



**Broward Workforce Development Board
One Stop Services Committee**
Tuesday, January 30, 2024
12:30 p.m. – 2:00 p.m.

Zoom Meeting ID: 835 8323 4370
Zoom Password: 310947
Zoom Call in: 1-646-876-9923

CareerSource Broward Board Conference Room, 2890 W. Cypress Creek Road, Ft. Lauderdale, FL 33309

This meeting is being held in person. This meeting is also accessible via a Zoom video conference using the link below.

[HTTPS://US02WEB.ZOOM.US/J/83583234370?PWD=ANP6VUH0ZDDXVLN4RU1RDHVWYXPGZZ09](https://us02web.zoom.us/j/83583234370?pwd=ANP6VUH0ZDDXVLN4RU1RDHVWYXPGZZ09)

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 four 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

APPROVAL OF MINUTES

Approval of the Minutes of the 11/28/23 One Stop Services Committee Meeting.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Minutes of the Meeting

Pages 7 - 13

NEW BUSINESS

1. Program Year 23/24 Revised Budget

This is our annual update from the preliminary budget presented in June. It is the adjusted budget based on the final grant awards received by CareerSource Broward (CSBD). The CSBD formula grants for Program Year (PY) 23/24 total \$19,423,045 an increase of \$158,052 or <1% from the planning numbers presented in June. Dedicated grants total \$8,419,969, an increase of \$1,298,312. Our total available budget is \$27,843,014 (\$19,423,045 + \$8,419,969) for PY 23/24.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Memo #03-23 (FS)

Pages 14 - 19

2. Addition of New Eligible Training Provider HCI College and Courses

Consideration to approve adding HCI College as an Eligible Training Provider and 1) Nursing A.S. Degree 2) Substance Abuse Counseling A.S. Degree 3) Medical Assisting Diploma and 4) Practical Nursing Diploma programs to the Workforce Innovation and Opportunity Act Individual Training Account list. CSBD adds schools and courses that meet federal, state, and local criteria to give customers more choices.

RECOMM Approval
ACTION Motion for Approval
EXHIBITS Memo #12-23 (OPS)
 ITA Course Summary Spreadsheet

Pages 20 - 22

3. Addition of Occupational Titles to the Targeted Occupation List (TOL)

Consideration to approve adding three (3) occupations to our local TOL 1) Computer Programmers 2) Nursing Assistants and 3) Veterinary Assistants/Laboratory Animal Caretakers. Over the year, CSBD receives input from our industry intermediaries, eligible training providers, our economist, and employers to evaluate our local TOL. With this input and using labor market analytic tools such as Employ Florida and Lightcast, CSBD staff has been able to establish local demand for these 3 occupations, and that all Board-mandated criteria have been met for these occupational titles to be added to the TOL for Program Year 23/24.

RECOMM Approval
ACTION Motion for Approval
EXHIBIT Memo #13 – 23 (OPS)

Pages 23 - 24

4. Updates to the One Stop Services Committee Strategic Planning Matrix

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

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Committee Strategic Planning Matrix

Pages 25 - 32

REPORTS

1. Update on Veteran FAU Entrepreneurial Training Graduates

Through the Get There Faster grant funding, CSBD partnered with FAU and the Small Business Development Center to bring entrepreneurial learning and development opportunities to veterans interested in starting new businesses to achieve financial independence. In addition to classroom and online training, veterans also receive mentorship from successful entrepreneurs who provide direct guidance in applying for government contracts and grants. A total of 9 veterans completed the training program and 5 have elected to continue the mentoring process and have filed the necessary paperwork to open businesses in the following areas 1) Food truck 2) Recycling company 3) At Home Healthcare 4) Boat, yacht, and vessel rental and 5) Childcare Care.

ACTION	None
EXHIBIT	None

2. First Annual State of the Workforce Breakfast

On 1/24, CSBD, in partnership with the chambers of commerce in Fort Lauderdale, Hollywood, Pompano Beach, and Tamarac, hosted the inaugural State of the Workforce Breakfast and Job Fair at the Broward County Convention Center. The event featured a 1) networking breakfast where over 300 business leaders learned about the latest workforce trends and uncovered the dynamic relationship between AI and the workforce 2) Business Marketplace showcasing local vendors that offer services designed to help the companies operate efficiently and 3) job fair where over 100 employers discovered top-notch talent by coming face-to-face with over 1,200 job seekers. Broward County Transit provided complimentary transportation to job seekers from economically distressed zip codes, and Visit Lauderdale provided complimentary parking. This was the largest event that CareerSource Broward has brought to the community in our 51-year history! By all accounts, the event was an incredible success!

**ACTION
EXHIBITS**

None
[Inaugural State Of The Workforce Event Program](#)
[CBS News Story](#)
[Team Photo](#)

3. Monthly Performance Report

The performance for December is provided. The data reflects that within the Big 7 Regions, CSBD is in a five-way tie for 1st in WIOA Entered Employment Rate (EER), 1st in Welfare Transition (WT) All Family Participation Rate and Two-parent Participation Rate, and 2nd in Wagner Peyser and Veterans EER.

**ACTION
EXHIBIT**

None
Performance Report for December

Pages 33 - 44

4. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 2.8 percent in December 2023. This rate was 0.6 percentage points higher than the region’s year-ago rate. In December 2023, Broward County’s unemployment rate was 0.1 percentage points lower than the State’s rate of 2.9 percent. Out of a labor force of 1,109,563, up 45,283 (+4.3 percent) over the year, there were 31,406 unemployed Broward County residents. Pursuant to board direction, CSBD added a new economic indicator on cruise passenger data to the dashboard. This information is useful in measuring the health of the local tourism industry, one of Broward’s main economic drivers. Cruise passengers contribute to the local economy by spending money on various goods and services. Two additional tiles are in process, the 1) Business Confidence Indicator and 2) Hotel Lodging Index, which CSBD’s economist is finalizing to provide a year-over-year comparison of tax and revenue data to identify trends.

**ACTION
EXHIBITS**

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

Pages 45 - 46

MATTERS FROM THE ONE STOP SERVICES COMMITTEE CHAIR

MATTERS FROM THE ONE STOP SERVICES COMMITTEE

MATTERS FROM THE FLOOR

MATTERS FROM THE PRESIDENT/CEO

ADJOURNMENT

THE NEXT ONE STOP SERVICES COMMITTEE MEETING IS APRIL 2, 2024.



Broward Workforce Development Board
One Stop Services Committee
Tuesday, November 28, 2023
12:30 p.m. – 2:00 p.m.

Zoom Meeting ID: 882 9910 5340
Zoom Password: 452004
Zoom Call in: 1-646-876-9923

MEETING MINUTES

CareerSource Broward Board Room, 2890 W. Cypress Creek Road, Ft. Lauderdale, FL 33309

This meeting is being held in person. This meeting is also accessible via a Zoom video conference using the link below.

<https://us02web.zoom.us/j/88299105340?pwd=NUpVcmpETEprTGptVjdUdUY2TkphQT09>

THE COMMITTEE WAS REMINDED OF CONFLICT-OF-INTEREST PROVISIONS.

ATTENDEES:

One Stop Services Committee Members: Heiko Dobrikow, Marjorie Walters, Kareen Torres, Felipe Pinzon, Cynthia Sheppard, and Rick Shawbell who chaired the meeting.

Staff: Carol Hylton, Ron Moffett, Mark Klincewicz, Kimberly Bryant, Rochelle Daniels, LaTanya Brown, and Nadine Jackson

Guest: Tina Suriypaul, Keith Castello, and Ryan Swayno

IDENTIFICATION AND INTRODUCTION OF ANY UNIDENTIFIED CALLERS

PRESENTATION TO THE COMMITTEE

Ms. Hylton presented an award to Keith Costello, Board member, and Tina Suriypaul of Locality Bank in appreciation for providing financial literacy workshops to CareerSource Broward customers.

Mr. Dobrikow shared that Locality Bank has been entrenched in this community and that there will be more opportunities for partnering with CareerSource Broward.

APPROVAL OF MINUTES

Approval of the Minutes of the 9/26 One Stop Services Committee Meeting.

On a motion made by Heiko Dobrikow and seconded by Rick Shawbell, the One Stop Services Committee unanimously approved the minutes of the 9/26 meeting.

NEW BUSINESS

1. **Addition of Courses to the WIOA Individual Training Account (ITA) List**

Considered the approval of adding 1) Broward College's Phlebotomy Technician and 2) McFatter Technical College's Forklift Certification to the WIOA ITA list. These programs provide opportunities to train for careers in the healthcare and manufacturing industries, which are in high demand. CSBD reviewed the programs for completeness and to ensure that Board-mandated criteria have been met for the training programs and related occupational titles. CSBD adds schools and courses that meet federal, state, and local criteria to give customers more choices. Because Broward College employs committee member Karen Torres, she must declare a conflict, abstain from discussion and voting, and will be required to submit Form 8B.

Karen Torres verbally declared a conflict and abstained from voting. There was no further discussion.

On a motion made by Heiko Dobrikow and seconded by Rick Shawbell, the One Stop Services Committee unanimously approved the addition of 1) Broward College's Phlebotomy Technician and 2) McFatter Technical College's Forklift Certification to the WIOA ITA list.

2. **Addition of Occupational Title to Current Targeted Occupation List (TOL)**

Considered the approval of adding Data Analyst/Scientist to our local TOL. Over the year, CSBD receives input from our industry intermediaries, eligible training providers, and employers and evaluates our local TOL. A Data Analyst/Scientist is an analytical data expert with strong math and technical skills. Data Analysts work with a variety of programming languages. CSBD staff has been able to establish local demand for Data Analyst/Scientist and that all Board mandated criteria have been met for this occupational title to be added to the TOL for Program Year 23/24.

On a motion made by Karen Torres and seconded by Heiko Dobrikow, the One Stop Services Committee unanimously approved the addition of Data Analyst/Scientist to our local TOL.

3. **One Stop Services Committee Meeting Calendar 2024**

Considered the approval of the One Stop Services Committee meeting schedule. We have scheduled 6 meetings for the upcoming year. Meetings are in person. On occasion, if necessary, a committee member can attend via Zoom.

During the discussion, it was determined that Mr. Shawbell and Mr. Torres may have conflicts with some of the proposed dates for the meetings.

Ms. Hylton suggested that we table the item and follow up with the Chair and Karen.

On a motion by Felipe Pinzon and seconded by Karen Torres the One Stop Committee members unanimously approved 1) CSBD staff polling the entire committee on their availability 2) bringing further updates to the committee for their consideration if warranted and 3) if there are no changes requested, informing the members of the approved 2024 scheduled dates for the meetings.

4. Updates to the One Stop Services Committee Strategic Planning Matrix

Considered the approval of the updates to the Strategic Planning Matrix.

Ms. Bryant reviewed the updates to the Strategic Planning Matrix and provided an overview of the progress made toward achieving the committee's objectives.

For item 2.2, Ms. Bryant stated that CSBD plans to use career ladders that have already been created by our educational partners. Ms. Torres inquired about which educational partner's career ladder information we planned on using.

Ms. Bryant responded that we planned to discuss this at our upcoming training provider meeting to gather career ladder information from all our providers.

On a motion made by Karen Torres and seconded by Heiko Dobrikow, the One Stop Services Committee unanimously approved the updates to the One Stop Services Committee Strategic Planning Matrix.

5. Non-custodial Parent Grant Award

The Committee was requested to provide input regarding additional recruitment and outreach strategies for non-custodial parents. CSBD has received \$772,447 in discretionary grant funds to assist non-custodial parents who are under or unemployed and have difficulty meeting child support obligations to obtain employment. Suggestions have included working with the justice-involved population via BSO/Dept of Corrections, the Department of Revenue, United Way, Children's Services Council, and our ITA Training providers.

Ms. Bryant explained the grant and asked for input from the committee on additional recruitment strategies we should consider to ensure we serve the maximum number of customers and expend these funds by 6/30/24

Ms. Hylton stated we recently accepted an additional \$200,000 in non-custodial parent funds to engage more non-custodial parents. We worked with our Board Chair, Mr. Dobrikow to draft a letter to employers who would like to upscale or promote one or more of their current employees who could benefit from the grant.

Mr. Shawbell commented that this is a unique and time-sensitive grant that can help non-custodial parents. He requested clarification on who is eligible for the grant; does the person need to be unemployed?

Ms. Hylton clarified that the non-custodial parent can be unemployed or under-employed and must meet the eligibility requirements, which include Broward County residency, ability to work in the US, and is struggling to meet child support commitments.

Mr. Dobrikow reminded the committee members that this is time-sensitive and their help is needed.

Ms. Torres indicated she will share this information with several departments at the college, such as the Transformational Justice Program at Broward College, as these individuals are coming out of incarceration. Ms. Bryant stated that she would provide the program flyer with all committee members to share with their networks.

6. Industry-related Informational Videos

Considered the approval to set aside up to \$90,000 from our dedicated grants to identify career paths in 4 to 5 of the most in-demand occupations for job seekers and employers. The videos will portray the day-to-day requirements of the various career pathways available. They will expand awareness among our most barriered populations and demonstrate success through these upskilling opportunities. The videos will be posted on our website and distributed county-wide. The committee is requested to prioritize five (5) of the following industries 1) manufacturing 2) marine 3) hospitality 4) Information technology 5) aviation 6) construction and 7) healthcare.

Ms. Hylton stated that CSBD is seeking approval to create “day in the life” videos highlighting various career paths and industries and reminded the committee that this project is similar to a series of videos called Salty Jobs produces several years ago that highlighted the Marine industry.

Ms. Torres stated that healthcare is one of the main areas that Broward College focuses on. Mr. Shawbell concurred and stated that from a construction perspective, he is seeing a tremendous increase in new medical buildings.

Ms. Hylton added that the Marine industry jobs may not be well-known to those who are economically disadvantaged and Mr. Pinzon agreed that it should be one of the priorities.

Ms. Torres stated that the full scope of advanced manufacturing occupations would be good to highlight. Mr. Pinzon agreed and added he supports information technology as one of the priority industries.

On a motion made by Kareen Torres and seconded by Felipe Pinzon, the One Stop Services Committee unanimously approved setting aside funding up to \$90,000 to produce industry-related informational videos from our dedicated grants and prioritizing the following four industries: 1) Healthcare 2) Manufacturing 3) Information Technology and 4) Marine.

REPORTS

1. **CSBD's 2023 Paychecks for Patriots Veterans Hiring Fair**

CSBD held our 11th annual Paychecks for Patriots Veterans Job Fair on 11/8, with over 500 job seekers and more than 100 employers in attendance. It was a great event with employers recruiting, such as Broward Health, Advanced Roofing, Broward County Government, Memorial Healthcare, Seminole Hard Rock, Broward County Public Schools, Coca-Cola, Miami Heat, various law enforcement agencies like Fort Lauderdale Police, Broward Sheriff's Office, and Pembroke Pines Police, and many more. Feedback from employers and job seekers was very positive, and a highlight video is in production.

The committee members viewed a slide show of photographs taken at the event.

Mr. Shawbell stated that he thoroughly enjoyed attending the event. He believes it was a huge success.

Ms. Hylton shared that we were very active on social media, and it was live-streamed. Several elected officials and members of our local delegation also attended the event.

2. **Individual Training Account (ITA) Provider Performance**

CSBD conducted its semi-annual analysis of ITA provider performance in October and found that all training programs have achieved a 70% training-related employment rate.

Mr. Shawbell said that this was good news and reflected the quality of our training providers and the technical support given to them by the staff.

3. **First Annual State of the Workforce Breakfast**

CSBD is partnering with the Broward County Council of Chambers to hold the first Annual State of the Workforce Breakfast on Wednesday, January 24, 2024, at the Broward County Convention Center. In addition to keynote speakers, the event will feature a "marketplace" for the chambers and CSBD to showcase our employer services and a job fair. Board Chair Heiko Dobrikow will be the Master of Ceremonies for this not-to-be-missed event.

Ms. Hylton shared that this is our inaugural event, and we are excited to have Adrienne Johnston, President of CareerSource Florida, confirmed as one of our keynote speakers. We are also working to secure a speaker on the topic of A.I.

Mr. Pinzon commented that this was fantastic and that he planned to be there. He asked if there would be opportunities to purchase a vendor table for Hispanic Unity. Ms. Hylton responded yes, and once finalized, she will share this information with him and the other committee members, training providers, and community partners.

4. Update on the Single Mothers Grant

CSBD has enrolled over 80 single moms in the Single Mothers Grant. Some mothers recently completed financial literacy sessions conducted in collaboration with Locality Bank. Financial capability will continue with Consolidated Credit offering one-on-one financial counseling. To meet the specific needs of program participants, the CSBD Quality Assurance Department conducted surveys to identify preferred workshop topics. CSBD is currently finalizing discussions with Henderson Behavioral Health regarding mental health counseling services. Also, CSBD has submitted the first group of resumes to Broward Health in preparation for meaningful paid work experiences. These endeavors reflect a holistic approach to supporting these single mothers on their path to personal and professional success.

Ms. Bryant updated the committee on the performance of the Single Mother's Grant. Our goal is to enroll 100 mothers by September 2024 and we are currently exceeding projected benchmarks.

5. Monthly Performance Report

The current performance for October was provided. The data reflects that within the Big 7 Regions, CSBD is in a five-way tie for 1st in WIOA Entered Employment Rate (EER), 1st in Welfare Transition (WT) All Family participation Rate and Two-parent participation Rate, 2nd in Wagner Peyser EER, and 3rd in Veterans EER.

Ms. Hylton reminded the committee that this report does not include hire information from the Paychecks for Patriots event. Therefore, we won't see the effects of the hires that resulted from this event in this performance report.

6. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 3 percent in October 2023. This rate was 0.4 percentage points higher than the region's year-ago rate. In October 2023, Broward County's unemployment rate was equal to the State's rate. Out of a labor force of 1,121,695, up 43,230 (+4.0 percent) over the year, there were 33,897 unemployed Broward County residents. CSBD A dashboard has been created allowing website visitors to review the current plus historical economic and workforce status of Broward County. The dashboard is a value-added resource allowing businesses and those looking to move to Broward the ability to make data-informed decisions.

Mr. Klincewicz reviewed the unemployment information and provided an overview of the updates to the Broward County Economic Dashboard.

Mr. Shawbell commended the CSBD team on the dashboard and stated that there's a lot of really good information available. Mr. Torres commented that she appreciates that it's all in one place and is easy to find.

MATTERS FROM THE ONE STOP SERVICES COMMITTEE CHAIR

None

MATTERS FROM THE ONE STOP SERVICES COMMITTEE

None

MATTERS FROM THE FLOOR

None

MATTERS FROM THE PRESIDENT/CEO

Ms. Hylton stated that at the request of the Employer Services Committee, we are planning to expand the dashboard to include additional tiles regarding Hospitality, Business Confidence, and Cruise/Port activity. We will be working with our economist, who will meet with experts in the industry to determine what data is regularly available. For Business Confidence, we will use a quarterly employer survey.

ADJOURNMENT 1:33 p.m.

THE NEXT ONE STOP SERVICES COMMITTEE MEETING DATE IS TO BE DETERMINED.

Memorandum #03 – 23 (FS)

To: One Stop Services Committee
From: Carol Hylton, President/CEO
Subject: Program Year 23/24 Revised Budget
Date: January 25, 2024

SUMMARY

This is our annual update from the preliminary budget presented in June. It is the adjusted budget based upon the final grant awards received by CareerSource Broward (CSBD). The CSBD formula grants for Program Year (PY) 23/24 total \$19,423,045 an increase of \$158,052 or less than 1% from the planning numbers presented in June. Dedicated grants total \$8,419,969, an increase of \$1,298,312. Our total available budget is \$27,843,014 (\$19,423,045 + \$8,419,969) for PY 23/24.

BACKGROUND

We present our annual budget to the Broward Workforce Development Board, Inc. (BWDB) and the CSBD Council of Elected Officials (Council) in the spring based on planning numbers received from the state prior to the beginning of the new program year. An adjusted budget based on the actual grant awards is brought back to the CSBD governing boards in mid-year for final approval.

The budget presentation does not include the General Fund which is reported separately. The Budget Summary presented on the last page does not include dedicated grants in the total of funds available because those grants may only be spent for the specific purposes outlined in those grants. Table 1 details the dedicated grants.

This update follows the same format used when the budget was presented in May as developed and approved by the CSBD governing boards over the course of many years.

CSBD adheres to the guiding principles below in creating the budget:

1. Maintaining the administrative cap at 9%. The statutory limit for administration is 10%.
2. Spending at least 35% of the WIOA Adult and DW funds on training per State statute.¹
3. Assuring consistent Success Coach to participant ratios.

DISCUSSION

Table 1 lists our dedicated grants to present a full picture to the governing boards of the funds allocated or awarded to CSBD. They are presented separately from our formula grants and are not included in the Budget Summary presented on the last page because we are unable to plan or predict whether they will be awarded each year. The Dedicated Grants Table has been updated to reflect actual grants received for PY 23/24.

¹ In July 2023 the Florida Department of Commerce granted us an unsolicited sliding scale waiver from 50% to 35% for PY 23/24.

Table 1: Dedicated Grants – PY 23/24 Awards

Grant / Program	Description	Amount PY 23/24
Children's Services Council (CSC)	Summer Youth Employment Program (SYEP)	\$ 4,215,656 ²
City of Fort Lauderdale	SYEP	150,000
Bank of America	SYEP	10,000 ³
Florida Healthcare Training	Expand access to high-quality healthcare training programs	916,666
Get There Faster Veteran and Military Grant	Veterans Grant	846,503
Non-Custodial Parent Employment	Assists Non-custodial parents with accessing employment services	772,447
Reemployment Services and Eligibility Assessment (RESEA)	Reemployment assistance and assessments	565,000
WIOA National Dislocated Worker Grant Funds	Temporary jobs for cleanup and humanitarian aid	418,623 ⁴
Single Mothers Grant	Assists single mothers with accessing employment and training opportunities	224,191 ⁵
Hope Florida – A Pathway to Promise	Assist in addressing poverty and promoting economic Mobility	217,815
Apprenticeship Navigator	Navigator will identify and develop Registered Apprenticeship programs	62,500
Trade Adjustment Assistance (TAA)	Workers who become unemployed due to the impact of international trade	20,568 ⁶
	Total	\$ 8,419,969

Table 2 shows the preliminary PY 23/24 budget compared to the actual budget and includes all available formula funds and carry forward.

Table 2: Preliminary vs. Actual Budget PY 23/24

Preliminary PY 23/24 Budget	Actual PY 23/24 Budget	Change from Preliminary to Actual Budget
\$19,264,993	\$19,423,045	\$158,052

² CSC kept the additional \$1.4 million in the SYEP budget for PY 23/24.

³ This is an anticipated amount from Bank of America and will be confirmed in March 2024.

⁴ We initially budgeted \$895,000 for PY 23/24 however the state reduced the allocation.

⁵ Single Mothers Grant was \$500,000 for PY 22/23 and 23/24. This is the amount available for the 2nd Year.

⁶ USDOL has ended the TAA Program. Budget available is to allow customers enrolled to complete it.

Table 3 depicts the variance in the separate funding streams from the preliminary budget to the PY 23/24 actual budget.

Table 3: Variance from Preliminary to Actual Budget by Funding Stream

Funding Stream	Preliminary PY 23/24 Budget	Actual PY 23/24 Budget	Variance
Wagner Peyser (WP)	\$ 981,888	\$ 1,690,007	\$ 708,119
Workforce Innovation and Opportunity Act (WIOA) Adult / Dislocated Worker	8,713,780	8,524,394	(189,386) ⁷
WIOA - Youth	4,572,281	4,337,084	(235,197) ⁸
Welfare Transition Program (WTP)	4,367,562	4,350,244	(17,318) ⁹
Supplemental Nutrition Assistance Program Employment and Training (SNAP ET)	342,700	234,533	(108,167) ⁹
Veterans (DVOP/LVER)	286,783	286,783	0
Totals*	\$ 19,264,993	\$ 19,423,045	\$158,052

*rounding difference

The adjustments to the PY 23/24 Budget categories are described below followed by an overall budget summary.

Program Support Staff Category

Preliminary		Actual		Change from Preliminary to Actual Budget Available	% Change of Total Budget
PY 23/24 Budget	% of Total Budget	PY 23/24 Budget	% of Total Budget		
\$5,647,248	29%	\$5,690,034	29%	\$42,786	<1%

This category includes all staff salaries and benefits other than the CSBD administrative and state Wagner-Peyser staff as follows:

1. CSBD Program Managers, Management Information Systems and Quality Assurance staff.
2. The Integrative Staffing Group (ISG) contract for the three one-stop centers. The contract includes salaries, mandatory benefits, insurance, 401K and health costs at 24% for the staff.

⁷ WIOA Adult, Dislocated Worker carryforward was less than projected for PY 23/24.

⁸ WIOA Youth carryforward was less than projected for PY 23/24.

⁹ The State adjusted the allocation for WTP and SNAP ET.

Facilities and Related Costs Category

Preliminary		Actual		Change from Preliminary to Actual Budget Available	% Change of Total Budget
PY 23/24 Budget	% of Total Budget	PY 23/24 Budget	% of Total Budget		
\$3,467,842	18%	\$3,504,961	18%	\$37,119	<1%

This category is for rent of the three one stop centers, supplies, assessments, equipment rental (copiers), telephones and information technology, high-speed lines, monitoring fees, employer/customer outreach and various insurance to cover the agency and boards.

Media advertising agency and additional outreach campaigns have been included to reach out to youth and participants in need of training, work experience, and OJTs. We also budgeted new vendor contracts with organizations that will assist with job seeker and employer outreach.

Contracts Category

Preliminary		Actual		Change from Preliminary to Actual Budget Available	% Change of Total Budget
PY 23/24 Budget	% of Total Budget	PY 23/24 Budget	% of Total Budget		
\$1,742,485	9%	\$1,742,485	9%	\$0	0%

This category includes the following: WIOA out-of-school youth (OSY), WIOA in-school youth (ISY), One Stop Operator contracted services:

1. The School Board of Broward County – OSY & ISY
2. HANDY Navigator - OSY
3. FLITE Navigator - OSY
4. Center for Independent Living - OSY
5. Junior Achievement of South Florida - ISY
6. One Stop Operator

There is no change to the overall percentage of budget in the total projected in this category.

Training Category

Preliminary		Actual		Change from Preliminary to Actual Budget Available	% Change of Total Budget
PY 23/24 Budget	% of Total Budget	PY 23/24 Budget	% of Total Budget		
\$5,663,527	30%	\$5,728,333	30%	\$64,806	<1%

This category includes OJT employer reimbursements, Work Experience, Individual Training Accounts, Customized and Incumbent Worker Training. We slightly increased budget in this category due to an uptick in customer demand for work-based occupational training.

Participant Support Services Category

Preliminary		Actual		Change from Preliminary to Actual Budget Available	% Change of Total Budget
PY 23/24 Budget	% of Total Budget	PY 23/24 Budget	% of Total Budget		
\$974,925	5%	\$987,266	5%	\$12,341	<1%

This category funds participant support costs for gas cards, youth ride share, clothing vouchers, bus passes, and participant performance incentives for WIOA Adult, DW and Youth, and WTP. This year we are also offering laptops to qualifying participants to assist with their school work.

Administrative Category

Preliminary		Actual		Change from Preliminary to Actual Budget Available	% Change of Total Budget
PY 23/24 Budget	% of Total Budget	PY 23/24 Budget	% of Total Budget		
\$1,768,965	9%	\$1,769,965	9%	\$1,000	<1%

Our administrative costs are at the 9% allowed per the governing boards. Administration includes both personnel and non-personnel costs for administrative and oversight functions related to the grants. The law allows us to spend 10% of the grants on administration.

Budget Summary

Budget Category	Preliminary		Actual		Change in Actual Funds Available from the Preliminary Budget	
	PY 23/24 Budget	% of Total Budget	PY 23/24 Budget	% of Total Budget		
Program Support Staff	\$ 5,647,248	29%	\$ 5,690,034	29%		\$42,786
Facilities and Related Costs	3,467,842	18%	3,504,961	18%		\$37,119
Contracts	1,742,485	9%	1,742,485	9%		0
Training	5,663,527	30%	5,728,333	30%		\$64,806
Participant Support Services	974,925	5%	987,266	5%		\$12,341
Administrative Costs	1,768,965	9%	1,769,965	9%		\$1,000
TOTAL*	\$ 19,264,993	100%	\$ 19,423,045	100%	\$ 158,052	<1%

*rounding difference

The budget is in alignment with the current conditions of the local labor market and supports the Board's goal to maximize employment and training opportunities for targeted populations.

The total available formula funding for PY 23/24 is \$19,423,045 with the addition of the \$8,419,969 in dedicated grants, our budget total is \$27,843,014.

RECOMMENDATION

That the changes as indicated in this memo from the preliminary to the actual PY 23/24 budget be approved.

Memorandum #12-23 (OPS)

To: One Stop Services Committee

From: Carol Hylton, President/CEO

Subject: Add New Eligible Training Provider HCI College and Courses

Date: January 25, 2024

SUMMARY

Consideration to approve adding HCI College as an Eligible Training Provider and 1) Nursing A.S. Degree 2) Substance Abuse Counseling A.S. Degree 3) Medical Assisting Diploma and 4) Practical Nursing Diploma programs to the Workforce Innovation and Opportunity Act (WIOA) Individual Training Account (ITA) list. CareerSource Broward (CSBD) adds schools and courses that meet federal, state, and local criteria to give customers more choices.

BACKGROUND

WIOA requires classroom or online training to be provided through ITAs at schools and for courses approved by the local workforce board. The ITA can only be used at schools on the State list of Eligible Training Providers (ETP) and for programs leading to in-demand occupations appearing on the Targeted Occupations List (TOL). Two critical criteria over which CSBD has no control are:

1. The inclusion of programs that are expensive when compared to the same courses which may be available at public institutions. The Florida State Statutes governing WIOA at 445.007 (6) state that a “local workforce development board may not restrict the choice of training providers based upon cost, location, or historical training arrangements.”
2. An individual has the ability to select a course of study even though they may incur debt because WIOA states we must give participants the full list of available courses along with cost and performance information.

While the law requires that participants have customer choice in selecting training programs, CSBD success coaches advise participants regarding all alternatives as a component of customer choice. Additionally, all occupational training must meet the Broward Workforce Development Board’s established minimum evaluation criteria. This includes but is not limited to licensure, a minimum of 25 local job openings, issuance of an industry-recognized credential, and reporting to the Florida Education and Training Placement Information Program (FETPIP). All of our current eligible training providers meet these criteria.

DISCUSSION

HCI College is located in Fort Lauderdale and has been operating since 2013, providing training in the healthcare industry. They are licensed by the Commission on Independent Education (CIE) and accredited by the Accrediting Commission of Career Schools and Colleges; an entity

recognized by the Department of Education. The provider submits reports to FETPIP and will continue to submit FETPIP data going forward.

The courses submitted will prepare participants for employment in the following in-demand occupations, as shown in the Eligible Training Provider and Courses to Be Added to the WIOA ITA List chart below:

Training Provider	Occupational Training Program	Occupation	Entry Wage	Job Openings
HCI College	AS Degree Nursing	Registered Nurse	\$29.65	>25
	AS Degree Substance Abuse Counselling	Substance Abuse, Behavioral Disorder, and Mental Health Counselor	\$15.44	
	Medical Assisting	Medical Assistant	\$15.84	
	Practical Nursing Program	Licensed Practical and Licensed Vocational Nurse	\$19.09	

As we do with all new applicants, CSBD conducted an on-site review of the school. Our review verified the location, equipment, classrooms, and school amenities. A cross-functional CSBD review committee comprised of staff from Operations, Quality Assurance, and our appropriate business intermediary reviewed the application and programs. The committee has determined that all Board-mandated criteria have been met for the school, training programs, and related occupational titles.

As a new training provider, HCI College will be under initial eligibility status with CSBD, and we will limit enrollment of customers to 10 in each training program until performance can be established for our customers.

RECOMMENDATION

Approve HCI College as an eligible training provider and add 1) Nursing and 2) Substance Abuse Counseling Associate in Science (AS) Degree and 3) Medical Assisting and 4) Practical Nursing Diploma programs to the WIOA ITA list.

**ITA Course Summary Spreadsheet
Attachment to Memo #12-23 (OPS)**

School Name / Location	License / State Agency Approval	DOE Accreditation	Course Title	Type of Credential Offered	Program Length	Clock Hours	Entry Wage	Course Offering (Virtual/ Classroom/ Blended)	Class Size (Max)	Prerequisites	Tuition and Fees	Other Costs (Books, Uniforms, Supplies, Cert./Lic. Exams)	Program Total Costs
<i>HCI College</i>	YES	YES	A.S. Degree Nursing	Associate Degree	2 years	1485	\$29.65	Blended*	50	High School Diploma or its equivalent, Background check	\$51,614.00	\$0.00	\$51,614.00
	YES	YES	Medical Assisting	Diploma	43 weeks	720	\$15.84	Classroom	30	High School Diploma or its equivalent	\$18,050.00	\$0.00	\$18,050.00
	YES	YES	Practical Nursing Program	Diploma	52 weeks	1350	\$19.09	Classroom	40	High School Diploma or its equivalent, Background check	\$20,060.00	\$0.00	\$20,060.00
	YES	YES	A.S. Degree Substance Abuse Counselling Associate of Science Degree	Associate Degree	2 years	945	\$15.44	Online	50	High School Diploma or its equivalent	\$29,870.00	\$0.00	\$29,870.00

*Blended = Training is offered both online and in the classroom.

Memorandum # 13-23 (OPS)

To: One Stop Services Committee

From: Carol Hylton, President/CEO

Subject: Addition of Occupational Titles to the Targeted Occupations List

Date: January 25, 2024

SUMMARY

Consideration to approve adding three occupations to our local Targeted Occupations List (TOL) 1) Computer Programmers 2) Nursing Assistants and 3) Veterinary Assistants/Laboratory Animal Caretakers. Over the year, CSBD receives input from our industry intermediaries, eligible training providers, our economist, and employers to evaluate our local TOL. With this input and using labor market analytic tools such as Employ Florida and Lightcast, CSBD staff has been able to establish local demand for these three (3) occupations, and that all Board-mandated criteria have been met for these occupational titles to be added to the TOL for Program Year 23/24.

BACKGROUND

In compliance with the Workforce Innovation and Opportunity Act (WIOA), the TOL governs the provision of the WIOA-funded training programs being offered to individuals needing training assistance within the workforce system. The CSBD governing boards may approve changes and add new occupations to the TOL anytime throughout the year. Once the Board approves the TOL, it becomes final and requires no further ratification by the CareerSource Florida, Inc. Board of Directors. The occupation must meet all of the following criteria:

1. Have a minimum of twenty-five job openings in Broward County in the past ninety days
2. Have an entry wage rate equal to or greater than our TOL wage rate of \$13.97
3. Require more than a high school diploma but less than a Master's degree and
4. Require occupational training at a minimum that results in a postsecondary adult vocational training certificate, college credit certificate, applied technology diploma, Associate of Science degree, or Bachelor of Science degree.

DISCUSSION

The Board may approve adding new occupations to the TOL anytime throughout the year. To fulfill our role as workforce convenors, CSBD receives input from our industry intermediaries, eligible training providers, our economist, and employers over the year to evaluate our local TOL. During our recent review, which included using labor market analytic tools such as Employ Florida and Lightcast, we established 1) Computer Programmers 2) Nursing Assistants and 3) Veterinary Assistants/Laboratory Animal Caretakers meet the criteria outlined above and, in the table, below.

Occupation	Entry Wage	Job Openings Within Last 3 Months	Credential	Description
Computer Programmers	\$37.82	>25	Degree or Certificate	Create, modify, and test the code and scripts that allow computer applications to run. Work from specifications drawn up by software and web developers or other individuals. Write computer programs to store, locate, and retrieve information.
Nursing Assistants	\$14.05		CNA Certificate or Diploma	Provide or assist with basic care or support under the direction of onsite licensed nursing staff. Perform duties such as monitoring the health status of patients in a health or nursing facility. Includes medication administration and other health-related tasks.
Veterinary Assistants and Laboratory Animal Caretakers	\$14.37		Certificate	Examine pets and other nonfarm animals for signs of illness, disease, or injury in laboratories and animal hospitals and clinics. Provide routine postoperative care, administer medication orally or topically, or prepare samples for laboratory examination under the supervision of veterinary or laboratory animal technologists, veterinarians, or scientists.

CSBD recommends approval of these occupations to our local area's TOL for PY 23/24. If approved, we will notify the State.

RECOMMENDATION

Approve adding 1) Computer Programmers 2) Nursing Assistants and 3) Veterinary Assistants/Laboratory Animal Caretakers to our local TOL for PY 23/24.



BROWARD WORKFORCE DEVELOPMENT BOARD

ONE-STOP SERVICES COMMITTEE

Strategic Planning Matrix for PY 23/24

Heiko Dobrikow,
Board Chair

Rick Shawbell,
OSSC Chair

Carol Hylton,
President/CEO



**Building For
Our Future**

The Next 50
Years ²⁵

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.

One-Stop Services Committee Goal:

To maximize employment and training opportunities for all job seekers, including those with multi-faceted barriers.

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, Providing Information and Intelligence to Stakeholders with Feedback from the Community.

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>2.0 Assess the feasibility of holding biannual, tri-county meetings with CS South Florida and CS Palm Beach to discuss collaborating on regional events such as job fairs.</p>	<p>Objectives 2.0 and 2.1 are more appropriate for the Employer Services Committee and have been moved to their Matrix for follow-up.</p>			
<p>2.1 Explore the pros and cons of collaborating with CareerSource South Florida and Palm Beach County on items that all local areas need such as advertising, media buys, and participant assessment tools to determine whether cost savings could be realized.</p>				

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

CareerSource Broward Strategic Goal #2:

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>2.2 Expand social media outreach to include opportunities to share CSBD success stories and information on careers and career ladders.</p>	<p>2.2.1 – Work with CSBD’s Communication department to increase customer success stories on social media.</p> <p>2.2.2 – Research career ladders leading to occupations in demand and develop marketing campaigns designed to educate the public on career ladders</p>	<p>A minimum of 5 customer success videos are posted on CSBD’s Social Media sites.</p> <p>Research is conducted, and Career Ladder information for occupations in our targeted industries is added to our web page and advertised on social media, orientations, and recruitment events and also shared with our community partners, youth providers, and at our younger youth career exploration event.</p>	<p>2/29/24</p>	<p>In Progress:</p> <p>A meeting was held on 9/8 with CSBD’s Communication department. CSBD already shares customer-written testimonials via social media and outreach materials. It has been determined that we will focus on increasing video testimonials from successful job seekers. Videos are more impactful. We are developing a process to coordinate the recordings as customers achieve their employment goals.</p> <p>The CSBD IT Department is working on a technical solution that will allow staff, customers, training providers, and youth providers to upload success stories and video testimonials. After reviewing 3 products, we were not able to find one that met all our needs and therefore IT department switched focus and is now in the process of building our own internal solution. This will be implemented by 2/1/24.</p> <p>To date, CSBD has posted 4 customer testimonial videos on our social media sites.</p> <p>We plan to utilize our educational partners’ career ladder information to share with community partners and youth providers and on social media. We have reviewed career ladder information that we have received. We will be utilizing Broward College’s career ladder information because it addresses several industries such as: Business, Health Sciences, Manufacturing, etc.</p>

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

CareerSource Broward Strategic Goal #5:

To Align Broward County Community Services (Social Services and Education) to Maximize Employment and Work Opportunities for Targeted Populations (Veterans, Youth, Individuals with Disabilities, Older Workers, and Ex-offenders).

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>5.0 Explore working with organizations serving legal immigrants with credential evaluation services that are skilled, educated, licensed, or certified in their country of origin to create a talent pipeline.</p>	<p>5.0.1 – Contact one-stop partners Broward College and the School Board of Broward County for the organizations they work with for credential evaluation for their students and staff.</p> <p>5.0.2 – Develop a matrix including information on each organization, cost, degrees/credentials reviewed, and timeframes.</p> <p>5.0.3 – Explore the feasibility of developing an agreement with the selected organization.</p>	<p>Information was gathered, and organizations were contacted.</p> <p>Matrix completed and reviewed by Legal and Exec for final decision.</p> <p>Research is completed.</p>	<p>3/29/24</p>	<p>Completed:</p> <p>CSBD staff has contacted Broward College and the SBBC and began researching organizations that they work with when students have degrees from other countries. So far, two organizations have been identified and are located in Miami-Dade.</p> <p>Based on this, staff has contacted SpanTran Education Services, Inc. and Josef Silny & Associates. Depending on the type of degree, these services can cost from \$90 to \$400 and can take up to 15 business days to complete. Staff is reviewing this information.</p> <p>We will make customers aware of this resource and refer them as needed.</p>

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

**CareerSource Broward Strategic Goal #5:
To Align Broward County Community Services (Social Services and Education) to Maximize Employment and Work Opportunities for Targeted Populations (Veterans, Youth, Individuals with Disabilities, Older Workers, and Ex-offenders).**

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>5.1 Research Able Trust and other agencies, if feasible, develop strategies to partner with them to serve individuals with disabilities.</p>	<p>5.1.1 – Identify agencies to target in Broward County.</p> <p>5.1.2 – Schedule and attend a minimum of 3 meetings to share information on CSBD services and to identify ways to partner.</p>	<p>A list of agencies is developed, and a resource map is created.</p> <p>CSBD will have met with a minimum of 3 organizations serving individuals with disabilities and will develop a referral process using the Crosswalk referral database.</p>	<p>11/30/23</p>	<p>Completed:</p> <p>On 8/22, the CSBD Sr. VP of Operations, Kim Bryant, met with leadership staff at Broward College’s Seahawk Nest Academy. The Seahawk NEST (Navigating Education for Student Transition) Academy is a three-year inclusive post-secondary program designed to prepare students with intellectual disabilities for employment. They discussed opportunities where it would be appropriate to collaborate, and they expressed interest in the paid internship program for 2024 graduates.</p> <p>On 11/1 & 11/9, CSBD presented to staff at the Division of Blind Services and Dan Marino Foundation and shared information on how CSBD could assist their customers with employment and job training services. We provided information on our free job search workshops which are available online and in person, information on conducting a job search via EmployFlorida, the services/assistance that are available in the resource center and if training is needed, we provided an overview of the WIOA program’s services. They were encouraged to utilize the Crosswalk system to refer customers.</p>

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

CareerSource Broward Strategic Goal #5:

To Align Broward County Community Services (Social Services and Education) to Maximize Employment and Work Opportunities for Targeted Populations (Veterans, Youth, Individuals with Disabilities, Older Workers, and Ex-offenders).

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>5.2 Consider ways to increase awareness with organizations serving targeted populations (legal immigrants, youth, the disabled, and senior citizens) and introduce them to the services available through the one-stop centers.</p>	<p>5.2.1 – Actively engage with organizations that serve the desired population.</p>	<p>A meeting will be set with a minimum of 1 organization for each of the targeted populations (legal immigrants, youth, the disabled, and senior citizens)</p>	<p>1/29/24</p>	<p>Completed: Meetings have been held with organizations serving individuals with disabilities. (Please see 5.1) CSBD staff met with Charlotte Mather-Taylor, CEO of the Area Agency on Aging. She stated that many of her clientele could benefit from short-term training and job search assistance to return to the workforce because they want to continue working. She requested training for her staff, and we will move forward with registering this organization in the Crosswalk referral system. The staff training is set for 2/8/24. We have an ongoing partnership with Hispanic Unity; this organization serves Legal Immigrants. CSBD staff met with the Boys and Girls Club to discuss the services available to youth via SYEP and WIOA. As a result:</p> <ul style="list-style-type: none"> • The Boys and Girls Club has referred youth who are interested in paid work experience opportunities • Boys and Girls Club staff have taken a tour of the one-stop center and learned about the services, programs, and tools available to job seekers. • The Boys and Girls Club will be a SYEP Site and refer youth interested in working this summer.

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

CareerSource Broward Strategic Goal #5:

To Align Broward County Community Services (Social Services and Education) to Maximize Employment and Work Opportunities for Targeted Populations (Veterans, Youth, Individuals with Disabilities, Older Workers, and Ex-offenders).

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
<p>5.3 Research the best engagement and customer service practices used by organizations working with the targeted populations to improve our ability to serve customers.</p>	<p>5.3.1 – In working with the organizations identified in 5.2, schedule training for CSBD one-stop staff on the nuances of serving each of the targeted populations.</p>	<p>A minimum of 3 staff trainings will be scheduled for one-stop staff on serving the targeted populations.</p>	<p>3/29/24</p>	<p>In Progress:</p> <p>Staff has begun research on agencies that serve the target populations and has developed a comprehensive list of tips on the best way to meet the needs of these populations. The research will be used to develop the training presentations for staff.</p> <p>Training 1: During Nov 2023, all CSBD staff completed Disability and Limited English Proficiency Customer Service Training. The training focused on:</p> <ol style="list-style-type: none"> 1) The various pieces of legislation that outline requirements for people with disabilities 2) The Do's and Don't of serving individuals with disabilities and those who have limited English Proficiency 3) CSBD's policies and resources are available to assist staff and customers with accommodations and translation services. <p>By staff taking part in this training, they now understand how to serve individuals with disabilities.</p> <p>Training 2: Best Practices for Serving Veterans and Justice-Involved Customers training was completed on 1/26/24. The training focused on:</p> <ol style="list-style-type: none"> 1) Veteran-focused marketing materials 2) Mental Health Awareness 3) Veterans' priority 4) Transferrable Skills Analysis Tools 5) Stigma and biases that exist for justice-involved persons and how to overcome them 6) Federal Bonding 7) How finding employment reduces recidivism <p>Training 3: Best practices for working with Youth and Seniors training is scheduled to be completed by 2/29/24.</p>



Performance Report

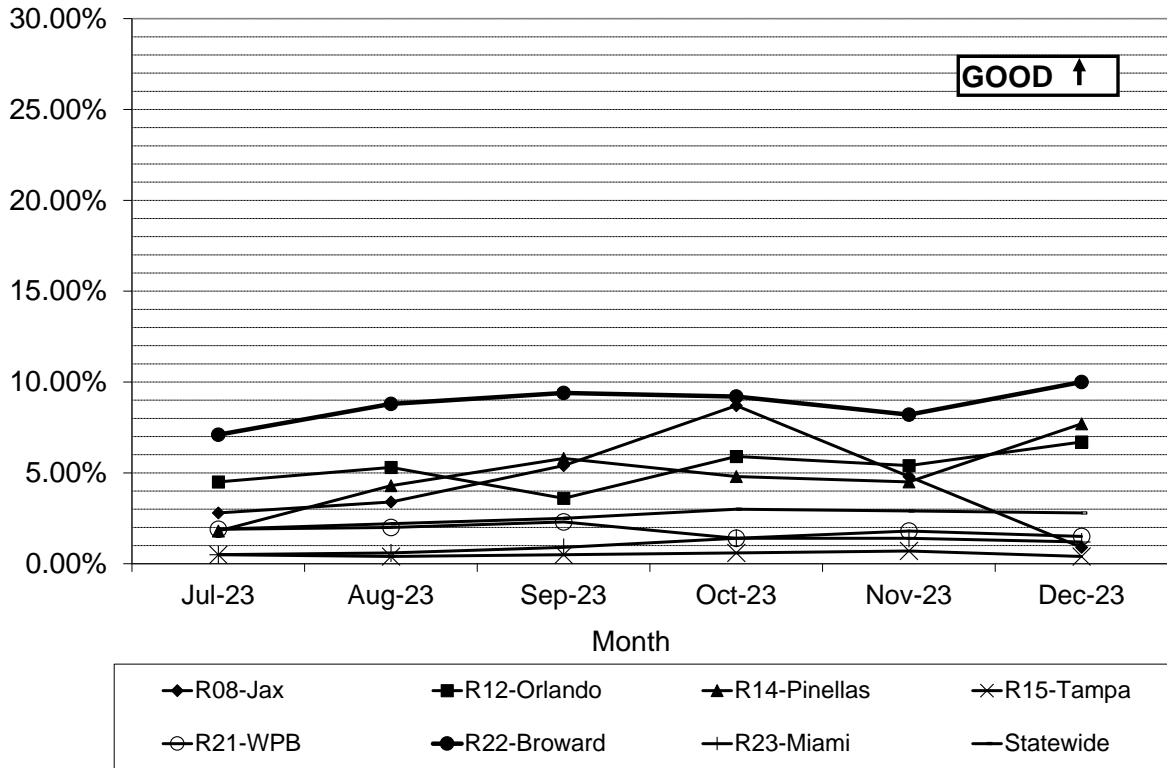
Performance Report July to December 2023

Entered Employment Rate for the Month December 2023 across all Big Seven Regions

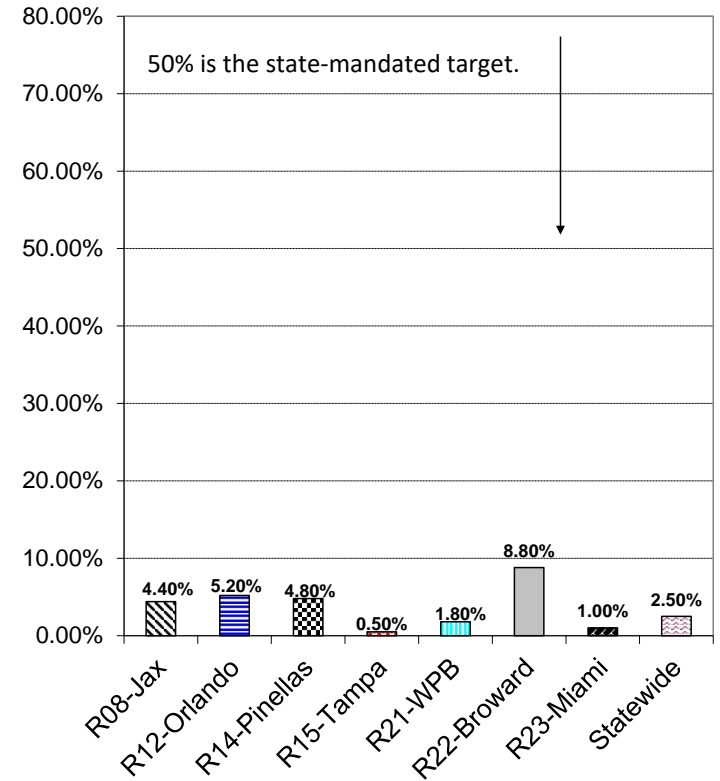
	WTP		Wagner-Peyser		Veterans		WIOA Adult/DW		
Region 8 - Jacksonville	21.70%	↓	31.40%	↑	20.60%	↓	100.00%	—	
Region 12 - Orlando	29.10%	↓	43.10%	↑	40.30%	↓	92.30%	↑	
Region 14 - Pinellas	32.10%	↓	43.70%	↑	43.30%	↑	71.40%	↓	
Region 15 - Tampa	32.20%	↓	30.60%	↓	42.90%	↑	100.00%	—	
Region 21 - WPB	22.10%	↓	32.90%	↓	21.10%	↓	100.00%	—	
Region 22 - Broward	30.80%	↑	58.30%	↓	65.00%	↑	100.00%	—	
Region 23 - Miami	32.40%	↓	68.10%	↓	72.70%	↑	100.00%	—	
Statewide	28.70%	↓	40.30%	↑	41.10%	↓	87.70%	↓	
Note: Arrows indicate direction of change since previous month's figures. Flat line indicates no change.									
Legend / Abbreviation Key		WTP	Welfare-Transition Program			DW	Dislocated Worker		
		WIOA	Workforce Innovation and Opportunity Act						

Welfare Transition Program (WTP) All-Family Participation Data for the Big 7 Regions

Month-to-Month Participation Rate from July 2023 to December 2023

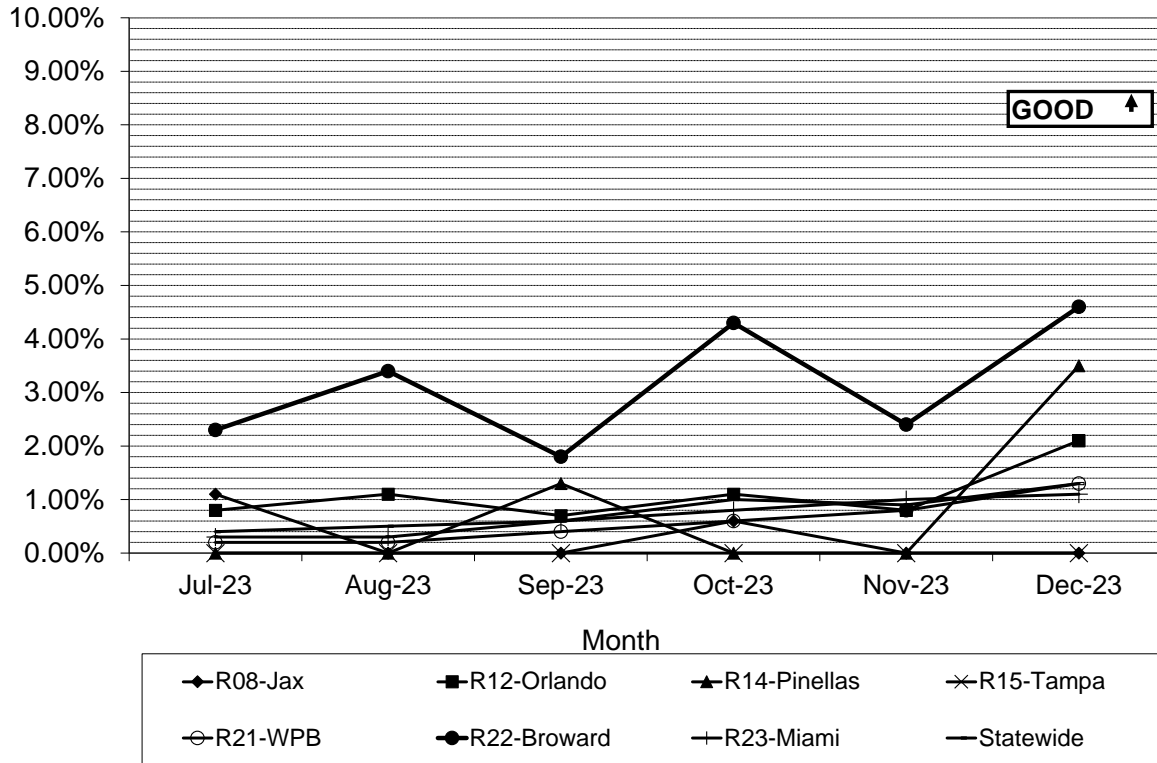


Program Year-to-Date (YTD) Participation Rate as of December 2023

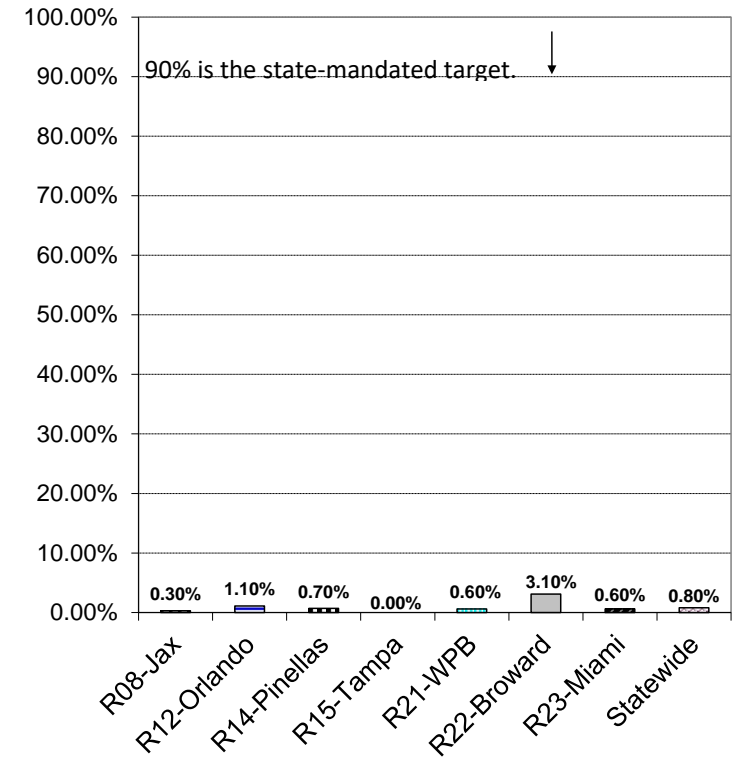


Welfare Transition Program (WTP) Two-Parent Family Participation Data for the Big 7 Regions

Month-to-Month Participation Rate from July 2023 to December 2023

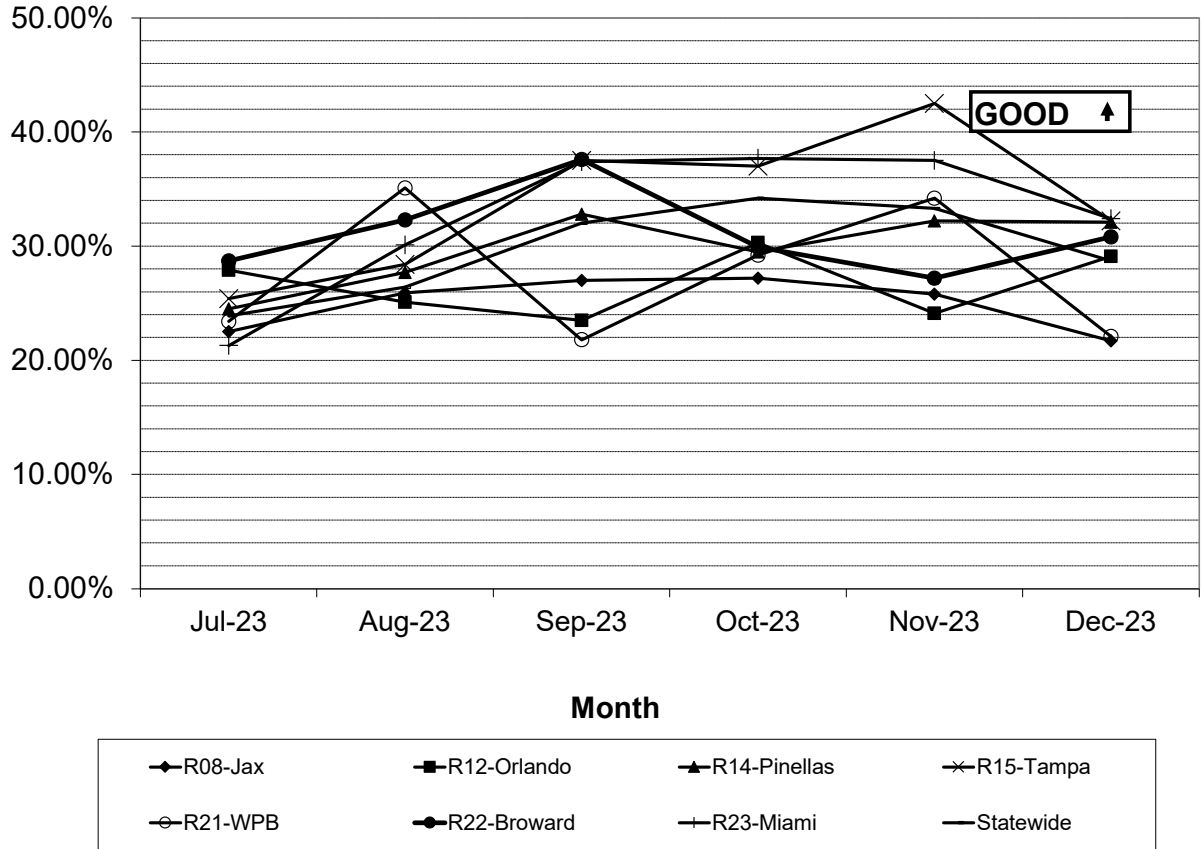


Program Year-to-Date (YTD) Participation Rate as of December 2023

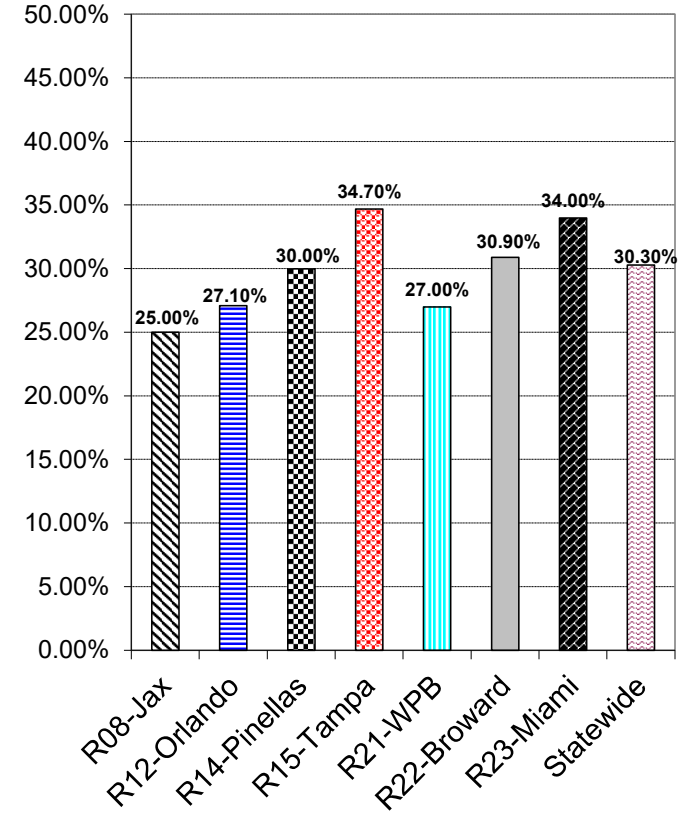


Welfare Transition Program (WTP) Entered Employment (EE) Data for the Big 7 Regions

Month-to-Month Entered Employment Rate from July 2023 to December 2023



Program Year-to-Date (YTD) EE Rate as of December 2023

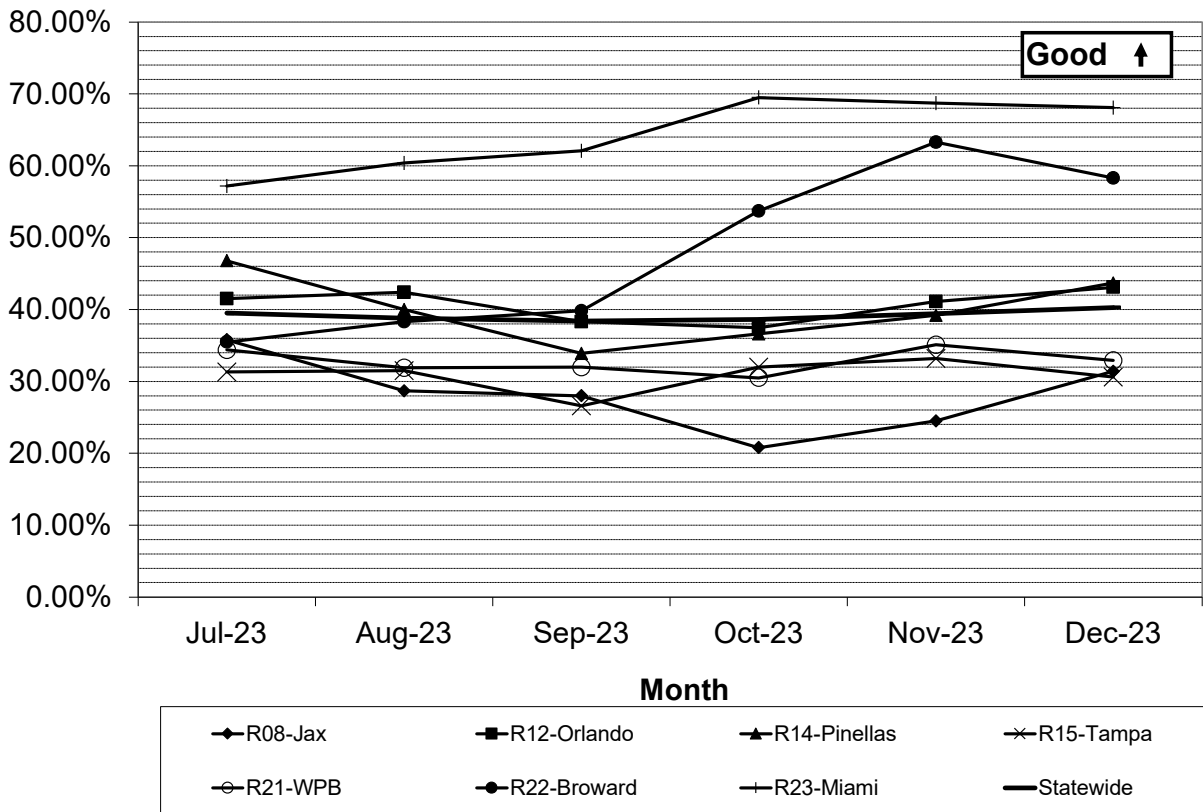


Analysis of Welfare Transition Program (WTP) Performance

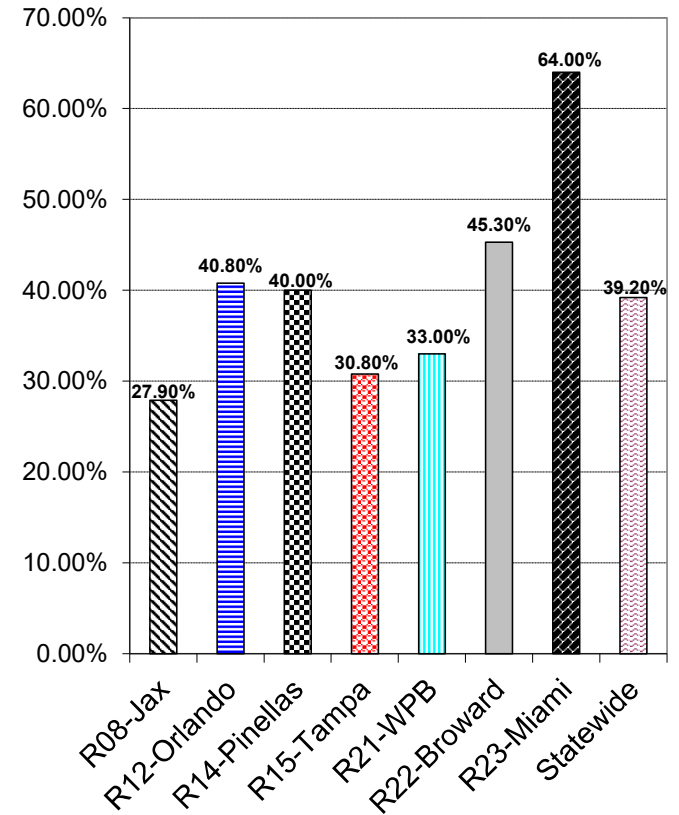
	Measure	Goal	Month (December)	PYTD
WTP Program Performance At-A-Glance	All Family Participation	50%	10.0%	8.8%
	Two-Parent Family Participation	90%	4.6%	3.1%
	Entered Employment Rate (EER)	39%	30.8%	30.9%
Current Situation and Performance Summary	<p>In relation to the Big 7 Regions:</p> <p>All Family Participation Rate CSBD ranks 1st in performance for the month and ranks 1st for Program Year 23/24</p> <p>Two-Parent Participation Rate CSBD ranks 1st in performance for the month and ranks 1st for Program Year 23/24</p> <p>Entered Employment Rate CSBD ranks 4th in performance for the month and ranks 3rd for Program Year 23/24.</p>			
Strategies and Action Steps	<p>To increase performance, we are taking the following steps:</p> <ul style="list-style-type: none"> • CSBD and other workforce boards are participating in a task force to address the influx of refugees statewide who are negatively impacting WT performance. Most recently, the task force has identified several DCF system errors and has provided solutions to correct the erroneous cases. • For the WTP refugee population, CSBD is working with organizations such as 211 Broward to locate meaningful work sites for individuals who do not speak English to gain skills while awaiting their work permits. Therefore, once work permits are received, CSBD can work to place them into employment quickly. • We are seeking to hire additional staff who will focus on outreach to employers to help match WTP job seekers with employment. 			

Wagner-Peyser (WP) Program Entered Employment (EE) Data for the Big 7 Regions

Month-to-Month Entered Employment Rate from July 2023 to December 2023



Program Year-to-Date (YTD) EE Rate as of December 2023

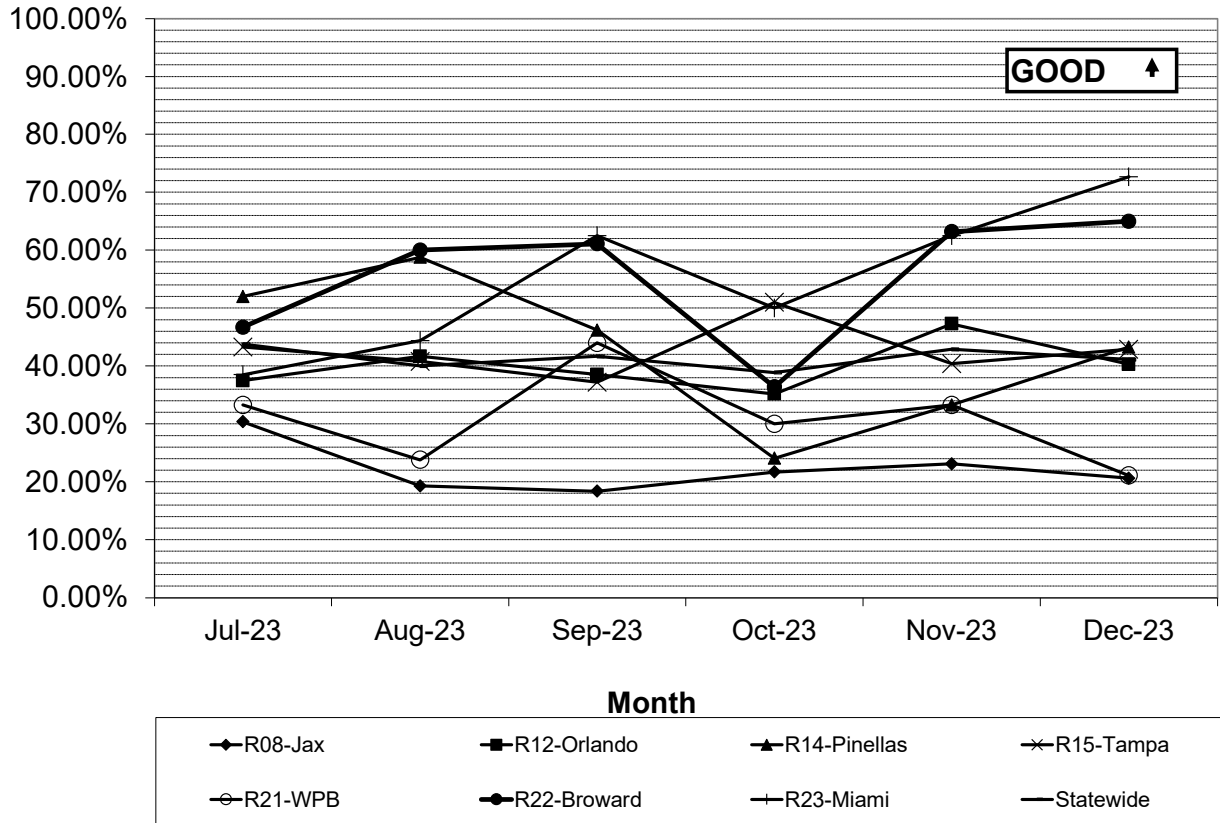


Analysis of Wagner-Peyser (WP) Performance

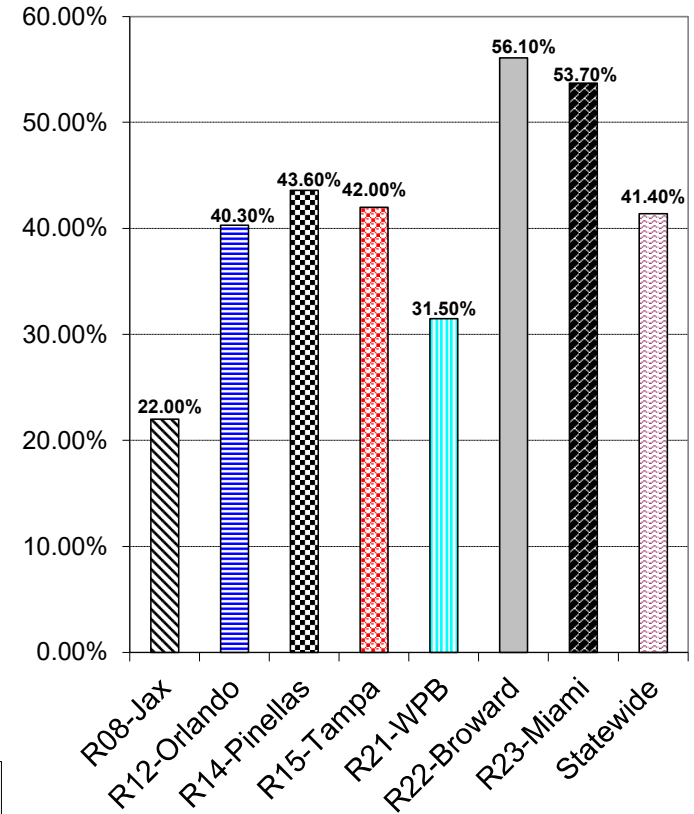
	<u>Measure</u>	Performance*	
		Month (December)	PYTD
WP Program Performance At-A-Glance	Entered Employment Rate (EER)	58.3%	45.3%
	<i>*Please note: The performance detail is based on the Monthly Management Report (MMR). Due to lagging data, our true YTD rate will adjust at the end of the program year.</i>		
Current Situation and Performance Summary	<p>In relation to the Big 7 Regions:</p> <p>CSBD ranks 2nd for the month and ranks 2nd year-to-date in Entered Employment Rate.</p>		
Strategies and Action Steps	<p>To improve our Entered Employment Rate, we have implemented the following strategies:</p> <ul style="list-style-type: none"> • CSBD has conducted an analysis of our WP customers and identified several strategies to improve engagement, such as increasing emails highlighting jobs that align with their work experience. • We held a major job fair to connect employers and qualified job seekers after the recent State of the Workforce breakfast at the Broward Convention Center. Our goal was to have over 500 job seekers and 75 employers attend the event and we surpassed the goal by having over 1,100 job seekers and 100 employers attend the event. 		

Veterans' Entered Employment (EE) Data for the Big 7 Regions

Month-to-Month Entered Employment Rate from July 2023 to December 2023



Program Year-to-Date (YTD) EE Rate as of December 2023

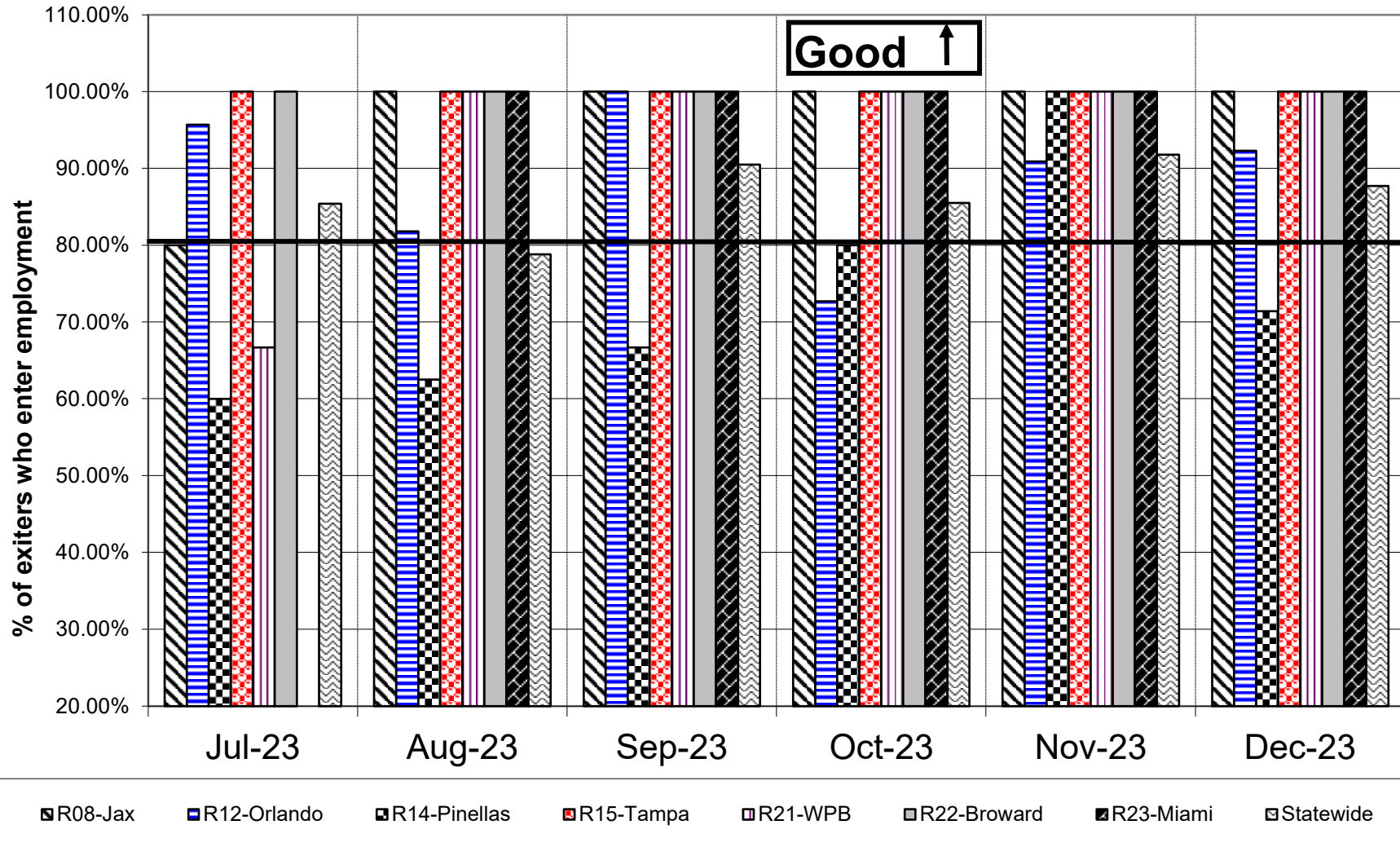


Analysis of Veterans' Performance

Veterans Program Performance At-A-Glance	<u>Measure</u>	Performance*	
		Month (December)	PYTD
	Entered Employment Rate (EER)	65.0%	56.1%
<i>*Please note: The performance detail is based on the Monthly Management Report (MMR).</i>			
Current Situation and Performance Summary	<p>In relation to the Big 7 Regions:</p> <p>CSBD ranks 2nd for the month and 1st for Program Year 23/24 in Veteran's Entered Employment Rate.</p>		
Strategies and Action Steps	<p>To increase our EER and improve performance the following strategies were implemented:</p> <ul style="list-style-type: none"> To continue spreading the word about the services available through the Veterans Get There Faster Grant, CSBD continues to partner with organizations already providing emergency services. In the past month, staff presented to veterans at Broward Housing Solutions and the Jubilee Center. Our partner, the Ft Lauderdale Vet Center, has committed to sharing our services available to veterans via their social media and their monthly newsletter. CSBD is developing social media advertising targeted at informing veterans of the tools available in the one-stop centers to assist them in translating their military skills to civilian occupations. 		

Comparison of the Workforce Innovation and Opportunity Act (WIOA) Entered Employment Rate for Adult & Dislocated Workers across the 7 largest Regions in Florida from July 2023 to December 2023

.Note: Data presented as bar graph due to strong overlap of all regions in the near-100% range



Analysis of Workforce Innovation and Opportunity Act Adult and Dislocated Worker Performance

WIOA Program Performance At-A-Glance	<u>Measure</u>	Performance	
		Month (December)	PYTD
	Entered Employment Rate	100%	97%
Current Situation and Performance Summary	<p>CSBD is in a 5-way tie for 1st in Entered Employment Rate.</p> <p>Since July 2023, CSBD has assisted 494 Adult and Dislocated Worker customers in obtaining employment or accessing training opportunities. This includes traditional classroom training and work-based training via internships, apprenticeships, and On-the-Job Training.</p>		
Strategies and Action Steps	<p>To increase WIOA customer training enrollments CSBD:</p> <ul style="list-style-type: none"> • Increased outreach in the community, specifically focusing on dedicated grants such as the non-custodial parents program. CSBD has presented information to the Broward Sherriff's Office, the Department of Corrections, the Broward Coalition for the Homeless, Broward County Courts, and several faith-based organizations. In addition, CSBD conducted a new geofencing marketing campaign to share information with individuals in the distressed communities. • Presented information about paid work experience training to teacher staff at Atlantic Technical Center so they can share the information with their students who are near graduation. This opportunity will assist students who are WIOA eligible with the opportunity to get hands-on experience in addition to their classroom training. 		

**Overview of the CareerSource Broward Region
Not Seasonally Adjusted
January 19, 2024**

- The unemployment rate in the CareerSource Broward region (Broward County) was 2.8 percent in December 2023. This rate was 0.6 percentage point greater than the region's year ago rate of 2.2 percent. The region's December 2023 unemployment rate was 0.1 percentage point lower than the state rate of 2.9 percent. The labor force was 1,109,563, up 45,283 (+4.3 percent) over the year. There were 31,406 unemployed residents in the region.

Fort Lauderdale-Pompano Beach-Deerfield Beach Metro Division

- In December 2023, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Deerfield Beach MD was 936,500, an increase of 33,400 jobs (+3.7 percent) over the year.
- The Professional and Business Services (+8.2 percent); Education and Health Services (+5.4 percent); Financial Activities (+4.2 percent); Leisure and Hospitality (+4.2 percent); Other Services (+3.2 percent); and Information (+0.5 percent) industries grew as fast or faster in the metro area than statewide over the year.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the highest annual job growth compared to all the metro areas in the state in the Professional and Business Services (+14,000 jobs) and Information (+100 jobs) industries.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the fastest annual job growth rate compared to all the metro areas in the state in the Professional and Business Services (+8.2 percent) and Information (+0.5 percent) industries.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the second highest annual job growth compared to all the metro areas in the state in the Leisure and Hospitality (+4,000 jobs) and Other Services (+1,100 jobs) industries.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD was tied for the second fastest annual job growth rate compared to all the metro areas in the state in the Financial Activities (+4.2 percent) industry.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the third highest annual job growth compared to all the metro areas in the state in the Financial Activities (+3,100 jobs) industry.
- The industries gaining jobs over the year were Professional and Business Services (+14,000 jobs); Education and Health Services (+6,400 jobs); Trade, Transportation, and Utilities (+5,900 jobs); Leisure and Hospitality (+4,000 jobs); Financial Activities (+3,100 jobs); Other Services (+1,100 jobs); and Information (+100 jobs).

Note: All data are subject to revision.

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

- The industries losing jobs over the year were Manufacturing (-500 jobs); Construction (-400 jobs); and Government (-300 jobs).

Unemployment Rates (not seasonally adjusted)	Dec-23	Nov-23	Dec-22
CareerSource Broward (Broward County)	2.8%	2.9%	2.2%
Florida	2.9%	2.9%	2.3%
United States	3.5%	3.5%	3.3%

Nonagricultural Employment by Industry (not seasonally adjusted)	Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division				Florida			
	Dec-23	Dec-22	change	percent change	Dec-23	Dec-22	change	percent change
Total Employment	936,500	903,100	33,400	3.7	9,972,800	9,705,300	267,500	2.8
Mining and Logging	#N/A	#N/A	#N/A	#N/A	5,900	5,800	100	1.7
Construction	49,100	49,500	-400	-0.8	625,500	610,800	14,700	2.4
Manufacturing	30,400	30,900	-500	-1.6	426,000	420,900	5,100	1.2
Trade, Transportation, and Utilities	215,100	209,200	5,900	2.8	2,077,900	2,009,900	68,000	3.4
Wholesale Trade	53,500	53,100	400	0.8	404,300	386,600	17,700	4.6
Retail Trade	114,000	111,600	2,400	2.2	1,200,900	1,172,600	28,300	2.4
Transportation, Warehousing, and Utilities	47,600	44,500	3,100	7.0	472,700	450,700	22,000	4.9
Information	20,500	20,400	100	0.5	157,500	157,200	300	0.2
Financial Activities	76,300	73,200	3,100	4.2	694,500	675,500	19,000	2.8
Professional and Business Services	184,300	170,300	14,000	8.2	1,653,900	1,622,800	31,100	1.9
Education and Health Services	124,000	117,600	6,400	5.4	1,526,300	1,448,600	77,700	5.4
Leisure and Hospitality	98,500	94,500	4,000	4.2	1,307,200	1,283,600	23,600	1.8
Other Services	35,500	34,400	1,100	3.2	359,200	350,100	9,100	2.6
Government	102,700	103,000	-300	-0.3	1,138,900	1,120,100	18,800	1.7

Population	2022	2021	change	percent change
CareerSource Broward (Broward County)	1,947,026	1,935,729	11,297	0.6
Florida	22,244,823	21,828,069	416,754	1.9

Average Annual Wage	2022	2021	change	percent change
CareerSource Broward (Broward County)	\$66,754	\$63,542	\$3,212	5.1
Florida	\$63,781	\$60,299	\$3,482	5.8

Note: All data are subject to revision.

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