



**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**

**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/88299105340?pwd=NUpVcmpETEprTGptVjdUdUY2TkphQT09>**

**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**

### **PRESENTATION TO THE COMMITTEE**

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

### **APPROVAL OF MINUTES**

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

<b>RECOMM</b>	Approval
<b>ACTION</b>	Motion for Approval
<b>EXHIBIT</b>	Minutes of the Meeting

**Pages 8 – 13**

### **NEW BUSINESS**

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

Consideration to approve the addition of 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 and 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 committee member, Kareen Torres is employed by Broward College, she must declare a conflict, abstain from discussion and voting, and will be required to submit Form 8B.

<b>RECOMM</b>	Approval
<b>ACTION</b>	Motion for Approval
<b>EXHIBIT</b>	None

---

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

Consideration to approve 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.

<b>RECOMM</b>	Approval
<b>ACTION</b>	Motion for Approval
<b>EXHIBIT</b>	Memo #10 – 23 (OPS)

**Pages 14 – 15**

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

Consideration to approve 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.

<b>RECOMM</b>	Approval
<b>ACTION</b>	Motion for Approval
<b>EXHIBIT</b>	Memo #08 – 23 (OPS)

**Page 16**

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

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

<b>RECOMM</b>	Approval
<b>ACTION</b>	Motion for Approval
<b>EXHIBIT</b>	Committee Strategic Planning Matrix

**Pages 17 – 23**

---

## 5. Non-custodial Parent Grant Award

The Committee is 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.

<b>RECOMM</b>	Discussion
<b>EXHIBIT</b>	Non-custodial Parent Flyer

Page 24

## 6. Industry-related Promotional Videos

Consideration 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.

<b>RECOMM</b>	Approval
<b>ACTION</b>	Motion for Approval
<b>EXHIBIT</b>	None

## REPORTS

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

CSBD held our 11<sup>th</sup> 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.

<b>ACTION</b>	None
<b>EXHIBIT</b>	<a href="#">Slideshow Video</a>

---

## 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.

<b>ACTION</b>	None
<b>EXHIBIT</b>	None

## 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.

<b>ACTION</b>	None
<b>EXHIBIT</b>	Save the Date Flyer

**Page 25**

## 4. Update on the Single Mothers Grant

CSBD has enrolled over 80 single moms in the Single Mothers Grant. Some of the 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, and 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.

<b>ACTION</b>	None
<b>EXHIBIT</b>	None

---

## 5. Monthly Performance Report

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

<b>ACTION</b>	None
<b>EXHIBIT</b>	Performance Report for October

**Pages 26 – 37**

## 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 also created a dashboard allowing website visitors to review the current and historical economic and workforce status of Broward County. The dashboard is a value-added resource allowing businesses and those looking to move to Broward the ability to make data-informed decisions.

<b>ACTION</b>	None
<b>EXHIBITS</b>	Broward County Labor Market Information <a href="#">CareerSource Broward Dashboard</a>

**Pages 38 – 39**

**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**

<p><b>THE NEXT ONE STOP SERVICES COMMITTEE MEETING IS TBD.</b></p>
--



**Broward Workforce Development Board  
One Stop Services Committee  
Tuesday, September 26, 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 Central One Stop Center, 2550 West Oakland Park Blvd, Oakland Park, FL 33311**

**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.**

### **ATTENDANCE:**

**One Stop Services Committee Members:** Heiko Dobrikow, Marjorie Walters, Tara Williams, Audrey Ljung, Cynthia Sheppard, Melida Akiti, and Rick Shawbell who chaired the meeting.

**Staff:** Carol Hylton, Ron Moffett, Mark Klinecicz, Gil Valme, Kimberly Bryant, Rochelle Daniels

**Guest:** Renato Cortez

### **APPROVAL OF MINUTES**

Approval of the Minutes of the 8/1 meeting.

**On a motion by Heiko Dobrikow and seconded by Marjorie Walters, the One Stop Services Committee unanimously approved the minutes of the 8/1 meeting.**

### **NEW BUSINESS**

#### **1. Accept Florida Healthcare Training Initiative Funds**

Considered the approval of \$916,666 in WIOA Florida Healthcare Training funds. The grant is for 2 years and will end 6/30/25. CSBD was one of two Boards in the state selected by FloridaCommerce to receive this funding. The purpose of the award is to support the healthcare industry by funding initiatives to reduce the shortage of employees in healthcare occupations and reduce turnover in these occupations. CSBD will dedicate funding to 1) partner with hospitals to provide upskill training 2) connect with technical colleges to provide paid internships to students in healthcare and 3) partner with the School Board to place youth in a healthcare occupational track to receive work-based learning opportunities.



---

Ms. Hylton stated our plan is to work with the local hospital districts to assist them with upskilling their current workforce; this includes those who may already be trained in an in-demand occupation but need further training in specialized areas. CSBD also plans to work with the technical colleges to identify and engage soon-to-be graduates to assist them in gaining work experience via paid internships.

**On a motion by Marjorie Walters and seconded by Heiko Dobrikow, the One Stop Services Committee unanimously approved the acceptance of WIOA Florida Healthcare Training funds in the amount of \$916,666.**

## **2. Accept Hope Florida – Pathway to Promise Funds**

Considered the approval of \$217,815.45 in WIOA and Wagner-Peyser Hope Florida (HF) – Pathway to Promise (HF) funds. CSBD will use these funds to provide services such as training and to launch new career pathways that lead to self-sufficiency and economic prosperity for customers referred to us by the Florida Department of Children and Families. Through this initiative, we will guide customers with referrals to community service providers based on their needs, fostering community collaboration among the private sector, faith-based community organizations, and non-profits. Board members Heiko Dobrikow (Riverside Hotel), Kevin Kornahrens (Advanced Roofing), and Shane Strum (Broward Health) have already embraced their roles as leaders, convenors of workforce services, and ambassadors by agreeing to become HF employers.

Ms. Bryant stated that this is a new initiative spearheaded by the Florida Department of Children and Families. The program will utilize care navigators to guide Floridians on an individualized path to prosperity.

Ms. Hylton added that, at Mr. Dobrikow's request, we will be reaching out to our employer base to excite them about being a part of this initiative.

**On a motion by Tara Williams and seconded by Melida Akiti, the One Stop Services Committee unanimously approved the acceptance of Hope Florida Pathway to Promise funds in the amount of \$217,815.45.**

## **3. One Stop Services (OSS) Committee Strategic Planning Matrix Update**

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

Ms. Bryant reviewed the updates to the Strategic Planning Matrix and provided an overview of the progress made on the next steps and benchmarks. She stated that the objectives listed in items 2.0 and 2.1 were more appropriate for the Employer Services Committee and have been added to that committee's matrix.

Mr. Dobrikow shared that the SBBC has a program called the Work Opportunities from Within (WOW) program and they provide students with disabilities with work experience at local hotels. The Riverside Hotel has participated in this program and hired several staff.

---

Ms. Hylton thanked Mr. Dobrikow for bringing the WOW program to our attention and stated she would ensure that the in-school providers were aware of this opportunity to find eligible youth to participate in their in-school programs when they start their recruitment of youth.

**On a motion by Marjorie Walters and seconded by Heiko Dobrikow, the One Stop Services Committee unanimously approved the OSS Committee Strategic Planning Matrix updates.**

#### **4. Continued Eligibility – Hollywood Career Institute**

Considered approval of 1) current eligible training provider Hollywood Career Institute's (HCI) continued eligibility status for the period 12/1/23 through 12/1/25 and 2) retention of all of their current programs on the Individual Training Account list. The State requires that eligible training providers be renewed every 2 years. HCI has met continued eligibility requirements that include but are not limited to, licensure, accreditation, issuance of an industry-recognized credential, and reporting to the Florida Education and Training Placement Information Program. CSBD reviewed the applications for completeness and to ensure that CareerSource Florida requirements and board-mandated criteria are met.

Ms. Bryant explained all training providers start off on initial eligibility status for one year and are required to apply for continued eligibility status which is for a period of 2 years. HCI has applied and all board-mandated requirements have been met.

**On a motion by Heiko Dobrikow and seconded by Audrey Ljung, the One Stop Services Committee unanimously approved 1) current eligible training provider Hollywood Career Institute's (HCI) continued eligibility status for the period 12/1/23 through 12/1/25 and 2) retention of all of their current programs on the Individual Training Account list.**

## **REPORTS**

### **1. Hospitality Career Fair**

To support employers in the hospitality industry as they prepare for peak season, which starts in the Fall and runs through Spring, CSBD is hosting a Hospitality Job Fair at the Urban League. To date, over 14 employers have committed to attending the event, including Riverside Hotel, Pelican Grand Resort, Holiday Inn Express Ft. Lauderdale Cruise Airport, Margaritaville Resort, Residence Inn Weston, Fort Lauderdale Marriott Harbor Beach, and Intercruises Shoreside & Port Cruises. In addition to applying for job openings, job seekers will have the opportunity to explore jobs using immersive technology and will also have Q&A sessions with industry leaders who will discuss the different career tracks that are available in hospitality.

Mr. Moffett highlighted that based on feedback received from the last hospitality industry employer forum we are hosting a hospitality career fair on October 5<sup>th</sup>. He also mentioned that at the recommendation of board chair, Heiko Dobrikow, we are 1) hosting this event at the Urban League of Broward County which is located in one of Broward's distressed communities 2) expanding our outreach to customers to include those who may have transferable skills from other industries who may be interested in a new career in hospitality and

---

3) contacted Visit Ft. Lauderdale to ensure we have the most accurate and complete list of employers in the hospitality sector. CSBD is using email blasts, robocalls, social media, etc. to inform job seekers of this event.

Mr. Dobrikow praised CSBD staff for doing a good job and all the behind-the-scenes work that has been accomplished in preparation for hosting the Hospitality Job Fair.

## **2. CareerSource Broward's 2023 Paychecks for Patriots Veterans Hiring Fair**

CSBD will host its annual Paychecks for Patriots Veterans Hiring Fair on 11/8 at The City of Plantation Central Park. The first two hours of the event will be reserved for veterans and family members of veterans. The event will be marketed to job seekers and employers through social media, radio advertisements, distribution of flyers to community partners, advertising in the career centers, and word of mouth. To date, over 70 employers have expressed interest in recruiting at this year's event.

Ms. Bryant stated that we are excited about this annual event to help veterans get jobs. The event is open to veterans and non-veterans, but veterans do receive priority by being allowed in first. She encouraged the committee members who are hiring to register to recruit at the event.

Committee chair, Rick Shawbell, stated that he registered today as he has participated for the past few years and that this is an amazing event.

## **3. Update on Marketing Initiatives for PY 23/24**

CSBD executes marketing strategies to increase awareness of the valuable services we provide to employers and job seekers. We deliver our messaging strategically through the use of established 1) media channels 2) print marketing 3) outdoor 4) social media 5) other digital 6) speaking engagements, and 7) community events. These strategies have increased our brand awareness throughout the region, support the vision and mission of the organization, and drive increased foot traffic into our centers. Notably, a two-month job-seeker advertising campaign, "Get the Job You Want," was undertaken (June/July) utilizing geo-fencing, bus sides/interiors, billboard, print, digital/search engine, and social media. The campaign targeted Veterans, recent high school and college graduates, and 'job changers.' As a result of the campaign efforts, there has been a 48% overall increase in foot traffic within the centers when compared to the same period last year. Additionally, we plan to implement an employer-focused campaign.

Mr. Klinecicz reviewed data with the committee showing the positive impact of our recent marketing strategies and campaigns.

Mr. Dobrikow stated it was impressive that we saw a 48% increase in the traffic in the one-stop centers and he requested that staff add social media postings highlighting each of the one-stop centers. He also asked Mr. Cortez of Broward College how we could share information with the student population about CSBD's initiatives and Mr. Cortez replied that he would connect CSBD's VP of Communications with a point person at Broward College.

---

#### **4. Monthly Performance Report**

The current performance for the month of August is provided. The data reflects that within the Big 7 Regions, CSBD is in a five-way tie for 1<sup>st</sup> in WIOA Entered Employment Rate (EER), 1<sup>st</sup> in Veterans EER, 1<sup>st</sup> in Welfare Transition (WT) All Family participation rate and Two-parent participation rate, and 2<sup>nd</sup> WT EER.

Ms. Bryant reviewed the monthly performance report for August 2023.

Mr. Shawbell and Ms. Walters commended the staff for the results and to keep up the good work.

#### **5. Broward County Economic and Workforce Dashboard**

To further the efforts set forth by the Economic and Labor Market Analysis of Broward County, CareerSource Broward has created a dashboard allowing website visitors to review the current and historical economic and workforce status of Broward County. The dashboard is a value-added resource allowing businesses and those looking to move to Broward the ability to make data-informed decisions.

Mr. Klinecicz provided an overview of the updates to the Broward County Economic Dashboard.

Mr. Dobrikow highlighted how the data shows that the labor deficit is shrinking, which is good. When reviewing the 2030 projections data, he pointed out how several of the occupations are in the healthcare field which is why, we as an organization, must assist in building a pipeline of talent.

Ms. Hylton agreed and reiterated the WIOA Florida Healthcare Training funds will assist with upskilling their current workforce.

Ms. Akiti acknowledged that there is a significant need for staff in all areas within the healthcare field and it's important for companies like Memorial to work closely with CareerSource Broward.

Mr. Dobrikow extended an invitation to Ms. Akiti to visit a one-stop center. She agreed and stated that she would also like to bring Memorial's CEO with her.

#### **6. Broward County and Florida Unemployment Information**

The unemployment rate in Broward County was 3.1 percent in August 2023. This rate was 0.2 percentage points higher than the region's year-ago rate. In August 2023, Broward County's unemployment rate was equal to the State's rate. Out of a labor force of 1,110,853 up 37,570 (+3.5 percent) over the year, there were 37,570 unemployed Broward County residents.

Mr. Moffett reviewed the Broward County and state unemployment information with the committee members.

---

**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 acknowledged Ms. Ljung for 14 years of service on the One Stop Services Committee and thanked her for her commitment to workforce development.

Ms. Hylton alerted the committee of upcoming changes relating to the Eligible Training Provider application process; the policy is still pending with CareerSource Florida. She also discussed CSBD being acknowledged at the September Broward County Commission meeting and receiving a proclamation sponsored by Council Chair, Commissioner Tim Ryan, for Workforce Development Professionals Month. Also, CSBD held our first staff training day and the overall feedback from staff was very positive.

The committee viewed videos from both events.

**ADJOURNMENT 1:57 p.m.**

**THE NEXT COMMITTEE MEETING IS SCHEDULED FOR TUESDAY 11/28/23 AT 12:30 P.M.**

**Memorandum #10 – 23 (OPS)**

**To:** One Stop Services Committee

**From:** Carol Hylton, President/CEO

**Subject:** Addition of Occupational Title to Current Targeted Occupation List

**Date:** November 18, 2023

**SUMMARY**

Consideration to approve 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 essentially 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.

**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. Once the TOL is approved by the Board, it becomes final and requires no further ratification by the CareerSource Florida, Inc. Board of Directors. The CSBD governing boards may approve changes and add new occupations to the TOL throughout the year. 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 the Broward County 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 at any time throughout the year. To fulfill our role as workforce convenors, over the year CSBD receives input from our industry intermediaries, eligible training providers, and employers to evaluate our local TOL.

During our recent review, we have established Data Analyst meets the criteria outlined above in the Background. The entry wage is \$26.42, with more than 25 unique job postings over the last 3 months. A data analyst is essentially an analytical data expert, with strong math and technical skills. Data analysts work with a variety of programming languages. They must analyze data for many different end results and communicate their findings to others in their organization. CompTIA Data+ certification is an industry-recognized credential that validates these skills to employers.

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

## **RECOMMENDATION**

Approve adding Data Analyst/Scientist to our local Targeted Occupation List for PY 23/24.

**Memorandum #08-23 (OPS)**

**To:** One Stop Services Committee

**From:** Carol Hylton, President/CEO

**Subject:** One Stop Services Committee Meeting Calendar for 2024

**Date:** November 15, 2023

**SUMMARY**

Consideration to approve the One Stop Services Committee 2024 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**

The One Stop 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 calendar is proposed for One Stop Services Committee approval:

Location	Day	Date	Time
CareerSource Broward Board Room 2890 West Cypress Creek Road Ft. Lauderdale, FL 33309	Tuesday	1/23/24	12:30 p.m.
		4/2/24	
		5/7/24	
		8/6/24	
		10/1/24	
		11/5/24	

Additional meetings may be scheduled as needed.

**RECOMMENDATION**

Approve the above meeting calendar for 2024.





# 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 <sup>17</sup>

**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
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 youth education and job fairs.	Objectives 2.0 and 2.1 are more appropriate for the Employer Services Committee and have been moved to their Matrix for follow-up.			
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.				

**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
2.2 Expand social media outreach to include opportunities to share CSBD success stories and information on careers and career ladders.	<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>	1/23/24	<p><b>In Progress:</b></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. They are currently vetting 3 products to determine which is the most feasible. We have begun to source customers who are willing to share their success stories.</p> <p>We plan to utilize our educational partner's career ladder information to share with community partners, youth providers, and on social media.</p>

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

**CareerSource Broward Strategic Goal #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
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>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>	3/29/24	<p><b>In progress:</b></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 &amp; 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>

**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
5.1 Research Able Trust and other agencies, if feasible, develop strategies to partner with them to serve individuals with disabilities.	<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>	11/30/23	<p><b>In Progress:</b></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 &amp; 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
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.	5.2.1 – Actively engage with organizations that serve the desired population.	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)	1/29/24	<p><b>In Progress:</b></p> <p>Meetings have been held with organizations serving individuals with disabilities. (Please see 5.1)</p> <p>A meeting is set with The Area Agency on Aging of Broward County on 12/4 to discuss employment services for seniors who are looking for work.</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.	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.	A minimum of 3 staff trainings will be scheduled for one-stop staff on serving the targeted populations.	3/29/24	<p><b>In Progress:</b></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>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"> <li>1) The various pieces of legislation that outline requirements for people with disabilities</li> <li>2) The Do's and Don't of serving individuals with disabilities and those who have limited English Proficiency</li> <li>3) CSBD's policies and resources are available to assist staff and customers with accommodations and translation services.</li> </ol> <p>By staff taking part in this training, they now understand how to serve individuals with disabilities best.</p>





CareerSource  
**BROWARD**

A proud partner of the  
AmericanJobCenter  
network



**HAVING DIFFICULTY  
MAKING CHILD  
SUPPORT PAYMENTS?  
MAKE A MOVE THAT'S  
GOOD FOR YOUR  
CAREER AND CHILDREN.**

## **AT NO COST TO YOU:**

- ✓ WE CAN PAIR YOU WITH A CAREER SUCCESS COACH
- ✓ WE HELP FIND YOU A JOB
- ✓ WE GET YOU TRAINING TO IMPROVE YOUR SKILLS  
(UP TO \$12,000 SCHOLARSHIP)

- ✓ PAID ON-THE-JOB TRAINING\*
- ✓ INTERNSHIP\*
- ✓ GAS CARDS OR RIDE SHARE ALLOWANCE\*
- ✓ HAIRCUTS & GROOMING SERVICE\*
- ✓ DENTAL & OPTICAL ASSISTANCE\*
- ✓ INTERVIEW ATTIRE, TOOLS OR UNIFORMS\*
- ✓ AUTO REPAIR\*

*\*Restrictions May Apply*

SCAN QR CODE



**FUNDS ARE LIMITED, START TODAY!**  
**[careersourcebroward.com/mykids](https://careersourcebroward.com/mykids)**

Find Us On:

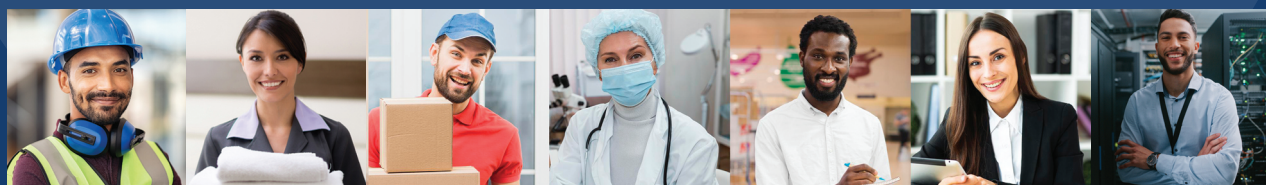


The initiative referenced above is paid for by 100% federal funds through grants totaling \$772,000. An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.



# SAVE THE DATE

## Annual State of the Workforce Breakfast



**Wednesday, January 24, 2024, 8AM**  
**Broward Convention Center**  
(Registration begins at 7:30AM)

**Is Your Business Ready For The Future?**  
**Learn Workforce Trends and Tools to Help Grow Your Business!**

PRESENTED BY



**Register at [www.ftlchamber.com/workforce](http://www.ftlchamber.com/workforce)**



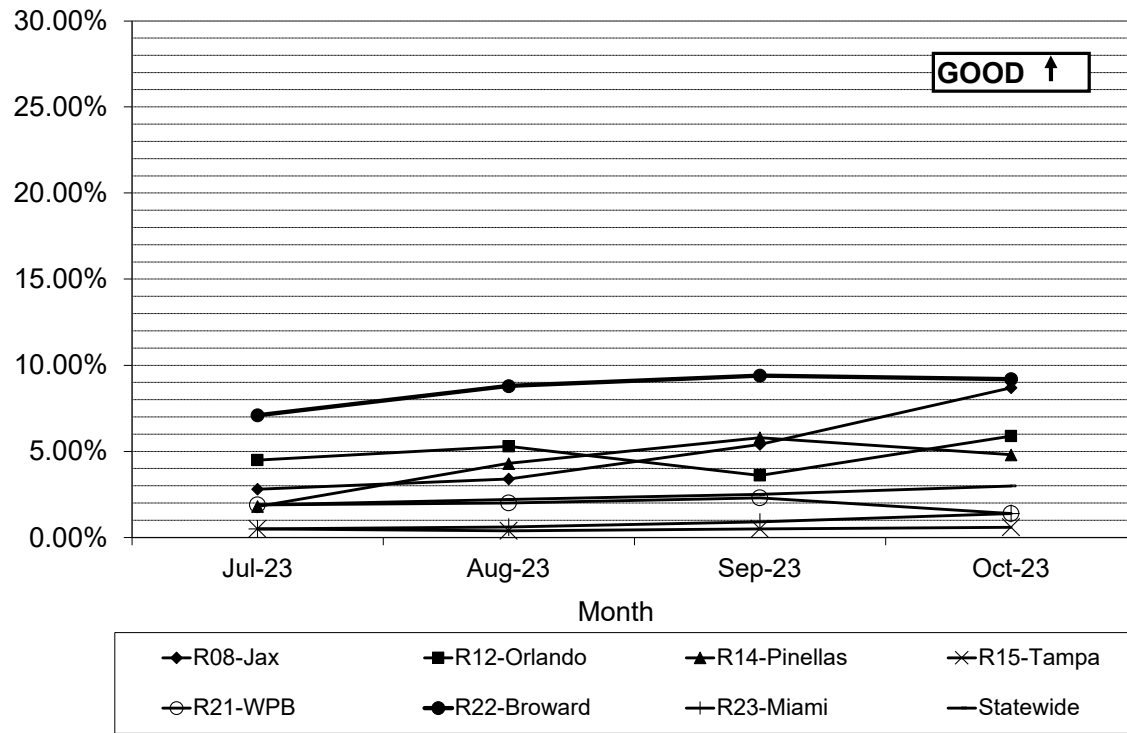
# **Performance Report**

**Performance Report July to October 2023**

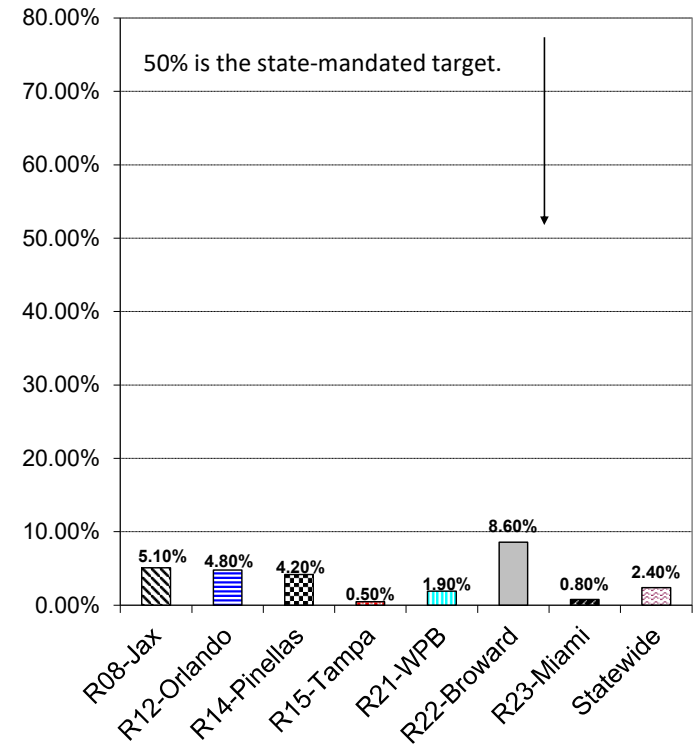
Entered Employment Rate for the Month October 2023 across all Big Seven Regions								
	WTP		Wagner-Peyser		Veterans		WIOA Adult/DW	
Region 8 - Jacksonville	27.20%	↑	20.80%	↓	21.70%	↑	100.00%	—
Region 12 - Orlando	30.30%	↑	37.50%	↓	35.20%	↓	72.70%	↓
Region 14 - Pinellas	29.50%	↓	36.60%	↑	24.10%	↓	80.00%	↑
Region 15 - Tampa	37.00%	↓	32.00%	↑	51.00%	↑	100.00%	—
Region 21 - WPB	29.20%	↑	30.50%	↓	30.00%	↓	100.00%	—
Region 22 - Broward	29.90%	↓	53.70%	↑	36.40%	↓	100.00%	—
Region 23 - Miami	37.70%	↓	69.50%	↑	50.00%	↓	100.00%	—
Statewide	34.20%	↑	38.60%	↑	38.90%	↓	85.50%	↑
Note: Arrows indicate direction of change since previous month's figures. Flat line indicates no change.								
<u>Legend / Abbreviation Key</u>		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 October 2023**

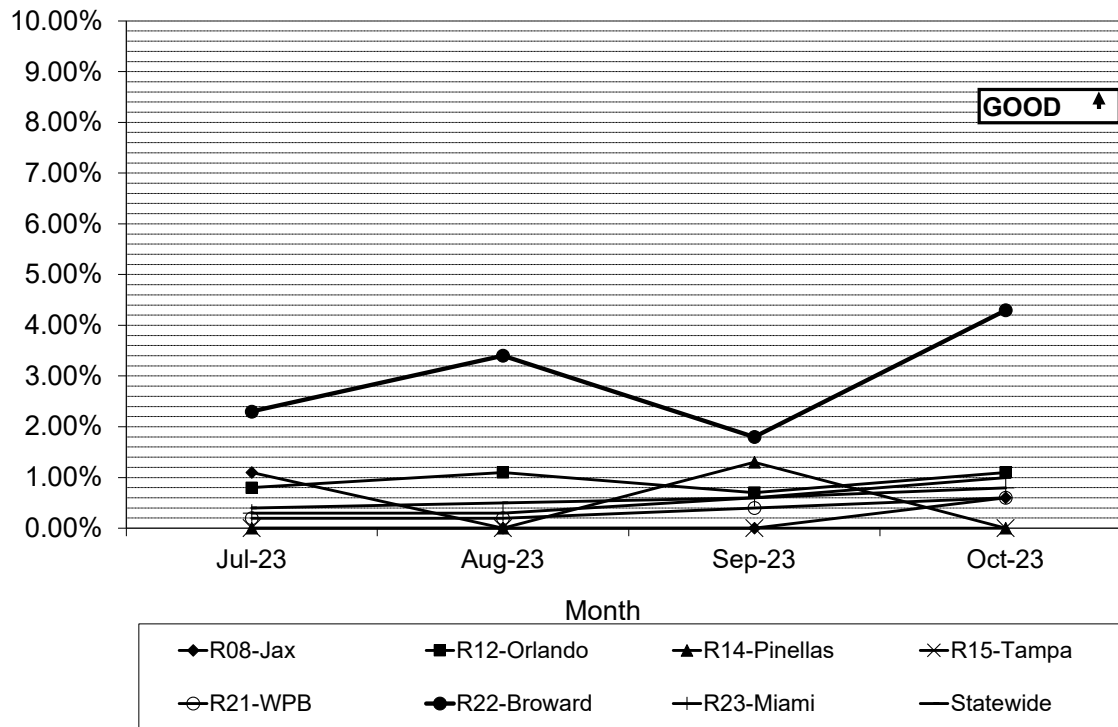


**Program Year-to-Date (YTD)  
Participation Rate as of October 2023**

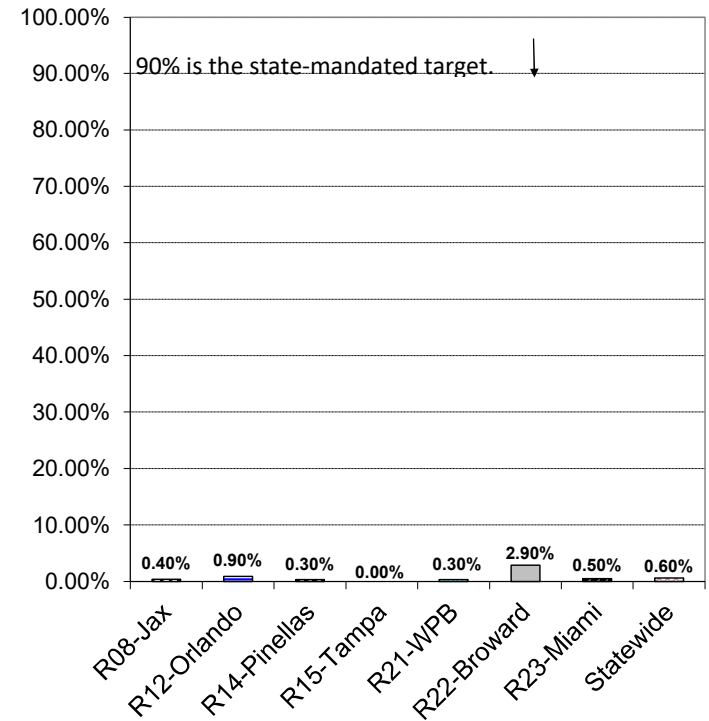


## Welfare Transition Program (WTP) Two-Parent Family Participation Data for the Big 7 Regions

**Month-to-Month Participation Rate from July 2023 to October 2023**

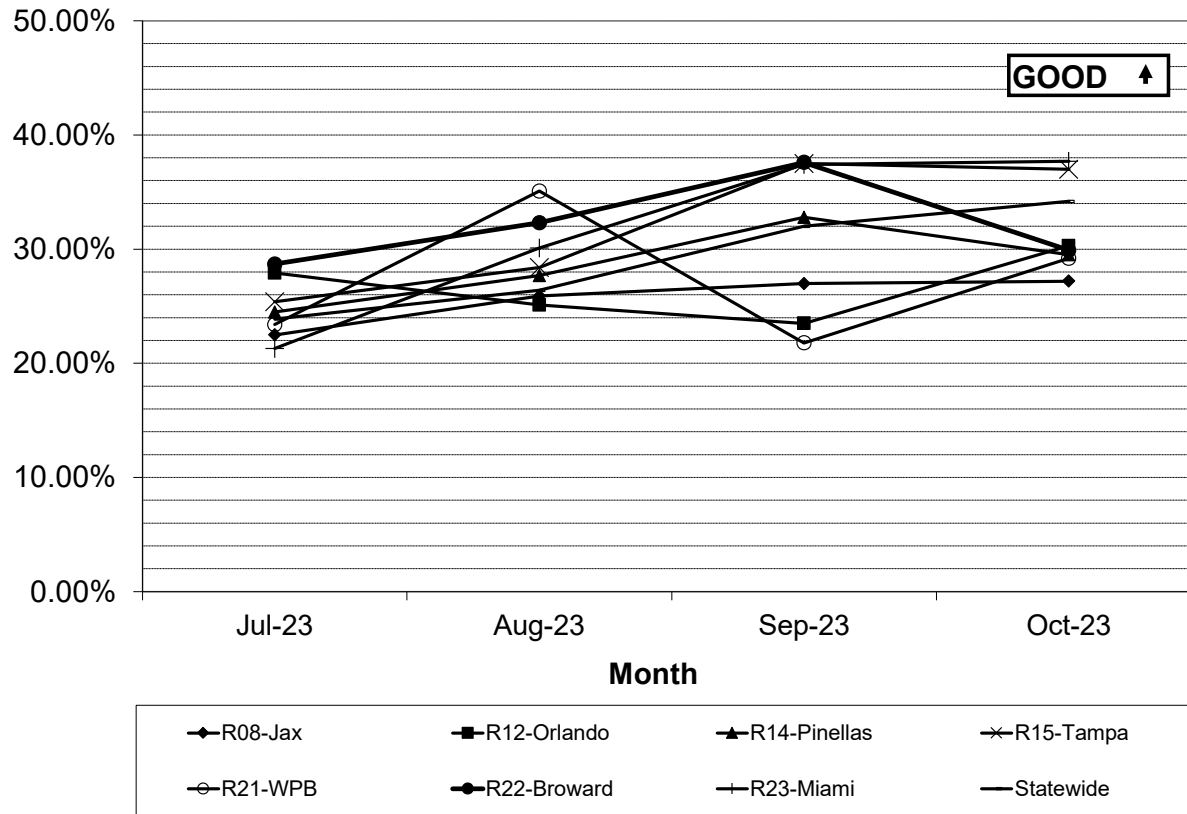


**Program Year-to-Date (YTD) Participation Rate as of October 2023**

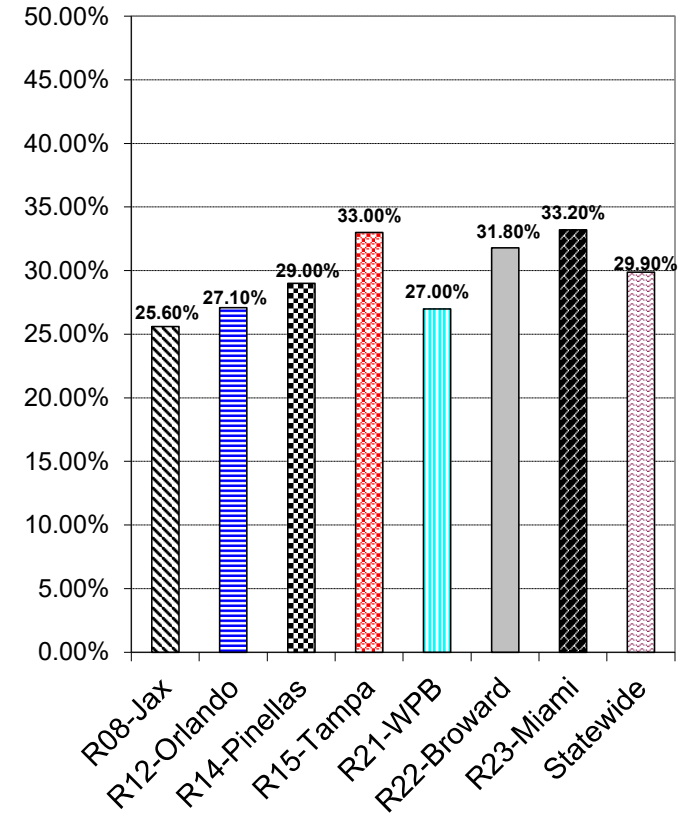


## Welfare Transition Program (WTP) Entered Employment (EE) Data for the Big 7 Regions

**Month-to-Month Entered Employment Rate from July 2023 to October 2023**



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

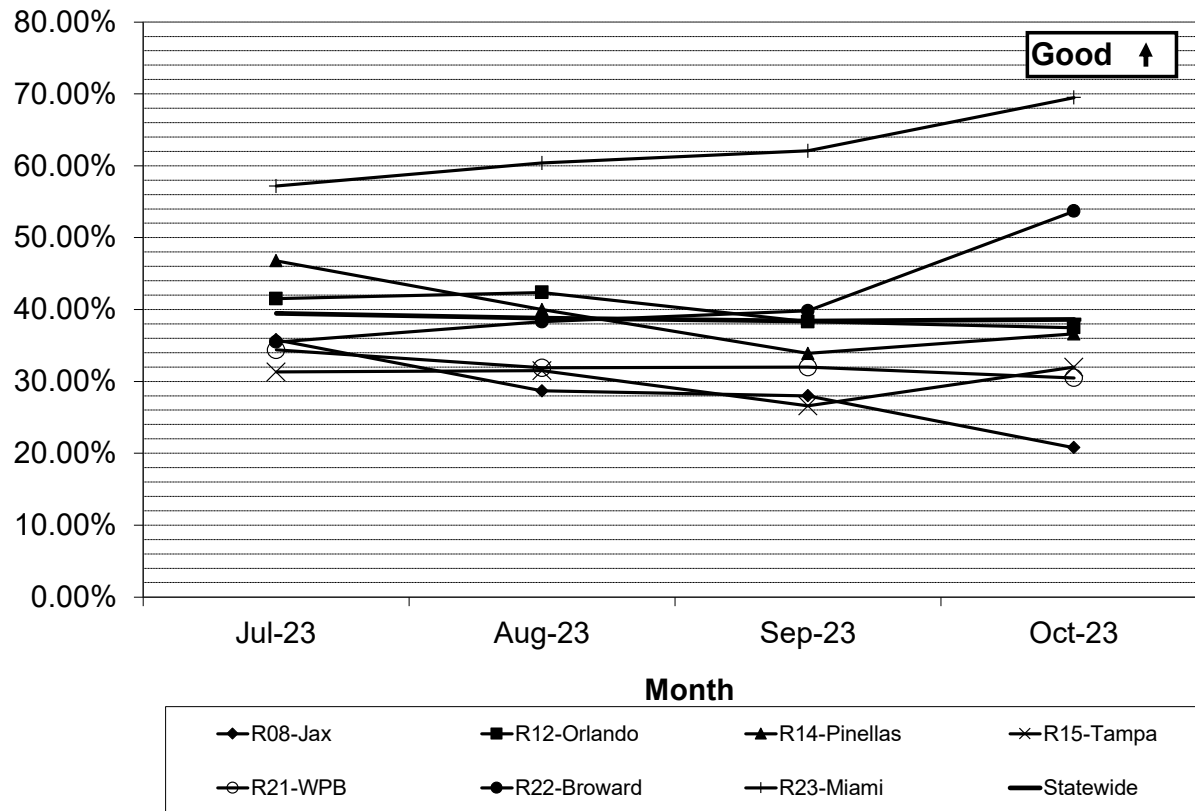


## Analysis of Welfare Transition Program (WTP) Performance

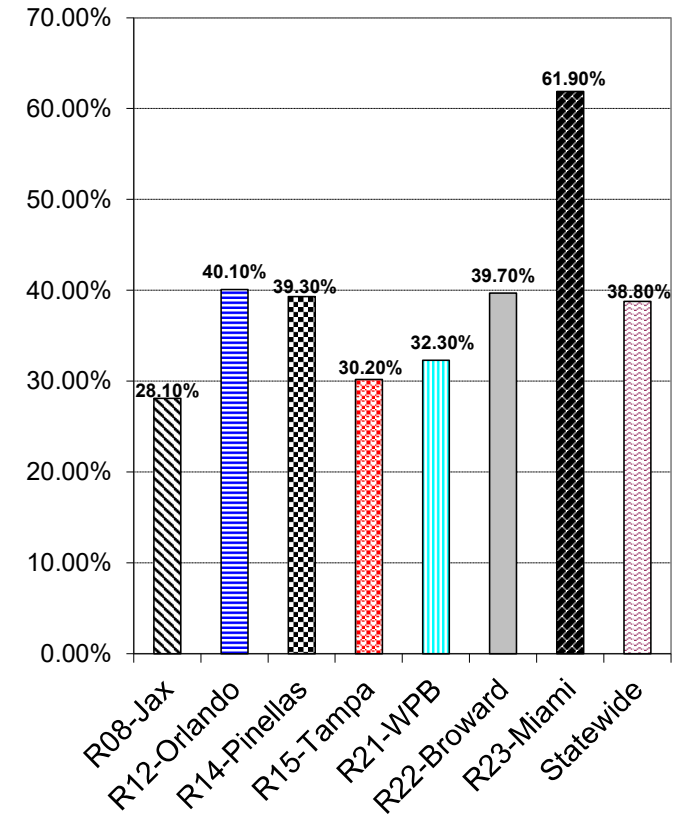
<b>WTP Program Performance At-A-Glance</b>	<b>Measure</b>	<b>Goal</b>	<b>Month (October)</b>	<b>PYTD</b>
	All Family Participation	50%	9.2%	8.6%
	Two-Parent Family Participation	90%	4.3%	2.9%
	Entered Employment Rate (EER)	39%	29.9%	31.8%
<b>Current Situation and Performance Summary</b>	<p>In relation to the Big 7 Regions:</p> <p>All Family Participation Rate CSBD ranks 1<sup>st</sup> in performance for the month and ranks 1<sup>st</sup> for Program Year 23/24</p> <p>Two-Parent Participation Rate CSBD ranks 1<sup>st</sup> in performance for the month and ranks 1<sup>st</sup> for Program Year 23/24</p> <p>Entered Employment Rate CSBD ranks 4<sup>th</sup> in performance for the month and ranks 3<sup>rd</sup> for Program Year 23/24.</p>			
<b>Strategies and Action Steps</b>	<p>To increase performance, we are taking the following steps:</p> <ul style="list-style-type: none"> <li>WTP customers currently in job search attended the Paychecks for Patriots Job Fair. These customers had the opportunity to meet with over 100 employers who were hiring for many different positions. We will continue to follow up to determine if any WTP job seekers were hired.</li> <li>Job Club will host industry recruiters to facilitate conversations between industry recruiters and customers to bridge the gap between job seekers and employment opportunities. By inviting employers to share insights about their industries, company culture, and job opportunities. This gives job seekers a better understanding of what employers are looking for.</li> </ul>			

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

**Month-to-Month Entered Employment Rate from July 2023 to October 2023**



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



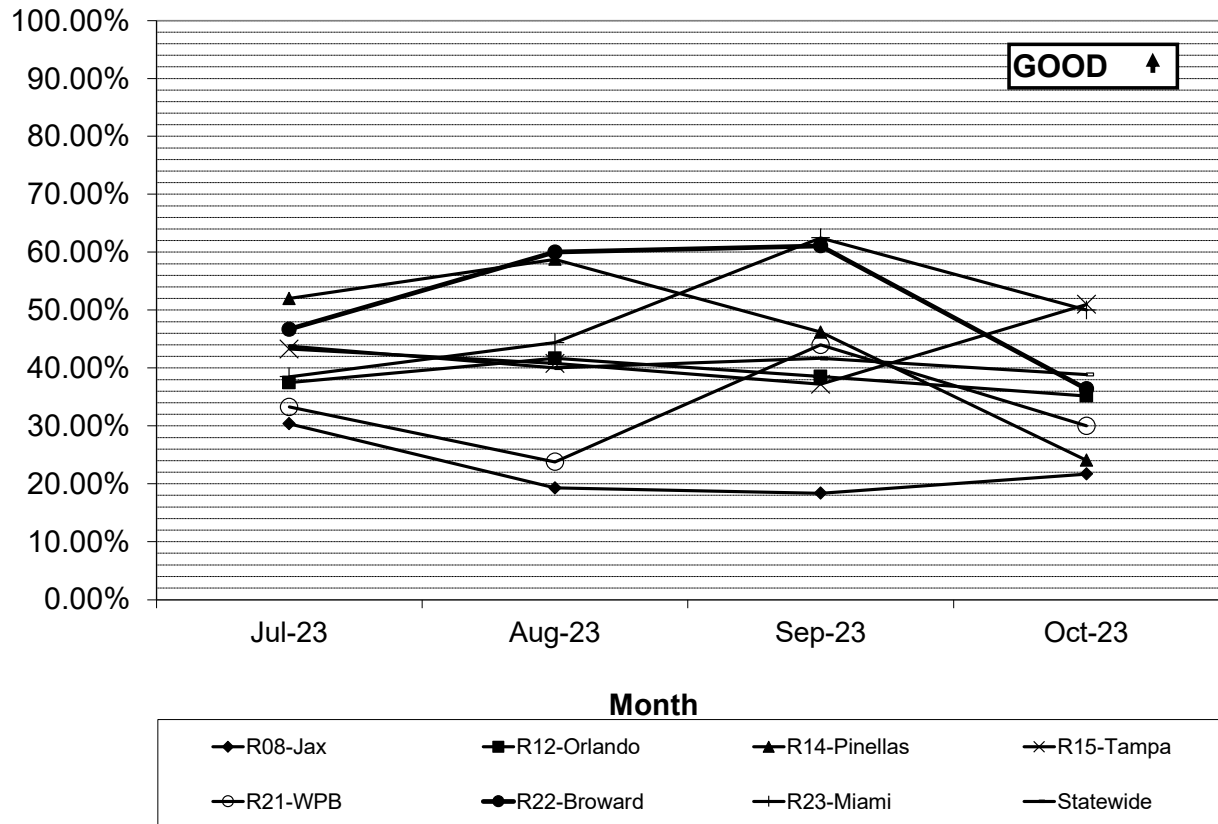


## Analysis of Wagner-Peyser (WP) Performance

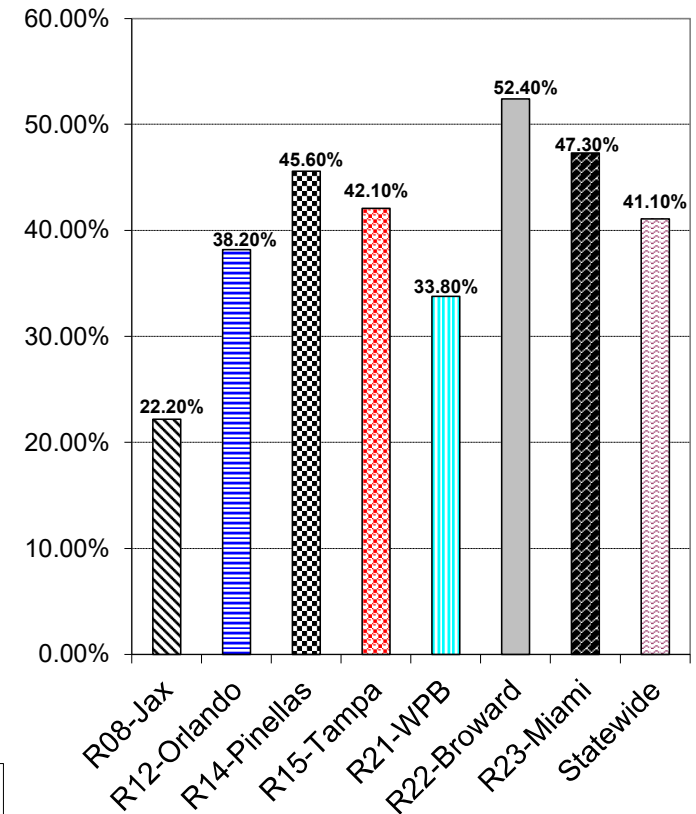
WP Program Performance At-A-Glance	<u>Measure</u>	Performance*	
		Month (October)	PYTD
	Entered Employment Rate (EER)	53.7%	39.7%
*Please note: The performance detail is based on the Monthly Management Report (MMR). Due to lagging data, our true YTD rate will adjust at the end of the program year.			
Current Situation and Performance Summary	<p>In relation to the Big 7 Regions:</p> <p>CSBD ranks 2<sup>nd</sup> for the month and ranks 3<sup>rd</sup> year-to-date in Entered Employment Rate.</p>		
Strategies and Action Steps	<p>To increase the number of job seekers engaged with us and improve our Entered Employment Rate, we have implemented the following strategies:</p> <ul style="list-style-type: none"> <li>CSBD did an analysis of our job seekers and developed, promoted, and hosted 12 in-house employer recruitment events targeting the industries and employers with open positions that match current demand. There were over 100 positions offered in the following industries 1) hospitality 2) construction 3) municipal government 4) technology 5) marine and 6) transportation. Through our efforts more than 40 job seekers received employment offers and we are in the process of following up to capture the new hire information.</li> <li>The staff has been proactively working with our newly registered customers to update and enhance resumes reflective of current market trends, to provide them with information on upcoming inhouse recruitments and to refer them to current open positions. Additionally, staff has been marketing our new training opportunities for non-custodial parents and veterans through our partner departments and is discussing how additional skills and certifications can provide opportunities for positions with increased salaries.</li> </ul>		

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

**Month-to-Month Entered Employment Rate from July 2023 to October 2023**



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

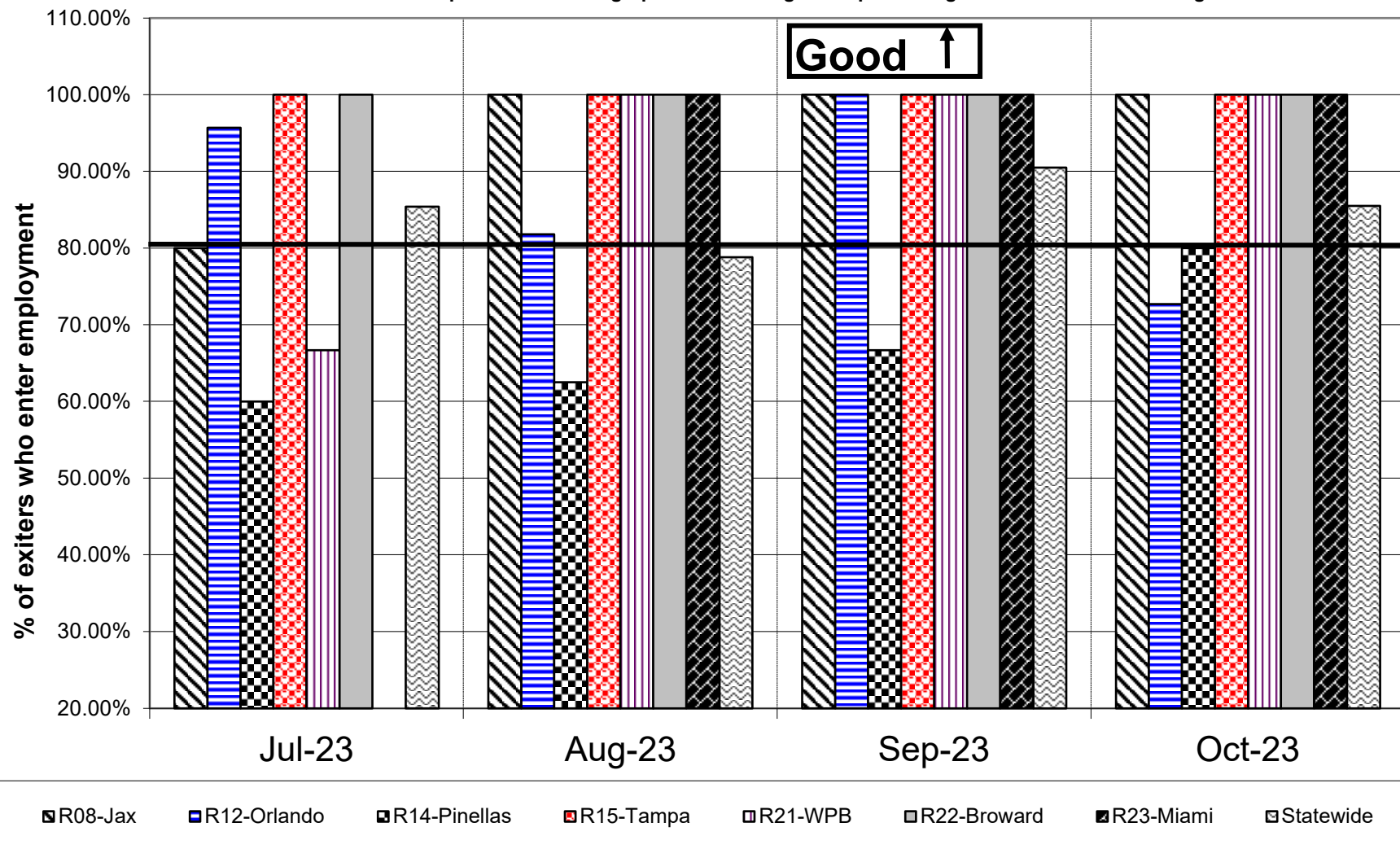


## Analysis of Veterans' Performance

Veterans Program Performance At-A-Glance	<u>Measure</u>	Performance*	
		Month (October)	PYTD
	Entered Employment Rate (EER)	36.4%	52.4%
<i>*Please note: The performance detail is based on the Monthly Management Report (MMR).</i>			
<b>Current Situation and Performance Summary</b>	<p>In relation to the Big 7 Regions:</p> <p>CSBD ranks 3<sup>rd</sup> for the month and 1<sup>st</sup> for Program Year 23/24 in Veteran's Entered Employment Rate.</p>		
<b>Strategies and Action Steps</b>	<p>To increase our EER and improve performance the following strategies were implemented:</p> <ul style="list-style-type: none"> <li>During October, the CSBD team's focus was on preparing for the 11<sup>th</sup> Annual Paychecks for Patriots event. We surpassed last year's target of recruiting 75 employers by having 101 employers attend who were all hiring for positions paying \$15 an hour or more. There were a variety of companies offering positions that our veteran job seekers are interested in, such as law enforcement, construction, logistics, and more. Our success coaches focused on getting their veteran job seekers interview-ready to gain employment from this major event. It will take staff time to assess the number of hires that resulted from this event.</li> <li>The Veterans team has joined the South Florida Women's Veterans Task Force through the Florida Department of Veterans Affairs Advisory Council. The purpose is to directly support women veterans in obtaining employment. The Task Force consist of representatives from the Veterans Administration, local colleges and universities, Florida Representative Dunkley, and Mission United who have been instrumental in marketing CareerSource Broward's veteran programs to our women veterans and veteran spouses. This partnership has provided another avenue to connect with our veteran community to support women veterans with training, job search, and on-the-job training opportunities to ensure our veterans are employed in the community with new skills and sustainable jobs.</li> </ul>		

# 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 October 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 (October)	PYTD
	Entered Employment Rate	100%	98.6%
<b>Current Situation and Performance Summary</b>	<p>CSBD is in a 5-way tie for 1<sup>st</sup> in Entered Employment Rate.</p> <p>CSBD ranked 1<sup>st</sup> in Adult and 2<sup>nd</sup> in Dislocated Worker in the Entered Employment Wage Rate, with an average placement wage of \$33.48 and \$50.97, respectively.</p> <p>Since the beginning of the new PY 23/24, CSBD has assisted 317 Adult and Dislocated Worker (DW) 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>		
<b>Strategies and Action Steps</b>	<p>To increase WIOA customer satisfaction and enrollment, we implemented the following strategies:</p> <ul style="list-style-type: none"> <li>This year, the WIOA team expanded their participation in CSBD's annual Paychecks for Patriots event. We held WIOA Orientations during the event, where over 40 prospective customers learned more about the grant, education opportunities, internships, and On-the-Job training. In addition, attendees had the opportunity to meet with 10 of our eligible training providers who were also in attendance at the job fair.</li> <li>To assist our current "Single Mothers" Grant customers, we have developed and are surveying the participants to determine interest in workshops. Based on the survey results, we are partnering with Henderson Behavioral Health to provide monthly group counseling sessions that focus on topics such as stress management and parenting techniques. As many participants are exiting from the various training programs, these informative workshops will complement services already given and remove barriers to employment.</li> </ul>		

**Overview of the CareerSource Broward Region**  
**Not Seasonally Adjusted**  
**November 17, 2023**

- The unemployment rate in the CareerSource Broward region (Broward County) was 3.0 percent in October 2023. This rate was 0.4 percentage point greater than the region's year ago rate of 2.6 percent. The region's October 2023 unemployment rate was equal to the state rate of 3.0 percent. The labor force was 1,121,695, up 43,230 (+4.0 percent) over the year. There were 33,897 unemployed residents in the region.

**Fort Lauderdale-Pompano Beach-Deerfield Beach Metro Division**

- In October 2023, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Deerfield Beach MD was 924,800, an increase of 23,900 jobs (+2.7 percent) over the year.
- The Financial Activities (+5.5 percent); Professional and Business Services (+4.2 percent); and Leisure and Hospitality (+2.0 percent) industries grew faster in the metro area than statewide over the year.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the highest annual job growth compared to all the metro areas in the state in the Financial Activities (+4,000 jobs) industry.
- 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 Financial Activities (+5.5 percent) industry.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the second highest annual job growth compared to all the metro areas in the state in the Trade, Transportation, and Utilities (+6,600 jobs) 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 Professional and Business Services (+7,300 jobs) industry.
- The industries gaining jobs over the year were Professional and Business Services (+7,300 jobs); Trade, Transportation, and Utilities (+6,600 jobs); Education and Health Services (+5,400 jobs); Financial Activities (+4,000 jobs); Leisure and Hospitality (+1,900 jobs); and Other Services (+300 jobs).
- The industries losing jobs over the year were Construction (-1,200 jobs); Information (-200 jobs); Manufacturing (-100 jobs); and Government (-100 jobs).

Note: All data are subject to revision.

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

<b>Unemployment Rates</b>			
<b>(not seasonally adjusted)</b>	<b>Oct-23</b>	<b>Sep-23</b>	<b>Oct-22</b>
CareerSource Broward (Broward County)	3.0%	3.0%	2.6%
Florida	3.0%	3.0%	2.8%
United States	3.6%	3.6%	3.4%

<b>Nonagricultural Employment by Industry</b> <b>(not seasonally adjusted)</b>	<b>Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division</b>				<b>Florida</b>			
	<b>Oct-23</b>	<b>Oct-22</b>	<b>change</b>	<b>percent change</b>	<b>Oct-23</b>	<b>Oct-22</b>	<b>change</b>	<b>percent change</b>
Total Employment	924,800	900,900	23,900	2.7	9,858,700	9,580,900	277,800	2.9
Mining and Logging	#N/A	#N/A	#N/A	#N/A	5,800	5,700	100	1.8
Construction	49,500	50,700	-1,200	-2.4	617,900	609,400	8,500	1.4
Manufacturing	30,500	30,600	-100	-0.3	422,400	417,600	4,800	1.1
Trade, Transportation, and Utilities	211,600	205,000	6,600	3.2	2,013,200	1,946,300	66,900	3.4
Wholesale Trade	53,700	52,900	800	1.5	399,300	382,600	16,700	4.4
Retail Trade	111,800	110,700	1,100	1.0	1,162,300	1,138,000	24,300	2.1
Transportation, Warehousing, and Utilities	46,100	41,400	4,700	11.4	451,600	425,700	25,900	6.1
Information	20,300	20,500	-200	-1.0	153,200	157,600	-4,400	-2.8
Financial Activities	77,100	73,100	4,000	5.5	695,300	676,200	19,100	2.8
Professional and Business Services	179,200	171,900	7,300	4.2	1,649,400	1,612,800	36,600	2.3
Education and Health Services	122,800	117,400	5,400	4.6	1,521,700	1,430,700	91,000	6.4
Leisure and Hospitality	96,100	94,200	1,900	2.0	1,286,200	1,261,800	24,400	1.9
Other Services	34,700	34,400	300	0.9	352,200	346,400	5,800	1.7
Government	102,900	103,000	-100	-0.1	1,141,400	1,116,400	25,000	2.2

<b>Population</b>	<b>2022</b>	<b>2021</b>	<b>change</b>	<b>percent change</b>
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

<b>Average Annual Wage</b>	<b>2022</b>	<b>2021</b>	<b>change</b>	<b>percent change</b>
CareerSource Broward (Broward County)	\$66,751	\$63,542	\$3,209	5.1
Florida	\$63,770	\$60,299	\$3,471	5.8

Note: All data are subject to revision.

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