



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

**Tuesday, August 5, 2025
12:30 p.m. – 2:00 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 in person.
This meeting is also accessible via a Zoom video conference.**

PROTOCOL FOR TELEPHONE/ZOOM MEETING

1. Please state your name when making or seconding a motion. Such as “I move the item, and your name – “Jane Doe.” Please also identify yourself when asking a question.
2. Put your phone/microphone on mute when not speaking. Don’t forget to take it off when you wish to speak. Telephone users must press *6 to mute or unmute yourself.
3. Votes in the affirmative should be “aye” and in opposition should be “no” (delays in responding sometimes make it difficult to determine the intent of the vote).
4. Please be in a quiet area free of background noise, so we may hear you clearly when you are speaking. When using Zoom, please make sure the background is appropriate or choose one of their virtual backgrounds.
5. If you are calling and must leave the call, please don’t put your phone on hold. In some cases, we will get music or recorded messages and we will not be able to conduct business.
6. If you are using your phone for audio, please identify yourself on the screen and state the last 4 digits of the number you are calling from.
7. Please note the chat function has been disabled.

The Committee is reminded of the conflict-of-interest provisions. In declaring a conflict, please refrain from voting or discussion and declare the following information: 1) your name and position on the Board, 2) the nature of the conflict, and 3) who will gain or lose as a result of the conflict. Please also fill out form 8B prior to the meeting.

MEETING AGENDA

IDENTIFICATION AND INTRODUCTION OF ANY UNIDENTIFIED CALLERS

SELF-INTRODUCTIONS

APPROVAL OF MINUTES

Approval of the Minutes of the 6/5 One-Stop Services Committee Meeting.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Minutes of the Meeting

Pages 8 – 12

NEW BUSINESS

1. One-Stop Operator (OSO) Contract for PY 25/26

Consideration to award the contract for delivery of OSO services to Workforce Guidance Associates, LLC. (WGA) at an annual cost of up to \$114,000. On 5/19, CSBD issued a Request for Quotes (RFQ) for an OSO. The RFQ was published in two papers and on our website. A notice was also sent to all entities that are registered in our database to receive notice when proposals are released. We received one quote from the current OSO, WGA. CSBD is satisfied with WGA. The contract will be for one (1) year with up to two (2) one-year renewals for a total of three (3) years.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Memo #01-25 (OPS)

Pages 13 – 14

2. Accept Florida Storms Funds

Consideration to accept \$500,000 in National Emergency Grant – Florida Storms funds from Florida Commerce. These funds were awarded to Florida to assist areas affected by storms, tornadoes, and flooding. Locally, this funding will be used to provide career services and training to WIOA eligible participants whose employment was affected by the inclement weather or those who are long-term unemployed and need services to return to work.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	None

3. Accept Simply Healthcare Funds

Consideration to accept \$20,000 from Simply Healthcare. Simply Healthcare has created The Community Resource Link. The Link provides a platform of providers, including CSBD, for Simply Healthcare to utilize in referring its customers to employment and other services. CSBD will provide an opportunity for them to showcase their organization at three (3) of our events.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	None

4. Entry Level Healthcare Occupations for Welfare Transition & Youth Program Participants

Consideration to approve the ability to use scholarships for Home Health Aide/Personal Care Assistant training for Welfare Transition and WIOA Youth program participants. These occupations prepare students for employment with an entry wage of \$12.86 per hour. As the training will not result in the wage we require for our WIOA Adult participants, training will be available only to our WTP and WIOA Out-of-School youth participants. Both occupations are critical entry-level roles within Broward County's healthcare industry, which continues to experience sustained demand and workforce shortages. These positions offer individuals a direct pathway into healthcare, providing foundational experience that can lead to advancement into higher-wage and higher-skill roles.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	None

5. Updates to the One-Stop Committee Matrix

Consideration to review and approve the updates to the PY 25/26 Strategic Planning Matrix. At the 6/5 meeting, the One-Stop Committee members reviewed the objectives and approved CSBD staff to develop the next steps and benchmarks, which are now included in the matrix.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Strategic Planning Matrix

Pages 15 – 20

REPORTS

1. Aviation and Marine Job Fair

On 6/24, CareerSource Broward hosted a “neighborhood” job fair, spotlighting opportunities within the thriving Aviation and Marine industries. Held at the South One-Stop Center, this event brought together 10 top-tier employers and attracted over 70 enthusiastic job seekers eager to launch or advance their careers. Participating employers included industry leaders such as 2Lyons Aerospace, Banyan Air Services, Swissport USA, Dayton-Granger, HEICO, Marine International Diesels, and Offshore Marine Towing, each actively recruiting for positions ranging from technical roles to specialized trades. Employers and attendees gave positive feedback, affirming the event’s success. This job fair was part of a strategy developed from insights in prior industry forums, advancing our efforts to meet workforce needs in these industries. We will continue to follow up with the employers as candidates move through the interview process.

ACTION	None
EXHIBIT	None

2. Job Seeker Infograph July 2024 – June 2025

CSBD’s Job Seeker Services Infograph was created to convey information on our services to job seekers quickly through visuals. This infograph is ideal for enhancing our storytelling and increasing the shareability of content across various platforms.

ACTION	None
EXHIBIT	CSBD Job Seeker Services Infograph

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3. Targeted Occupation List (TOL)

As we always do, we researched the State's preliminary TOL and compared it to the Board-approved criteria. To get input and feedback on the State's proposed list and gather additional relevant labor market data, we sent the preliminary TOL to 1) members of the Education and Industry Consortium 2) local education and business stakeholders 3) community partners and 4) business leaders and invited them to a publicly noticed meeting held on 7/17. At the meeting, we provided an overview of the PY 25/26 TOL and the governing board's criteria for updating the TOL. Based upon our review and community input, CSBD recommended 1) adding twelve (12) new occupations proposed by the State and 2) retaining forty-one (41) occupations proposed by the State for removal.

ACTION	None
EXHIBITS	Memo #01-25 (BR) PY 25-26 Targeted Occupations List

Pages 22 – 31

4. Monthly Performance Report

The performance for June is provided. The data reflects that within the Big 6 Regions, CSBD is in a three-way tie for 1st in WIOA Entered Employment Rate (EER), 1st in WTP All Family Participation Rate and 2-Parent Family Participation Rate, and 2nd in Wagner Peyser EER.

ACTION	None
EXHIBIT	Performance Report for June

Pages 32 – 43

5. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 3.7 percent in June 2025. This rate was 0.3 percentage points higher than the region's year-ago rate. In June 2025, Broward County's unemployment rate was 0.2 percentage point lower than the State's 3.9 percent rate. Out of a labor force of 1,087,810, down 939 (-0.1 percent) over the year, there were 40,301 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.

ACTION	NONE
EXHIBIT	Broward County Labor Market Information CareerSource Broward Dashboard

Pages 44 – 45

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 SEPTEMBER 30, 2025



Broward Workforce Development Board
One-Stop Services Committee

Thursday, June 5, 2025
12:30 p.m. – 2:00 p.m.

Zoom Meeting ID: 730 243 5583
Zoom Password: 223498
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: Catherina Rozario, Sheri Brown Grosvenor, Marjorie Walters, and Rick Shawbell, who chaired the meeting.

STAFF: Carol Hylton, Kimberly Bryant, Ron Moffett, Mark Klineciewicz, Rochelle Daniels, Kaminnie Kangal, and LaTanya Brown.

APPROVAL OF MINUTES

Approval of the Minutes of the 3/25 One-Stop Services Committee meeting.

On a motion made by Rick Shawbell and seconded by Catherina Rozario, the One-Stop Services Committee unanimously approved the minutes of the 3/25 meeting.

NEW BUSINESS

1. PY 25/26 Preliminary Budget

Considered approval of the Program Year (PY) 25/26 preliminary budget. The preliminary budget reflects an overall decrease of 15% or (\$2,422,771) in the State formula allocations and carry forward funds. The total amount of formula and carry forward that we project to be available in PY 25/26 is \$13,729,601 as compared to the actual of \$16,152,372 in PY 24/25. The budget continues to emphasize investments in customer training and getting the unemployed back to work, and it aligns with WIOA and achieving the Board's strategic initiatives and key business results. CSBD recommends acceptance and approval of the preliminary PY 25/26 budget.

Rick Shawbell presented the item, and Ron Moffett reviewed the recommendation.

During his presentation, Mr. Moffett highlighted the strategies to address the reduction in funding, including 1) managing our vacancy fill rate throughout the year 2) cross-training staff so they can assist customers through our dedicated grants and 3) implementing AI strategies to automate some processes further.

Mr. Shawbell thanked Mr. Moffett, stating that he appreciated the thoroughness in explaining the budget.

Carol Hylton indicated that we are also working diligently to reduce our facilities and related costs.

Mr. Shawbell inquired if the goal was to keep the North One-Stop Center in the same general area. Ms. Hylton confirmed that it was, as we want to make it convenient for customers to have access to a center near them.

On a motion made by Rick Shawbell and seconded by Sheri Brown Grosvenor, the One-Stop Services Committee unanimously approved the PY 25/26 Preliminary Budget.

2. Continued Eligibility for Five (5) Current Training Providers

Considered the approval of continued eligibility for the period 6/30/25 through 6/30/27 and maintain currently approved occupational training programs on our ITA List for 1) Dentrilogy Academy 2) Hollywood Career Institute 3) Dick Robinson Media Code School, LLC. dba Connecticut School of Broadcasting 4) Dick Robinson Media Code School, LLC. dba Palm Beach Code School and 5) Margate Medical Training Center. This is in accordance with WIOA, which requires providers to be re-evaluated and approved for continuation on the Eligible Training Providers List.

Rick Shawbell introduced the item. Kimberly Bryant presented it and reviewed the recommendations.

On a motion made by Rick Shawbell and seconded by Marjorie Walters, the One-Stop Services Committee unanimously approved continued eligibility for 1) Dentrilogy Academy, 2) Hollywood Career Institute, 3) Dick Robinson Media Code School, LLC. dba Connecticut School of Broadcasting, 4) Dick Robinson Media Code School, LLC. dba Palm Beach Code School, and 5) Margate Medical Training Center for the period 6/30/25 through 6/30/27.

3. One-Stop Services Committee (OSSC) Strategic Planning Matrix PY 25/26

Considered 1) approving the matrix and 2) assigning CSBD staff to develop the next steps and benchmarks, then bring updates to the committee. On 4/24, the Board held its annual planning meeting. At the meeting, the workgroup discussed and made recommendations for the upcoming year. The Board approved these recommendations at the 5/22 meeting, and staff has distributed the recommendations amongst Board committees. Each committee tracks the goals and objectives in the form of a strategic planning matrix. The proposed PY 25/26 matrix is presented for your review.

Kimberly Bryant presented the item and reviewed the objectives assigned to the One-Stop Services Committee Matrix.

Sheri Brown Grosvenor inquired if it is the intention that the AI Guidebook be relevant to our local employers.

Ms. Hylton responded that many employers want to move forward with AI but are unsure of how to do it. Ms. Hylton explained that the consultant will be conducting listening sessions with local CEOs in the community to get a better understanding of what they are looking for, and the AI Guidebook will incorporate their needs.

Sheri Brown Grosvenor thinks it's great initiative and loves that we are ahead of the curve on that. She is very impressed that we are taking the time to do the research and put the book together.

Ms. Hylton added that the Request for Quotes is ready and will be released shortly. Ms. Hylton offered to notify Ms. Brown Grosvenor when it is released.

On a motion made by Rick Shawbell and seconded by Sheri Brown Grosvenor, the One-Stop Services Committee unanimously approved 1) the strategic planning matrix and 2) assigning CSBD staff to develop the next steps and benchmarks, and bring updates to the committee.

REPORTS

1. Individual Training Account (ITA) Provider Performance

CSBD conducted its semi-annual analysis of ITA provider performance and found that The Academy of South Florida's 1) Network Technician 2) Business Analyst and 3) Cyber Security Professional programs did not achieve a 70% training-related employment rate. Per Board policy, we suspended referrals to these programs until such time as performance is met and notified the school.

Rick Shawbell introduced the item. Kimberly Bryant reviewed the item.

2. 2025 Paychecks for Patriots Job Fair Planning

CSBD staff have begun planning for our Paychecks for Patriots job fair that will be held in November. This year, we plan to return to the Community Center in Tamarac and have engaged their team in a joint meeting to debrief last year's event and explore opportunities for continuous improvement. Additional planning meetings will be scheduled to address parking and traffic control to ensure a well-organized, safe, and customer-friendly experience for both employers and job seekers.

Rick Shawbell introduced the item. Kimberly Bryant provided an overview of the item.

Mr. Shawbell exclaimed that it is a great event and has expanded over the years. Each time it gets better and better, and he's looking forward to this year's event.

3. Job Seeker Infograph April 2024 – March 2025

CSBD's Job Seeker Services Infograph was created to convey information about the delivery of our services to job seekers quickly and clearly through visual elements. This infograph is ideal for enhancing our storytelling and increasing the shareability of content across various platforms. CSBD placed 2,454 job seekers into employment, awarded over \$2.9 million in scholarships for training, and served 7,288 job seekers from special populations.

Rick Shawbell introduced the item and Kimberly Bryant provided an explanation of the Infograph.

4. Monthly Performance Report

The current performance for the month of April is provided. The data reflects that within the Big 6 Regions, CSBD is in a four-way tie for 1st in WIOA Entered Employment Rate (EER), 1st in Veterans EER, 1st in Welfare Transition (WT) All Family participation Rate and 2nd in Two-Parent participation Rate, 2nd in Wagner Peyser EER, and 3rd in WTP EER.

Rick Shawbell introduced the item, and Kimberly Bryant reviewed the information.

5. Laurie Moran Partnership Award

CSBD was honored with the prestigious Laurie Moran Partnership Award at the National Association of Workforce Boards' annual conference. CSBD was selected for our strategic partnerships with the Greater Fort Lauderdale and the Greater Hollywood Chambers of Commerce. Photos from the award ceremony are linked in our social media post below.

Rick Shawbell introduced the item. Kimberly Bryant described the award, and then Mark Klincewicz provided some highlights from the event. Mr. Klincewicz also shared that we are very proud to receive such a prestigious award, as our partnership with the Chambers of Commerce was reflected in this award.

6. CSBD Top Workplace Recognition

We are thrilled to announce that CSBD has been recognized as a 2025 Top Workplace by the South Florida Sun Sentinel! This prestigious award is based entirely on employee feedback and reflects our organization's commitment to fostering a positive, supportive, and mission-driven work environment. It highlights the passion our team brings to serving the Broward County community and helping businesses and job seekers thrive. We are proud of this achievement and grateful to every staff member whose dedication made this recognition possible.

Rick Shawbell introduced the item and Kimberly Bryant explained the award and showcased some of the pictures.

Mr. Shawbell remarked on the significance of the recognition, stating it reflects the impressive efforts of leadership in fostering a remarkable workplace environment. He added that he was humbled by the important work being done. Ms. Hylton thanked him for his comments.

7. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 3.2 percent in April 2025. This rate was 0.4 percentage points higher than the region's year-ago rate. In April 2025, Broward County's unemployment rate was 0.3 lower than the State's rate. Out of a labor force of 1,085,636, up 3,550 (+0.3%) over the year, there were 35,168 unemployed Broward County residents. The dashboard is a value-added resource allowing businesses the ability to make data-informed decisions.

Rick Shawbell introduced the item and Mark Klincewicz provided an overview of the Dashboard.

Mr. Shawbell believes this a great resource for employers and the community.

Ms. Brown Grosvenor and Mr. Shawbell congratulated staff on the wonderful job on the Dashboard.

MATTERS FROM THE ONE-STOP SERVICES COMMITTEE CHAIR

None.

MATTERS FROM THE ONE-STOP SERVICES COMMITTEE

Sheri Brown Grosvenor mentioned that Job Corps has been cut. She was concerned about the youth who are returning and wanted to know if CSBD planned to assist with pathways to employment. Ms. Hylton shared that we contacted the State to obtain more information and indicated that we have five youth providers who could assist this population.

Mr. Shawbell thanked Ms. Brown Grosvenor for bringing this to the Committee's attention, stating that it was also a topic of discussion at a recent Building Trades meeting he attended.

MATTERS FROM THE FLOOR

None.

MATTERS FROM THE PRESIDENT/CEO

Carol Hylton stated that later this month, Catherina Rozario's staff at Vocational Rehabilitation will be coming to tour our One-Stop Center. This will increase their awareness of the employment services we offer. Our Summer Youth Employment Program (SYEP) kicks off on Monday and, just about two weeks ago, we received additional funding from Broward County. In total we will be serving about 1,200 youth this year.

Ms. Hylton asked Mr. Moffett to share his experience from a recent panel at the Invest: Greater Fort Lauderdale Leadership Summit at the Riverside Hotel. Mr. Moffett relayed that there were approximately 200 business owners in attendance. The topic of discussion: how AI is being incorporated by local businesses. They were very happy to hear about the CSBD AI Grant and were interested to hear about our AI Guidebook. He pointed out that it is not the larger businesses that will need the help because they have the resources. It's the medium-sized and small employers who will benefit the most from guidance on moving forward and incorporating AI into their business models.

ADJOURNMENT – 01:24 p.m.

THE NEXT ONE-STOP SERVICES COMMITTEE MEETING IS ON AUGUST 5, 2025.

Memorandum #01-25 (OPS)

To: One-Stop Services Committee

From: Carol Hylton, President/CEO

Subject: Selection of One-Stop Operator (OSO)

Date: July 25, 2025

SUMMARY

Consideration to award the contract for delivery of OSO services to Workforce Guidance Associates, LLC. (WGA) at an annual cost of up to \$114,000. On 5/19, CareerSource Broward (CSBD) issued a Request for Quotes (RFQ) for an OSO. The RFQ was published in two papers and on our website. A notice was also sent to 1,688 entities that are registered to receive notice when proposals are released. We received one quote from the current OSO, WGA. CSBD is satisfied with WGA. The contract will be for one (1) year with up to two (2) one-year renewals for a total of three (3) years.

BACKGROUND

The Workforce Innovation and Opportunity Act (WIOA) requires local boards, with the agreement of the chief local elected officials, to competitively procure and select a One-Stop Operator.

The current OSO contract is set to expire on 9/30. In accordance with WIOA and our procurement policy, CSBD released an RFQ on 5/19 for OSO services.

To encourage broad participation, CSBD:

1. Placed a public notice in two newspapers: Sun-Sentinel and Westside Gazette
2. Posted the RFQ on the CSBD website and
3. Sent direct notifications to all entities registered in our procurement system.

The submission deadline for bidders was 6/13.

DISCUSSION

Seven (7) individuals downloaded the RFQ. CSBD received one (1) proposal from WGA, our current OSO. Staff reviewed the proposal submitted by WGA and determined it responsive.

Per CSBD procurement policy and Title 2 of the Code of Federal Regulations (CFR), a sole-source procurement can be justified when competition is inadequate. Based on our outreach and limited response, CSBD has determined that this procurement qualifies as a sole-source.

Staff contacted the Board members who had been appointed to the rating committee, and after conferring with them, it was decided that the RFQ response would be provided to each member for review so that each member could indicate their opinion regarding going forward with the quote received or reopening the RFQ. Each member stated they were satisfied with the response and recommended acceptance of the quote and entry into a contract with WGA.

WGA, led by Nadine Gregoire-Jackson, has served as the region's OSO since the fall of 2019. Ms. Gregoire-Jackson has consistently performed at a high level in executing the duties and responsibilities of OSO as assigned by CSBD.

If approved, the contract will cost up to \$114,000 for one (1) year, subject to negotiation, with up to two (2) one-year renewals for a total of three (3) years.

RECOMMENDATION

Approve the recommendation to award the contract for the OSO to WGA at an annual cost of up to \$114,000, subject to negotiation. The contract will be for one (1) year with up to two (2) one-year renewals for a total of three (3) years.



ONE-STOP SERVICES COMMITTEE

Strategic Planning Matrix for PY 25/26

Jim Ryan

BWDB Board Chair

Rick Shawbell

OSSC Chair

Carol Hylton

President/CEO

CareerSource Broward Mission:

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

CareerSource Broward Vision:

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

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 #1:

Improve the sustainability of the workforce system through increased funding, efficiency, technology, and relevancy.

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
1.0 – Explore IKEA's utilization of AI to enhance customer experience, streamline internal processes, and drive innovation, and determine whether CSBD can adopt some of their utilization strategies in servicing businesses and job seekers.	1.0.1 – Conduct research of IKEA's utilization of AI.	Research completed and results summarized in a document.	9/25	
	1.0.2 – Establish an internal workgroup to conduct an analysis to determine the feasibility of implementation.	Workgroup meeting conducted and targets established.	10/25	
	1.0.3 – If feasible, processes/procedures are developed and implemented.	Staff are trained on new procedures.	12/25	
1.1 – Identify AI tools and new technologies as they become available to improve the delivery of services in the One-Stop centers, as well as create more efficiencies.	1.1.1 -Establish a cross-functional AI Taskforce.	Staff are identified and a 1) meeting schedule is set 2) charter is developed to determine scope and 3) project plan is developed that identifies next steps, milestones and deliverables.	8/25	In Progress: Staff have been identified and the first meeting is set for 8/11.
	1.1.2 – Research specific AI tools that align with workforce development.	Research is conducted, and recommendations are submitted.	9/25	
	1.1.3 – Train staff to utilize AI tools to assist customers in job search.	Training completed for all frontline staff.	10/25	

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 – Work with SHRM and other HR professionals to promote the benefits of hiring older workers.	2.0.1 – Conduct additional research on the benefits of hiring older workers	Top 10 benefits of hiring older workers document is created and approved.	9/25	
	2.0.2 – Develop strategies to promote the benefits of hiring older workers to SHRM and other HR professionals.	Information is shared with SHRM and HR Professionals via social media, e-blasts, workforce Wednesdays, and with the chambers of commerce.	10/25	

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 connect them to the workforce system using the state's job bank.

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
4.0 – Create a one-page Quick FAQs for job seekers on the basics of AI and an AI playbook for employers.	4.0.1 – Examine websites that offer tips for using AI in your job search.	Research is conducted and best practices for using AI in job search developed.	10/25	
	4.0.2 – One-page summary document created and approved for job seekers.	Staff are trained on its usage, and it is shared in one-stop centers with customers. Content is added to relevant job seeker workshops.	11/25	
	4.0.3 – Advertise request for quotes for the creation of an AI toolkit for employers.	RFQ responses are received, evaluated by a committee, and an organization is selected.	9/25	In Progress: The AI Playbook for Small and Medium Employers RFQ was advertised on 6/9, and seven proposals were received. The rating committee selected Gilead Sanders. This is pending contract negotiations.
	4.0.4 – AI Toolkit created and dispersed to medium and small businesses.	Digital and hard copies of the toolkit were distributed and advertised.	1/26	
4.1—Assist workers at risk of being displaced by AI in developing strategies for the next phase of their careers.	4.1.1 – Identify occupations that are most likely to be negatively impacted by AI.	Target occupations developed.	9/25	
	4.1.2 – Develop materials to provide information to individuals employed and searching for jobs in these occupations.	Materials created that provide information on transferrable skills and skill upgrade training to build upon skills they already possess.	10/25	
	4.1.3 – Plan is developed to share information to assist individuals at risk of being displaced due to AI.	Information is shared with 1) staff and 2) job seekers.	12/25	

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 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 outreach to the prosperity zip codes so they are aware of our Job Placement and Work-Based Training services.	4.2.1 – CSBD will find a local consortium of organizations and municipalities that are developing strategies for the prosperity zip codes.	CSBD will join a committee in the Six Pillars Partnership.	8/25	Completed. Carolyn Hylton and Nadine Jackson represent CSBD on the “Talent Supply and Education Committee”. The goal of this pillar is to prepare a future-ready workforce by aligning education, training, and lifelong learning with the needs of high-demand industries.
	4.2.2 – Refresh marketing for a revamped geo-fencing campaign in the prosperity zones.	Marketing campaign launched with a unique QR code.	10/25	
	4.2.3 – Identify events occurring in the prosperity zip codes for CSBD staff to attend and share marketing materials.	CSBD staff attend at least two events in the prosperity zip codes.	1/26	In Progress: 7/19 - CSBD staff attended the Sistrunk Empowerment Summit, hosted by the City of Fort Lauderdale. This summit focused on organizations sharing information to revitalize economically disadvantaged corridors.
4.3 – Identify ways to engage Broward County seniors so that they are aware of our services.	4.3.1 – Partner with local senior centers and groups.	Hold a minimum of 3 information sessions for this population.	2/26	
	4.3.2 – Outreach to EF registered job seekers 60 and over and invite them to a Senior-focused job search workshop.	A minimum of 2 workshops are held in the one-stop centers.	3/26	

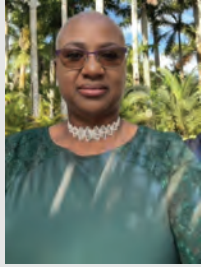
JUL 2024 - JUN 2025

INFOGRAPH



JOB SEEKER SERVICES

SUCCESS STORY



Jacqueline – "Before coming to CareerSource Broward, I was feeling discouraged and didn't know where to begin. From the start, the team made me feel supported and seen. With their guidance, I stayed motivated and focused, and I was recently hired as a Lead Retrieval Clerk. I'm so grateful to CareerSource Broward for giving me the tools and confidence to make it happen."

74,595

ONE-STOP
CENTER VISITS



8,921 WORKSHOP PARTICIPANTS



2,574

JOB SEEKERS
PLACED IN JOBS

\$2,260,736

TRAINING SCHOLARSHIPS



SUCCESS STORY



Katelyn – "I want to express my deepest gratitude for the exceptional support I received from CareerSource Broward. The team stayed in close contact, offering consistent guidance and truly paying attention to the details that mattered most in my search for employment. Thanks to their support, during one of the most difficult times in my life, I've started a new career with better pay and a renewed sense of hope."

222,338

Job seeker services provided, such as: job referrals, résumé and career search assistance, referrals to training



SPECIAL POPULATIONS SERVED

Including Veterans, individuals with a disability, returning citizens, and youth

7,187 JOB SEEKERS

FOLLOW US ON SOCIAL MEDIA



A proud partner of the
AmericanJobCenter
network



Memorandum #01 – 25 (BR)

To: Employer Services Committee

From: Carol Hylton, President/CEO

Subject: Targeted Occupations List (TOL) for Program Year (PY) 25/26

Date: July 22, 2025

SUMMARY

Consideration to approve our local area's TOL for PY 25/26. Based upon our review and community input, CSBD is recommending to 1) add twelve (12) new occupations proposed by the State and 2) retain forty-one (41) occupations the State had slated for removal. As we always do, we researched the State's preliminary list and compared it to the Board-approved criteria. To get input and feedback on the State's proposed list and gather additional relevant labor market data. We sent the preliminary TOL to 1) members of the Education and Industry Consortium 2) local partners in education and business and 3) community partners and invited them to a publicly noticed meeting held on 7/17. At the meeting, we provided an overview of the PY 25/26 TOL and our governing board's criteria for updating the TOL.

BACKGROUND

In compliance with federal law, the TOL governs the provision of the Workforce Innovation and Opportunity Act-funded training programs being offered to individuals needing training assistance within the workforce system. Annually, the State evaluates each local area's TOL and sends a preliminary list of the in-demand occupations to the workforce boards. CSBD received its preliminary TOL from the State on 6/27, which proposed 1) removing some occupations that were on the list last program year and 2) adding new ones.

Once the TOL is approved by the Board, it becomes final and requires no further ratification by the CareerSource Florida (CSF), Inc. Board of Directors. The CSBD governing boards may approve changes and add new occupations to the TOL throughout the year.

For an occupation to be included on CSBD's TOL for PY 25/26, 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 established Broward County wage rate of \$15.88,
3. Require more than a high school diploma but less than a Master's degree,
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

For the PY 25/26 TOL, the State proposes to 1) **add** 12 new occupational titles and 2) **remove** 60 occupational titles that were on the list last year, of which we recommend retaining 41 occupations. In addition, based on the Florida Price Level Index, the CSF Board of Directors proposed an increase in the minimum entry wage rate from \$14.63 per hour to \$15.88 per hour.

To get input and feedback on the State's proposed list and gather additional relevant labor market data, CSBD sent the preliminary TOL to members of the Education and Industry Consortium, local education and business stakeholders, community partners, business leaders, and industry intermediaries, and invited them to a publicly noticed meeting held on 7/17/25. We provided an overview of the PY 25/26 TOL and the governing board's criteria for updating the TOL. Based on feedback we received during the meeting and our own research using tools such as 1) Lightcast¹ 2) O*NET² and 3) Employ Florida, supporting evidence was established to **retain** 41 occupational titles that were proposed by the State for removal.

The State proposed **adding** 12 occupations to this year's list that were not on the TOL last year. CSBD recommends that they be added since the TOL presents local labor market information that may be useful to others for research. Prior to adding any new training provider to the Eligible Training Provider (ETP) List or occupational training course to the Individual Training Account (ITA) list, CSBD re-confirms that occupations meet all Board criteria. Table 1 is a list of the 12 occupations proposed by the State that CSBD is recommending be added.

Table 1: The Addition of 12 New Occupations Proposed by the State

1. Actors	7. Insurance Underwriters
2. Buyers and Purchasing Agents	8. Legal Secretaries and Administrative Assistants
3. Captains, Mates, and Pilots of Water Vessels	9. Office and Administrative Support Workers, All Other
4. Computer, Automated Teller, and Office Machine Repairers	10. Payroll and Timekeeping Clerks
5. First-Line Supervisors of Firefighting and Prevention Workers	11. Special Education Teachers, Kindergarten and Elementary School
6. Human Resources Assistants, Except Payroll and Timekeeping	12. Travel Agents

¹ Lightcast is a software tool that provides local demographic, industry, occupation, and employment data.

² O*NET is a database of occupational information that provides labor market data on employment trends.

Table 2 is a list of the 41 occupations to be retained on the TOL for PY 25/26.

Table 2: The Retention of 41 Occupations

1. Architectural and Engineering Managers	15. Diagnostic Medical Sonographers	29. Engineers, All Other
2. Industrial Truck and Tractor Operators	16. Nursing Assistants	30. Purchasing Agents, Except Wholesale, Retail & Farm Products
3. Audio and Video Technicians	17. Education Administrators, Kindergarten through Secondary	31. Environmental Scientists and Specialists, Including Health
4. Kindergarten Teachers, Except Special Education	18. Operating Engineers and Other Construction Equipment Operators	32. Purchasing Managers
5. Cardiovascular Technologists and Technicians	19. Education Administrators, Postsecondary	33. Facilities Managers
6. Life, Physical, and Social Science Technicians, All Other	20. Painters, Construction and Maintenance	34. Radiologic Technologists and Technicians
7. Cargo and Freight Agents	21. Electrical Engineers	35. First-Line Supervisors of Housekeeping and Janitorial Workers
8. Lodging Managers	22. Personal Service Managers, All Other	36. Roofers
9. Chemists	23. Electrical Power-Line Installers and Repairers	37. Glaziers
10. Maintenance & Repair Workers, General	24. Pest Control Workers	38. Surgical Technologists
11. Chief Executives	25. Electronics Engineers, Except Computer	39. Health Education Specialists
12. Mobile Heavy Equipment Mechanics, Except Engines	26. Physician Assistants	40. Veterinary Assistants and Laboratory Animal Caretakers
13. Database Architects	27. Engineering Technologists and Technicians, Except Drafters, All Other	41. Industrial Engineering Technologists and Technicians
14. Natural Sciences Managers	28. Postsecondary Teachers, All Other	

Table 3 is a list of 19 occupations the State removed due to insufficient entry wage or demand.³

Table 3: The 19 Occupations Removed by the State

1. Airline Pilots, Copilots, and Flight Engineers	11. Financial Examiners
2. Architects, Except Landscape and Naval	12. Fundraisers
3. Biological Technicians	13. Health Information Technologists and Medical Registrars
4. Career/Technical Education Teachers, Secondary School	14. Home Health Aides
5. Chemical Technicians	15. Interpreters and Translators
6. Clergy	16. Paramedics
7. Commercial Pilots	17. Personal Care Aides
8. Directors, Religious Activities and Education	18. Religious Workers, All Other
9. Electrical and Electronic Engineering Technologists and Technicians	19. Social Workers, All Other
10. Farmers, Ranchers, and Other Agricultural Managers	

Exhibit A is the PY 25/26 TOL per the State, that includes the **addition** of 12 new occupations.

The final TOL will be posted to our website upon Board approval.

RECOMMENDATION

Approve the PY 25/26 TOL with the 1) **addition** of twelve (12) new occupations proposed by the State and 2) **retention of** 41 occupations slated for removal by the State.

³ As shown in Table 2, CSBD found supporting evidence to retain 41 occupations.

2025-2026 Regional Demand Occupations List
Sorted by Occupational Title

Workforce Development Area 22 - Broward County

- Selection Criteria:**
- 1 LMEC Educational Requirements: 3 (Some College, No Degree), 4 (Postsecondary Non-Degree Award), 5 (Associate Degree), or 6 (Bachelor's Degree)
 - 2 80 annual openings and positive growth
 - 3 Mean Wage of \$19.54/hour and Entry Wage of \$15.88/hour
 - 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$30.61/hour and Entry Wage of \$19.54/hour

SOC Code*	HSHW**	Occupation Title*	Regional				Statewide				LMEC	In	Qualifying
			Annual % Growth	Annual Openings	2024 Hourly Wage Mean	2024 Hourly Wage Entry	Annual % Growth	Annual Openings	2024 Hourly Wage Mean	2024 Hourly Wage Entry	Training Code	Industry? Targeted	
132011	HSHW	Accountants and Auditors	0.81	969	42.38	26.46	0.70	9,113	42.00	25.92	6	Yes	R
272011		Actors	N/A	N/A	N/A	N/A	0.79	1,702	25.03	16.16	3	No	S
113012	HSHW	Administrative Services Managers	0.75	112	50.83	27.55	0.66	1,021	49.49	25.68	6	Yes	R
493011	HSHW	Aircraft Mechanics and Service Technicians	0.31	106	40.54	23.43	0.43	1,101	38.11	23.99	5	Yes	R
173011	HSHW	Architectural and Civil Drafters	0.86	59	31.25	21.52	1.15	904	30.12	20.33	5	Yes	S
119041	HSHW	Architectural and Engineering Managers	0.79	31	78.89	52.31	1.22	647	75.05	50.13	6	Yes	S
271011	HSHW	Art Directors	1.04	63	51.62	28.67	0.53	507	47.65	26.29	6	Yes	N
274011		Audio and Video Technicians	N/A	N/A	22.86	12.50	1.37	638	24.06	14.65	5	No	S
493021		Automotive Body and Related Repairers	0.11	87	27.27	20.44	0.65	865	28.07	19.09	4	No	R
493023		Automotive Service Technicians and Mechanics	0.65	501	26.75	16.30	0.63	5,620	25.53	16.25	4	No	R
433031		Bookkeeping, Accounting, and Auditing Clerks	-0.16	1,477	24.63	17.66	0.73	15,667	24.42	17.26	3	Yes	S
493031		Bus and Truck Mechanics and Diesel Engine Specialists	0.26	116	30.05	21.72	0.59	1,272	30.01	21.21	4	Yes	R
131199	HSHW	Business Operations Specialists, All Other	0.94	513	46.65	23.85	0.80	6,273	44.42	23.16	6	Yes	R
131020	HSHW	Buyers and Purchasing Agents	-0.44	254	37.14	23.65	0.55	3,074	37.40	22.92	6	Yes	S
535021		Captains, Mates, and Pilots of Water Vessels	0.88	139	36.15	18.40	-0.22	614	36.49	19.11	4	No	R
292031		Cardiovascular Technologists and Technicians	0.00	289	22.42	16.76	1.547	517	24.33	14.2	3	No	S
435011		Cargo and Freight Agents	8.00	1,024	25.67	18.31	1.38541	1118	22.67	15.36	3	Yes	S
472031		Carpenters	0.28	486	24.16	18.85	0.76	6,387	24.13	18.09	4	No	R
351011		Chefs and Head Cooks	0.53	216	27.36	15.04	0.73	2,101	30.07	16.58	5	No	S
192031	HSHW	Chemists	N/A	N/A	34.58	21.54	1.37	225	35.72	22.03	6	Yes	N
111011	HSHW	Chief Executives	6.00	2,512	79.20	24.43					5	No	R
211021		Child, Family, and School Social Workers	0.86	151	27.54	20.86	0.89	1,350	27.28	19.68	6	No	R
172051	HSHW	Civil Engineers	1.16	128	47.08	26.52	0.94	1,234	50.88	30.17	6	Yes	R
131031	HSHW	Claims Adjusters, Examiners, and Investigators	0.31	288	37.57	24.42	0.90	2,512	35.67	23.51	3	Yes	R
292010		Clinical Laboratory Technologists and Technicians	0.69	215	30.10	18.76	0.38	1,978	29.29	18.07	5	No	R
211099		Community and Social Service Specialists, All Other	0.61	73	29.72	21.05	0.69	775	28.09	19.25	6	No	N
211094		Community Health Workers	1.84	24	27.67	20.83	1.08	265	24.20	17.28	6	No	N
131141	HSHW	Compensation, Benefits, and Job Analysis Specialists	1.38	75	35.17	21.63	0.94	607	34.18	21.50	6	Yes	S
131041	HSHW	Compliance Officers	0.63	244	37.74	22.78	0.63	2,882	38.27	22.20	6	Yes	R
113021	HSHW	Computer and Information Systems Managers	2.30	262	84.47	53.31	1.23	1,978	82.23	52.56	6	Yes	R
113021	HSHW	Computer and Information Systems Managers	N/A	N/A	78.72	51.12	2.32	2,739	75.87	48.84	6	Yes	S
151241	HSHW	Computer Network Architects	1.37	50	65.21	42.06	1.34	554	63.74	42.43	6	Yes	S

			Regional				Statewide				LMEC	In	
SOC Code*	HSHW**	Occupation Title*	Annual % Growth	Annual Openings	2024 Hourly Wage Mean	Entry	Annual % Growth	Annual Openings	2024 Hourly Wage Mean	Entry	Code	Industry?	Qualifying Level***
151231	HSHW	Computer Network Support Specialists	1.32	111	43.86	27.76	1.11	1,037	36.99	24.37	5	Yes	R
151299	HSHW	Computer Occupations, All Other	1.47	119	51.62	27.74	1.23	1,497	49.66	24.79	6	Yes	R
151251	HSHW	Computer Programmers	-0.25	26	48.49	33.79	1.41	552	49.30	29.19	6	Yes	S
151211	HSHW	Computer Systems Analysts	1.83	216	53.04	33.46	1.31	2,544	51.27	32.30	6	Yes	R
151232	HSHW	Computer User Support Specialists	1.37	403	31.99	20.26	1.28	4,078	30.00	19.66	4	Yes	R
492011		Computer, Automated Teller, and Office Machine Repairers	0.44	82	21.82	16.97	0.83	654	22.69	17.38	4	Yes	R
474011	HSHW	Construction and Building Inspectors	0.19	185	38.31	25.05	0.89	1,931	33.80	23.00	4	Yes	R
119021	HSHW	Construction Managers	0.43	278	58.83	37.14	0.55	3,437	55.55	31.16	6	No	R
131051	HSHW	Cost Estimators	-0.18	105	39.48	24.00	0.75	1,477	36.97	22.06	6	Yes	S
434031		Court, Municipal, and License Clerks	0.20	164	25.88	19.35	0.28	1,227	23.55	17.87	3	No	R
152051	HSHW	Data Scientists	5.41	123	57.40	34.92	1.46	694	56.57	32.51	6	Yes	R
151243	HSHW	Database Architects	-4.00	193	56.88	27.15					4	Yes	R
319091		Dental Assistants	1.39	408	22.44	18.75	1.00	3,747	22.44	18.18	4	No	R
291292	HSHW	Dental Hygienists	1.47	101	39.28	35.32	1.00	1,101	40.03	34.09	5	No	R
292032	HSHW	Diagnostic Medical Sonographers	N/A	N/A	36.69	29.76	2.08	519	35.63	28.81	5	No	S
119032	HSHW	Education Administrators, Kindergarten through Secondary	2.00	1,119	47.01	28.49	N/A	N/A	N/A	N/A	5	No	R
119033	HSHW	Education Administrators, Postsecondary	7.00	675	45.55	28.95	1.41771	1111	46.05	33.25	5	No	S
172071	HSHW	Electrical Engineers	N/A	N/A	48.14	28.18	1.29	611	48.39	30.84	6	Yes	S
499051	HSHW	Electrical Power-Line Installers and Repairers	N/A	N/A	34.34	21.85	0.75	750	34.56	21.66	4	Yes	N
472111		Electricians	0.53	431	27.42	20.91	0.57	4,701	26.68	20.02	4	No	R
172072	HSHW	Electronics Engineers, Except Computer	N/A	N/A	52.27	37.29	1.33	476	51.14	36.71	6	Yes	N
252021		Elementary School Teachers, Except Special Education	1.01	528	29.15	22.68	0.73	5,262	28.30	22.05	6	No	R
292042		Emergency Medical Technicians	0.28	43	21.37	17.22	0.95	540	20.86	16.43	4	No	S
173029	HSHW	Engineering Technologists and Technicians, Except Drafters, All Other	N/A	N/A	27.39	17.73	0.86	306	32.92	18.59	5	Yes	N
172199	HSHW	Engineers, All Other	N/A	N/A	41.49	24.58	0.88	782	47.34	26.68	6	Yes	N
192041	HSHW	Environmental Scientists and Specialists, Including Health	1.30	37	37.32	21.90	0.84	569	30.49	18.41	6	Yes	N
436011	HSHW	Executive Secretaries and Executive Administrative Assistants	-1.74	203	32.63	19.81	0.63	2,969	33.54	21.47	3	Yes	S
113013	HSHW	Facilities Managers	0.89	50	48.45	28.51	1.08	578	46.93	26.81	6	No	S
132051	HSHW	Financial and Investment Analysts	0.84	90	52.18	30.24	0.57	1,196	48.38	29.39	6	Yes	R
132051	HSHW	Financial and Investment Analysts	N/A	N/A	44.07	27.07	1.32	1,438	43.85	27.03	6	Yes	S
113031	HSHW	Financial Managers	1.73	322	82.17	42.78	0.64	2,964	80.69	42.15	6	Yes	R
132099	HSHW	Financial Specialists, All Other	0.88	44	34.79	21.89	0.55	680	35.25	21.82	6	Yes	N
332011	HSHW	Firefighters	0.26	191	36.25	25.29	0.32	1,810	30.58	19.77	4	No	R
471011	HSHW	First-Line Supervisors of Construction Trades and Extraction Workers	0.17	487	37.84	24.73	0.62	5,875	36.62	24.26	3	No	R
391014		First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	0.60	123	28.30	17.80	0.60	1,090	26.16	17.47	3	No	R
331021	HSHW	First-Line Supervisors of Firefighting and Prevention Workers	0.25	86	54.05	42.88	0.32	538	49.72	32.93	5	No	R
371011		First-Line Supervisors of Housekeeping and Janitorial Workers	8.00	1,938	20.71	15.90	1.83023	2885	19.74	13.88	3	No	S

SOC Code*	HSHW**	Occupation Title*	Regional				Statewide				LMEC	In	
			Annual % Growth	Annual Openings	2024 Hourly Wage		Annual % Growth	Annual Openings	Mean	Entry	Code	Targeted Industry?	Qualifying Level***
371012		First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	0.91	200	27.22	19.15	0.83	2,445	26.59	18.59	3	No	R
491011	HSHW	First-Line Supervisors of Mechanics, Installers, and Repairers	0.64	323	37.65	25.03	0.62	3,429	36.60	24.05	3	No	R
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.42	377	47.35	27.29	0.69	3,210	46.21	26.05	3	Yes	R
431011	HSHW	First-Line Supervisors of Office and Administrative Support Workers	-0.18	1,040	33.88	22.21	0.74	11,148	32.90	21.48	3	Yes	S
391022		First-Line Supervisors of Personal Service Workers	0.89	89	24.61	16.79	0.55	1,162	23.82	15.81	3	No	R
331012	HSHW	First-Line Supervisors of Police and Detectives	0.22	89	57.39	39.92	0.25	606	52.01	34.32	6	No	R
511011	HSHW	First-Line Supervisors of Production and Operating Workers	0.43	223	32.78	21.37	0.36	2,480	33.02	21.21	3	Yes	R
411011		First-Line Supervisors of Retail Sales Workers	-0.10	782	25.93	17.04	0.47	9,789	24.83	16.46	3	No	S
531047	HSHW	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	0.98	413	31.39	20.76	0.83	4,052	30.63	20.55	3	Yes	R
119051	HSHW	Food Service Managers	0.14	281	37.93	24.06	0.71	3,453	34.25	20.67	3	No	R
111021	HSHW	General and Operations Managers	0.83	1,778	64.37	27.14	0.80	17,467	61.83	25.80	6	Yes	R
472121		Glaziers	2.00	486	23.77	14.73	2.24184	869	20.39	15.29	3	No	S
271024	HSHW	Graphic Designers	0.93	181	31.05	20.92	0.59	1,601	30.17	19.77	6	Yes	R
211091	HSHW	Health Education Specialists	N/A	N/A	32.81	17.82	0.59	582	28.65	16.47	6	No	N
251071	HSHW	Health Specialties Teachers, Postsecondary	N/A	N/A	N/A	N/A	0.12	714	66.17	29.42	6	No	N
292099		Health Technologists and Technicians, All Other	0.48	112	24.82	18.20	0.87	1,117	23.82	17.82	4	No	R
499021		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	0.49	372	27.99	20.54	0.50	3,559	26.49	19.64	4	No	R
533032		Heavy and Tractor-Trailer Truck Drivers	1.35	999	26.52	19.56	1.06	13,527	26.13	19.15	4	Yes	R
434161		Human Resources Assistants, Except Payroll and Timekeeping	0.07	56	23.32	17.87	0.83	683	23.38	17.88	5	Yes	S
113121	HSHW	Human Resources Managers	0.97	79	70.91	41.33	0.76	816	66.85	39.61	6	Yes	S
131071	HSHW	Human Resources Specialists	1.21	633	35.15	22.00	0.95	5,414	35.25	21.62	6	Yes	R
173026		Industrial Engineering Technologists and Technicians	N/A	N/A	28.27	18.65	1.22	180	28.96	20.97	5	Yes	N
172112	HSHW	Industrial Engineers	1.75	87	54.32	35.44	0.72	853	54.82	34.84	6	Yes	R
499041		Industrial Machinery Mechanics	1.48	148	30.21	21.09	0.27	1,380	30.19	21.69	4	Yes	R
537051		Industrial Truck and Tractor Operators	-3.00	2,310	20.38	16.71	1.82606	4759	19.3	14.88	3	Yes	R
151212	HSHW	Information Security Analysts	4.08	91	56.92	38.79	1.41	888	56.49	36.39	6	Yes	R
519061		Inspectors, Testers, Sorters, Samplers, and Weighers	0.02	228	24.06	16.59	0.55	2,410	24.00	16.65	4	Yes	R
413021	HSHW	Insurance Sales Agents	1.03	551	37.38	20.33	0.83	5,254	38.60	19.70	4	Yes	R
132053	HSHW	Insurance Underwriters	0.05	53	45.27	28.37	0.85	557	43.13	27.16	6	Yes	S
271025		Interior Designers	1.17	70	30.74	18.50	0.89	813	31.36	18.27	6	Yes	S
252012	HSHW	Kindergarten Teachers, Except Special Education	N/A	N/A	N/A	N/A	1.09	1,007	28.36	20.92	6	No	S
436012		Legal Secretaries and Administrative Assistants	-1.28	166	27.98	17.56	0.78	1,582	27.93	17.55	3	Yes	S
292061		Licensed Practical and Licensed Vocational Nurses	0.59	260	30.17	24.38	0.68	3,440	29.00	24.00	4	No	R
194099		Life, Physical, and Social Science Technicians, All Other	N/A	N/A	21.85	12.44	0.97	297	23.80	13.89	6	Yes	N

SOC Code*	HSHW**	Occupation Title*	Regional				Statewide				LMEC	In	Qualifying
			Annual % Growth	Annual Openings	2024 Hourly Wage Mean	2024 Hourly Wage Entry	Annual % Growth	Annual Openings	2024 Hourly Wage Mean	2024 Hourly Wage Entry	Training Code	Targeted Industry?	
132072	HSHW	Loan Officers	-0.39	123	40.06	18.56	0.23	1,889	39.54	19.63	6	Yes	S
119081	HSHW	Lodging Managers	N/A	N/A	48.47	25.84	1.92	726	41.52	20.30	6	No	S
131081	HSHW	Logisticians	2.86	156	33.25	22.26	0.84	1,210	36.54	22.98	6	Yes	R
514041		Machinists	0.92	73	27.51	20.11	0.59	878	25.63	18.77	4	Yes	N
499071		Maintenance & Repair Workers, General	3.00	10,053	19.51	14.71					3	No	R
131111	HSHW	Management Analysts	1.40	713	51.19	28.57	0.91	7,131	47.42	26.12	6	Yes	R
119199	HSHW	Managers, All Other	0.68	370	57.87	27.50	0.57	4,150	56.32	26.57	6	No	R
131161	HSHW	Market Research Analysts and Marketing Specialists	1.95	804	42.03	24.16	0.95	6,289	39.74	22.69	6	Yes	R
112021	HSHW	Marketing Managers	1.15	174	70.42	39.37	0.89	1,539	71.21	37.40	6	Yes	R
319011		Massage Therapists	1.66	184	24.14	15.58	1.02	1,938	24.33	15.64	4	No	S
172141	HSHW	Mechanical Engineers	1.56	41	46.74	30.11	0.68	547	48.98	32.38	6	Yes	N
119111	HSHW	Medical and Health Services Managers	2.62	326	65.58	37.12	0.58	2,902	61.82	33.95	6	No	R
119111	HSHW	Medical and Health Services Managers	2.50	350	57.85	33.17	3.18	4,300	57.46	31.27	6	No	R
319092		Medical Assistants	1.60	792	21.51	17.51	1.14	9,234	20.66	17.01	4	No	R
499062	HSHW	Medical Equipment Repairers	2.11	68	27.49	19.09	0.49	556	28.82	18.33	5	Yes	N
292072		Medical Records Specialists	0.99	95	25.12	15.66	0.77	1,261	24.19	16.71	4	Yes	S
191042	HSHW	Medical Scientists, Except Epidemiologists	1.18	20	60.41	35.17	0.70	227	60.94	33.11	6	Yes	N
436013		Medical Secretaries and Administrative Assistants	0.51	863	21.30	17.41	0.92	8,918	20.37	16.60	3	No	R
131121	HSHW	Meeting, Convention, and Event Planners	1.07	108	30.70	19.54	0.66	977	30.12	17.99	6	No	R
211023	HSHW	Mental Health and Substance Abuse Social Workers	1.06	44	27.39	19.58	0.99	477	26.98	19.37	6	No	N
252022		Middle School Teachers, Except Special and Career/Technical Education	1.02	285	29.21	23.39	0.74	2,699	27.99	22.74	6	No	R
493042		Mobile Heavy Equipment Mechanics, Except Engines	0.91	55	26.42	19.29	1.42	870	27.11	18.98	4	Yes	S
493051		Motorboat Mechanics and Service Technicians	1.24	111	28.20	19.62	0.96	567	27.05	19.09	4	Yes	R
272042	HSHW	Musicians and Singers	N/A	N/A	N/A	N/A	0.16	1,226	69.32	25.01	3	No	S
119121	HSHW	Natural Sciences Managers	N/A	N/A	53.64	25.50	0.97	339	51.24	26.29	6	Yes	N
151244	HSHW	Network and Computer Systems Administrators	1.05	148	47.04	31.33	1.19	1,592	46.19	30.48	6	Yes	R
311131		Nursing Assistants	4.00	6,574	17.80	14.70					4	No	R
195011	HSHW	Occupational Health and Safety Specialists	1.54	59	41.56	25.00	0.73	700	40.11	24.72	6	Yes	S
312011	HSHW	Occupational Therapy Assistants	2.69	52	35.13	27.97	1.42	614	34.07	28.48	5	No	S
439199		Office and Administrative Support Workers, All Other	-0.53	59	27.24	18.48	0.69	3,034	23.25	16.61	3	No	S
472073		Operating Engineers and Other Construction Equipment Operators	2.00	2,414	27.60	18.00	0.95973	2869	21.27	15.72	3	No	R
152031	HSHW	Operations Research Analysts	2.39	74	40.04	24.84	0.81	585	40.59	24.08	6	Yes	S
292057		Ophthalmic Medical Technicians	1.44	37	22.27	18.92	1.43	644	21.49	17.09	4	No	S
472141		Painters, Construction and Maintenance	3.00	2,826	18.70	16.05	0.95286	3163	18.62	14.28	3	No	S
232011	HSHW	Paralegals and Legal Assistants	1.23	462	31.15	20.50	0.73	4,242	29.40	19.73	5	Yes	R
433051		Payroll and Timekeeping Clerks	-0.81	91	24.77	16.11	0.86	1,210	24.33	16.36	3	Yes	S
132052	HSHW	Personal Financial Advisors	0.67	171	73.98	25.97	0.17	2,004	75.80	25.49	6	No	R
119179	HSHW	Personal Service Managers, All Other	26.00	235	27.68	14.90					5	No	R
372021		Pest Control Workers	6.00	1,069	21.88	17.13	1.35766	1557	18.6	13.66	3	No	S
292052		Pharmacy Technicians	0.93	395	21.13	17.26	0.38	3,890	20.58	16.95	4	No	R
319097		Phlebotomists	1.35	111	19.10	15.47	1.11	1,341	19.50	16.80	4	No	S
312021	HSHW	Physical Therapist Assistants	2.69	106	34.19	26.12	1.45	1,293	32.92	26.38	5	No	R

SOC Code*	HSHW**	Occupation Title*	Regional				Statewide				LMEC	In	Qualifying
			Annual % Growth	Annual Openings	2024 Hourly Wage Mean	2024 Hourly Wage Entry	Annual % Growth	Annual Openings	2024 Hourly Wage Mean	2024 Hourly Wage Entry	Training Code	Industry? Targeted	
291071	HSHW	Physician Assistants	9.00	718	66.85	27.12	3.98741	837	50.39	28.97	5	No	S
472152		Plumbers, Pipefitters, and Steamfitters	0.13	250	26.84	20.56	0.55	3,007	25.79	19.31	4	No	R
333051	HSHW	Police and Sheriff's Patrol Officers	0.22	513	41.10	31.79	0.28	4,001	40.31	26.70	5	No	R
251199	HSHW	Postsecondary Teachers, All Other	11.00	4,763	32.63	19.30	1.46945	2167	33.81	19.75	4	No	S
272012	HSHW	Producers and Directors	1.08	68	50.34	24.94	0.47	737	46.84	24.08	6	Yes	N
435061		Production, Planning, and Expediting Clerks	0.78	197	26.42	18.39	0.64	2,177	26.25	18.20	3	Yes	R
131082	HSHW	Project Management Specialists	0.70	554	50.67	31.54	0.89	5,501	49.64	30.39	6	Yes	R
132020	HSHW	Property Appraisers and Assessors	0.90	33	36.70	25.51	0.73	558	40.25	22.87	6	No	S
119141	HSHW	Property, Real Estate, and Community Association Managers	0.88	410	40.15	21.73	0.85	3,777	38.25	21.42	6	No	R
292053		Psychiatric Technicians	1.40	146	21.71	16.73	1.22	1,151	21.08	16.65	4	No	R
273031	HSHW	Public Relations Specialists	1.12	230	33.79	19.96	0.76	1,999	33.11	19.59	6	Yes	R
131023		Purchasing Agents, Except Wholesale, Retail & Farm Products	N/A	N/A	32.87	19.70					5	No	R
113061	HSHW	Purchasing Managers	N/A	N/A	65.10	41.18	1.03	336	64.74	39.86	6	Yes	N
292034	HSHW	Radiologic Technologists and Technicians	0.38	70	30.39	22.59	1.06	1,012	29.94	22.40	5	No	S
419021		Real Estate Brokers	0.66	49	51.63	20.58	0.76	708	41.45	17.45	4	No	S
419022		Real Estate Sales Agents	0.64	787	35.33	16.88	0.76	7,129	35.25	16.84	4	No	R
291141	HSHW	Registered Nurses	0.20	1,214	43.14	33.40	0.20	12,683	42.40	33.19	6	No	R
291126	HSHW	Respiratory Therapists	0.70	61	39.58	28.45	0.10	499	39.09	30.83	5	No	N
472181		Roofers	2.00	2,674	25.36	18.38	2.35465	3616	19.63	14.17	3	No	S
112022	HSHW	Sales Managers	0.99	306	71.00	36.26	0.72	2,491	70.26	33.97	6	Yes	R
413091		Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1.27	1,134	33.71	18.73	1.11	10,671	34.78	18.33	6	Yes	R
414012		Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.78	1,091	35.82	18.22	0.54	8,691	35.57	18.25	3	Yes	R
414011	HSHW	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1.12	350	71.04	30.15	0.81	2,533	61.13	28.44	6	Yes	R
252031	HSHW	Secondary School Teachers, Except Special and Career/Technical Education	0.92	344	30.94	23.33	0.73	3,621	29.75	22.68	6	No	R
413031	HSHW	Securities, Commodities, and Financial Services Sales Agents	0.13	290	46.19	22.77	0.43	3,376	43.12	22.09	6	No	R
492098		Security and Fire Alarm Systems Installers	1.07	132	28.10	21.24	0.79	926	27.49	20.81	4	No	R
119151	HSHW	Social and Community Service Managers	0.80	70	40.39	23.45	0.63	732	37.76	22.93	6	No	N
211093		Social and Human Service Assistants	0.50	236	22.57	16.35	0.64	2,332	21.36	16.14	3	No	R
151252	HSHW	Software Developers	3.62	799	66.84	40.77	1.67	5,834	61.68	38.59	6	Yes	R
151253	HSHW	Software Quality Assurance Analysts and Testers	3.14	128	51.13	32.11	1.88	1,025	47.69	31.59	6	Yes	R
252052		Special Education Teachers, Kindergarten and Elementary School	N/A	N/A	N/A	N/A	0.71	549	28.36	23.57	6	No	S
252058	HSHW	Special Education Teachers, Secondary School	0.95	55	32.61	24.92	0.71	678	30.39	23.07	6	No	S
271014	HSHW	Special Effects Artists and Animators	1.41	21	47.60	34.96	0.92	406	39.49	27.25	6	No	N
211018		Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.18	256	28.90	20.97	1.35	1,877	29.08	20.09	6	No	R
292055		Surgical Technologists	N/A	N/A	25.26	19.68	0.80	636	25.11	19.67	4	No	N

SOC Code*	HSHW**	Occupation Title*	Regional				Statewide				LMEC		In Industry?	Qualifying Level***
			Annual % Growth	Annual Openings	2024 Hourly Wage Mean	2024 Hourly Wage Entry	Annual % Growth	Annual Openings	2024 Hourly Wage Mean	2024 Hourly Wage Entry	Training Code	Targeted		
173031		Surveying and Mapping Technicians	1.14	43	25.74	19.21	0.94	740	24.53	18.00	5	Yes		S
253099		Teachers and Instructors, All Other	N/A	N/A	N/A	N/A	N/A	N/A	29.31	16.44	6	No		N
492022	HSHW	Telecommunications Equipment Installers and Repairers, Except Line Installers	2.50	232	31.45	23.45	1.13	1,612	31.50	22.84	4	No		R
499052		Telecommunications Line Installers and Repairers	2.36	108	30.34	21.54	1.03	822	27.48	18.96	4	No		R
131151	HSHW	Training and Development Specialists	0.97	240	35.60	20.65	0.83	2,547	34.92	18.93	6	Yes		R
113071	HSHW	Transportation, Storage, and Distribution Managers	0.88	93	50.83	28.09	0.59	857	50.12	27.10	6	Yes		R
413041		Travel Agents	0.67	209	26.95	20.09	0.85	1,703	23.90	16.73	3	No		R
319096		Veterinary Assistants and Laboratory Animal Caretakers	4.00	650	17.93	15.02					4	No		R
292056		Veterinary Technologists and Technicians	3.11	113	21.44	16.89	2.05	1,285	20.79	16.58	5	Yes		R
151255	HSHW	Web and Digital Interface Designers	2.30	100	47.49	26.62	1.19	498	41.22	22.39	5	Yes		R
151254	HSHW	Web Developers	3.06	112	44.82	25.96	1.49	452	43.39	24.13	5	Yes		R
514121		Welders, Cutters, Solderers, and Brazers	0.37	136	26.75	20.56	0.47	1,655	25.27	19.55	4	Yes		R
273043	HSHW	Writers and Authors	0.80	88	32.78	21.97	0.42	746	38.38	21.85	6	No		R

*SOC Code and Occupational Title refer to Standard Occupational Classification codes and titles.

**HSHW = High Skill/High Wage.

***Qualifying Level:

R = Meets regional wage and openings criteria based on state Labor Market Statistics employer survey data.

S = Meets statewide wage and openings criteria based on state Labor Market Statistics employer survey data.

N = Meets national wage and openings criteria based on national Labor Market Statistics employer survey data.

N/A = Not available/releasable.

LMEC = Labor Market Estimating Conference



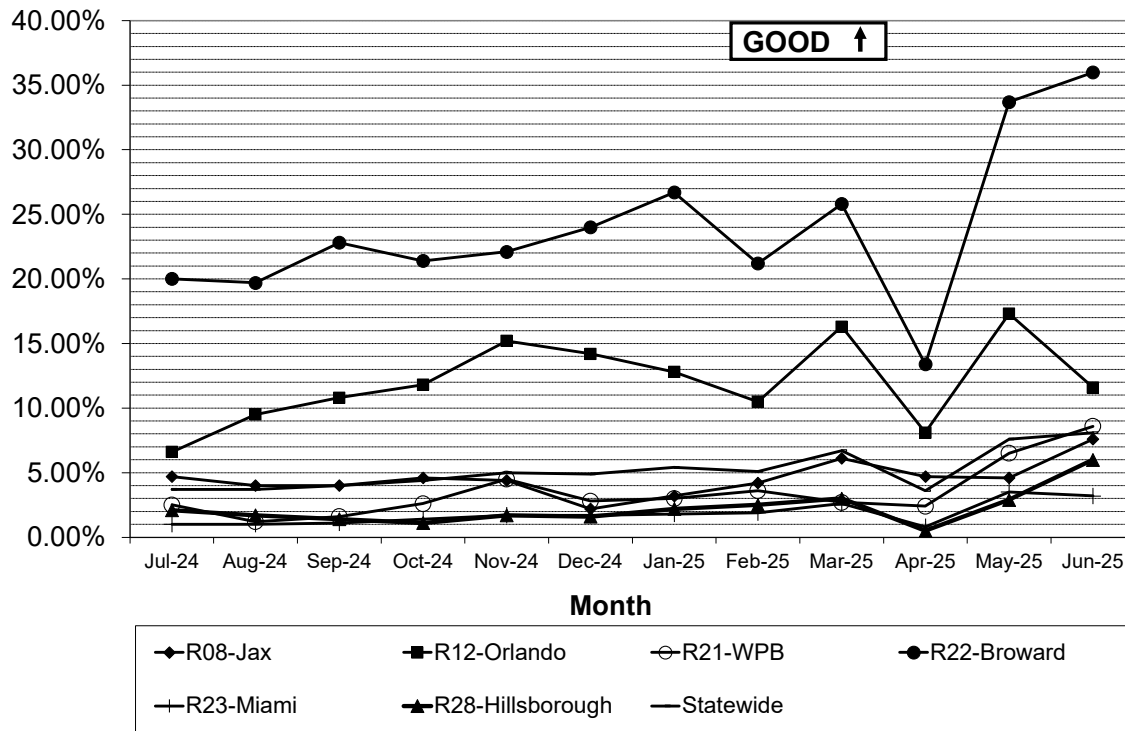
Performance Report

Performance Report July to June 2025

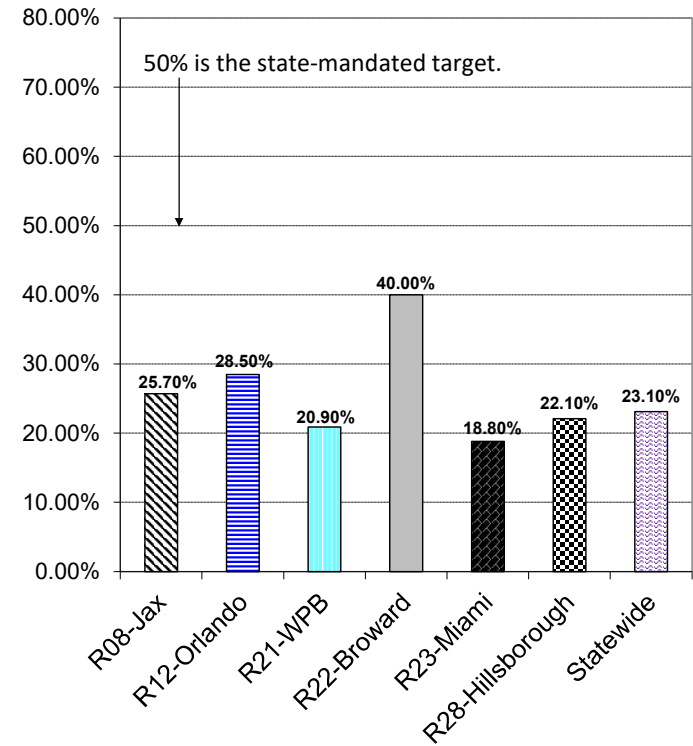
Entered Employment Rate for the Month June 2025 across all Big Six Regions								
	WTP		Wagner-Peyser		Veterans		WIOA Adult/DW	
Region 8 - Jacksonville	31.90%	↑	21.40%	↑	20.40%	↓	100.00%	↑
Region 12 - Orlando	20.50%	↓	26.20%	↓	24.40%	↓	92.30%	↓
Region 21 - WPB	36.70%	↑	23.10%	↑	28.60%	↑	100.00%	—
Region 22 - Broward	26.00%	↓	29.30%	↓	30.30%	↑	100.00%	—
Region 23 - Miami	44.20%	↑	35.70%	↑	32.70%	↑	93.30%	↓
Region 28 - Hillsborough Pinellas	25.00%	↑	25.80%	↓	32.10%	↑	70.60%	↓
Statewide	30.50%	↓	30.00%	↑	34.40%	↑	91.90%	↑
Note: Arrows indicate direction of change since previous month's figures. Flat line indicates no change.								
Legend / Abbreviation Key		WTP	Welfare-Transition Program			DW	Dislocated Worker	
		WIOA	Workforce Innovation and Opportunity Act					

Welfare Transition Program (WTP) All-Family Participation Data for the Big 6 Regions

Month-to-Month Participation Rate from July 2024 to June 2025

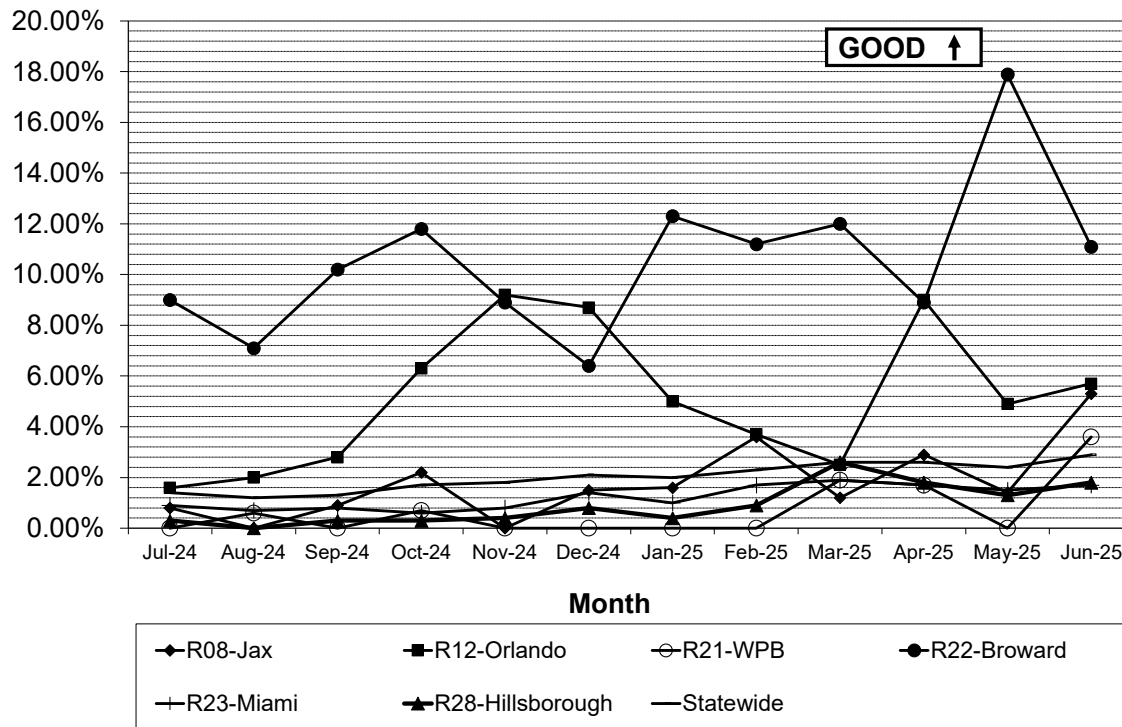


**Program Year-to-Date (YTD)
Participation Rate as of June 2025**

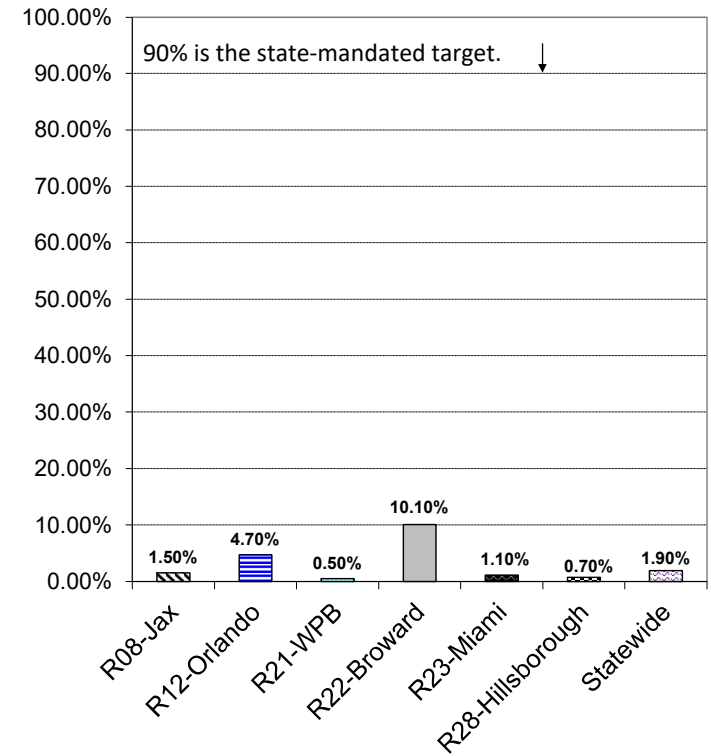


Welfare Transition Program (WTP) Two-Parent Family Participation Data for the Big 6 Regions

Month-to-Month Participation Rate from July 2024 to June 2025

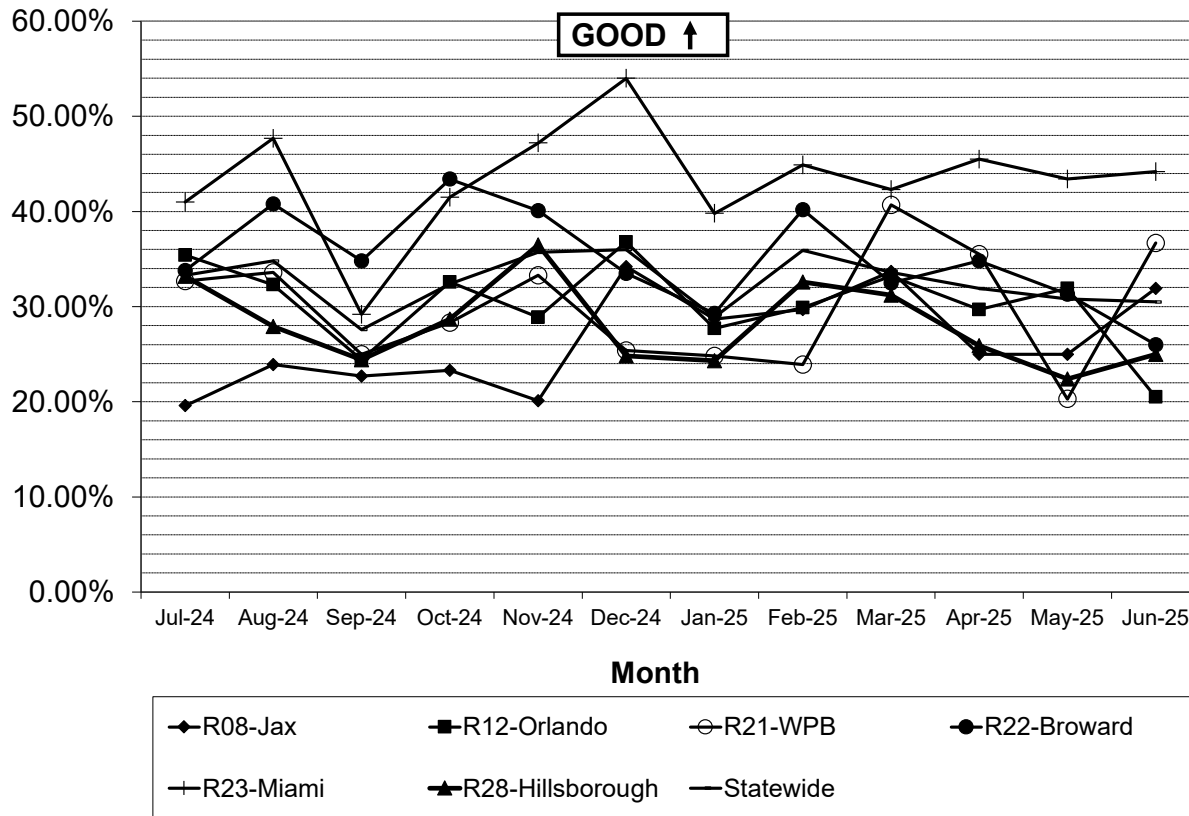


Program Year-to-Date (YTD) Participation Rate as of June 2025

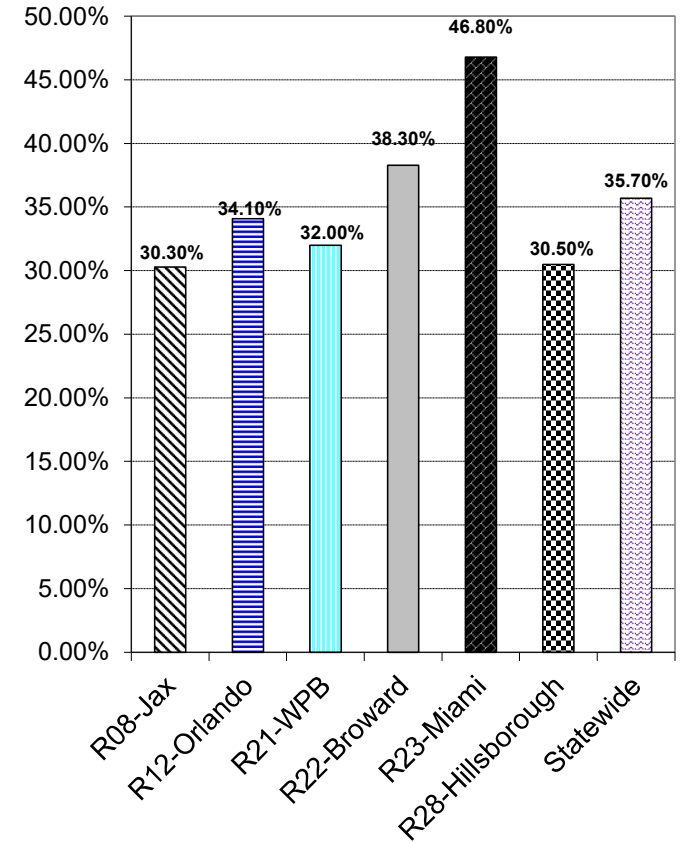


Welfare Transition Program (WTP) Entered Employment (EE) Data for the Big 6 Regions

Month-to-Month Entered Employment Rate from July 2024 to June 2025



Program Year-to-Date (YTD) EE Rate as of June 2025

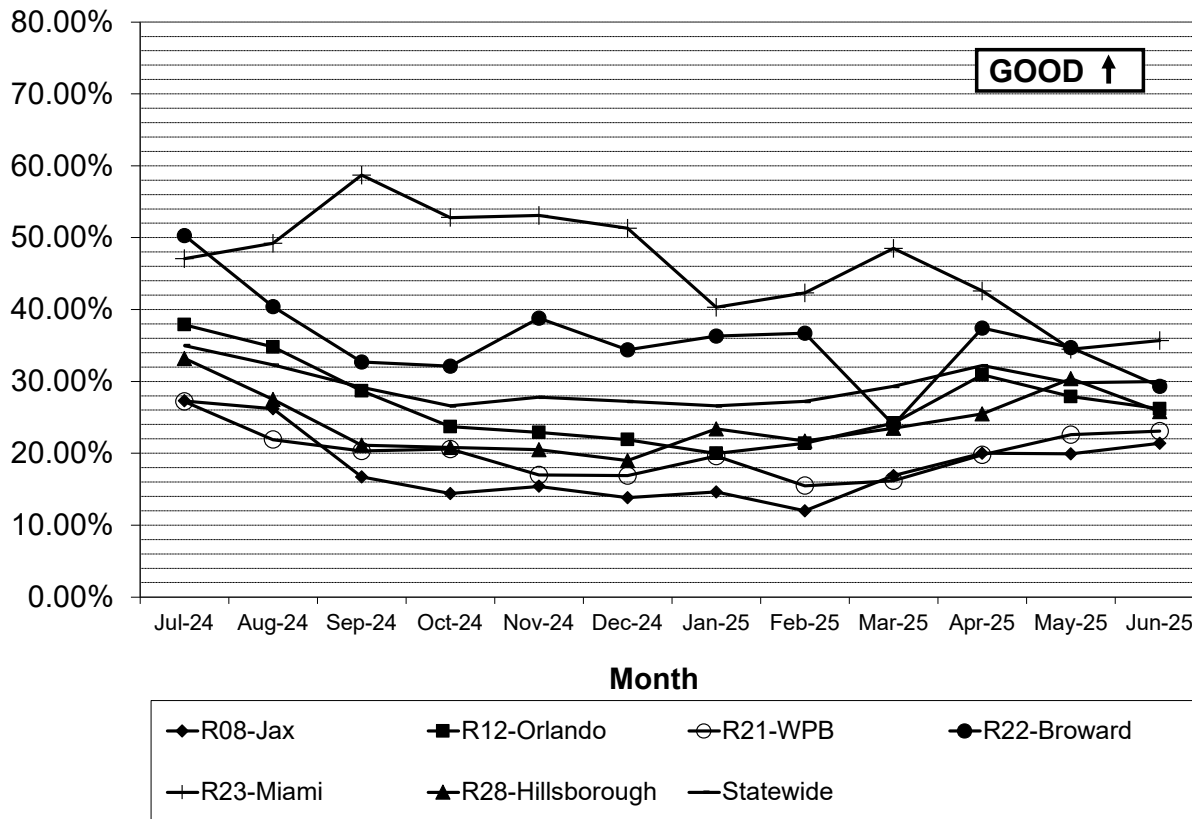


Analysis of Welfare Transition Program (WTP) Performance

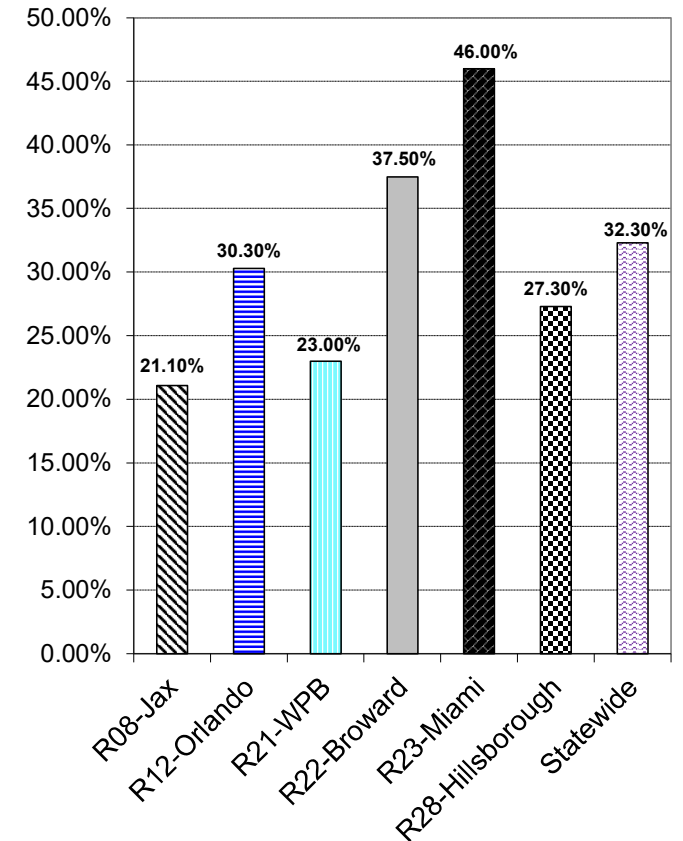
WTP Program Performance At-A-Glance	<u>Measure</u>	<u>Goal</u>	<u>Month (June)</u>	<u>PYTD</u>
	All Family Participation	50%	36.0%	40.0%
	Two-Parent Family Participation	90%	11.0%	10.1%
	Entered Employment Rate (EER)	39%	26.0%	38.3%
Current Situation and Performance Summary	<p>In relation to the Big 6 Regions:</p> <p>All Family Participation Rate CSBD ranks 1st in performance for the month and ranks 1st for Program Year 24/25</p> <p>Two-Parent Participation Rate CSBD ranks 1st in performance for the month and ranks 1st for Program Year 24/25</p> <p>Entered Employment Rate CSBD ranks 4th in performance for the month and ranks 2nd for Program Year 24/25</p>			
Strategies and Action Steps	<p>To improve performance, we are implementing the following:</p> <ul style="list-style-type: none"> To enhance job readiness and increase successful placements, we will introduce Pre-Employment Bootcamps prior to recruitment events for WTP customers. These intensive, short-format workshops will cover core soft skills, resume development, and interview preparation. Bootcamps aim to boost confidence, professionalism, and readiness among participants ahead of employer interactions. This year, CSBD implemented mini job fairs, which have proven to be an effective strategy for WTP customers to gain. These events are designed to align employer job openings with customers' specific employment history. The WTP Program Manager and Business Services team are actively engaging high-volume employers in retail, logistics, and healthcare with entry-level openings. Events will be scheduled monthly at each center. To boost our Two-Parent Family participation rate, we are currently reviewing and updating the initial assessment process so that they can better understand the benefits of both parents participating in the program. We are also surveying the Big Six regions in Florida for best practices in serving this group. 			

Wagner-Peyser (WP) Program Entered Employment (EE) Data for the Big 6 Regions

Month-to-Month Entered Employment Rate from July 2024 to June 2025



Program Year-to-Date (YTD) EE Rate as of June 2025

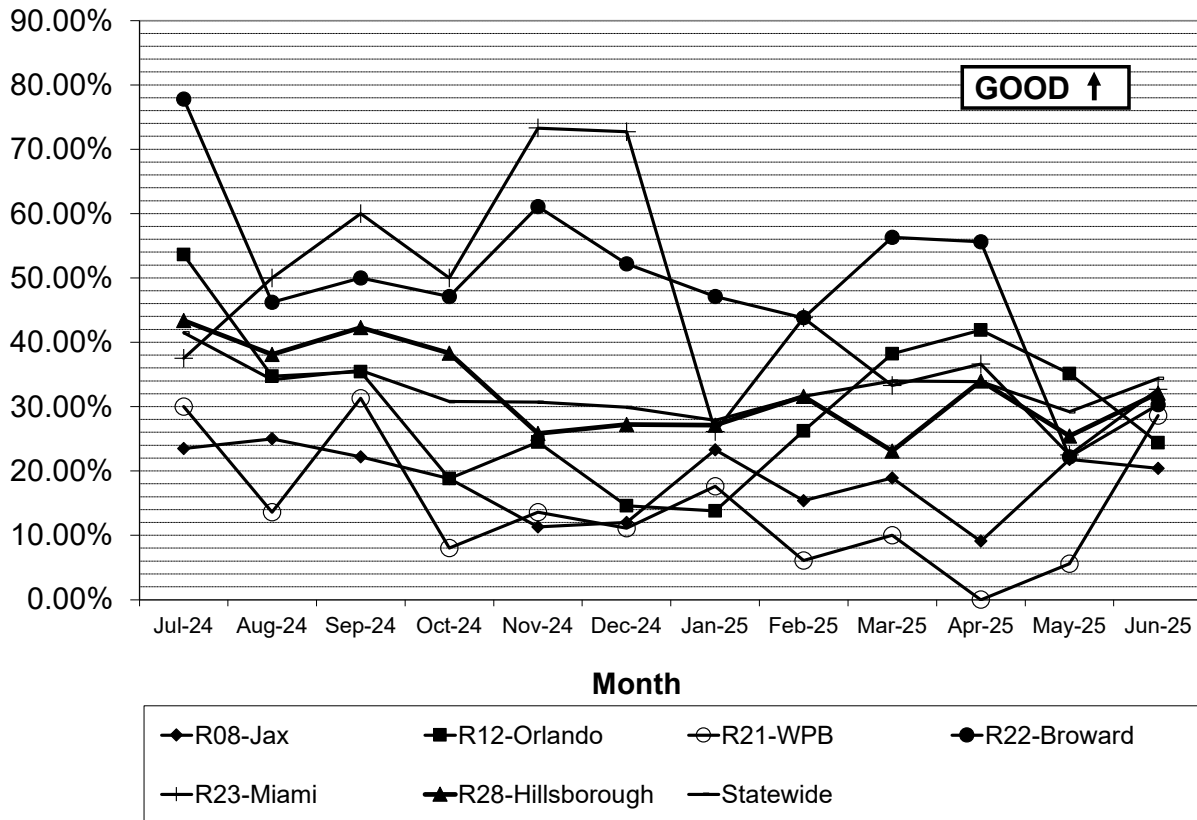


Analysis of Wagner-Peyser (WP) Performance

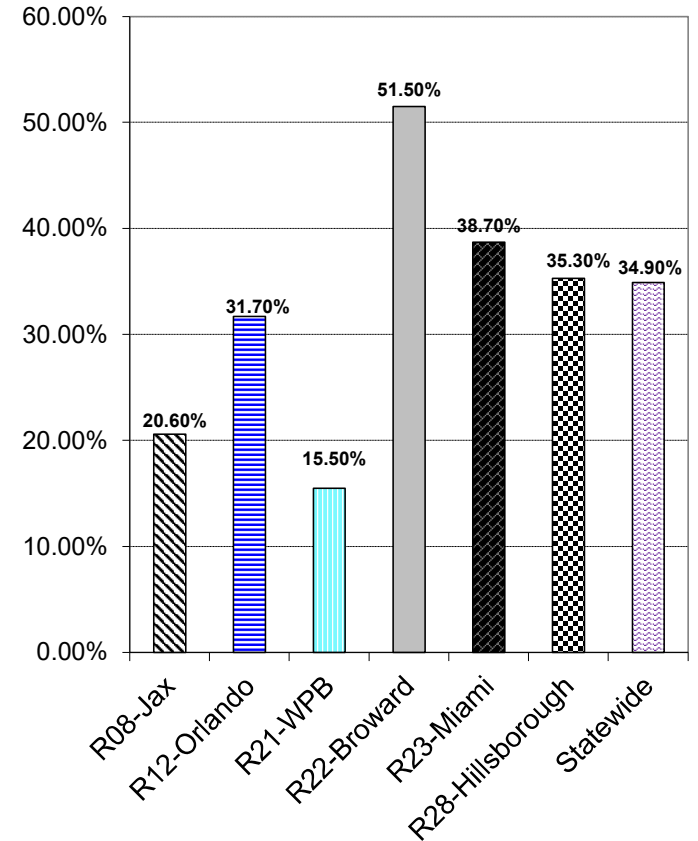
WP Program Performance At-A-Glance	<u>Measure</u>	Performance*	
		Month(June)	PYTD
	Entered Employment Rate (EER)	29.30%	37.5%
	<i>*Please note: The performance detail is based on the Monthly Management Report (MMR). Due to lagging data, our true YTD rate will adjust at the end of the program year.</i>		
Current Situation and Performance Summary	<p>In relation to the Big 6 Regions:</p> <p>CSBD ranks 2nd for the month and ranks 2nd year-to-date in Entered Employment Rate.</p>		
Strategies and Action Steps	<p>To improve our EER, we have implemented the following:</p> <ul style="list-style-type: none"> Wagner-Peyser staff hold weekly cross-departmental meetings with the Business Services team to analyze labor market trends and coordinate on-site recruitment efforts. These sessions guide targeted outreach, employer engagement strategies, and specialized events hosted by CSBD. As a result, employers gain data-driven support and access to tailored talent recruitment, while job seekers benefit from more impactful workforce solutions. To better engage our virtual audience, we are exploring an email-to-text solution that enables staff to send targeted messages to customers based on their job interests. This tool will help deliver timely reminders about on-site events, job fairs, and specialized workshops. 		

Veterans' Entered Employment (EE) Data for the Big 6 Regions

Month-to-Month Entered Employment Rate from July 2024 to June 2025



Program Year-to-Date (YTD) EE Rate as of June 2025

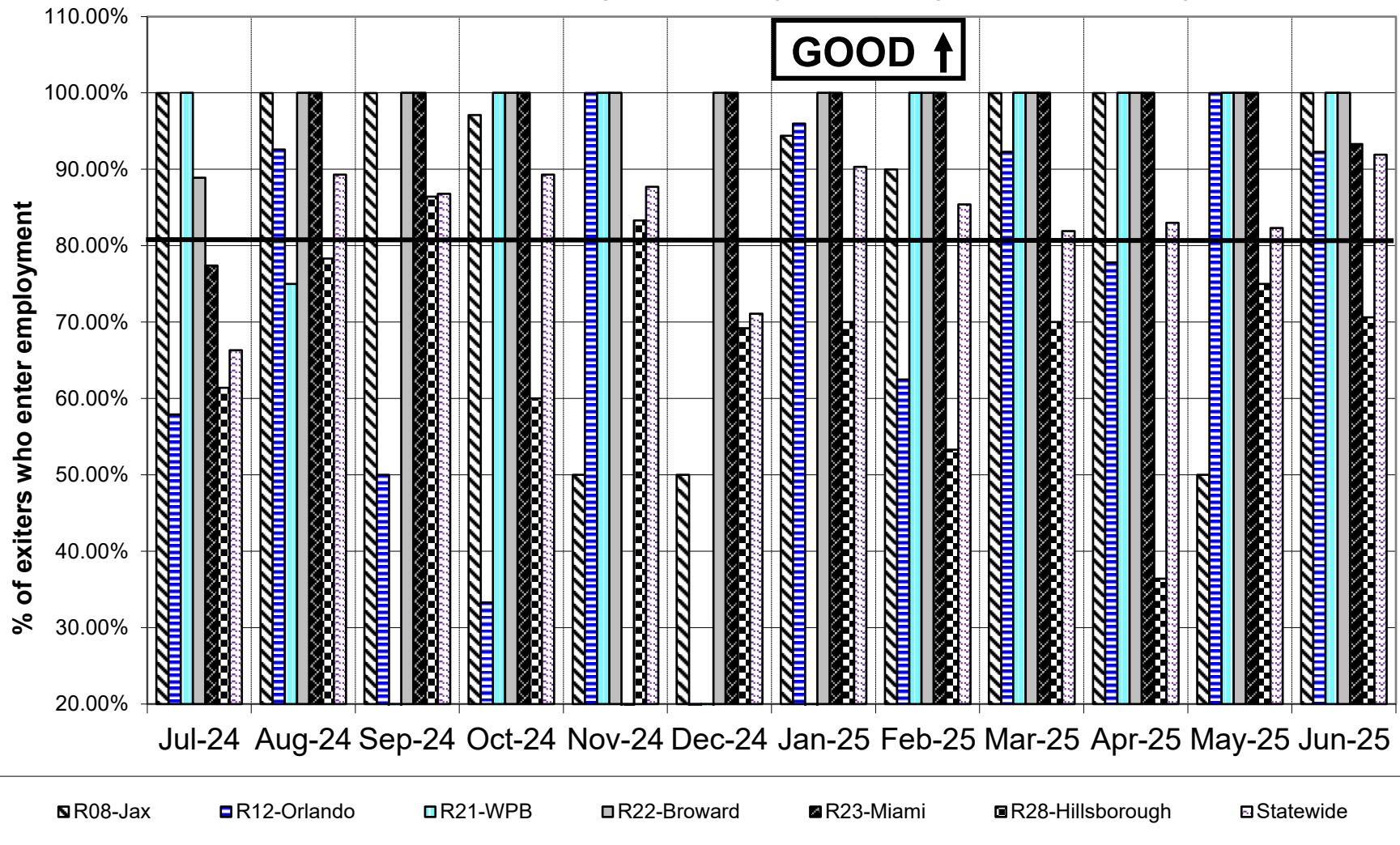


Analysis of Veterans' Performance

Veterans Program Performance At-A- Glance	<u>Measure</u>	Performance*	
		Month(June)	PYTD
	Entered Employment Rate (EER)	30.30%	51.50%
<i>*Please note: The performance detail is based on the Monthly Management Report (MMR).</i>			
Current Situation and Performance Summary	<p>The veteran entered employment rate has risen by 8.5% over the last month, positioning our region at the top among the big six regions.</p> <p>In relation to the Big 6 Regions:</p> <p>CSBD ranks 3rd for the month and 1st for the Program Year in Veterans' Entered Employment Rate.</p>		
Strategies and Action Steps	<p>To increase our EER, the following strategies were implemented:</p> <ul style="list-style-type: none"> Veteran employer outreach staff have begun using EconoVue to identify labor market trends and connect veterans with high-demand job opportunities. This data-driven approach and stronger collaboration through employer engagement efforts have helped align outreach efforts to employers who match the veterans' skills. As a result of the outreach, we're able to connect veterans with employers better. The state requires that staff conduct follow-ups on a monthly basis. The veteran team holds weekly meetings with job-ready veterans to focus on building stronger partnerships with employers. The goal is to create customized on-the-job training and direct placement opportunities that match veterans' skills and support their transition from the military. This approach is helping veterans get into careers faster and with better long-term success. 		

Comparison of the Workforce Innovation and Opportunity Act (WIOA) Entered Employment Rate for Adult & Dislocated Workers across the 6 largest Regions in Florida from July 2024 to June 2025

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 (June)	PYTD
	Entered Employment Rate	100%	89.1%
Current Situation and Performance Summary	<p>In program year 24/25, CSBD assisted 781 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> <p>CSBD is in a three-way tie for 1st place in Adult and DW Entered Employment Rate for June and is in 2nd place year-to-date.</p>		
Strategies and Action Steps	<p>To increase WIOA performance, we implemented the following strategies:</p> <ul style="list-style-type: none"> • CSBD conducted an analysis of the long-term unemployed customer employment needs and is launching the “Back to Work, Back to School” Fair in September 2025, which is a recruitment and employment fair tailored to the needs of this population. <ul style="list-style-type: none"> ○ The event will feature employers actively recruiting for both entry-level and mid-level job openings across a range of industries. These employers have been selected based on their alignment with the skill sets and career goals of the long-term unemployed population. By offering a mix of accessible roles and growth-oriented positions, the fair aims to meet job seekers where they are. ○ Training providers will also attend the event and discuss opportunities for short-term training that would allow job seekers to complete their education and start working within 12 months. This approach is tailored to reduce training fatigue, prevent dropouts, and ensure fewer people remain stuck in long-term programs without results. 		

Overview of the CareerSource Broward Region
Not Seasonally Adjusted
July 18, 2025

- The unemployment rate in the CareerSource Broward region (Broward County) was 3.7 percent in June 2025. This rate was 0.3 percentage point greater than the region's year ago rate of 3.4 percent. The region's June 2025 unemployment rate was 0.2 percentage point lower than the state rate of 3.9 percent. The labor force was 1,087,810, down 939 (-0.1 percent) over the year. There were 40,301 unemployed residents in the region.

Fort Lauderdale-Pompano Beach-Sunrise Metro Division

- In June 2025, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Sunrise MD was 926,600, an increase of 11,400 jobs (+1.2 percent) over the year.
- The Other Services (+3.5 percent); Professional and Business Services (+2.1 percent); Leisure and Hospitality (+2.0 percent); Government (+2.0 percent); Manufacturing (+1.6 percent); and Financial Activities (+0.4 percent) industries grew faster in the metro area than statewide over the year.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the highest annual job growth compared to all the metro areas in the state in the Professional and Business Services (+3,600 jobs) industry.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the second highest annual job growth compared to all the metro areas in the state in the Trade, Transportation, and Utilities (+2,600 jobs); Government (+2,000 jobs); and Other Services (+1,300 jobs) industries.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the second fastest annual job growth rate compared to all the metro areas in the state in the Other Services (+3.5 percent) and Professional and Business Services (+2.1 percent) industries.
- The Fort Lauderdale-Pompano Beach-Sunrise MD was tied for the third highest annual job growth compared to all the metro areas in the state in the Financial Activities (+300 jobs) industry.
- The industries gaining jobs over the year were Professional and Business Services (+3,600 jobs); Trade, Transportation, and Utilities (+2,600 jobs); Leisure and Hospitality (+2,000 jobs); Government (+2,000 jobs); Other Services (+1,300 jobs); Education and Health Services (+600 jobs); Manufacturing (+500 jobs); and Financial Activities (+300 jobs).
- The industries losing jobs over the year were Construction (-1,100 jobs) and Information (-400 jobs).

Note: All data are subject to revision.

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

Unemployment Rates			
(not seasonally adjusted)	Jun-25	May-25	Jun-24
CareerSource Broward (Broward County)	3.7%	3.3%	3.4%
Florida	3.9%	3.5%	3.6%
United States	4.4%	4.0%	4.3%

Nonagricultural Employment by Industry (not seasonally adjusted)	Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division				Florida			
	Jun-25	Jun-24	change	percent change	Jun-25	Jun-24	change	percent change
Total Employment	926,600	915,200	11,400	1.2	9,968,000	9,823,200	144,800	1.5
Mining and Logging	#N/A	#N/A	#N/A	#N/A	5,700	5,700	0	0.0
Construction	54,100	55,200	-1,100	-2.0	657,000	651,500	5,500	0.8
Manufacturing	32,300	31,800	500	1.6	431,800	430,000	1,800	0.4
Trade, Transportation, and Utilities	205,400	202,800	2,600	1.3	2,001,800	1,973,500	28,300	1.4
Wholesale Trade	55,200	53,900	1,300	2.4	402,700	396,000	6,700	1.7
Retail Trade	109,500	106,900	2,600	2.4	1,163,600	1,148,700	14,900	1.3
Transportation, Warehousing, and Utilities	40,700	42,000	-1,300	-3.1	435,500	428,800	6,700	1.6
Information	19,700	20,100	-400	-2.0	159,300	156,700	2,600	1.7
Financial Activities	73,900	73,600	300	0.4	688,100	687,500	600	0.1
Professional and Business Services	175,200	171,600	3,600	2.1	1,630,600	1,616,100	14,500	0.9
Education and Health Services	121,800	121,200	600	0.5	1,565,800	1,514,700	51,100	3.4
Leisure and Hospitality	101,400	99,400	2,000	2.0	1,337,500	1,322,000	15,500	1.2
Other Services	38,300	37,000	1,300	3.5	388,400	379,500	8,900	2.3
Government	104,400	102,400	2,000	2.0	1,102,000	1,086,000	16,000	1.5

Population	2024	2023	change	percent change
CareerSource Broward (Broward County)	2,037,472	2,002,786	34,686	1.7
Florida	23,372,215	22,904,868	467,347	2.0

Average Annual Wage	2024	2023	change	percent change
CareerSource Broward (Broward County)	\$71,492	\$69,239	\$2,253	3.3
Florida	\$69,492	\$66,447	\$3,045	4.6

Note: All data are subject to revision.

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