



**Broward Workforce Development Board  
One-Stop Services Committee**

Wednesday, June 5, 2024  
2:00 p.m. – 3:00 p.m.

Zoom Meeting ID: 730 243 5583  
Zoom Password: 223498  
Zoom Call-In: 1 646 876 9923

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

This meeting is being held via Zoom and is accessible using the link below.

<https://us02web.zoom.us/j/7302435583?pwd=ZGJpQ0MrUC82bkZiSlIvc05xY25jZz09&omn=83441871717>

**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.**

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## MEETING AGENDA

### IDENTIFICATION AND INTRODUCTION OF ANY UNIDENTIFIED CALLERS

### SELF-INTRODUCTIONS

### APPROVAL OF MINUTES

Approval of the Minutes of the 5/7 One-Stop Services Committee Meeting.

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

Pages 6 – 12

### NEW BUSINESS

#### 1. WIOA Work Experience Contract Approval for Broward Health

Consideration to approve a WIOA Adult and Dislocated Worker Work Experience (WEX) contract with Broward Health through 6/30/26. Healthcare is one of our targeted industries. WEX contracts are non-financial, as CSBD is the employer of record. Because Board member Shane Strum is employed by Broward Health, he will need to declare a conflict and this recommendation must be approved by a 2/3 vote of the Board members present with an established quorum at a Board meeting.

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

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**2. WIOA Work Experience Contract Approval for the Las Olas Company, Inc.**

Consideration to approve a WIOA Adult and Dislocated Worker WEX contract with the Las Olas Company, Inc. (LOC), the parent company of the Riverside Hotel through 9/30/26. Participants will be placed in positions such as front-of-house representatives, guest services associates, dining support, and maintenance engineers. WEX contracts are non-financial, as CSBD is the employer of record. Because Board Chair Heiko Dobrikow is employed by the LOC, he will need to declare a conflict and this recommendation must be approved by a 2/3 vote of the Board members present with an established quorum at a Board meeting.

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

**3. Addition of New Courses for Existing Training Provider Florida Atlantic University**

Consideration to approve the addition of two (2) training programs at Florida Atlantic University (FAU) to the WIOA Individual Training Account (ITA) list 1) CompTIA A+ Certification and 2) CompTIA A+, Network+, and Security+ Certification. CSBD reviewed the applications for completeness to ensure that Board mandated criteria are met for the training programs and related occupational title. Because Board member Dr. Stacy Volnick is employed by FAU, she will need to declare a conflict and this this recommendation must be approved by a 2/3 vote of the Board members present with an established quorum at a Board meeting.

|                 |   |
|-----------------|---|
| <b>RECOMM</b>   | Approval  |
| <b>ACTION</b>   | Motion for Approval                                 |
| <b>EXHIBITS</b> | Memo #21-23 (OPS)<br>ITA Course Summary Spreadsheet |

**Pages 13 – 15**

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**4. PY 24/25 Preliminary Budget**

The Program Year (PY) 24/25 preliminary budget reflects an overall decrease in the State allocation and carry forward of 17.4% for a total of (\$3,395,425). The total amount of PY 24/25 formula and carry forward is projected to be \$16,127,619 as compared to \$19,523,044 in PY 23/24. The budget continues to emphasize investments in customer training and getting the unemployed back to work and it aligns with WIOA and achieving Board strategic initiatives and key business results. CSBD recommends acceptance and approval of the preliminary PY 24/25 budget.

**RECOMM**                      Approval  
**ACTION**                      Motion for Approval  
**EXHIBIT**                      Memo #06-23 (FS)

**Pages 16 – 23**

**5. One-Stop Services (OSS) Committee Strategic Planning Matrix PY 24/25**

On 4/25 the Board held its annual planning meeting. At the meeting, two separate workgroups discussed and made recommendations for the upcoming year. The Board approved these recommendations at the 5/23 meeting and staff has distributed the recommendations amongst Board committees. The goals and objectives are tracked by each committee in the form of a strategic planning matrix. The proposed PY 24/25 matrix is presented for your review. Consideration to 1) approve the matrix and 2) assign CSBD staff to develop the next steps and benchmarks and bring updates to the committee.

**RECOMM**                      Approval  
**ACTION**                      Motion for Approval  
**EXHIBIT**                      OSS Committee Strategic Planning Matrix

**Pages 24 – 31**

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**REPORTS**

**1. Broward County Unemployment and Economic Dashboard**

The unemployment rate in Broward County was 3.1 percent in April 2024. This rate was 0.7 percentage points higher than the region's year-ago rate. In April 2024, Broward County's unemployment rate was 0.1 percentage point lower than the State's rate. Out of a labor force of 1,095,618, up 18,549 (+1.7 percent) over the year, there were 33,772 unemployed Broward County residents. The dashboard is a value-added resource, allowing businesses the ability to make data-informed decisions.

**ACTION  
EXHIBITS**

Broward County April Unemployment Release  
[CareerSource Broward Dashboard](#)

**Pages 32 – 33**

**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 AUGUST 6, 2024**



**Broward Workforce Development Board  
One-Stop Services Committee**

Tuesday, May 7, 2024  
12:30 p.m. – 2:00 p.m.

Zoom Meeting ID: 810 4011 0836  
Zoom Password: 802807  
Zoom Call-In: 1 646 876 9923

**MEETING MINUTES**

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

**The Committee was reminded of the conflict-of-interest provisions.**

**ATTENDEES:** Marjorie Walters, Heiko Dobrikow, Tara Williams, Cynthia Sheppard, and Rick Shawbell, who chaired the meeting.

**STAFF:** Carol Hylton, Kimberly Bryant, Mark Klincewicz, Rochelle Daniels, and LaTanya Brown.

**APPROVAL OF MINUTES**

Approval of the Minutes of the 1/30 meeting.

**On a motion made by Heiko Dobrikow and seconded by Marjorie Walters, the One-Stop Services Committee (OSSC) unanimously approved the minutes of the 1/30 meeting.**

**NEW BUSINESS**

**1. Transfer of WIOA Dislocated Worker Funds to WIOA Adult Funds**

The committee considered approving the transfer of up to \$1,000,000 from the Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker funding stream to the WIOA Adult funding stream. WIOA allows local boards 100% transferability between the two funding streams. We monitor the demand for services and the expenditure rate of the funding streams, and we request transfer authority as needed. We are seeing more Adult-eligible customers than Dislocated Workers. Therefore, this transfer is shifting funds to where they are needed. These funds will provide Adult customers with employment services that include 1) occupational skills training, 2) work experience, 3) Incumbent Worker Training, and 4) On-the-Job training.

Kimberly Bryant provided a review of the recommendation. There was no further discussion.

**On a motion made by Tara Williams and seconded by Heiko Dobrikow, the One-Stop Services Committee unanimously approved the transfer of up to \$1,000,000 in WIOA Dislocated Worker Funds to WIOA Adult Funds.**

**2. PY 24/25 Integrative Staffing Group Contract Renewal**

The committee considered approval of the renewal of CSBD's contract with Integrative Staffing Group, Inc. (ISG) for PY 24/25. ISG staffs our One-Stop career centers. They have provided

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excellent customer service and have been responsive to our needs. They are not requesting an increase to their current rate of \$85.00 per employee per pay period. Based on our current staffing level, the estimated annual cost is \$181,220. This is the second of three one-year renewals under the current procurement.

Kimberly Bryant presented the item. Rick Shawbell stated that he thought it was outstanding to see that there was no increase in the current rate.

**On a motion made by Heiko Dobrikow and seconded by Cynthia Sheppard, the One-Stop Services Committee unanimously approved the renewal of CSBD's contract with Integrative Staffing Group, Inc. for PY 24/25.**

### **3. One-Stop Operator (OSO) Contract Renewal**

The committee considered the approval of the renewal of our contract with Workforce Guidance Associates, LLC. (WGA) for \$114,000 to cover the wages and benefits for Ms. Nadine Gregoire-Jackson, WGA's principal. This is a \$4,000 increase from last year. Ms. Jackson has been instrumental in our increased community outreach efforts. Ms. Jackson supervises the community liaison, assists with grant acquisition, oversees some dedicated grants, and is our OSO. This is the second and last of the renewals under the current procurement.

Kimberly Bryant provided an overview of the contract and terms stating that we are very happy with the work done by Ms. Jackson.

Rick Shawbell expressed Ms. Jackson is doing a wonderful job and supports the increase.

**On a motion made by Heiko Dobrikow and seconded by Marjorie Walters, the One-Stop Services Committee unanimously approved the contract renewal to cover the wages and benefits for Ms. Nadine Gregoire-Jackson, WGA's principal.**

### **4. Approval of Work Experience Contract with Broward County**

The committee considered the approval of the renewal of a non-financial WIOA Adult Work Experience contract with Broward County for their University Student Practicum Program. CSBD is the employer of record. The State's workers' compensation covers adult participants. Because Board members Tara Williams and Sandy-Michael McDonald are employed by Broward County, this recommendation must be approved by a 2/3 vote of the Board members present with an established quorum at a Board meeting. This is the first of three renewals under the current agreement.

Tara Williams declared a conflict of interest, abstained from the discussion, and did not vote.

Kimberly Bryant presented the item and reviewed the recommendation.

There was no further discussion.

**On a motion made by Heiko Dobrikow and seconded by Cynthia Sheppard, the One-Stop Services committee unanimously approved the non-financial WIOA Adult Work Experience Contract with Broward County.**

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**5. Continued Eligibility for Atlantic, McFatter, and Sheridan Technical Colleges**

The committee considered the approval of the current eligible training providers (ETPs) 1) Atlantic 2) McFatter and 3) Sheridan Technical College's continued eligibility status beginning 7/1/24 through 6/30/26. The State requires that ETPs be renewed every 2 years. Each provider has met continued eligibility requirements: 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 were met for all three schools. Because Board member Dr. Howard Hepburn is employed by the School Board of Broward County, this recommendation must be approved by a 2/3 vote of the Board members present with an established quorum at a Board meeting.

Kimberly Bryant presented the item and explained the state's criteria for training providers to remain eligible for WIOA customer referrals.

Rick Shawbell informed the members that Dr. Hepburn, the new superintendent of Broward County Public Schools, was recently appointed to the Board at the meeting on 4/25. Consequently, this item will require a 2/3 vote at the upcoming board meeting.

**On a motion by Marjorie Walters and seconded by Heiko Dobrikow, the One-Stop Services Committee unanimously approved current eligible training providers 1) Atlantic 2) McFatter and 3) Sheridan Technical College's continued eligibility status beginning 7/1/24 through 6/30/26.**

**6. Continued Eligibility for Florida Atlantic University**

The committee considered the approval of current ETP Florida Atlantic University's (FAU) continued eligibility status from 7/1/24 through 6/30/26. The State requires that ETPs be renewed every 2 years. FAU has met continued eligibility requirements, including 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 were met. Because Board member Dr. Stacy Volnick is employed by FAU, this recommendation must be approved by a 2/3 vote of the Board members present with an established quorum at a Board meeting.

Kimberly Bryant presented the item and recommendation. There was no further discussion.

**On a motion by Tara Williams and seconded by Cynthia Sheppard the One-Stop Services Committee unanimously approved current eligible training provider Florida Atlantic University's continued eligibility status beginning 7/1/24 through 6/30/26.**

**7. Continued Eligibility for Eleven (11) Current ITA Providers**

The committee considered the approval of current ETPs 1) Academy of South Florida, 2) Broward College, 3) Concorde Career Institute, 4) Florida National University, 5) Florida Vocational Institute, 6) Jersey College, 7) Miami Dade College, 8) PC Professor, 9) Ruby's Academy for Health Occupations, 10) South Florida Academy of Air Conditioning, and 11) Southeastern College's continued eligibility status beginning 7/1/24 through 6/30/26. This is in



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accordance with WIOA, which requires providers to be re-evaluated and approved for continuation on the ETP List after their initial year of eligibility. These providers have met continued eligibility requirements, including licensure, accreditation, issuance of industry-recognized credentials, and reporting to the Florida Education and Training Placement Information Program. CSBD reviewed the applications for completeness to ensure that CareerSource Florida requirements and board-mandated criteria are met for all schools.

Kimberly Bryant presented the item and recommendations. There was no further discussion.

**On a motion made by Marjorie Walters and seconded by Cynthia Sheppard, the One-Stop Services Committee unanimously approved eleven current ITA Providers for continued eligibility status beginning 7/1/24 through 6/30/26.**

#### **8. Addition of Occupational Titles to the Targeted Occupation List (TOL)**

The committee considered the approval of adding 2 occupations to our local TOL 1) Home Health Aide and 2) Personal Care Assistant. Over the year, CSBD receives input from our industry intermediaries, eligible training providers, economists, and employers to evaluate our local TOL. With this input and using labor market analytic tools such as EmployFlorida and Light cast, CSBD staff has been able to establish local demand for both of these 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.

Kimberly Bryant provided an overview of the information and the research established that these occupations have an entry wage of \$15/hour and more than twenty-five vacant positions.

Rick Shawbell expressed his approval that these two occupations are being recommended for inclusion on the TOL because there is local demand for these jobs.

**On a motion made by Heiko Dobrikow and seconded by Marjorie Walters, the One-Stop Services Committee unanimously approved the addition of two occupational titles to the Targeted Occupation List.**

## **REPORTS**

### **1. Individual Training Account (ITA) Provider Performance**

CSBD conducted its semi-annual analysis of ITA provider performance and found that 1) South Florida Academy of Air Conditioning's HVAC Maintenance Technician and 2) Sheridan Technical College - Commercial Vehicle Driving/Class A programs did not achieve a 70% training-related employment rate. Per Board policy, we suspended referrals to these programs until performance was met and the schools were notified.

Kimberly Bryant explained that two training programs have been removed from the ITA list as the Board requires when they don't meet the performance threshold. They have the opportunity to submit additional employment information and can be added back to the ITA Provider List when they meet the requirement. Carol Hylton added that programs can be reinstated to the ITA list but only after they demonstrate the minimum 70% training-related placement rate.

Rick Shawbell inquired if the training providers have other training programs on the ITA list that are meeting performance. Kimberly Bryant indicated they do.

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## **2. CSBD Spring Career Fair**

CSBD is having our annual Spring Career Fair in May. The career fair will coincide with National Military Appreciation Month. The first hour of the event will be reserved for veterans and family members of veterans. The Save the Date was sent; we currently have 31 registered employers. A job seeker landing page has been launched, and a banner is on our home page. The fair will continue to be marketed to job seekers and employers through social media, our training providers, and advertising in the career centers.

Kimberly Bryant stated the Career Fair will occur on 5/16 from 9 a.m. to 12 p.m. at our South Career Center. The first hour is reserved for veterans to meet with employers as they receive priority of service. She shared that CSBD has partnered with 31 employers such as 1) Lowes 2) Memorial Health Care 3) Department of Corrections and 4) Broward Sherriff's Office.

Rick Shawbell confirmed that he would be there and is excited about it. He added that if there are any other events involving veteran job seekers, to let him know because he would like to be a part of it.

## **3. Veterans Outreach Video**

To increase awareness of CSBD veterans' programs and services CSBD is contracting with BrandStar, one of the companies listed on the recently created videographer vendor list to produce a 3-to-5-minute veterans' video. BrandStar is uniquely qualified to do this as they have a history of working with veterans and veterans' associations. By use of visual storytelling we will be able to convey the range of CSBD services and resources available to Veterans. As services include work-based services, the video will also be useful in working with employers interested in hiring veterans.

Heiko Dobrikow recommended highlighting veteran-friendly employers and veteran community partner organizations in the video. Carol Hylton agreed that we plan to have veteran-friendly employers in the video.

Rick Shawbell stated that the North American Building Trades Union has Helmets to Hard Hats, an online portal where veterans can put their information in and find out what types of jobs are available. This may be another opportunity to get the word out about CSBD's services.

Carol Hylton agreed and stated that staff would contact Helmets to Hard Hats to see if CSBD's name could be added.

## **4. CSBD and FAU Open House**

CSBD and FAU are partnering to host an open house at their Davie Campus on Thursday, May 30, 2024, from 2 p.m. – 6 p.m. The College of Business Executive Education will provide information on how to enroll and meet college entry requirements, and CSBD staff will present our scholarship and WIOA program eligibility requirements. Partnering with FAU allows CSBD to expand awareness of our services and support services to Broward residents.

Kimberly Bryant provided an overview of the information and expressed her appreciation to FAU for partnering with us.

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## **5. Planning for the 2025 Annual State of the Workforce Job Fair**

Last month, BWDB Chair Dobrikow convened a kickoff discussion luncheon where local Chambers of Commerce and CSBD were invited to brainstorm ideas about next year's event planned for next January. CSBD will be responsible for the job fair portion of the event. CSBD staff is currently working with the participating Chambers to identify potential venues for consideration in addition to the Greater Ft. Lauderdale Convention Center. Also, local industry associations should be included as hosts for the business breakfast.

Carol Hylton informed the members that we requested contracts for the Job Fair Component from 2 venues. We have a meeting scheduled with the leadership team for 5/20 for follow up.

Rick Shawbell said it was a great success the first time and cannot wait to support this again.

## **6. Monthly Performance Report**

The current performance for the month of March was provided. The data reflects that within the Big 7 Regions, CSBD was 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 in a two-way tie for 2<sup>nd</sup> in Veterans EER.

Kimberly Bryant reviewed the March performance data with the committee.

Rick Shawbell thanked Kimberly Bryant for the excellent report and congratulated the staff on achieving excellent results.

## **7. Broward County Unemployment and Economic Dashboard**

The unemployment rate in Broward County was 3.2 percent in March 2024. This rate was 0.6 percentage points higher than the region's year-ago rate. In March 2024, Broward County's unemployment rate was 0.1 percentage points lower than the State's rate. Out of a labor force of 1,097,797, up 20,499 (+1.9 percent) over the year, there were 35,320 unemployed Broward County residents. CSBD also created a dashboard for visitors to review the current and historical economic status of Broward County.

Mark Klincewicz highlighted a new dashboard tile, the Broward County Hotel and Lodging Indicator. As Travel and Tourism is one of Broward's major industries, it is an important metric that provides insight on how the local economy is doing.

Heiko Dobrikow thought it was a great addition and expressed his satisfaction with the new dashboard layout displayed on the website.

Heiko asked if there was a way to add a tile showing data for those moving into and away from Broward County. Mark Klincewicz stated that he looked into this with the economist and was unaware of a report that tracks this other than the census; which is lagging data.

Heiko suggested that we contact Sandy McDonald of Broward County and the Real Estate Association to see if this data is available. Carol Hylton said that we will speak with the County and the data person for the State and report back to the Committee.

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**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**

Carol Hylton provided an update on the Summer Youth Employment Program and stated that we are going to have about 1,200 children this summer.

The four industry videos on career paths in 1) healthcare, 2) manufacturing, 3) industry, and 4) marine are in production. Board Member Laurie Wheeler suggested that we focus on Apprenticeship Programs in the marine industry.

She indicated the Board Planning Session was amazing. We had three guests attend 1) Germaine Smith-Baugh, President of the Urban League 2) Jennifer O’Flannery Anderson, President of Community Foundation of Broward County and 3) Joe Cox, President of the Museum of Discovery and Science.

Each guest expressed that they really enjoyed what we did and stated that they are considering inviting other community leaders to their own strategic planning meetings.

About 15 CSBD staff recently volunteered with Habitat for Humanity, and next weekend, we are participating in a 5K Run. Such events help us to stay engaged and give back to the community.

May is Military Appreciation Month and we are highlighting our staff who are veterans on social media.

Heiko Dobrikow requested an update on Talent Forge. Carol Hylton indicated that Talent Forge was a youth work-based learning model that received some initial funding but recently announced they were ending the initiative.

Heiko Dobrikow shared that he attended a business luncheon yesterday, where he heard great things about how our SYEP is well-organized, robust, cost-free for employers, and highly effective. He received several compliments, which made him feel proud as he listened to the feedback. He hopes other entities and organizations will see what we are doing and partner with us on the SYEP.

Rick Shawbell informed the committee that we will need to add a short OSSC meeting on Wednesday, 6/5, at 2:00 p.m. A formal invite will be sent so everyone can add the meeting to their calendar.

**ADJOURNMENT – 1:32 p.m.**

**THE NEXT ONE-STOP SERVICES COMMITTEE MEETING IS ON JUNE 5, 2024.**

## Memorandum # 21-23 (OPS)

**To:** One Stop Services Committee

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

**Subject:** Addition of New Courses for Existing Eligible Training Provider – Florida Atlantic University

**Date:** May 22, 2024

### SUMMARY

Consideration to approve the addition of two (2) training programs at Florida Atlantic University (FAU) to the Workforce Innovation and Opportunity Act (WIOA) Individual Training Account list 1) CompTIA A+ Certification and 2) CompTIA A+, Network+, and Security+ Certification. CSBD reviewed the applications for completeness to ensure that Board mandated criteria are met for the training programs and related occupational title. Because Board member Dr. Stacy Volnick is employed by FAU, this recommendation must be approved by a 2/3 vote of the Board members present with an established quorum at a Board meeting.

### BACKGROUND

WIOA requires classroom or online training to be provided through ITA's at schools and for courses approved by the local workforce board. Additionally, all occupational training must prepare students for in-demand occupations appearing on the Targeted Occupations List (TOL) and meet the Board-established minimum evaluation criteria. This includes but is not limited to licensure, accreditation, 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

FAU, a current eligible training provider, is accredited by the Southern Association of Colleges and Schools, Commission on Colleges. FAU also submits data reports to FETPIP. CSBD received an application from the school to add two new programs 1) CompTIA A+ Certification and 2) CompTIA A+, Network+, Security+ Certification to our WIOA ITA List. These programs provide opportunities to train for careers and earn Certificates in the IT industry as Computer Network Support Specialists.

Researching labor market analytics from Lightcast<sup>1</sup> and Employ Florida, CSBD was able to validate that within the past 90 days, there have been at least 25 job openings for Computer Network Support Specialists in Broward County. A CSBD review team comprised of staff from Operations, Quality Assurance, and Business Services evaluated the applications. This committee determined that all Board-mandated criteria have been met for the training programs and related occupational title.

**Courses to be added to the WIOA ITA List**

| <b>Provider</b>             | <b>Occupational Training Program</b>          | <b>Demand Occupation on the TOL</b> | <b>Entry Wage Meets Standard? (\$13.97 per hour)</b> | <b>Job Openings</b> |
|-----------------------------|---|-------------------------------------|--|---------------------|
| Florida Atlantic University | CompTIA A+ Certification                      | Computer Network Support Specialist | Yes  | >25                 |
|                             | CompTIA A+, Network+, Security+ Certification |                                     |  |                     |

As we customarily do, we will limit enrollment of customers to 10 in this program until performance is established.

Because Board member Dr. Stacy Volnick is employed by FAU, this recommendation must be approved by a 2/3 vote of the Board members present with an established quorum at a Board meeting.

**RECOMMENDATION**

Approve the addition of two (2) occupational training programs to the WIOA ITA list  
 1) CompTIA A+ Certification and 2) CompTIA A+, Network+, and Security+ Certification.

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<sup>1</sup> Lightcast is a database that is used to provide local labor market data on occupations and trends on industries.

**ITA Course Summary Spreadsheet  
Attachment to Memo # 21-23 (OPS)**

| School Name / Location             | License / State Agency Approval | DOE Accreditation | Course Title                                  | Type of Credential Offered | Program Length | Clock Hours | Entry Wage Meets Standard? (\$13.97 per hour) | Course Offering (Virtual/ Classroom/ Blended*) | Class Size (Max) | Prerequisites | Tuition and Fees | Other Costs (Books, Uniforms, Supplies, Cert./Lic. Exams) | Program Total Costs |
|------------------------------------|---------------------------------|-------------------|---|----------------------------|----------------|-------------|---|--|------------------|---------------|------------------|---|---------------------|
| <i>Florida Atlantic University</i> | YES                             | YES               | CompTIA A+ Certification                      | Certificate                | 26 weeks       | 200         | Yes   | Virtual  | 10               | None          | \$1,995.00       | \$0.00  | \$1,995.00          |
|                                    |                                 |                   | CompTIA A+, Network+, Security+ Certification | Certificate                | 52 weeks       | 390         | Yes   | Virtual  | 10               |               | \$3,995.00       | \$0.00  | \$3,995.00          |

## Memorandum #06 - 23 (FS)

**To:** One Stop Services Committee  
**From:** Carol Hylton, President/CEO  
**Subject:** Program Year (PY) 24/25 Preliminary Budget  
**Date:** June 3, 2024

### SUMMARY

The Program Year (PY) 24/25 preliminary budget reflects an overall decrease in the State allocation and carry forward of 17.4% for a total of (\$3,395,425). The total amount of PY 24/25 formula and carry forward is projected to be \$16,127,619 as compared to \$19,523,044 in PY 23/24 as shown in Table 1.

Our dedicated grants for PY 24/25 totaling \$11,359,368 are not included in the total available funds because these grants may only be used for the specific purposes outlined in the grants. The dedicated grants decreased by 1% (\$60,601) as compared to \$11,419,969 in PY 23/24. Table 2 details the dedicated grants and projected amounts to present a full picture to the governing boards of the funds allocated for the upcoming program year.

The formula and dedicated funds total \$27,486,987 (\$16,127,619 + \$11,359,368) compared to PY 23/24 total funds of \$30,943,013. As usual, the above does not include unrestricted funds. CareerSource Broward (CSBD) recommends acceptance and approval of the PY 24/25 Preliminary Budget.

### BACKGROUND

Each year CSBD brings its projected budget to the governing boards for approval.

The formula allocation is based on our local area's unemployment and poverty rates. The better a region is doing, the lower the local area's formula allocation.

The funds are allocated among the various activities and services to align with Board initiatives and key business results, the current labor market, and federal and state performance measures. The level of detail provided is in accordance with the CSBD governing boards' direction. We provide additional detail to the elected officials per their request. This detail is available to all upon request.

A budget true-up based on the actual allocations is presented to the Board at the mid-year mark.

Table 1 presents a comparison between PY 23/24 and PY 24/25 total allocation from the state and carry forward funds. The WIOA Adult and DW funding streams are combined because WIOA allows 100% transferability between these funding streams.



Table 1

Comparison of PY 23/24 to PY 24/25 Formula Funds Including Carry Forward\*

| Fund Name  | PY 23/24<br>Total Funds<br>Available | PY 24/25<br>Total Funds<br>Available | \$ Change             | %<br>Change   |
|--|--------------------------------------|--------------------------------------|-----------------------|---------------|
| WIOA (Adult/DW)  |                                      |                                      |                       |               |
| Formula Funds  | \$ 6,043,979                         | \$ 5,773,104                         | \$ (270,875)          | -4.5%         |
| Carryforward   | 2,480,415                            | 1,182,981                            | (1,297,434)           | -52.3%        |
| <b>Subtotal</b>  | <b>8,524,394</b>                     | <b>6,956,085</b>                     | <b>(1,568,309)</b>    | <b>-18.4%</b> |
| WIOA (Youth)   |                                      |                                      |                       |               |
| Formula Funds  | 2,324,084                            | 2,124,775                            | (199,309)             | -8.6%         |
| Carryforward   | 2,013,000                            | 626,771                              | (1,386,229)           | -68.9%        |
| <b>Subtotal</b>  | <b>4,337,084</b>                     | <b>2,751,545</b>                     | <b>(1,585,539)</b>    | <b>-36.6%</b> |
| WTP  |                                      |                                      |                       |               |
| Formula Funds  | 3,775,387                            | 3,482,799                            | (292,588)             | -7.7%         |
| Carryforward   | 674,856                              | 770,106                              | 95,250                | 14.1%         |
| <b>Subtotal</b>  | <b>4,450,243</b>                     | <b>4,252,905</b>                     | <b>(197,338)</b>      | <b>-4.4%</b>  |
| WP   |                                      |                                      |                       |               |
| Formula Funds  | 1,273,356                            | 1,179,810                            | (93,546)              | -7.3%         |
| Carryforward   | 416,651                              | 465,957                              | 49,306                | 11.8%         |
| <b>Subtotal</b>  | <b>1,690,007</b>                     | <b>1,645,768</b>                     | <b>(44,239)</b>       | <b>-2.6%</b>  |
| Veterans (DVOP/LVER)                                     | 286,783                              | 286,783                              | -                     | -             |
| Supplemental<br>Nutritional Assistance<br>Program (SNAP) | 234,533                              | 234,533                              | -                     | -             |
| <b>Totals</b>  | <b>\$ 19,523,044</b>                 | <b>\$ 16,127,619</b>                 | <b>\$ (3,395,425)</b> | <b>-17.4%</b> |

\*There are rounding differences in this table

Table 2 is our anticipated dedicated grant allocations for PY 24/25. They are not included in the preliminary budget as the funds are for the activities indicated in the chart.

**Table 2: Comparison of Dedicated Grants**

| <b>Grant / Program</b>  | <b>Description</b>  | <b>PY 23/24 Amount \$</b> | <b>PY 24/25 Anticipated Amount \$</b> |
|---|---|---------------------------|---------------------------------------|
| Children's Services Council   | Summer Youth Employment Program (SYEP)  | \$ 4,215,656              | \$ 4,215,656                          |
| Broward County  | SYEP  | -                         | 700,000                               |
| City of Fort Lauderdale   | SYEP  | 150,000                   | 290,925                               |
| Community Foundation  | SYEP  | -                         | 50,000                                |
| City of Dania Beach   | SYEP  | -                         | 50,000                                |
| Bank of America   | SYEP  | 10,000                    | Ended                                 |
| Joint Broadband Grant<br>Broward Health will serve as Grant Recipient | For renovation of the Pompano Multipurpose Facility providing workforce and health services | 3,000,000                 | 3,000,000                             |
| Reemployment Services and Eligibility Assessment (RESEA)              | Reemployment assistance and assessments   | 565,000                   | 1,072,087                             |
| Flood NEG WIOA <sup>1</sup>   | NEG   | 418,623                   | 660,931                               |
| Florida Healthcare Training <sup>2</sup>                              | Expand access to high-quality healthcare training programs                                  | 916,666                   | 472,735                               |
| Non-Custodial Parent Employment <sup>2</sup>                          | Employment services for non-custodial parents   | 772,447                   | 298,055                               |
| Get There Faster Veteran and Military Grant <sup>2</sup>              | Veterans Grant  | 846,503                   | 254,664                               |
| Hope Florida - A Pathway to Promise <sup>2</sup>                      | To address poverty and promote economic mobility  | 217,815                   | 212,815                               |
| Apprenticeship Navigator  | Develops registered apprenticeships   | 62,500                    | 62,500                                |
| Trade Adjustment Assistance (TAA)                                     | For workers impacted by the Trade Acts  | 20,568                    | 19,000                                |
| Single Mothers to Be Grant  | Employment & training activities for single mothers   | 224,191                   | Ended                                 |
|   | <b>Totals</b>   | <b>\$11,419,969</b>       | <b>\$11,359,368</b>                   |

<sup>1</sup> The state recently informed us of an additional Flood NEG WIOA award of \$500,000.

<sup>2</sup> This is the amount of the grants remaining for PY 24/25.

## **DISCUSSION**

The following narrative indicates how funds will be spent for the three one-stop centers, employer services, and participant training for all non-dedicated funding streams. This includes apprenticeships, On the Job Training, Individual Training Accounts, Incumbent Worker Training, subsidized work experience and administrative support. Considerations we took into account in constructing the budget:

### **Considerations**

1. The state requires that a minimum of 50% of the WIOA Adult and DW allocation be spent on training.<sup>3</sup> To ensure compliance, we have budgeted 55% of our WIOA Adult and Dislocated Worker program funds for training.
2. We are required to spend a minimum of 20% of Youth expenditures on Work Experience, we have budgeted over 21% to ensure we meet the requirement.
3. Integrative Staffing Group (ISG) is the employer of record for the 3 One-Stop centers. The budget includes their fee of \$85.00 per employee, per pay period, which is the same as last year. The total cost is estimated at \$181,220. It does not include staff benefits or taxes, which are pass-thru funds.<sup>4</sup>
4. We are in the process of our bi-annual compensation study we will bring the results to the governing boards in the fall. Implementation of any recommendations will be based upon fund availability.
5. We have set aside \$50,000 for the State of the Workforce Job Fair and WOW Career Awareness Event. CSBD will be looking for donations and partners to support these events.
6. We have set aside \$174,800 for external program and fiscal monitoring services. This includes a small increase for our fiscal monitors. All other costs are the same as last year.
7. We have set aside \$34,000 for our annual audit.

### **Budget Strategies**

1. WIOA AD and DW allocations, including carry forward for PY 24/25, is decreased by (\$1,568,309) for a total allocation of \$6,956,085. Where applicable we will cross train WIOA staff so their time can also be allocated to our dedicated grants reducing the burden on our formula grants. Some participants will be served through the dedicated grants which also allow for training.
2. The WIOA Youth allocation, including carry forward for PY 24/25, is decreased by (\$1,585,539) for a total allocation of \$2,751,545. As most of the youth are PELL eligible, we have reduced the set aside for training and support. To the extent WTP funds are available some of the allowable in school youth program costs may be charged to WTP.

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<sup>3</sup> For PY 23/24, the State reduced the training requirement to 35% they have not signaled their intent for PY 24/25.

<sup>4</sup> Pass-thru means we are only responsible for the actual cost, there is no fee for handling.

3. Welfare Transition Program (WTP) allocation, including carry forward for PY 24/25, is decreased slightly by (\$197,338) for a total allocation of \$4,252,905. This year, the State is allowing us to carry forward funds for 2 months, which we are allowed to use for the summer program.
4. Wagner Peyser (WP) is decreased slightly by (\$44,239) in pass-thru for a total allocation of \$1,645,768. This does not include the salaries for state staff assigned to the career centers as they are paid by the State.
5. Veterans and Supplemental Nutritional Assistance Program (SNAP) funding will be level.
6. The strategies below are applicable to multiple funding streams and help to defray the impact of the reductions.
  - a. We plan to manage the vacancy fill rate both at the CSBD and Center levels.
  - b. We have set aside only a minimal amount for furnishings and technology refresh needs as these were addressed this past year.
  - c. We have reduced our Facilities and Related Costs. We are not renewing our outreach and marketing agreements and instead will create a vendor list for “as need” projects.

The recommended PY24/25 Preliminary Budget categories are described below followed by the budget summary.

|  |
|--|
| <b>PROGRAM SUPPORT STAFF - \$4,749,116</b> |
|--|

This category includes all staff salaries and benefits other than the administrative, State Wagner Peyser and Veterans’ staff.

Included in this category is:

1. The Integrative Staffing Group (ISG) contract for staffing the 3 One-Stop centers and serves as the “employer of record.” This contract includes salaries and mandatory benefits, insurance, 401K, and health costs for the staff.
2. The One-Stop Center Managers
3. The Management Information Systems staff
4. The Program Managers
5. The Quality Assurance staff
6. WTP and SNAP
7. WIOA Adult, DW and Youth

**FACILITIES AND RELATED COSTS – \$2,981,825**

This category includes the rent for the three career centers, including the annual increase for the north center. It also includes supplies, customer assessments, equipment rental (copiers), telephones, information technology, high-speed lines, monitoring, costs associated with business outreach such as mileage, travel and membership dues.

This category includes certain fixed costs which do not lend themselves to reductions in cost, we are not budgeting for upgrades to furnishings or technology refresh as we used the time over the last few years to refresh the centers.

**CONTRACTS – \$1,631,896**

This category includes 1) WIOA youth 2) the One-Stop Operator and the Chamber contracts.

**Table 3: PY 24/25 Proposed Contract Amounts**

| <b>Contractor</b>                   | <b>Service</b>   | <b>Funding Stream</b> | <b>PY 24/25 Amount</b> |
|-------------------------------------|------------------|-----------------------|------------------------|
| FLITE Center                        | OSY <sup>5</sup> | WIOA                  | 240,000                |
| HANDY                               | OSY              | WIOA                  | 152,000                |
| Center for Independent Living (CIL) | OSY              | WIOA                  | 60,896                 |
| Harmony Development Center (New)    | OSY              | WIOA                  | 60,000                 |
| School Board                        | OSY              | WIOA                  | 525,000                |
| School Board                        | ISY              | WTP                   | 200,000                |
| Junior Achievement of S. Florida    | ISY              | WTP                   | 160,000                |
| Greater Fort Lauderdale Chamber     | Adult/DW         | WIOA                  | 65,000                 |
| Greater Hollywood Chamber           | Adult/DW         | WIOA                  | 55,000                 |
| One-Stop Operator                   | All              | All                   | 114,000                |
| <b>Total</b>                        |                  |                       | <b>1,631,896</b>       |

1. Navigators – FLITE, HANDY, CIL and Harmony. Youth currently in their caseloads who are ready to receive workforce services have access to all WIOA 14 elements<sup>6</sup> as appropriate for each youth.
2. School Board of Broward County **OSY** Full-Service Provider – youth who have not completed high school and considered OSY under WIOA are enrolled in GED and receive case management, employability skills, and obtain their high school credential.
3. School Board of Broward County **ISY** Full-Service Provider – WIOA eligible seniors are recruited and enrolled in work experience to keep them attached to school through graduation.

<sup>5</sup> OSY – Out of School Youth, ISY – In-School Youth

<sup>6</sup> The WIOA 14 elements are the individual services allowed which help youth succeed such as tutoring, work experience, case management, employability skills, ITA's, etc.

4. Junior Achievement of South Florida ISY Full-Service Provider – WIOA eligible seniors are recruited and enrolled in work experience to keep them attached to school through graduation.
5. Chambers of Commerce - To assist with marketing, outreach and obligating OJT, IWT, and Internship funds, along with communicating our services to their membership.
6. One-Stop Operator – This is a required service under WIOA. Fosters cooperation among the one-stop partners so that participants can receive services in a coordinated and seamless fashion, assists with grant acquisition and implementation and the one-stop MOUs, and supervises the community liaison.

**TRAINING - \$4,782,979**

This category includes 1) Individual Training Account’s budgeted at up to \$12,000 per participant for tuition and education-related expenses 2) OJT reimbursements and other work-based training activities such as IWT, upgrade OJT, subsidized work experience and apprenticeships so our customers can earn while they learn.

This amount is for participants across all formula funding streams that allow training related expenditures. There is no change to the overall percentage of budget in the total projected in this category.

While this overall amount is reduced from last year, we can use some of the funds in the dedicated grants such as Get There Faster Grant, Hope Florida, and the Florida Healthcare Training to offset the reduction in this category.

**PARTICIPANT SUPPORT SERVICES – \$549,462**

This category funds participant support costs for 1) gas cards 2) clothing vouchers 3) bus passes, and 5) participant performance incentives for WIOA AD/DW, Youth, and WTP.

The percentage of funding budgeted for support services has decreased slightly from PY 23/24.

**ADMINISTRATION – \$1,481,178**

Administration includes personnel and non-personnel costs for administrative and oversight functions related to the grants. By law, we are allowed to budget up to 10% in administration; however, we have capped the budget at 9% as per the governing board’s directive.

Table 4 shows the detail of categories by funding streams with a comparison to last year’s budget.

**RECOMMENDATION**

That the governing boards accept and approve the preliminary PY 24/25 budget.

**Table 4 – PY 24/25 Preliminary Budget Summary**

| TOTAL AVAILABLE FUNDING      | WIOA Adult/DW    |             | WIOA Youth       |             | WTP              |             | WP               |             | DVOP/ LVER     |             | SNAP           |             | PY 24/25 TOTAL \$      | PY 23/24 % of Total Budget | PY 24/25 % of Total Budget |
|------------------------------|------------------|-------------|------------------|-------------|------------------|-------------|------------------|-------------|----------------|-------------|----------------|-------------|------------------------|----------------------------|----------------------------|
| PY 24/25 Allocation          | 4,988,808        |             | 2,020,287        |             | 3,482,799        |             | 1,179,810        |             | 286,783        |             | 234,533        |             | 12,193,020             |                            |                            |
| PY 24/25 Supplemental        | 784,296          |             | 104,488          |             | -                |             |                  |             |                |             |                |             | 888,784                |                            |                            |
| PY 23/24 Carryforward        | 1,182,981        |             | 626,771          |             | 770,106          |             | 465,957          |             | 0              |             | 0              |             | 3,045,815              |                            |                            |
| <b>TOTAL</b>                 | <b>6,956,085</b> |             | <b>2,751,545</b> |             | <b>4,252,905</b> |             | <b>1,645,768</b> |             | <b>286,783</b> |             | <b>234,533</b> |             | <b>16,127,619</b>      |                            |                            |
| <b>TOTAL EXPENDITURES</b>    |                  |             |                  |             |                  |             |                  |             |                |             |                |             |                        |                            |                            |
| Program Support              | 2,200,006        | 32%         | 532,852          | 19%         | 1,686,843        | 40%         | 141,748          | 9%          | 22,027         | 8%          | 165,640        | 71%         | 4,749,116              | 29%                        | 29%                        |
| Facilities & Related Costs   | 575,405          | 8%          | 115,727          | 4%          | 652,734          | 15%         | 1,353,402        | 82%         | 240,974        | 84%         | 43,583         | 19%         | 2,981,825              | 18%                        | 18%                        |
| Training                     | 3,144,314        | 45%         | 727,557          | 26%         | 911,108          | 21%         | -                | 0%          | -              | 0%          | -              | 0%          | 4,782,979              | 30%                        | 30%                        |
| Contracts                    | 164,031          | 2%          | 1,037,896        | 38%         | 370,500          | 9%          | 7,486            | 0%          | 928            | 0%          | 2,221          | 1%          | 1,583,061 <sup>1</sup> | 9%                         | 10%                        |
| Participant Support Services | 161,587          | 2%          | 143,029          | 5%          | 244,846          | 6%          | -                | 0%          | -              | 0%          | -              | 0%          | 549,462                | 5%                         | 3%                         |
| Administration               | 710,744          | 10%         | 194,484          | 7%          | 386,874          | 9%          | 143,132          | 9%          | 22,853         | 8%          | 23,091         | 10%         | 1,481,178              | 9%                         | 9%                         |
| <b>TOTAL</b>                 | <b>6,956,084</b> | <b>100%</b> | <b>2,751,545</b> | <b>100%</b> | <b>4,252,905</b> | <b>100%</b> | <b>1,645,768</b> | <b>100%</b> | <b>286,783</b> | <b>100%</b> | <b>234,533</b> | <b>100%</b> | <b>16,127,619</b>      | <b>100%</b>                | <b>100%</b>                |

1. The total amount for Contracts is slightly reduced as a result of the One Stop Operator charging a portion of her time to the dedicated grants.

\* Currently our in-direct cost rate is 12% it includes administration costs along with program costs.

\* There may be rounding differences in this table.



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# ONE-STOP SERVICES COMMITTEE

Strategic Planning Matrix for PY 24/25

Heiko Dobrikow, Board Chair  
Rick Shawbell, OSSC Chair  
Carol Hylton, President/CEO

**CONNECTING • REIMAGINING • INNOVATING**

**Transformative Partnerships For Tomorrow's Workforce**



**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 - Continue to expand the use of social media and research methods to measure marketing impact through a unique QR code or other mechanism. |            |                                  |          |          |
|  |            |                                  |          |          |
|  |            |                                  |          |          |
| 2.1 – Consider ways to build on our relationship with Broward County and, as they identify workforce needs, seek ways to partner.              |            |                                  |          |          |
|  |            |                                  |          |          |
|  |            |                                  |          |          |

**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 – Explore additional ways to share information regarding our services with all 31 Broward cities.  |            |                                  |          |          |
|  |            |                                  |          |          |
|  |            |                                  |          |          |
| 2.3 - As convenors of workforce services, explore opportunities to work with local education partners to bring training development needs for emerging occupations, such as Robotics and AI. |            |                                  |          |          |
|  |            |                                  |          |          |
|  |            |                                  |          |          |

**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 |
|---|------------|----------------------------------|----------|----------|
| 2.4 - Market career ladders and career pathways in emerging occupations, such as AI, to create a more resilient economy.  |            |                                  |          |          |
|   |            |                                  |          |          |
|   |            |                                  |          |          |
| 2.5 - Consider forwarding Outlook invites to the board members for CSBD events that may be of interest to them and encourage members to share with fellow business leaders. |            |                                  |          |          |
|   |            |                                  |          |          |
|   |            |                                  |          |          |

**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 |
|---|------------|----------------------------------|----------|----------|
| 2.6 - Explore additional ways to express our message by ensuring our language is understandable to our audience, using plain talk and simplification. |            |                                  |          |          |

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

**CareerSource Broward Strategic Goal #4:**

**Encourage job seekers to choose CSBD for comprehensive employment, education, and training services and to connect them to the workforce system using the state’s job bank.**

| Objective  | Next Steps | Benchmark / Performance Measures | Due Date | Comments |
|--|------------|----------------------------------|----------|----------|
| 4.0 - Consider outreach to additional groups such as the Rotary Club, Toastmasters, smaller chambers, PTAs, and faith-based organizations.   |            |                                  |          |          |
|  |            |                                  |          |          |
|  |            |                                  |          |          |
| 4.1 - Explore marketing campaigns targeting distressed communities to engage barriered populations to make them aware of our services, including occupational and work-based training. |            |                                  |          |          |
|  |            |                                  |          |          |
|  |            |                                  |          |          |

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

**CareerSource Broward Strategic Goal #4:**

**Encourage job seekers to choose CSBD for comprehensive employment, education, and training services and to connect them to the workforce system using the state's job bank.**

| Objective  | Next Steps | Benchmark / Performance Measures | Due Date | Comments |
|--|------------|----------------------------------|----------|----------|
| 4.2 - Continue to use testimonials and real examples from our customers. |            |                                  |          |          |
|  |            |                                  |          |          |
|  |            |                                  |          |          |
| 4.3 - Produce short videos to highlight services.                        |            |                                  |          |          |
|  |            |                                  |          |          |
|  |            |                                  |          |          |

**Overview of the CareerSource Broward Region**  
**Not Seasonally Adjusted**  
**May 17, 2024**

- The unemployment rate in the CareerSource Broward region (Broward County) was 3.1 percent in April 2024. This rate was 0.7 percentage point greater than the region's year ago rate of 2.4 percent. The region's April 2024 unemployment rate was 0.1 percentage point lower than the state rate of 3.2 percent. The labor force was 1,095,618, up 18,549 (+1.7 percent) over the year. There were 33,772 unemployed residents in the region.

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

- In April 2024, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Deerfield Beach MD was 932,000, an increase of 23,200 jobs (+2.6 percent) over the year.
- The Other Services (+9.6 percent); Leisure and Hospitality (+4.4 percent); Education and Health Services (+4.3 percent); Government (+4.3 percent); and Trade, Transportation, and Utilities (+3.3 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 Government (+4,500 jobs) and Other Services (+3,400 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 Other Services (+9.6 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 (+6,700 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 Leisure and Hospitality (+4,300 jobs) industry.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the third fastest annual job growth rate compared to all the metro areas in the state in the Leisure and Hospitality (+4.4 percent) and Trade, Transportation, and Utilities (+3.3 percent) industries.
- The industries gaining jobs over the year were Trade, Transportation, and Utilities (+6,700 jobs); Education and Health Services (+5,200 jobs); Government (+4,500 jobs); Leisure and Hospitality (+4,300 jobs); Other Services (+3,400 jobs); and Construction (+1,300 jobs).
- The industries losing jobs over the year were Professional and Business Services (-1,400 jobs); Financial Activities (-400 jobs); Manufacturing (-300 jobs); and Information (-100 jobs).

Note: All data are subject to revision.

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



| <b>Unemployment Rates<br/>(not seasonally adjusted)</b> | <b>Apr-24</b> | <b>Mar-24</b> | <b>Apr-23</b> |
|---|---------------|---------------|---------------|
| CareerSource Broward (Broward County)                   | 3.1%          | 3.2%          | 2.4%          |
| Florida   | 3.2%          | 3.3%          | 2.4%          |
| United States   | 3.5%          | 3.9%          | 3.1%          |

| <b>Nonagricultural Employment by Industry<br/>(not seasonally adjusted)</b> | <b>Ft. Lauderdale-Pompano Beach-Deerfield Beach<br/>Metropolitan Division</b> |               |               |                           | <b>Florida</b> |               |               |                           |
|---|---|---------------|---------------|---------------------------|----------------|---------------|---------------|---------------------------|
|   | <b>Apr-24</b>   | <b>Apr-23</b> | <b>change</b> | <b>percent<br/>change</b> | <b>Apr-24</b>  | <b>Apr-23</b> | <b>change</b> | <b>percent<br/>change</b> |
| Total Employment  | 932,000   | 908,800       | 23,200        | 2.6                       | 9,968,400      | 9,753,600     | 214,800       | 2.2                       |
| Mining and Logging  | #N/A  | #N/A          | #N/A          | #N/A                      | 6,000          | 5,700         | 300           | 5.3                       |
| Construction  | 52,500  | 51,200        | 1,300         | 2.5                       | 643,700        | 623,500       | 20,200        | 3.2                       |
| Manufacturing   | 30,400  | 30,700        | -300          | -1.0                      | 427,800        | 419,100       | 8,700         | 2.1                       |
| Trade, Transportation, and Utilities  | 209,300   | 202,600       | 6,700         | 3.3                       | 2,005,400      | 1,946,200     | 59,200        | 3.0                       |
| Wholesale Trade   | 55,900  | 54,000        | 1,900         | 3.5                       | 402,100        | 388,000       | 14,100        | 3.6                       |
| Retail Trade  | 108,500   | 106,700       | 1,800         | 1.7                       | 1,171,800      | 1,135,000     | 36,800        | 3.2                       |
| Transportation, Warehousing, and Utilities                                  | 44,900  | 41,900        | 3,000         | 7.2                       | 431,500        | 423,200       | 8,300         | 2.0                       |
| Information   | 20,500  | 20,600        | -100          | -0.5                      | 159,900        | 159,000       | 900           | 0.6                       |
| Financial Activities  | 72,200  | 72,600        | -400          | -0.6                      | 675,700        | 680,700       | -5,000        | -0.7                      |
| Professional and Business Services  | 171,000   | 172,400       | -1,400        | -0.8                      | 1,628,900      | 1,627,500     | 1,400         | 0.1                       |
| Education and Health Services   | 125,300   | 120,100       | 5,200         | 4.3                       | 1,524,500      | 1,470,900     | 53,600        | 3.6                       |
| Leisure and Hospitality   | 101,800   | 97,500        | 4,300         | 4.4                       | 1,349,500      | 1,316,200     | 33,300        | 2.5                       |
| Other Services  | 38,900  | 35,500        | 3,400         | 9.6                       | 376,700        | 366,300       | 10,400        | 2.8                       |
| Government  | 110,000   | 105,500       | 4,500         | 4.3                       | 1,170,300      | 1,138,500     | 31,800        | 2.8                       |

| <b>Population</b>                     | <b>2023</b> | <b>2022</b> | <b>change</b> | <b>percent<br/>change</b> |
|---------------------------------------|-------------|-------------|---------------|---------------------------|
| CareerSource Broward (Broward County) | 1,962,531   | 1,946,889   | 15,642        | 0.8                       |
| Florida                               | 22,610,726  | 22,245,521  | 365,205       | 1.6                       |

| <b>Average Annual Wage</b>            | <b>2022</b> | <b>2021</b> | <b>change</b> | <b>percent<br/>change</b> |
|---------------------------------------|-------------|-------------|---------------|---------------------------|
| CareerSource Broward (Broward County) | \$66,754    | \$63,542    | \$3,212       | 5.1                       |
| Florida                               | \$63,781    | \$60,313    | \$3,469       | 5.8                       |

Note: All data are subject to revision.

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