaign generated over 1,100 views. The second campaign is scheduled for January to coincide with the Apprenticeship Summit. **Completed.** After an analysis of CSBD's apprenticeship activities, Doug Saenz was designated as the agency's Apprenticeship Navigator and primary point of contact. Previously, apprenticeship responsibilities were divided among industry liaisons. This designation provides centralized coordination and consistent support for employers, job seekers, and apprenticeship sponsors.

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	**Completed:** 1) Staff completed the mapping of Pre-Apprenticeship Programs (PAPs) to corresponding Registered Apprenticeship Programs (RAPs), identifying seven PAPs offered by Junior Achievement and one offered by the South Florida Manufacturers Association. 2) Through meetings with the PAP providers, staff confirmed that the South Florida Manufacturers Association and Junior Achievement PAPs already provide pathways into corresponding RAPs. Staff also identified an International Union of Operating Engineers PAP that bridges participants into the union's RAP.

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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.	3.5.1 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.	3/27	**In Progress:** Staff held the following forums to exchange information with employers and industry partners and assess workforce needs and industry demand: 1. 8/5/26 – Hospitality 2. 10/14/26 – Manufacturing 3. 11/3/26 – Aviation Dates for upcoming forums are: • 2/11/27 – Technology • 3/4/27 – Marine • 5/13/27 – Construction • 5/26/27 – Healthcare
3.6 Increase employer awareness and utilization of Employ Florida.	3.6.1 Research advanced Employ Florida (EF) recruitment features, including virtual recruiter and talent recruitment capabilities, and create an employer guide highlighting their practical use and benefits.	Employer guide is created.	11/26	**In Progress** Staff researched advanced recruitment tools in EF. Easy-to-use guides are being developed for the following tools: a) Virtual Recruiter b) Job Order Candidate Matching/Recruit Talent c) Skills Matching
	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.	12/26	Upon completion, the employer guides will be distributed through social media and digital marketing channels, direct employer outreach, chambers of commerce, business associations, and HR organizations.

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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. 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.	Distribute a CSBD Brand Ambassador toolkit for staff, committee members, and Chamber partners to use during employer engagements. Collaborate with a minimum of five business and HR groups to promote CSBD resources and services.	2/27 8/26	**In Progress** The toolkit is being drafted and will include a 10–12-second elevator pitch, employer-services talking points, an overview of CSBD's employer solutions, conversation prompts, and a referral process. It will also include easy-to-use materials, such as a compact talking-points card and a QR code employers can scan to connect with CSBD. **Completed** CSBD collaborated with the following business groups to promote our resources: 1) July - SCORE Broward 2) August – MIASF/SFMA Joint Workforce Committee 3) August - Greater Hollywood Chamber of Commerce 4) August - Greater Fort Lauderdale Chamber of Commerce 5) August - Florida Restaurant & Lodging Association–Broward Chapter 6) August - South Florida Business Aviation Association Staff will continue to collaborate with various business groups during the program year.

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	**Completed** Research confirmed that State policy requires all workforce boards to provide OJT reimbursements at 90% and 100%. CSBD updated its OJT policy accordingly, while our IWT reimbursement structure aligns with applicable State and Federal guidelines. Therefore, a separate tiered funding framework was not needed.
	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	**In Progress** A workgroup reviewed CSBD's OJT database functionality and recommended enhancements to streamline staff workflows and improve program efficiency. The recommendations are being incorporated into the new OJT database currently being built.
	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	**In Progress** Approved enhancements are being incorporated into the new OJT database. Once implemented, the enhancements will be piloted and evaluated for their impact on staff efficiency, program responsiveness, and employer participation.

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	**In Progress:** Staff mapped the OJT and IWT application processes and developed recommendations to streamline participation. A new OJT database is scheduled to launch in November, followed by an IWT database in early 2027 that will incorporate automated budget calculations and formulas to reduce errors. Staff is currently developing recommendations for the WEX program.

STATE STRATEGIC GOAL: Lead the Nation in Economic Growth and Prosperity by Supporting Talent and Business Development.				
CareerSource Broward Strategic Goal #3: **Encourage employers by engaging and identifying their needs, and educating and connecting them to the workforce system to produce innovative workforce solutions.**				
Objective	**Next Steps**	**Benchmark / Performance Measures**	**Due Date**	**Comments**
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. 2) Develop a list of potential sites and partners for future pop-up job events.	8/26 8/26	**Completed** CSBD participated in nine community events between July and August 2026 and is scheduled to participate in an additional event in September 2026: 1) July 2026 – Community Resource Fair hosted by Miramar Commissioner Yvette Colbourne 2) July 2026 – City of Miramar Back-to-School Health Fair 3) July 2026 – City of Lauderhill Community Resource Fair 4) August 2026 – Brotherly Love Foundation Back-to-School Uniform, Health and Job Fair 5) August 2026 – Town of Pembroke Park Back-to-School Giveaway 6) August 2026 – City of Plantation Taskforce Community Resource Fair 7) August 2026 – USDOL/SBA Manufacturing Workforce Expo 8) August 2026 – JOBNEWS Mega Job Fair 9) August 2026 – Ft. Lauderdale/Hollywood International Airport Job Fair 10) September 2026 – Choices Job Fair 11) September 2026 – Lauderhill Chamber Members Meeting 12) September 2026 – Urban League of Broward County Job Fair Staff will continue to identify upcoming events as they are scheduled.

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. ***Cont.***	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	**In Progress:** The Paychecks for Patriots Job Fair will be held at the Tamarac Community Center on 11/17. As part of the regional response to the Spirit Airlines closure, CSBD is collaborating with CareerSource South Florida to connect affected workers with employment and workforce services at the job fair. They will be participants at the event, bringing employers and job seekers. CSBD is also exploring a collaboration with Broward College to host a job fair at its South Campus in January 2027, and is collaborating with the Greater Hollywood Chamber of Commerce and the City of Hollywood to host a community job fair at Boulevard Heights Community Center in March 2027.

CareerSource BROWARD

SUPPORTER COMMITMENT OPPORTUNITIES



Introduction

Each year, CareerSource Broward brings together veterans, military families, employers, and community partners for **Paychecks for Patriots**, one of Broward County's premier hiring events.

Organizations are invited to become event supporters and align their brand with an initiative that connects local talent with meaningful career opportunities while honoring those who have served our country.

About the Organization and Initiative

CareerSource Broward is Broward County's workforce development agency, connecting job seekers with employment and training opportunities while providing businesses with resources to recruit, train, and strengthen their workforce.

Services are delivered through three career centers located throughout Broward County.

Why Become a Supporter?

Put your organization in front of approximately 1,000 job seekers, nearly 100 participating employers, community leaders, and workforce partners while demonstrating your commitment to Broward County's veterans and military families.

Depending on commitment, supporters can receive **prominent event branding**, social media and digital exposure, priority event placement, dedicated signage, VIP visibility, and even **podium time** before attendees and participating employers.

More than logo placement, a **Paychecks for Patriots** support commitment gives your organization the opportunity to be recognized as a community partner invested in veterans, employment, economic opportunity, and Broward County's workforce.

SUPPORTER PACKAGES

Platinum Supporter Package $2,500
Podium time to provide a welcome. Logo placed on CareerSource Broward's (CSBD's) Paychecks For Patriots (P4P) Webpage, prominently placed on event signage, and in event social media postings. Priority Event Table Placement, and Individual Signage poster at the Event.
Gold Supporter $1,000 Package
Logo placed on CSBD's P4P Webpage, prominently placed on event signage, and in event social media postings. Priority Event Table Placement, and Individual Signage poster at the Event.
Silver Supporter $550 Package
Logo placed on CSBD's P4P Page, and in event social media postings. Level 2 Priority Event Table Placement.
Bronze Supporter $300 Package
Logo placed on CSBD's P4P Page and in event social media postings.

ADDITIONAL SUPPORTER OPPORTUNITIES

BIG IMPACT. SMALL COMMITMENT!

CareerSource Broward is expanding opportunities for businesses and organizations to join our growing list of Paychecks for Patriots Job Fair supporters!

Four new event supporter opportunities are available for $50 each.

Show your organization's commitment to our veterans and community while gaining visibility at key locations during Paychecks for Patriots 2026!

AVAILABLE OPPORTUNITIES ($50 each):

Each opportunity includes **logo recognition on a prominently displayed foam-board sign in the designated event area**, recognizing your business as its proud supporter:

Employer Hospitality Room $50
(Signage placed in event food and beverage area)
Check-In Station $50
(Signage placed in job seeker check-in area)
Photo Zone $50
(Signage placed at event photo backdrop area)
Résumé Station $50
(Signage placed in résumé review and printing area)

Limited opportunities available. Reserve your sponsorship today and showcase your commitment to supporting veterans, military families, and job seekers.

REGISTER TO BECOME A 2026 PAYCHECKS FOR PATRIOTS SUPPORTER:

bit.ly/p4p2026supporter

CareerSource BROWARD

Summer Youth Employment Program

Invest in Broward County's Youth

Become a Worksite!

Real Experience. Brighter Futures.



CareerSource Broward's **Summer Youth Employment Program** connects **youth ages 16–18** with employers who provide hands-on learning opportunities during the summer, from **June through August**.

WORKSITE REQUIREMENTS:

- Business operates in Broward County for 2 or more years
- Able to provide youth supervision for 7 weeks, June–August
- Have 5 or more employees

SCAN ME!

CONTACT US

Contact Ana Bravo
954-202-3830 ext. 3020

Scan the QR code or visit:
careersourcebroward.com/syep-emp

Children's Services Council of Broward County
Our Focus is Our Children.

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CareerSource BROWARD

Administrative Office
2890 West Cypress Creek Road
Ft. Lauderdale, FL 33309

Memorandum #13-26 (BR)

To: Employer Services Committee

From: Carol Hylton, President/CEO

Subject: Paid Internship Program Enhancements

Date: November 2, 2026

SUMMARY

CareerSource Broward is exploring strategies to streamline our Paid Internship Program. Efforts include improving recruitment and coordination, developing a pool of eligible candidates, strengthening educational partnerships, and promoting program benefits to employers, job seekers, and educators. These improvements are intended to increase operational efficiency, accelerate placements, and expand internship opportunities throughout Broward County.

BACKGROUND

CSBD routinely reviews its processes to streamline and ensure maximum efficiency. We are currently looking at our work experience process.

DISCUSSION

The initiative will focus on the following strategies:

a. **Develop a Platform for Prospective Job Seekers:** This feature is intended to improve coordination and shorten turnaround times for placing participants at approved internship sites.

b. **Leverage Employ Florida to Identify Potential Interns:** This approach will broaden the candidate pool and help fill approved internship opportunities faster.

c. **Strategic Internship Coordination:** Designated staff will serve as employer/jobseeker navigators to find interns across our various funding streams for placements.

d. **Develop a Pool of Potential Candidates for Internships in High Demand:** For occupations with high internship needs, we will build a pool of eligible customers.

e. **Partner with Education to Increase Student Interest:** We will partner with education providers to identify students nearing graduation who would benefit from an internship.

f. **Provide a Pocket Reference:** To inform employers, educators, and interns about the benefits of taking part in an internship program. See chart below.

Employers	Interns	Educators
Connect with future employees.	Gain paid, hands-on work experience.	Connect classroom learning to workplace experience.
Gain fresh ideas and support for projects.	Build professional skills and connections.	Strengthen relationships with local employers.
Help students build skills needed in the workplace.	Explore career options and strengthen résumés.	Gain industry feedback to support career preparation.

RECOMMENDATION

None. For information purposes only.

CareerSource BROWARD

Administrative Offices
2890 West Cypress Creek Road
Fort Lauderdale, FL 33309

Memorandum #11-26 (BR)

To: Employer Services Committee

From: Carol Hylton, President/CEO

Subject: Manufacturing Industry Employer Forum

Date: October 27, 2026

SUMMARY

CareerSource Broward (CSBD) held a Manufacturing Industry Employer Forum on 10/14. Participants identified shortages of Computer Numerical Control machinists, die setters, welders, and other skilled workers, and emphasized the need for expanded technical training and hands-on experience. Strategies included 1) expanding registered apprenticeship pathways for hard-to-fill occupations 2) increasing access to paid internships for manufacturing students and 3) upgrading employees' technical skills through Incumbent Worker Training.

BACKGROUND

On 10/14, CSBD held a Manufacturing Industry Employer Forum. 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 manufacturing talent pipeline through training, partnerships, and workforce initiatives.

DISCUSSION

Twenty-three (23) representatives from employers, education partners, industry associations, and community organizations attended the forum. Organizations represented included the South Florida Manufacturers Association, the Marine Industries Association of South Florida, Southern Gear & Machine, Point Blank Enterprises, and Broward College.

Johneil Beckford, CSBD's intermediary for the Manufacturing Industry, facilitated the forum and provided 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 address manufacturing talent shortages, expand career pathways, and strengthen the long-term workforce pipeline.

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

The following are the identified skill gaps and strategies:

1. **Skills Gap:** Employers identified shortages of CNC machinists, die setters, welders, and other skilled workers, and a need to expand training pathways for these hard-to-fill occupations.

   Strategy: CSBD will connect manufacturing employers with apprenticeship sponsors and assist them in developing new programs or adding occupations to existing programs.

2. **Skills Gap:** Manufacturing students need hands-on experience to prepare for employment. Broward College currently places students in unpaid internships with manufacturing employers.

   Strategy: CSBD will work with training providers to identify internship opportunities and assess students and host employers for eligibility under CSBD's Paid Internship Program. Providing paid experience may expand student participation and create opportunities for them to transition into unsubsidized employment.

3. **Skills Gap:** Employers need experienced employees with up-to-date technical skills who can consistently share their knowledge with newer workers.

   Strategy: CSBD will work with manufacturing employers to use Incumbent Worker Training to upgrade employees' technical skills through external training providers. Employees will gain the necessary knowledge to transfer to newer workers.

CSBD staff will work with manufacturing 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 manufacturing industry employer forum.

RECOMMENDATION

None. For information purposes only.

CareerSource BROWARD

Administrative Offices
2890 West Cypress Creek Road
Fort Lauderdale, FL 33309

Memorandum #12-26 (BR)

To: Employer Services Committee

From: Carol Hylton, President/CEO

Subject: Aviation Industry Employer Forum

Date: November 4, 2026

SUMMARY

CareerSource Broward (CSBD) held an Aviation Industry Employer Forum on 11/3. Attendees identified skilled technical worker shortages, limited awareness of aviation careers, and barriers connecting young people with employers. Three strategies were proposed 1) engaging younger aviation employees as career ambassadors 2) exploring an aviation job fair to connect recent high school graduates with entry-level jobs and training and 3) developing registered apprenticeship pathways for hard-to-fill technical roles.

BACKGROUND

On 11/3, CSBD held an Aviation Industry Employer Forum to discuss workforce challenges and opportunities to strengthen Broward County's aviation talent pipeline.

The objectives of the forum were to:

1. Discuss aviation workforce shortages, skills gaps, and changing technical requirements.
2. Identify employer-driven strategies to expand training, work-based learning, and career awareness.

DISCUSSION

Twenty-two (22) representatives from employers, education partners, and community organizations attended the forum. Organizations represented included Fort Lauderdale Executive Airport, 2Lyons Aerospace, Uno Aviation, GA Telesis, Flying Classrooms/BITTS, and Broward County Public Schools.

Johneil Beckford, CSBD's aviation industry intermediary, opened the forum by highlighting workforce services available to aviation employers, including the AI Playbook for Small and Medium-sized Employers. Charlene Pou, Business Development Director with Apprenti, then presented on how aviation employers can use registered apprenticeships to fill hard-to-staff roles, create career pathways in aviation, and develop the skilled workers they'll need over time.

During the roundtable, aviation employers shared where they face hiring challenges, which skills are hardest to find, and what training would help address those gaps.

The following are the identified workforce challenges and strategies:

1. **Workforce Challenge:** Employers and education partners identified a need for more relatable ways to introduce students to aviation careers. Traditional industry presentations may make it difficult for students to see how aviation careers connect with their interests.

   Strategy: CSBD will encourage aviation employers to engage younger employees as industry ambassadors at schools, career fairs, and workforce events. Ambassadors can share how they got started, describe what they do, and show students how they can advance in the industry.

2. **Workforce Challenge:** Recent high school graduates and other young adults with limited or no work experience can have difficulty connecting with aviation employers, even when entry-level positions are available to applicants without prior aviation experience.

   Strategy: CSBD will explore hosting an aviation job fair for recent high school graduates and other young adults entering the workforce. The event would connect participants with aviation employers looking to hire and train entry-level workers and introduce them to opportunities such as paid internships, On-the-Job Training (OJT), and registered apprenticeships.

3. **Workforce Challenge:** Aviation employers face shortages of skilled technical workers, including machinists and aircraft maintenance technicians. As experienced workers approach retirement, employers have a limited pool of qualified candidates to fill these roles.

   Strategy: CSBD will connect aviation employers with apprenticeship sponsors and training providers to develop registered apprenticeship pathways for hard-to-fill technical roles. CSBD will also help eligible employers access available apprenticeship funding and OJT wage reimbursement.

CSBD staff will work with aviation 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 aviation employer forum.

RECOMMENDATION

None. For information purposes only.

CareerSource BROWARD

Administrative Office
2890 West Cypress Creek Road
Ft. Lauderdale, FL 33309

Memorandum #14-26 (BR)

To: Employer Services Committee

From: Carol Hylton, President/CEO

Subject: Update on Strategies from the Industry Forums

Date: November 3, 2026

SUMMARY

CareerSource Broward (CSBD) has been implementing strategies developed through employer forums across seven industries. Progress includes 1) employer participation on college advisory boards 2) approval of several Incumbent Worker Training grants for Artificial Intelligence training 3) development of apprenticeship opportunities 4) placement of youth interns in aviation and 5) career outreach to graduating high school seniors about manufacturing careers. Staff continue to engage employers and industry partners to advance these strategies.

BACKGROUND

CSBD convenes industry-specific employer forums to identify hiring challenges, skills gaps, and training needs. These discussions bring together employers, education and training providers, and industry partners to develop practical strategies for addressing workforce needs. Following each forum, staff work with participating employers and industry partners to advance the identified strategies.

DISCUSSION

Below is an update on the strategies subsequent to the forums:

Hospitality

Strategy 1: Inform hospitality employers and the industry association about opportunities to participate in college advisory councils.

Progress Update: Staff conducted email outreach encouraging hospitality employers to participate in hospitality or related advisory councils. Two employers joined advisory councils—one at Broward College and one at Sheridan Technical College.

Strategy 2: Assist hospitality employers in training employees on productivity-enhancing AI tools through the use of the IWT grant.

Progress Update: Staff presented how IWT can help hospitality employers train employees on AI tools. Employers are considering using the grant to support this training.

Marine

Strategy: Collaborate with the Marine Industries Association of South Florida (MIASF) to provide On-the-Job Training (OJT) funding for employers participating in its Registered Apprenticeship Program and assist other marine employers in upgrading current workers' skills through IWT grants.

Progress Update: CSBD worked with MIASF to engage marine employers in training grant opportunities. We developed OJT and IWT contracts with two MIASF member companies and continue to engage additional marine employers about training grant opportunities.

Technology

Strategy: Explore opportunities to train new workers and upskill current employees in AI through CSBD's work-based training grants.

Progress Update: CSBD approved 13 IWT grants to help Broward County employers train employees in AI. Staff continues to engage employers interested in AI training.

Construction

Strategy 1: Assist construction employers in adopting digital technologies and AI through resources such as CSBD's AI Playbook for Medium-Sized Employers.

Progress Update: CSBD launched the AI Playbook and provided employers with access. Employer feedback indicates that the playbook is a valuable resource for their operations.

Strategy 2: Promote earn-while-you-learn programs to attract, train, and retain new talent.

Progress Update: Staff brought in apprenticeship experts at industry forums to explain program benefits and share best practices. CSBD is coordinating with two interested employers and the Florida Department of Education to begin developing registered apprenticeship programs.

Strategy 3: Connect construction employers with education providers to help align curriculum with industry needs and strengthen the workforce pipeline.

Progress Update: Staff shared information at industry forums about joining technical college advisory boards. Two employers joined Atlantic Technical College's advisory board.

Healthcare

Strategy: Develop registered apprenticeships and work-based learning opportunities for high-demand healthcare occupations.

Progress Update: Staff assisted Memorial Healthcare System in developing a registered apprenticeship program for pharmacy technicians. A Registered Apprenticeship OJT grant was also approved to help offset employer training costs.

Aviation

Strategy 1: Support aviation employers in adopting AI through Incumbent Worker Training (IWT) grants and CSBD's AI Playbook.

Progress Update: Staff developed an IWT grant with a Fort Lauderdale-based aviation company to support employee training on an AI-driven customer relationship management and sales platform. Staff also shared CSBD's AI Playbook with the South Florida Business Aviation Association and other Broward aviation employers.

Strategy 2: Expand aviation employer participation in the Summer Youth Employment Program (SYEP) to strengthen the future talent pipeline.

Progress Update: Staff conducted employer outreach and secured a local aviation distribution company as a 2026 SYEP host site. Four youth interns were placed with the company, gaining hands-on industry experience and career exposure.

Manufacturing

Strategy: Collaborate with Broward County Public Schools to promote manufacturing careers among high school seniors using CSBD's Manufacturing Career Pathways Video.

Progress Update: Staff worked with Broward County Public Schools to share the video with graduating seniors and introduce them to careers in manufacturing.

RECOMMENDATION

None. For information purposes only.

CareerSource BROWARD

OCT 2025 - SEPT 2026

EMPLOYER SERVICES INFOGRAPH

EMPLOYER TESTIMONIAL

Vector Climate – Andrea Martin, Director of Operations – *"CareerSource Broward's Incumbent Worker Training grant boosted our team's productivity and efficiency. The training equipped our logistics and customer service employees to streamline processes, reduce repetitive tasks, and quickly access information our customers need. Today, we're working smarter, responding faster, and delivering a more consistent customer experience. Thank you, CareerSource Broward, for investing in our employees and strengthening our business."*



10,668
EMPLOYERS SERVED

32,915
Business Services Provided To Employers, Such As: Labor Market Information, Candidate Referrals, Recruitment & Job Fairs

28,759
New Job Openings Posted In Employ Florida

62
Job Fairs And Custom Recruitment Events Conducted, Connecting Employers With Job Seekers Throughout Broward County

$4,357,228
WORK-BASED TRAINING INVESTMENTS

On-the-Job Training (OJT) Program - **$107,969**
Skills Upgrade Incumbent Worker Training (IWT) - **$56,463**
Adult and Youth Paid Internships - **$4,192,796**

EMPLOYER TESTIMONIAL

ESS Affiliated (European Sculptured Stone) – Dr. Karen Scott, Office Assistant – *"Launching our new apprenticeship program is a major step forward for our company, and CareerSource Broward was an invaluable resource and trusted point of contact. Their team has been there with answers, resources, and the right connections at every turn, making the entire process feel clear and seamless. We are excited to begin offering apprenticeship opportunities and extremely grateful to have CareerSource Broward alongside us as we build the next generation of skilled talent."*

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Overview of the CareerSource Broward Region
Not Seasonally Adjusted
October 16, 2026

- The unemployment rate in the CareerSource Broward region (Broward County) was 4.1 percent in September 2026. This rate was 0.1 percentage point greater than the region's year ago rate of 4.0 percent. The region's September 2026 unemployment rate was 0.1 percentage point lower than the state rate of 4.2 percent. The labor force was 1,074,400, down 6,309 (-0.6 percent) over the year. There were 44,170 unemployed residents in the region.

Fort Lauderdale-Pompano Beach-Sunrise Metro Division

- In September 2026, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Sunrise MD was 915,100, an increase of 300 jobs (>+0.1 percent) over the year.
- The Education and Health Services (+2.7 percent); Manufacturing (+1.5 percent); Government (+1.4 percent); and Construction (+0.7 percent) industries grew as fast or 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 (+1,600 jobs) industry.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the third highest annual job growth compared to all the metro areas in the state in the Construction (+400 jobs) industry.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the third fastest annual job growth rate compared to all the metro areas in the state in the Construction (+0.7 percent) industry.
- The industries gaining jobs over the year were Education and Health Services (+3,300 jobs); Government (+1,600 jobs); Leisure and Hospitality (+800 jobs); Manufacturing (+500 jobs); and Construction (+400 jobs).
- The industries losing jobs over the year were Professional and Business Services (-3,300 jobs); Trade, Transportation, and Utilities (-2,100 jobs); Financial Activities (-400 jobs); Information (-300 jobs); and Other Services (-200 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)	Sep-26	Aug-26	Sep-25
CareerSource Broward (Broward County)	4.1%	4.4%	4.0%
Florida	4.2%	4.6%	4.2%
United States	4.0%	4.3%	4.3%

Nonagricultural Employment by Industry (not seasonally adjusted)	Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division Sep-26	Sep-25	change	percent change	Florida Sep-26	Sep-25	change	percent change
Total Employment	915,100	914,800	300	0.0	9,997,700	9,926,000	71,700	0.7
Mining and Logging	#N/A	#N/A	#N/A	#N/A	5,600	5,600	0	0.0
Construction	55,100	54,700	400	0.7	657,000	653,000	4,000	0.6
Manufacturing	32,800	32,300	500	1.5	427,100	424,800	2,300	0.5
Trade, Transportation, and Utilities	197,200	199,300	-2,100	-1.1	1,972,200	1,963,800	8,400	0.4
Wholesale Trade	54,200	53,100	1,100	2.1	403,000	395,000	8,000	2.0
Retail Trade	106,100	106,200	-100	-0.1	1,135,600	1,133,600	2,000	0.2
Transportation, Warehousing, and Utilities	36,900	40,000	-3,100	-7.8	433,600	435,200	-1,600	-0.4
Information	18,100	18,400	-300	-1.6	147,400	150,200	-2,800	-1.9
Financial Activities	70,800	71,200	-400	-0.6	674,800	689,500	-14,700	-2.1
Professional and Business Services	170,900	174,200	-3,300	-1.9	1,628,300	1,603,100	25,200	1.6
Education and Health Services	126,800	123,500	3,300	2.7	1,635,800	1,593,000	42,800	2.7
Leisure and Hospitality	95,800	95,000	800	0.8	1,314,100	1,298,600	15,500	1.2
Other Services	35,500	35,700	-200	-0.6	380,100	382,500	-2,400	-0.6
Government	112,000	110,400	1,600	1.4	1,155,300	1,161,900	-6,600	-0.6

Population	2025	2024	change	percent change
CareerSource Broward (Broward County)	2,013,317	2,037,472	-24,155	-1.2
Florida	23,462,518	23,372,215	90,303	0.4

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.