



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

Wednesday, September 7, 2022

12:30 p.m. – 2:00 p.m.

Zoom Meeting ID: 827 0366 7790

Zoom Password: 264543

Zoom Call in: +1 646 876 9923

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

This meeting is being held in person. Due to Coronavirus, in the interest of keeping our committee members, staff, and public safe this meeting is also accessible via a Zoom video conference using the link below.

[HTTPS://US02WEB.ZOOM.US/J/82703667790?PWD=N0DNNFLVR0F5WFVATLLPCLLHUWLVWQT09](https://us02web.zoom.us/j/82703667790?pwd=N0DNNFLVR0F5WFVATLLPCLLHUWLVWQT09)

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

APPROVAL OF MINUTES

Approval of the Minutes of the 5/17 One Stop Services Committee Meeting.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Minutes of the 5/17 Meeting

Pages 9 – 16

PRESENTATIONS

1. Carla Byrd, General Service Director for the City of Pompano, will share her positive experience with the Summer Youth Employment Program and 2. Carlisle Anderson our Community Outreach Liaison will introduce himself to the Committee.

NEW BUSINESS

1. Addition of New Training Provider – Hollywood Career Institute

Consideration to approve Hollywood Career Institute as an Eligible Training Provider and add 1) Behavior Health Technician 2) Medical Coding and Billing and 3) Phlebotomy Technician to the WIOA Individual Training Account (ITA) List and 4) Home Health Aide and 5) Patient Care Technician to the Welfare Transition Program and WIOA youth ITA List. CSBD reviewed the application for completeness and to ensure that Board-mandated criteria are met for the school, training programs and the related occupational titles.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBITS	Memo #03-22 (OPS) ITA Course Summary Spreadsheet

Pages 17 – 19

2. WIOA Local Workforce Plan Two-Year Modification

Consideration to approve modifications to our existing WIOA Local Workforce Plan. WIOA requires each local workforce development board to develop a two-year modification to their four-year WIOA Local Workforce Plan. Our modifications include 1) the addition of WIOA in-school youth programs and 2) the incorporation of relevant data from our Economic and Labor Market Analysis conducted for Broward County. In accordance with law, we posted the plan on our web page on 8/18 to allow for a twenty-day public review period. We also held a publicly noticed meeting on 8/30 to allow community input. To date we have not received any comments from the public. Any public review comments will be brought to the board and any recommended changes will be highlighted at that time.

**RECOMM
ACTION
EXHIBITS**

Approval
Motion for Approval
Memo #05-22 (QA)
Executive Summary

Pages 20 – 27

3. One Stop Services (OSS) Committee Strategic Planning Matrix PY 22/23

On 6/23 the Board approved recommendations from the planning session for the upcoming year. Staff 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 22/23 matrix is presented for your review. Consideration to designate a workgroup and Chair to develop strategies to achieve the goals.

**RECOMM
ACTION
EXHIBIT**

Approval
Motion for Approval
OSS Committee Strategic Planning Matrix

Pages 28 – 34

4. WIOA Youth Marketing and Communication Initiatives

Consideration to approve new strategies to add to our existing marketing and outreach plan approved by the governing boards in June for the upcoming year. These strategies are within the overall budget line item for marketing and outreach. To increase youth traffic and referrals to pre-pandemic levels, some of our new initiatives include a vigorous social media campaign, partnering with Children's Services Council to reach the parents of youth in their programs and networking with their providers at the annual CSC Youth Summit. We will also be connecting with community organizations such as the fraternities and sororities dedicated to community service. Committee discussion and input regarding additional options is requested.

RECOMM	Discussion and Approval of Additional Strategies
ACTION	Motion for Approval
EXHIBIT	Memo #04-22 (OPS)

Pages 35 – 36

REPORTS

1. Presentation to the Committee

One Stop Operator (OSO), Nadine Jackson will provide 1) a summary of the USDOL pilot project to build capacity to leverage Community Reinvestment Act efforts through bank investment in employment for low-income individuals and 2) an update on her recent activities as OSO.

ACTION	Discussion
EXHIBIT	None

2. **CareerSource Broward's Economic and Labor Market Analysis**

Pursuant to Board direction, CSBD commissioned an economic and labor market analysis. We will use the information to identify and offer resources for training in emerging jobs thereby expanding the supply of prepared workers, and also gain insight into those occupations and skill sets with declining demand. Among its findings the analysis projects that industry growth is expected to be nearly 15% for leisure and hospitality over the next decade. This is followed by growth in education and health services, professional and business services, trade, transportation, and utilities, financial activities and marine. The data confirms the high-growth targeted industries CSBD has selected. CSBD issued a press release and added the study to our website to assist local businesses and policymakers in understanding and shaping Broward's future.

**ACTION
EXHIBIT**

Discussion
[CSBD Economic and Labor Market Analysis](#)

3. **Connecting Broward College Students with Paid Work Experience**

On 8/30, CSBD met with Kareen Torres, Vice President, Workforce Education and Innovation and Imran Siddiqui, Associate Vice President, Employment Solutions at Broward College (BC) to discuss ways we can partner to offer more students access to our work-based training resources. This exciting initiative will expand the number of youth we place in internships so they can gain employment skills and real-world experience in alignment with their education and career goals. As conveners, this partnership will also bring in employers in our targeted industries who may not have thought of exploring internships as a way to increase the local talent pipelines to fill the demand for open positions. BC's team was very excited about this partnership and we will be coordinating the next steps to bring the initiative to fruition.

**ACTION
EXHIBIT**

None
None

4. Selection of a One Stop Operator (OSO) for PY 22/23

On 8/8, a Review Committee consisting of former Board Chair, Dr. Lisa Knowles, Board Member and chair of the One Stop Services Committee, Rick Shawbell, and Board and One Stop Services Committee Member, Cynthia Sheppard met. Their recommendation was to award the contract for the OSO to Workforce Guidance Associates, LLC. at an annual cost of \$65,000, which is an increase of \$5,000 over the current contract. The slight increase is for additional hours of work that we will require to be performed. On 8/25, the Broward Workforce Development Board approved the Review Committee's recommendation. The contract will be for one (1) year with up to two (2) one-year renewals for a total of three (3) years.

ACTION	None
EXHIBIT	None

5. Apprenticeship Forum Update

CSBD held their "Developing Your Workforce Apprenticeship Summit" on 8/11. The purpose was to bring in national, state and local subject matter experts and connect them to our local employer community in a stimulating and interactive forum. The Summit also provided an opportunity for CSBD to showcase how we can partner with employers and guide them with 1) facilitating partnerships 2) developing and registering apprenticeships and 3) provide financial assistance. Nearly two hundred (200) attended representing a broad spectrum of employers. All of the feedback we've received has been positive and our employer services team is busy following up on leads.

ACTION	None
EXHIBIT	Memo #01 – 22 (CBR) Video to be Shown

Pages 37 – 38

6. Summer Youth Employment Program Update

This year, staff developed over 30 new employer host sites. The new sites included a dental office, eye institute, art camp, a public relations firm, and a social services business. The youth held various positions in marketing, graphic design, customer service, and clerical. CSBD served about 700 youth over the summer and we have already received many heartwarming testimonials from employers. The Children's Services Council of Broward County (CSC) also conducted an administrative and fiscal review. We were commended for having no findings.

ACTION	None
EXHIBITS	Memo #06 – 22 (OPS) Review Letter Video to be Shown

Pages 39 – 41

7. Individual Training Account (ITA) Provider Performance

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

ACTION	None
EXHIBIT	None

8. Monthly Performance Report

The current performance for the month of July reflects that within the Big 7 Regions CSBD is in a five-way tie for 1st in WIOA Entered Employment Rate (EER), ranks 1st in Veterans and WP EER, and ranks 1st in WTP All Family and Two-Parent Participation Rate.

ACTION	Review
EXHIBIT	Performance Report for July

Pages 42 – 53

9. Broward County and Florida Unemployment Information

The unemployment rate in Broward County was 2.9 percent in July 2022. This rate was 2.2 percentage points lower than the region's year-ago rate. In July 2022, Broward County's unemployment rate was 0.9 percentage points lower than the national rate (3.8 percent). Out of a labor force of 1,071,543, up 33,758 (+3.3 percent) there were 30,619 unemployed Broward County residents.

**ACTION
EXHIBITS**

Discussion
Broward County Labor Market Information
Florida Employment and Unemployment Press Release 8/19/22

Pages 54 – 59

MATTERS FROM THE ONE STOP SERVICES COMMITTEE

MATTERS FROM THE FLOOR

MATTERS FROM THE PRESIDENT/CEO

ADJOURNMENT

<p>THE NEXT COMMITTEE MEETING IS SCHEDULED FOR TUESDAY, 11/1/22 AT 12:30 P.M.</p>
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**Broward Workforce Development Board
One Stop Services Committee
Tuesday, May 17, 2022
12:30 p.m. – 2:00 p.m.
Zoom Meeting ID: 827 0366 7790
Zoom Password: 264543
Zoom Call in: 1 646 876 9923**

MEETING MINUTES

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

This meeting was held in person. Due to Coronavirus, in the interest of keeping our committee members, staff, and public safe this meeting was also accessible via a Zoom video conference using the link below.

<https://us02web.zoom.us/j/82703667790?pwd=N0dnNFIVR0F5WFVaTIIPcIlhUWIWQT09>

THE COMMITTEE WAS REMINDED OF CONFLICT OF INTEREST PROVISIONS.

ATTENDANCE:

One Stop Services Committee Members: Rick Shawbell, Frank Horkey, Ann Deibert, Cassandra Evans, Cynthia Sheppard, Marjorie Walters, Jill Denis-Lay, Felipe Pinzon, Audrey Ljung and Dr. Mildred Coyne

Staff: Carol Hylton, Rochelle Daniels, Ron Moffett, Kimberly Bryant, Christine Azor, Jennifer Becker, Rosamond Parker-Pickett and Michell Williams

Guests: Brian Johnson and Jennifer Wennberg

APPROVAL OF MINUTES

Approval of the Minutes of the 3/1 One Stop Services Committee Meeting.

On a motion by Cassandra Evans and seconded by Ann Deibert, the One Stop Services Committee unanimously approved the minutes of the 3/1 Committee meeting.

NEW BUSINESS

1. Selection of a Staffing Company for the One-Stop Centers

Considered approving the contract with Integrative Staffing Group, the low bidder, to staff the three (3) one-stop centers in the amount of \$85.00 per employee, per pay period estimated at \$176,800 and the cost of the 90 day "Temp to Perm" of 1.4% for an estimated \$16,416 for a total of \$193,216. As with our previous staffing contract this doesn't include benefits and

taxes which are pass through costs. The contract is for an initial one year period and for three (3) renewable one-year terms. The current contract with EmpHire will be extended to allow for a small transition period.

Mr. Moffett explained CSBD had to procure the staffing company for the One-Stop Centers as the number of renewals had ended. The Request For Proposals (RFP) was sent out in March for a period of four weeks, and over thirty staffing companies and associations were alerted via email that an RFP was posted. He explained CSBD received three proposals, one was deemed unresponsive and two were responsive. The RFP Rating Committee met, reviewed and rated both proposals and unanimously selected Integrated Staffing Group (ISG). The committee consisted of Frank Horkey, Board Chair and Board members. Mr. Moffett explained that the difference between the two staffing companies were their fees on the rate per employee, per pay period, with ISG having the lower fee.

ISG was recommended as the staffing company however, EmpHire remains eligible if CSBD does not move forward with ISG. This contract also has a 90-day temp to perm component

Mr. Shawbell asked if the extension of EmpHire to allow for a short transition time be added in the recommendation. Ms. Daniels concurred with the recommendation to add it.

On a motion by Frank Horkey and seconded by Cassandra Evans, the One Stop Services Committee unanimously approved the selection of ISG to concur with the recommendation of the RFP Review Committee and include a short transition period from EmpHire Staffing to ISG.

2. PY 22/23 Preliminary Budget

The Preliminary Budget presented reflected a 3.5% increase in formula funds of \$660,566 which was largely due to an increase in carry forward. The total amount of formula and carry forward projected to be available in PY 22/23 was \$19,750,731 as compared to \$19,090,165 actual in PY 21/22. The budget continues to emphasize investments in customer training and getting unemployed people to work and aligned with WIOA and achieving Board strategic initiatives and key business results.

Ms. Hylton indicated that the state has requested a waiver to allow up to 50% of WIOA Youth funds to be spent on in-school youth (ISY). If they receive the waiver, the committee could revisit our current youth budget to increase funding to in school youth.

Mr. Horkey stated the Board wants to keep the administrative cost at 9%, the cap is 10%.

Mr. Pinzon asked if the total training cost is \$6.5 million, how does that compare to last fiscal year. Ms. Hylton explained that the overall budget last year dedicated to training was 35%, this year it is 33%, and reminded the committee that it does not include dedicated grants which also allows for training customers.

Ms. Ljung asked for more information on the youth waiver. Ms. Hylton explained with respect to our youth funding we have to spend 75% on our out-of-school youth (OSY) Program. We allotted 80%, to ensure we always make meet the requirement. This year we are also funding two small the ISY programs the School Board and Junior Achievement (JA) program.

On a motion by Frank Horkey and seconded by Felipe Pinzon, the One Stop Services Committee unanimously approved Program Year 22/23 Preliminary Budget.

3. Continued Eligibility for Atlantic, McFatter and Sheridan Technical Colleges

Considered approval of the current eligible training providers Atlantic, McFatter, and Sheridan Technical College's continued eligibility status beginning 7/1/22 thru 6/30/24 and 4) retention of all of their current programs on the Individual Training Account list. The State requires that eligible training providers be renewed every 2 years. Each of these providers have met continued eligibility requirements that include, but are not limited to, licensure, accreditation, issuance of an industry recognized credential and reporting to the Florida Education and Training Placement Information Program. CSBD reviewed the applications for completeness and ensured that CareerSource Florida requirements and Board mandated criteria were met for all three schools. Because Board member, James Payne, is employed by the School Board of Broward County, this recommendation was approved by a 2/3 vote of the Board members present with an established quorum at a Board meeting.

Ms. Bryant explained Atlantic, McFatter and Sheridan Technical Colleges were being considered for continued eligibility and for their training programs to remain on the ITA list. The State requires that eligible training providers be renewed every 2 years to ensure each of these providers have met the continued eligibility requirements. She stated numbers 3, 5 and 6 of the agenda are similar motions for approval.

Mr. Horkey asked could numbers 3, 5 and 6 of the agenda be approved together. Ms. Hylton stated number 5 had a conflict, Dr. Coyne of Broward College. Mr. Shawbell stated the motion for number 5 would be done separately and the motion for number 3 and 6 would be done together.

On a motion by Rick Shawbell and seconded by Felipe Pinzon, the One Stop Services Committee unanimously approved public schools Atlantic, McFatter, Sheridan Technical Colleges, and 14 private schools: 1) AAA School of Dental Assisting 2) Bar Education dba Southeastern College 3) City College 4) Concorde Career Institute 5) Florida Atlantic University 6) Florida National University 7) FVI School of Nursing & Technology 8) Jersey College 9) Miami Dade College 10) New Horizons Computer Learning Center 11) PC Professor 12) Ruby's Academy for Health Occupations 13) South Florida Academy of Air Conditioning and 14) The Academy of South Florida continued eligibility status, 7/1/22 thru 6/30/24 and retention of all of their current programs on the ITA list.

4. Addition of New Courses for Current Provider Atlantic Technical College

Considered approval of Atlantic Technical College's application to add eight (8) courses the WIOA Individual Training Account (ITA) list and their Patient Care Technician program to the WTP ITA list for a total of nine (9) programs. CSBD reviewed the applications for completeness and ensured that Board mandated criteria were met for the school, training programs and related occupational titles. All occupations are in demand in Broward County. Since Board member,

James Payne 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.

Ms. Bryant stated CSBD met with the directors of the 3 technical colleges to meet the new leadership staff and strengthen our partnership. As a part of that meeting, we asked them to ensure the training programs they have that are eligible to be on our ITA list are actually listed, and Carol encouraged them to submit applications to add more programs. ATC is adding 8 courses to the WIOA ITA list and their Patient Care Technician program to the WTP/Youth ITA list for a total of 9 programs. Ms. Bryant explained this is to increase the variety of training options available for customers when selecting a scholarship.

Dr. Coyne stated this is brilliant and the more opportunities we have for people to engage, the better chance we have at getting a more robust workforce. Dr. Coyne asked if CSBD could consider streamlining the submission process for the vendors.

Ms. Hylton replied CSBD did review the process a few years ago, she explained for the continued eligibility process there is a short check list that must be reviewed to ensure everything is in place. She stated the process for the schools can be reviewed to see if there are ways to shorten the checklist or streamline the process. Ms. Hylton indicated that CSBD will connect with Renato Cortez, the point person for Broward College and Dr. Coyne agreed and thanked Ms. Hylton.

Ms. Hylton stated as a result of the REACH Act, the State is looking to change the process for adding schools to the list.

Mr. Horkey inquired if Board could pass a resolution that allows CSBD to report it to them instead of having to approve each one or are they required to approve each one.

Ms. Daniels explained that it is required that CSBD receive Board approval for the individual programs and their continued eligibility. She further added that is why information on performance is provided, and is a required element when considering approvals. Mr. Horkey stated his question was answered and thanked Ms. Daniels.

On a motion by Rick Shawbell and seconded by Mildred Coyne, the One Stop Services Committee unanimously approved Atlantic Technical College's application to add 8 courses to the WIOA ITA list and their Patient Care Technician program to the WTP ITA list for a total of 9 programs.

5. Continued Eligibility for Broward College

Considered approval of current eligible training provider Broward College's continued eligibility status beginning 7/1/22 thru 6/30/24 and retention of all of their currently approved occupational training programs on the Individual Training Account list. The State requires that eligible training providers be renewed every 2 years. Broward College (BC) has met continued eligibility requirements that include, but is not limited to, licensure, accreditation, issuance of an industry recognized credential and reporting to the Florida Education and Training Placement Information Program. CSBD reviewed the application for completeness and ensured that CareerSource Florida requirements and Board mandated criteria were met. Because Board member,

Dr. Mildred Coyne, is employed by BC and Board member, Francois LeConte, serves on the BC Business Advisory Committee, this recommendation must be approved by a 2/3 vote of the Board members present with an established quorum at a Board meeting.

Dr. Mildred Coyne indicated that she had a conflict on this item as she is employed by Broward College. She abstained from voting and will be required to submit a conflict-of-interest form.

On a motion by Jill Denise-Lay and seconded by Ann Deibert, the One Stop Services Committee unanimously approved continued eligibility for Broward College, beginning 7/1/22 thru 6/30/24 and retention of all of their currently approved occupational training programs on the ITA list.

6. Continued Eligibility for Fourteen (14) Current ITA Providers

Considered approval of fourteen (14) current eligible training provider's continued eligibility status beginning 7/1/22 thru 6/30/24 and retention of all of their currently approved occupational training programs on the Individual Training Account list. The State requires that eligible training providers be renewed every 2 years. All of these providers have met continued eligibility requirements that include, but are not limited to, licensure, accreditation, issuance of an industry recognized credential and reporting to the Florida Education and Training Placement Information Program. CSBD reviewed the applications for completeness and to ensure that CareerSource Florida requirements and Board mandated criteria are met for each of these schools. These providers are grouped together because we believe they can be passed as a group because there are no known conflicts of interest on the Board. They are:

1) AAA School of Dental Assisting 2) Bar Education dba Southeastern College 3) City College 4) Concorde Career Institute 5) Florida Atlantic University 6) Florida National University 7) FVI School of Nursing & Technology 8) Jersey College 9) Miami Dade College 10) New Horizons Computer Learning Center 11) PC Professor 12) Ruby's Academy for Health Occupations 13) South Florida Academy of Air Conditioning and 14) The Academy of South Florida.

Approved above, see agenda item number 3.

7. Addition of New Courses for Existing Providers Concorde Career Institute, Florida Atlantic University, and PC Professor

Consideration to approve 1) Concorde Career Institute's Surgical Technology course 2) Florida Atlantic University's Cybersecurity course and 3) PC Professor's eight (8) Information Technology course applications to add a total of ten (10) programs to the Individual Training Account list. CSBD reviewed the applications for completeness and to ensure that Board mandated criteria are met for each of the schools, training programs and related occupational titles. All occupations are in demand in Broward County.

Ms. Bryant stated new courses were being added for existing providers Concorde Career Institute, FAU, and PC Professor, for a total of ten programs to the ITA list. CSBD reviewed the applications for completeness and ensured that Board mandated criteria were met.

On a motion by Frank Horkey and seconded by Mildred Coyne, the One Stop Services Committee unanimously approved the addition of Concorde Career Institute's Surgical Technology course, FAU's Cybersecurity course and PC Professor's eight (8) Information Technology courses for a total of ten programs to the ITA list.

8. Add New Training Providers Apex Training Center, Dick Robinson Media Code School dba Connecticut School of Broadcasting and Palm Beach Code School

Considered the approval of the following schools and courses for placement on our Eligible Training Providers List 1) Apex Training Center, Inc. to train for HVAC Mechanic Assistant 2) Dick Robinson Media Code School, LLC (DRMC) d/b/a Connecticut School of Broadcasting, to train for Radio and TV Broadcasting and 3) DRMC d/b/a Palm Beach Code School for training in Digital Filmmaking, Intro to Mobile Application Design and Development, Intro to Web Design & Development, and Social Media Marketing Specialist. CSBD reviewed the applications and they meet the Board mandated criteria. All occupations are in demand in Broward County.

Ms. Bryant stated Apex Training Center, Inc. is adding the HVAC Mechanic Assistant course, and two additional schools under the Dick Robinson Media Code School dba Connecticut School of Broadcasting and Palm Beach Code School. Ms. Bryant explained because these providers are new, the providers would be on initial eligibility for 1 year and limited to 10 enrollments in a program until performance is established.

Mr. Horkey clarified if the approval is provisionally for a year with up to 10 enrollments, Ms. Bryant replied yes, and after the 10 enrollments and performance has been established for the first group of 10, the providers can start enrolling more students.

On a motion by Audrey Ljung and seconded by Marjorie Walters, the One Stop Services Committee unanimously approved the following schools and courses for placement on our ETPL, Apex Training Center, Inc. for HVAC Mechanic Assistant, DRMC d/b/a Connecticut School of Broadcasting, for Radio and TV Broadcasting and DRMC d/b/a Palm Beach Code School in Digital Filmmaking, Intro to Mobile Application Design and Development, Intro to Web Design & Development, and Social Media Marketing Specialist.

9. Add New Training Providers Dentrilogy and Margate Medical Training Center

CSBD received applications from two (2) new schools to become Eligible Training Providers and add a total of two (2) courses to the WIOA ITA list. Consideration to approve 1) Dentrilogy and its Dental Assistant course and 2) Margate Medical Training Center and its Practical Nurse course. CSBD reviewed the applications for completeness and to ensure that Board mandated criteria are met for each of the schools, training programs and related occupational titles. All occupations are in demand in Broward County.

Ms. Bryant stated we have two additional new training providers Dentrilogy and Margate Medical Training Center. She explained Dentrilogy is adding a Dental Assistant course and Margate Medical Training Center is adding a Practical Nurse course. The providers will be on initial eligibility for 12 months and limited to 10 enrollments in a program until performance is established. Ms. Ljung asked the purpose on allowing new providers only 10 enrollments. Ms. Bryant explained because the programs are new that are being added to the ITA list, we wanted to ensure there are a sufficient demand for those occupations, and once the provider has 10 enrollments and they ensure the that students are placed in a training related occupation, then they can have additional enrollments.

On a motion by Frank Horkey and seconded by Felipe Pinzon, the One Stop Services Committee unanimously approved the following schools and courses for placement on our ETPL, Dentrilogy for Dental Assistant and Margate Medical Training Center for Practical Nurse.

REPORTS

1. PY 20 – 21 School Board of Broward County (SBBC) Out of School Contract Renewal

To ensure there was sufficient time to get the contract finalized before 7/1, the Board approved the renewal of the SBBC, Out of School youth contract for program year (PY) 22/23, for up to \$512,654 and subject to negotiation at its meeting on 4/28. This is the same amount and number of youth as last year. This is the third renewal under the current contract which may be extended for an additional four one-year terms. Because Board member, James Payne, is employed by the SBBC, this recommendation was approved by a 2/3 vote of the Board members present with an established quorum at the 4/28 Board meeting.

Ms. Bryant stated the Board approved the renewals for the WIOA Youth Provider contracts for PY 22/23; at level funding, subject to negotiation for SBBC, HANDY, FLITE, and CILB. Mr. Shawbell asked if this covered Reports number one and two on the agenda, Ms. Bryant stated yes.

2. PY 22-23 Navigator OSY Contract Renewal

To ensure there was sufficient time to get the contracts finalized before 7/1, the Board approved contract renewals for three Navigator contracts, 1) Helping Advance and Nurture the Development of Youth (HANDY) for up to \$130,750 2) The Fort Lauderdale Independent Training and Education (FLITE) for up to \$214,956 and 3) The Center for Independent Living, Broward (CILB) for up to \$56,385 PY 22/23 at its meeting on 4/28. The funding amounts are the same as last year and subject to negotiation. This is the 3rd renewal under the current contracts. The term of each of these Agreements may be extended for one additional year.

This item was discussed in number one of the Reports.

3. Summer Youth Employment Program Update

The Summer Youth Employment Program (SYEP) has seen an increase in youth applying to the program since having the wages increased. SYEP plans to serve 640 youth this summer and was currently in the enrollment process. SYEP will have a mandatory orientation with all worksite supervisors beginning 5/24. Per Board recommendation, we revised the worksite supervisor's training, to require they educate youth on the various occupations and career ladders in their industry. The program begins 6/13 and runs to 8/9.

Ms. Hylton stated SYEP recruitment is almost completed, we have about 700 youth in the program will begin with a 3-day employability skills training, the program runs from 6/13 to 8/9, and orientation is 5/24 with the worksite supervisors. Ms. Hylton indicated per the Board recommendation, the worksite supervisor's training was revised, to require supervisors to educate youth on the various occupations and career ladders in their industry.

4. Monthly Performance Report

The performance for the month of March was provided. March's data reflected that within the Big 7 Regions CSBD is in a four-way tie for 1st in WIOA Entered Employment Rate (EER), ranked 1st in Veterans and WP EER, ranked 1st in WTP All Family and Two-Parent Participation Rate, and ranked 2nd in WTP EER.

Ms. Bryant reviewed March's performance report with the committee.

5. Broward County and Florida Unemployment Information

The unemployment rate in Broward County for March 2022 was 2.8% compared to 5.6% in March 2021. The state unemployment rate is 2.7% compared to the national rate of 3.8%. Out of a labor force of 1,039,821, there were 28,807 unemployed Broward County residents.

Mr. Moffett reviewed the March's Unemployment Information and stated April's Information will come out Friday, May 20, 2022.

MATTERS FROM THE ONE STOP SERVICES COMMITTEE:

None

MATTERS FROM THE FLOOR:

None

MATTERS FROM THE PRESIDENT/CEO:

Ms. Hylton advised that the Get There Faster career fair is scheduled for 5/25 at our South career center and we currently have 27 employers who plan to attend.

We are planning an Apprenticeship Forum at the Signature Grand to educate employers on how to develop an Apprenticeship program and how we can assist them. We anticipate hosting about 150 employers. We plan to also present our work-based training programs available to employers.

Ms. Hylton advised that CSBD is partnering with the Department of Children and Families for a recruitment event which will take place in early June.

Mr. Horkey encouraged all Committee and Board members to attend a CSBD job career fair or hiring event. He stated that it is important to speak with job seekers and employers to find out how things are going and hear the great feedback on our services.

ADJOURNMENT 1:32 P.M.

THE NEXT COMMITTEE MEETING IS SCHEDULED FOR WEDNESDAY, 9/7/2022 AT 12:30 P.M.

Memorandum #03 – 22 (OPS)

To: One Stop Services Committee

From: Carol Hylton, President/CEO

Subject: Add New Eligible Training Provider and Courses for Hollywood Career Institute

Date: August 29, 2022

SUMMARY

Consideration to approve Hollywood Career Institute as an Eligible Training Provider and add 1) Behavior Health Technician 2) Medical Coding and Billing and 3) Phlebotomy Technician to the Workforce Innovation and Opportunity Act (WIOA) Individual Training Account (ITA) List and 4) Home Health Aide and 5) Patient Care Technician to the Welfare Transition Program (WTP) and WIOA youth ITA List for a total of five (5) programs. CareerSource Broward (CSBD) reviewed the application for completeness and to ensure that Board-mandated criteria are met for the school, training programs and the related occupational titles.

BACKGROUND

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

The Board also approved adding schools and training programs to the ETPL that will be available only to our WTP and WIOA youth participants. These courses are in-demand occupations as is required under WIOA but they result in placements below the wage needed for WIOA adult performance.

DISCUSSION

Hollywood Career Institute (HCI) has been operating in Hollywood since 2013 and provides training predominantly in the healthcare industry. They are licensed by the Commission on Independent Education (CIE) and accredited by the Council on Occupational Education which is an entity recognized by the U.S. Department of Education. The provider does not currently submit reports to FETPIP but understands and commits to submitting FETPIP data going forward.

The courses submitted will prepare WIOA Adult and WTP/WIOA Youth participants for employment in the following demand occupations as shown in the chart below.

Training Courses to be Added

Training Provider	Occupational Training Program	Occupation	Entry wage	# of Job Openings
HCI	Behavior Health Tech	Psychiatric Technicians	\$13.98	>25
	Medical Billing & Coding Specialist	Medical Secretaries and Administrative Assistants	\$13.99	>25
	Phlebotomy Technician	Phlebotomist	\$13.86	>25
	Home Health Aide (WTP & WIOA Youth only)	Home Health Aide	\$10.72 ¹	>25
	Patient Care Technician (WTP & WIOA Youth only)	Patient Care Technician	\$11.08	>25

Staff has conducted an on-site review of the school and a cross-functional CSBD review committee comprised of staff from Operations, Quality Assurance, and our appropriate intermediary reviewed the application and programs. The committee has determined that all Board-mandated criteria have been met for the school, training programs and related occupational titles.

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

RECOMMENDATIONS

Approve HCI as an eligible training provider and add 1) Behavior Health Technician 2) Medical Coding and Billing and 3) Phlebotomy Technician to the WIOA ITA list and 4) Home Health Aide and 5) Patient Care Technician to the WTP and WIOA youth only ITA List for a total of five (5) programs.

¹ Florida's minimum wage is currently \$10.00 an hour. It will increase on 9/30/22 to \$11.00 an hour and every year thereafter until it reaches \$15 an hour by 9/30/26. To comply, as the wage increases, employers must implement hourly minimum wage changes.

**ITA Course Summary Spreadsheet
Attachment to Memo # 03-22**

School Name / Location	Accreditation / State Agency Approval	FL DOE License	Course Title	Type of Credential Offered	Program Length	Entry Wage	Course Offering	Prerequisites	Tuition Costs	Books, Tools, Uniforms, etc.	Certification/ License Costs	Program Total Costs
Hollywood Career Institute	Council on Occupational Education	CIE	Behavior Health Tech	Certificate	30 hours	\$13.98	Blended (Online and Classroom)	High School Diploma	\$650	\$125	Included with Tuition	\$775
			Medical Billing & Coding Specialist	Diploma	56 weeks	\$13.99	Classroom	High School Diploma	\$3,000	\$600	\$255	\$3,855
			Phlebotomy Technician	Diploma	12 weeks	\$13.86	Classroom + Lab	none	\$490	\$235	\$255	\$980
			Home Health Aide*	Diploma	4 weeks	\$10.72	Classroom + Lab	none	\$775	\$175	\$220	\$1,170
			Patient Care Technician*	Diploma	26 weeks	\$11.08	Classroom + Lab	none	\$1,300	\$400	\$255	\$1,955
*Youth & WTP only due to entry wage												

Memorandum #05 – 22 (QA)

To: One-Stop Services Committee

From: Carol Hylton, President/CEO

Subject: WIOA Local Workforce Plan Two-Year Modification for 1/1/23 – 12/31/24

Date: August 25, 2022

SUMMARY

Consideration to approve modifications to our existing Workforce Innovation and Opportunity Act (WIOA) Local Plan. WIOA requires each local workforce development board (LWDB) to develop a two-year modification to their four-year WIOA Local Workforce Plan. Our modifications include 1) the addition of WIOA in-school youth programs and 2) the incorporation of relevant data from our Economic and Labor Market Analysis conducted for Broward County. In accordance with law, we posted the plan on our web page on 8/18 to allow for a twenty-day public review period. We also held a publicly noticed meeting on 8/30 to allow community input. To date we have not received any comments from the public. Any public review comments will be brought to the board and any recommended changes will be highlighted at that time.

BACKGROUND

WIOA requires each LWDB to develop a two-year modification to their four-year WIOA Local Workforce Plan. The Plan follows the guidance received from the Florida Department of Economic Opportunity and CareerSource Florida (CSF). WIOA emphasizes the importance of collaboration and transparency in the development and submission of the plan, and requires that our partners and the public be given an opportunity to provide comments and input in the development of the plan. The plan is modified every two years based on any agency business changes or federal or state regulatory updates in accordance with WIOA.

DISCUSSION

CSBD updated our Local workforce Plan and advertised it in three community newspapers 1) the Sun-Sentinel 2) the Broward Daily Business Review and 3) the Westside Gazette. In accordance with law, we also posted the plan on our web page on 8/18 and are allowing for a twenty-day public review period. We also held a publicly noticed meeting on 8/30 to provide the community an opportunity for input.

Our modifications include 1) the addition of WIOA in-school youth programs and 2) the incorporation of relevant data from our Economic and Labor Market Analysis conducted for Broward County.

The plan provides a complete view of the system-wide needs of the local workforce development area and addresses how we will 1) foster strategic alignment 2) improve service integration and 3) ensure that the workforce system is industry-relevant and responsive to the economic needs of our local workforce development area by matching employers with skilled workers. We will use the information from the economic and labor market analysis and offer resources for training in emerging jobs thereby expanding the supply of prepared workers, and also gain insight into those occupations and skill sets with declining demand.

Our local plan explains how we will strive toward greater efficiencies by working to reduce duplication and maximize financial and human resources. Lastly, our plan addresses current and future strategies to address the continuous improvement of our local and statewide workforce system by focusing on customer service excellence, while aligning with the business- and market-driven principles of the CareerSource Florida network.

An Executive Summary of the Two-Year Modification to the CSBD Local Workforce Plan is attached to this memo.

To date we have not received any comments from the public. Any public review comments will be brought to the board and any recommended changes will be highlighted at that time.

RECOMMENDATION

Approve CSBD's WIOA Local Workforce Plan Two-Year Modification for 1/1/23 – 12/31/24.

Executive Summary

I. Organizational Structure

The elected officials entered into a Consortium Agreement that describes how they shall execute their duties and responsibilities. The Consortium Agreement was amended on January 28, 2016, at a publicly noticed, regularly scheduled combined elected officials and workforce board meeting to incorporate their WIOA responsibilities.

CareerSource Broward (CSBD) serves as staff to the local board and also as the fiscal agent. There is an agreement in place between the Board and the CSBD Council of Elected Officials. In accordance with the requirement that firewalls are to be in place to guard against conflict of interest, the Board, the CSBD Council of Elected Officials and CSBD have also implemented the following safeguards:

1. We have adopted a code of conduct applicable to the Board and to CSBD employees in accordance with the Uniform Guidance found at 2 CFR 200.
2. Because CSBD is a political subdivision under Florida Statutes 163.01, staff, the Board and the CSBD Council follow state statutes with respect to the application of conflict of interest policies, in accordance with the Florida state statutes and the code of ethics for public officials, and files Form 8B as required whenever there is a conflict, which arises in conjunction with a contract to be entered into by CSBD, or its governing boards.
3. CSBD follows the State Contracting Policy regarding conflict of interest, which is echoed by the Uniform Guidance that requires CSBD as a sub-recipient to notify the state (recipient) in the event of a conflict.
4. All issues concerning conflict of interest of board members or staff are also noted in the minutes of the meeting at which a vote is taken.
5. The BWDB has appointed an Audit Committee, which reviews all budget, monitoring and monetary issues.
6. CSBD contracts for external monitoring. All monitoring reports, state and external reports, as well as the annual audit appear on the Audit Committee Agenda and on the joint CSBD Council of Elected Officials and BWDB Board Regular Meeting Agendas for acceptance or action as appropriate.

Currently, CSBD procures a staffing company to manage and staff the one-stop career centers. CSBD will continue to use the staffing company model for the delivery of WIOA Title I adult and dislocated worker services and for the delivery of career services under any discretionary grants received. Integrative Staffing Group, LLC. is the staffing agency that was competitively procured to provide the staff who delivers the career services.

CSBD procured and contracts with a one-stop operator, Workforce Guidance Associates, LLC., to coordinate services among the partners.

II. Analysis of Need and Available Resources

This section provides an analysis of existing and emerging in-demand industry sectors and occupations, along with the knowledge and skills needed to meet the needs of the employers in the workforce area.

All youth program elements are available to youth as part of a menu of services based on their objective assessment and Individual Service Strategy (ISS). The 14 elements identified by WIOA are available to youth on an as-needed basis through our contracted youth service providers and one-stop center. CSBD continues to contract with out-of-school youth service providers using three different service models: 1) Navigator, 2) Vendor and 3) Traditional Full Service. There are also case managers located in the three one-stop career centers that serve youth. Youth appropriate for training are referred to providers on the Eligible Training Provide List and awarded an individual training account. CSBD does not provide training services. CSBD also offers two (2) small in-school youth programs directed at high school seniors, which are delivered by procured youth providers.

CSBD combines funds provided by the Children's Services Council (CSC) and various local units of government to serve an estimated 600 –1,000 at-risk and low-income youth, ages 16 – 18, during the summer months. WIOA funds, when available, may be used to serve youth with employability skills and a work experience. Welfare Transition Program funds, when available, may serve youth through age 24 with employability skills and a work experience.

CSBD is also working with the state's Welfare Transition Team to be able to deliver additional in-school youth services to youth who meet the definition of "at risk of going on welfare."

III. Local Workforce Development Board Vision and Strategic Goals

The Plan includes a description of the workforce development activities in the local workforce area, an analysis of the strengths and challenges experienced in the delivery of the services, and the capacity to provide services to meet the education and skill needs of job seekers and the employment needs of local employers.

The core partners all have seats on the BWDB as required by law and also serve on Board committees. CSBD has entered in a Memoranda of Understanding with both our core and legislative partners. Because of the presence of our core partners on the board and BWDB committees, they are a part of the decision-making process.

IV. Description of Strategies and Program Services

To expand our function as strategists and community conveners to hear "the voice of the customer" on the workforce needs of Broward County, we participate in community and business initiatives to harness the expertise that exists within the local workforce area. The intent of our participation in these collaborative efforts is to meet local workforce area development needs, coordinate services as well as to find solutions for special populations with barriers to employment. Recommendations from the meetings move on to our governing boards, culminating in the roadmap, which are both incorporated into this workforce services plan and also into a strategic planning matrix, as applicable to each of the board's committees, so that the members can work on the objectives throughout the year.

As is required by WIOA, secondary and post-secondary education is represented on the Board. This provides an opportunity for education to be aware of and have input into Board

initiatives and activities. Education representatives are also invited to business forums so they can hear directly from the business community with respect to training needs and skills gaps. The Plan identifies the advantages of a single school district, technical college and community colleges have when working to meet employer and student needs.

The one-stop system provides access to the career services, as required by WIOA section 134 and integrates Wagner-Peyser, Veterans, RA and RESEA, WIOA Title I, TAA, WT/TANF, SNAP Employment and Training, Vocational Rehabilitation, Adult Education and Family Literacy Act funding streams and programs.

A key CSBD partnership with the Greater Ft. Lauderdale Alliance helps to prioritize industry clusters through sharing types of businesses relocating to our local workforce area. CSBD also reviews various industries' hiring demands, references Enterprise Florida's Statewide Strategic Plan along with the Florida Chamber Foundation's Six Pillars of Florida's Future Economy™.

Intermediaries are utilized to engage the targeted industries of Healthcare, Technology, Marine, Aviation, Hospitality/Tourism, Retail and Construction to partner with trade and professional associations expanding its service delivery to employers.

To comply with the WIOA priority emphasis to recipients of public assistance, low-income, and basic skills deficient job seekers and USDOL ETA TEGL 3-15 guidance, CSBD has included the following priorities of service:

ADULT PRIORITIES

1. Veterans and eligible spouses who are WIOA eligible and who also have one of the barriers in the priority list which follows.
2. Individuals who are not veterans or eligible spouses, but who have any one or more of the barriers in the priority list which follows.
3. Veterans and their eligible spouses who do not have any of the barriers listed as a WIOA priority in the chart below including:
 - a. Military spouses who have lost employment as a direct result of a relocation to accommodate a permanent change in duty station of the spouse.
 - b. Military spouses who are a dependent spouse of a member of the Armed Forces on active duty whose family income is significantly reduced, as determined by the State or local area, because of a deployment, a call or order to active duty, a permanent change of station, or the service-connected death or disability of the service member.
 - c. Military spouses who are unemployed or underemployed and are experiencing difficulty in obtaining or upgrading employment.
4. Individuals who are not veterans and do not have any of the adult barriers listed below.

The barriers referred to in the Adult Priorities chart are the barriers listed in WIOA sec. 3 (24) and below in alphabetical order and are defined pursuant to WIOA.

1. Disabled Individual
2. Displaced homemaker
3. Ex-Offender
4. Foster Care – dependent youth or who have aged out of the dependency system
5. Homeless or Runaway

6. Indian, Alaska Native, and Native Hawaiian as defined in WIOA Section 166
7. Individuals facing a substantial cultural barrier
8. Individuals within 2 years of exhausting lifetime eligibility under the Welfare Transition Program
9. Long-term unemployed individual (unemployed and looking for work 27 weeks or more)
10. Older individual
11. Migrant and seasonal farm worker
12. Single parent (including single pregnant women)

In addition to these priorities, customers must also meet income eligibility based on the BWDB Self-Sufficiency guidelines.

Dislocated workers have their own eligibility criteria.

CSBD supports the use of registered apprenticeships to enhance employment opportunities for job seekers. CSBD meets periodically with Atlantic Technical College to discuss additional ways we can partner to expand apprenticeship opportunities. CSBD added all the apprenticeships in Broward County to its ITA List, which is available to job seekers. CSBD has two representatives on its Board that provide training in the apprenticeship arena, which helps to enhance the awareness of apprenticeships and their use.

In addition to the Youth Program eligibility, CSBD wanted to expand the universe of youth able to be served under WIOA, so the One Stop Services Committee reviewed the current definition of “requires additional assistance.” Their recommendations were approved for inclusion in the Plan by the CSBD governing boards as follows:

CSBD is defining the term “requires additional assistance” (for OSY) to enter or complete an educational program or to secure or hold employment as having low income (as required by law) and one of the barriers listed below:

1. Historical or current personal or family substance abuse
2. Gang involved, affiliated, or affected due to family member involvement
3. Victim of abuse or domestic violence or family history of abuse or domestic violence
4. Victim of human trafficking
5. A youth who has a parent that is or was incarcerated within the past 24 months
6. A youth lacking a significant or positive work history based upon:
 - a. Their having been fired from one (1) or more jobs within the last six (6) months, or
 - b. Their having been employed in three (3) or more jobs within the last 12 months, and who is no longer employed or,
 - c. A youth who has actively been seeking full-time employment for at least two (2) months, but remains unemployed, or employed part-time. Includes a youth with no employment history.

V. Description of Local One-Stop Delivery System

All required partners are co-located in the CSBD one-stop career centers. The partners make their core services available through the one-stop centers. All one-stop centers are American with Disabilities Act (ADA) compliant. Integrated Resource Teams (IRT) are assembled for special needs individuals. Each center has a Disability Specialist assigned to assist these customers with using the assistive technology, or to schedule an interpreter as needed. CSBD assistive tools include: screen readers, screen magnifiers, JAWS software, bigger keyboards, and a specialized mouse. Staff is trained annually on disability etiquette and serving

customers with disabilities.

CSBD has also hired staff to go out into the distressed communities to bring them information about CSBD services and also to bring our workshops to where the customers live. WIOA allows local boards to set the rate of reimbursement for OJT up to 75%. CSBD's OJT reimbursement rate is 75% straight-time wage reimbursement for all employers, including those with 251 or more employees that are located in a distressed zip code or opportunity tax zone. As job seekers work close to their homes, especially in distressed communities, it makes sense to offer this type of reimbursement to these employers instead of basing it on job seekers' characteristics, which could be discriminatory.

VI. Performance and Effectiveness

The Council of Elected Officials and Broward Workforce Development Board ensures the success of achieving organizational goals on an on-going and annual basis using a broad array of performance indicators. Such indicators include:

- State annual program and fiscal reviews
- Annual external audit
- Multiple yearly external fiscal monitorings
- Multiple external program monitorings each year
- Monthly quality assurance reviews
- Monthly performance reports covering all funding streams
- Monthly Financial Reports

The Board and its committees also receive frequent briefings from CSBD at their meetings to increase their understanding of each workforce program and related initiatives, which increases their ability to provide oversight and develop policies.

CSBD has a contracted provider who conducts our annual audit and separate contracted providers that monitor program and fiscal operations. The State also monitors programs and finance and we have quality assurance staff that monitors on a frequent and on-going basis. Quality Assurance monitoring tools are updated to align with the State monitoring tools.

CSBD's Finance Department creates a Monthly Financial Report for staff to track budget versus expenditures. CSBD staff reviews the reports monthly and budget corrections are made, as necessary.

CSBD's Operations Department have developed reports that measures staff performance. Staff regularly convenes to discuss the reports, and corrective actions are implemented, as needed.

Program supervisors in the one-stop centers conduct monthly monitoring of programs. Quality Assurance and Training Coordinators in the one-stops conduct tri-annual monitoring of programs. Corrective actions are identified and implemented to address findings.

VII. Public Comment Process

In accordance with the WIOA regulations, which require local areas to establish a public comment process consistent with State direction, CSBD made available this plan to the public on its website on 8/18 with notice advising the community of the public hearing to solicit their comments on CSBD's WIOA Local Plan.

A public hearing was held on 8/30, pursuant to an advertised notice. Present at the public hearing, representing CSBD, was Quality Assurance and Executive Office staff. There were no public comments from that hearing.

A draft of the proposed CSBD WIOA Local Plan was posted on the CSBD website on 8/18/2022, and the public will have 20 days to submit comments, including at the publicly held hearing on 8/30.

Entities represented on the Broward Workforce Development Board and its committees, which include economic development, public and private education, veterans groups, community-based organizations, chambers, entities representing the disabled, to name a few provided input to the plan by appearing at committee and board meetings to share their thoughts and recommendations regarding the local workforce system.

CSBD also held a planning “retreat” to solicit ideas for the plan in April 2022. Questions were formulated as a guide for the Board members, which centered on how to make our services more accessible to employers and job seekers, and enhance the effectiveness of CSBD.



BROWARD WORKFORCE DEVELOPMENT BOARD

ONE-STOP SERVICES COMMITTEE

Strategic Planning Matrix for PY 22/23

Frank Horkey,
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 youth and 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 Consider hiring a grant writer to pursue grants throughout each year.	1.0.1 Work with CSBD QA Department to determine if funds can be used to hire a grant writer.			
	1.0.2 If approval is received, develop a job description. If not, consider revising the job description for the Director of Strategic Innovation to include grant writing experience as a requirement.			

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 Explore the feasibility of convening stakeholders to discuss transportation and housing issues impacting job seekers in Broward County.	2.0.1 Meet with Coordinating Council of Broward (CCB) for input as they recently held a housing summit.			
	2.0.2 Pursuant to the meeting with CCB, coordinate a meeting with community leaders.			
	2.0.3 Invite entities to a OSSC meeting to provide updates on initiatives related to housing and transportation.			

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
2.1 Evaluate the training and employer needs in order to support a pipeline of talent that is in-demand in Broward County.	2.1.1 Convene training providers to review the results of the Economic and Labor Market Analysis specifically focusing on occupations identified to grow within the next 10 years.			
	2.1.2 Review the gaps identified in the Economic and Labor Market Analysis and with input from our partners develop strategic plans to close the projected labor deficits and build talent pipelines.			
	2.1.3 Inform job seekers of apprenticeship advantages and opportunities in sectors expected to grow in Broward County.			
2.2 Increase occupational training opportunities.	2.2.1 Meet with or conduct surveys with employers to identify which specific occupations are a priority.			
	2.2.2 Meet with CSBD Intermediaries and ITA providers for their input.			

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

CareerSource Broward Strategic Goal #5:

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
5.0 Research and Create an Innovative In-School Youth Program Design	5.0.1 Explore with DEO flexibility of Welfare Transition Funding to provide services to at-risk youth			
	5.0.2 Identify best practices when developing requests for proposals' specifications for youth programs.			
	5.0.3 Issue an RFQ for small ISY programs			
	5.0.4 Finalize performance measures and implement contracts			

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

CareerSource Broward Strategic Goal #5:

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
5.1 Explore innovative strategies to market CSBD services to Broward County residents with a focus on youth and the distressed communities.	5.1.1 Bring current initiatives to the OSSC for discussion and get input for any additional strategies they may wish to recommend.		9/7	
	5.1.1 Meet with Youth providers to gain input and ideas.			
	5.1.2 Seek input From Youth in the community via town hall meetings.			
	5.1.3 Consider connecting with grass roots community organizations to increase demand for CSBD services.			
	5.1.4 Compile feedback from OSSC, Youth Providers, and townhall and develop a strategic plan.			

Memorandum #04 - 22 (OPS)

To: One Stop Services Committee
From: Carol Hylton, President/CEO
Subject: WIOA Youth Marketing and Communication Initiatives
Date: August 22, 2022

SUMMARY

Consideration to approve new strategies to add to our existing marketing and outreach plan approved by the governing boards in June for the upcoming year. These strategies are within the overall budget line item for marketing and outreach. To increase youth traffic and referrals to pre-pandemic levels, some of our new initiatives include a vigorous social media campaign, partnering with Children's Services Council to reach the parents of youth in their programs and networking with their providers at the annual CSC Youth Summit. We will also be connecting with community organizations such as the fraternities and sororities dedicated to community service. Committee discussion and input regarding additional options is requested.

BACKGROUND

CSBD has been focusing on directing youth to our career centers and our providers through the implementation of our approved marketing strategies. CSBD with the assistance of Moore Communications has been directing its messaging through established media, digital, print, social media, speaking engagements, and participation in relevant community-related activities. Current efforts are not resulting in the pre-pandemic response we expected. We are therefore implementing some new initiatives.

DISCUSSION

Working within our approved budget line item for marketing and outreach and to penetrate further into the community to reach youth we will be:

1. Partnering with the Children's Services Council (CSC) to reach the parents of youth enrolled in their programs and to reach youth no longer participating in CSC programs.
2. Attending the CSC Youth Summit to network with other community organizations.
3. Working with sororities, fraternities and organizations such as the Lynx to increase community awareness of CSBD youth services.
4. Launching a contest for marketing majors in our local colleges for the creation of a youth social media strategy. The winner will receive an internship in a marketing department.

In addition to the initiatives above, CSBD is in the process of:

1. Purchasing Virtual Reality Career Exploration Tools for youth which will allow them to actually experience over 200 occupations.

2. Creating youth-oriented job seeker workshops to better prepare youth to be successful during training and job search.
3. Refreshing the designated youth area in the Central office to be more inviting and friendly.

Committee input is welcome with respect to additional strategies that can be implemented.

RECOMMENDATION

Discussion and approval of additional strategies.

Memorandum #01 – 22 (CBR)

To: Broward Workforce Development Board, Inc./CareerSource Broward
Council of Elected Officials

From: Carol Hylton, President/CEO

Subject: Developing Your Workforce Apprenticeship Summit Update

Date: August 18, 2022

SUMMARY

CareerSource Broward (CSBD) held their “Developing Your Workforce Apprenticeship Summit” on 8/11. The purpose was to bring in national, state and local subject matter experts and connect them to our local employer community in a stimulating and interactive forum. Through a keynote speaker and breakout panel discussions the Summit aimed to take the mystery out of registered apprenticeship and provided actionable insight on how registered apprenticeships can be used to assist with recruitment, hiring and talent retention. The Summit provided a forum for CSBD to showcase how we work with employers to 1) facilitate partnerships 2) develop apprenticeships and 3) provide financial assistance. Nearly two hundred (200) attended representing a broad spectrum of employers and there was a palpable buzz of excitement from those in attendance. All of the feedback we’ve received has been positive and our employer services team is busy following up on leads.

BACKGROUND

In alignment with our Boards’ goal to encourage employers by engaging and identifying their needs, and educating and connecting them to the workforce system to produce innovative workforce solutions, CSBD planned, developed and produced a Summit centered on the value of Registered Apprenticeship Programs (RAP). The Summit brought in national, state and local subject matter experts and connected them to our local employer community in a stimulating and interactive forum held on 8/11 at the Signature Grand.

DISCUSSION

The summit was attended by nearly two hundred (200) individuals representing a broad spectrum of employers from various industries including construction, information technology, healthcare, marine, hospitality, and banking. Partners in education, local government, and industry associations were also in attendance such as: Broward County Government, Broward College, Broward County Public Schools, the Broward Sheriff’s Office, the Marine Industries Association of South Florida and local municipalities.

The summit was kicked off by Mr. Eric Seleznow, former deputy assistant secretary for the US Department of Labor's Employment and Training Administration. Mr. Seleznow provided an informative and dynamic keynote address on the role of registered apprenticeships in today's labor market. He discussed practical and technical information on the value of RAPs and how businesses can leverage these programs to grow their workforce from the inside.

The keynote address was followed by two dynamic panels:

- 1) Apprenticeships: Your Talent Gateway where the discussion focused on the benefits of using RAPs to build a talent pipeline.
- 2) Apprenticeship: How This Can Help My Bottom Line where attendees heard from employers with successful RAPs.

Board members Jim Ryan and Sandy-Michael McDonald served as moderators and Rick Shawbell served as one of the panelists. Both breakout panel discussions aimed to take the mystery out of registered apprenticeship and provided actionable "nuts and bolts" insight on how registered apprenticeships can be used to assist with recruitment, hiring and talent retention.

The Summit also provided a forum for CSBD to showcase how we can partner with employers and guide them with 1) facilitating partnerships 2) developing and registering apprenticeships and 3) provide financial assistance. Attendees were also provided with a QR scan code to connect with CSBD's Business Outreach Team for one-on-one meetings to assess whether RAPs are a solution to their hiring, training and talent retention needs.

There was a palpable buzz of excitement from those in attendance. Based on the summit surveys, attendees indicated that they were very satisfied with the quality of the summit – the speakers, the panel discussions and CSBD staff. All of the feedback we've received has been positive and our employer services team is busy following up on leads.

A video showcasing the highlights of the summit is available online on our You Tube channel.

RECOMMENDATION

None, for informational purposes only.

Memorandum #06 – 22 (OPS)

To: Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials

From: Carol Hylton, President/CEO

Subject: Summer Youth Employment Program Update

Date: August 18, 2022

SUMMARY

This year, staff developed over 30 new employer host sites. The new sites included a dental office, eye institute, art camp, a public relations firm, and a social services business. The youth held various positions in marketing, graphic design, customer service, and clerical. CSBD served about 700 youth over the summer and we have already received many heartwarming testimonials from employers.

BACKGROUND

Every year the Summer Youth Employment Program (SYEP) prepares the youth with a three-day employability skills training that focuses on basic soft skills and includes financial literacy and workplace safety information. The program also prepares our host site supervisors and worksite monitors with an orientation that sets expectations and reviews proper procedures when working with the youth. They are also provided with workplace safety training conducted by an OSHA representative. All orientations and training are provided before the youth are placed at the worksites. This year, we received funds from four different funding streams 1) Children's Services Council of Broward County 2) City of Fort Lauderdale 3) City of Dania Beach and 4) Bank of America. The program began on 6/13 and ended on 8/9.

DISCUSSION

This year we secured over 30 new private employer worksites over. The new host sites included a dentist, eye institute, an art camp, a public relations firm, and a social services business. The youth held various positions in marketing, graphic design, customer service, and clerical. This year we served approximately 700 youth. The SYEP ended on 8/9, with 90% of the youth completing the program, some youth left early due to the start of athletic training camp and to get settled for college. Listed below are just a few of the many employer testimonials we received:

1. The Greater Fort Lauderdale Chamber of Commerce - Derwin Ambroise worked at this location in the Marketing and Communication Department. Derwin operated multiple social media campaigns, and website updates, and participated in the Annual Summer Soiree. The Soiree is one of the signature networking events the Chamber hosts. Derwin's Graphic Artist abilities and excellent work ethic helped to make the event a success. You can visit <https://subjectedview.carrrd.co/> to view his digital resume.

2. The Boys & Girls Club - Leo Goodwin Foundation Teen Center - Sarah Cox was a great advocate for the Boys& Girls Club. She is a true leader and a responsible, hard-working young adult. She demonstrated this while working in the culinary arts kitchen, teen game room, and the lunch & snack program. We are planning to hire Sarah in October as one of the Youth Aides in the Education Department.
3. The Boys & Girls Club- Marti Huizenga Club - Sean Estupian worked as a youth aide and in his position, he assisted the certified classroom teacher with the iReady math and reading program. Sean is a candidate to be hired through the pending iReady grant. We intend to hire Sean as a youth aide if the grant is received if not, we will work on placing Sean in another position within the club. Sean displayed a can-do attitude, strong work ethic, attention to detail, and initiative.
4. Pompano Beach General Services Department - On behalf of this Department, I can't thank the ladies referenced below enough for their commitment, attention to detail, and ability to follow directions. Because of their contributions, this department was able to complete more milestones than imagined. Words cannot express how instrumental Ms. Kyla Parrish, Ms. Asia Brooks, and Ms. Shaniyah Neal were to this department. These ladies contacted 8,277 vendors in one month to obtain additional information the city needed in order to update our records and scanned 1,491 vendor profiles into our system. They were an intricate and critical part to the department achieving its milestones. Yes!!! This department would welcome these ladies back any time. They have demonstrated project management at its best. This has truly been a rewarding experience for everyone.

RECOMMENDATION

None, for informational purposes.

**CHILDREN'S
SERVICES COUNCIL MEMBERS:**

Dawn Liberta, Chair
Community Development Administrator,
Circuit 17
Department of Children & Families

Dr. David H. Kenton, Secretary
Governor Appointee

Cathy Donnelly, Immediate Past Chair
Governor Appointee

Dr. Vickie L. Cartwright
Superintendent
Broward County Public Schools

Beam Furr
Broward County Commission

Donna P. Korn
Board Member
Broward County Public Schools

Hon. Shari Africk Olefson
Judicial Member

Tom Powers
Governor Appointee

Vacant
Governor Appointee

Dr. Paula Thaqi
Director
Broward County Health Department

Jeffrey S. Wood
Governor Appointee

STAFF

Cindy J. Arenberg Seltzer
President/CEO

LEGAL COUNSEL

John Milledge
Garry Johnson

August 10, 2022

Ms. Carol Hylton
President/CEO
CareerSource Broward
2890 W Cypress Creek Rd
Fort Lauderdale, FL 33309

Financial and Administrative Review of CareerSource Broward, Program and Contract – Summer Youth Employment (SYEP) #18-5015

Dear Ms. Hylton:

The Children's Services Council of Broward County (CSC) completed the financial and administrative review of CareerSource Broward, program, and contract: Summer Youth Employment (SYEP) #18-5015 funded by the CSC. The assessment tool is attached to this report.

In general, CareerSource Broward has sufficient controls in place to manage the program. There were no findings that impacted the administration of the program.

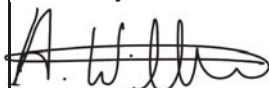
Summer Youth Employment - #18-5015:

- You are commended for a financial and administrative review with no findings.

A copy of this report has been retained in your file for future reference. If you plan to apply for future funding, the contents will be considered during the rating of your funding proposal.

Thank you for your cooperation during the review process. We hope that you find the administrative evaluation informative. Your agency can respond in writing with feedback to the financial and administrative review experience and report. If you have questions, please contact me at (954) 233-1288 or awilliams@cscbroward.org.

Sincerely,



Alicia Williams
Assistant Director of Finance



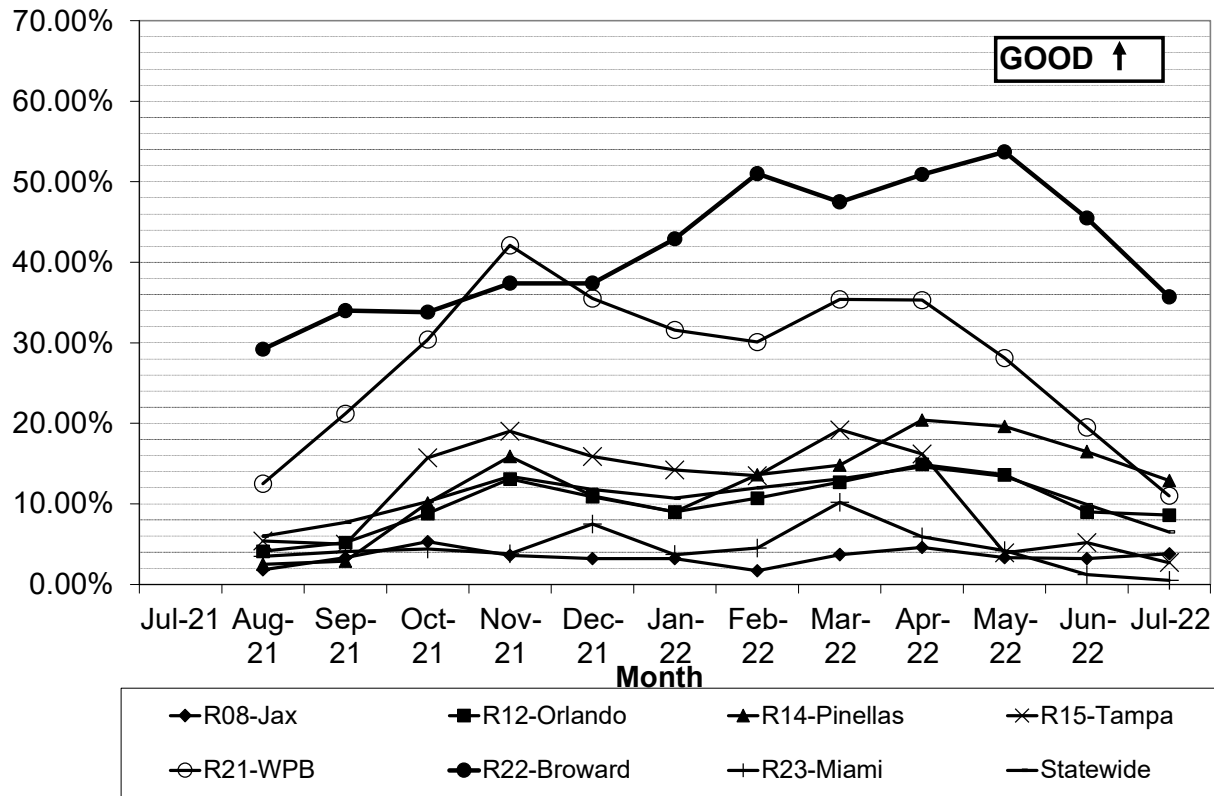
Performance Report

Performance Report – July 2021 to July 2022

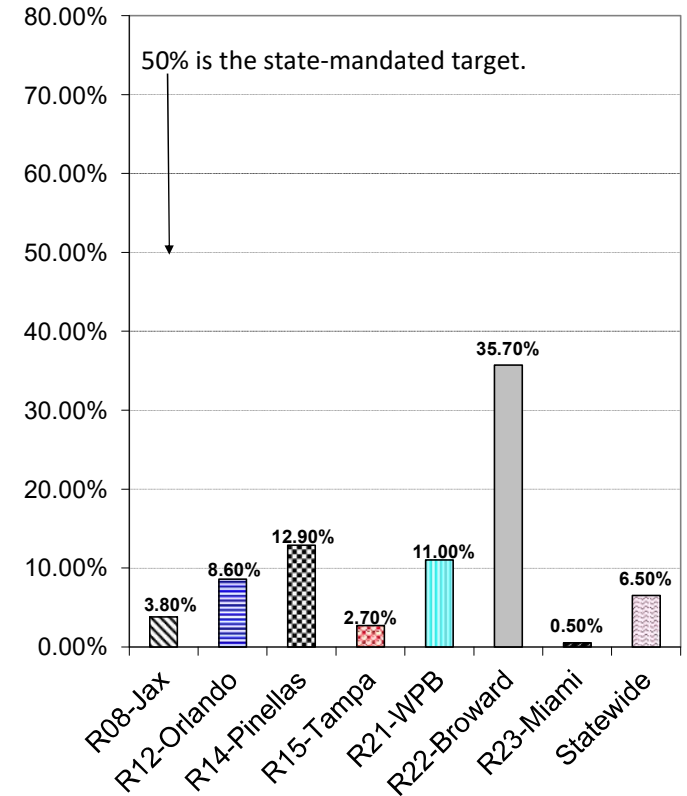
Entered Employment Rate for the Month July 2022 across all Big Seven Regions								
	WTP		Wagner-Peyser		Veterans		WIOA Adult/DW	
Region 8 - Jacksonville	23.00%	↑	16.00%	↓	18.00%	↑	100.00%	↑
Region 12 - Orlando	26.00%	↑	37.50%	↑	40.40%	↑	100.00%	↑
Region 14 - Pinellas	29.00%	↑	26.90%	↓	40.00%	↑	0.00%	↓
Region 15 - Tampa	30.90%	↑	21.90%	↑	32.70%	↓	100.00%	—
Region 21 - WPB	27.30%	↓	29.20%	↓	41.40%	↑	85.70%	↓
Region 22 - Broward	14.80%	↓	57.70%	↓	57.90%	↓	100.00%	—
Region 23 - Miami	6.10%	↓	46.60%	↓	40.00%	↓	100.00%	—
Statewide	20.40%	↓	32.30%	↑	38.40%	↓	93.80%	↑
Note: Arrows indicate direction of change since previous month's figures. Flat line indicates no change.								
<u>Legend / Abbreviation Key</u>		WTP	Welfare-Transition Program			DW	Dislocated Worker	
		WIOA	Workforce Innovation and Opportunity Act					

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

Month-to-Month Participation Rate from July 2021 to Jul 2022

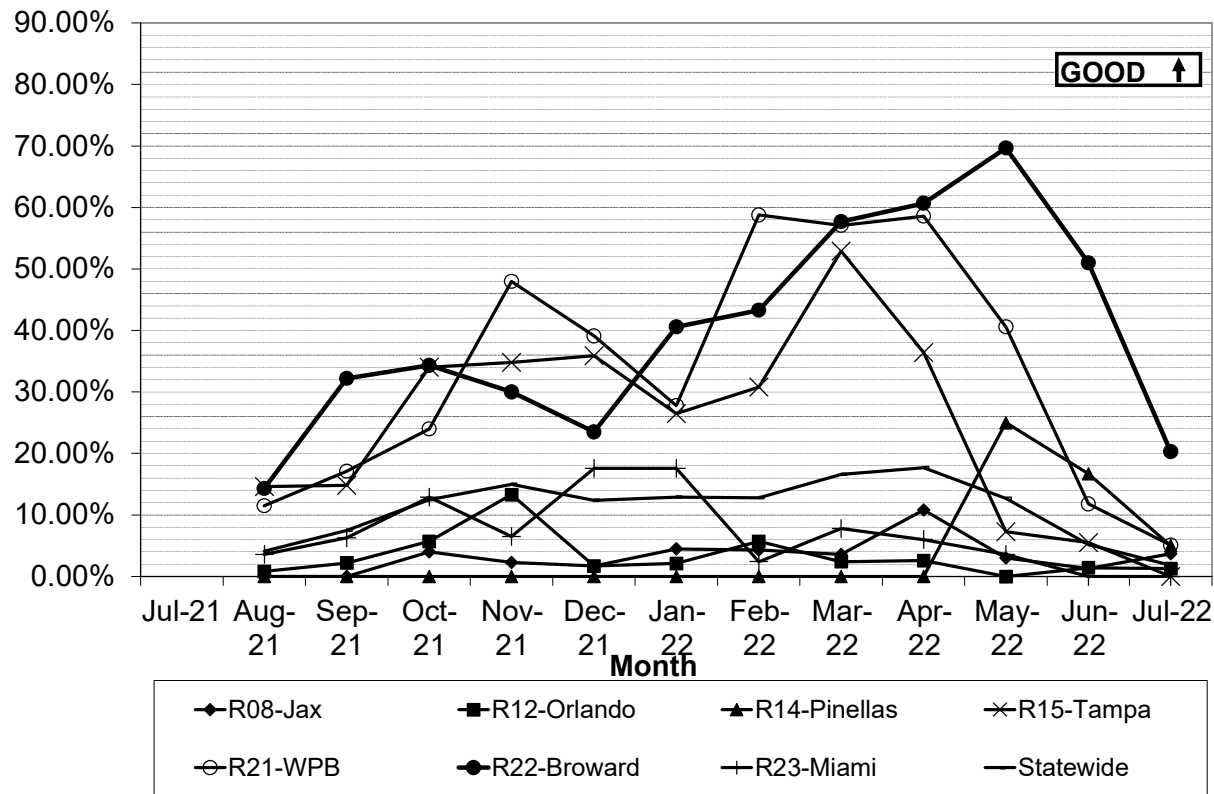


Program Year-to-Date (YTD) Participation Rate as of July 2022

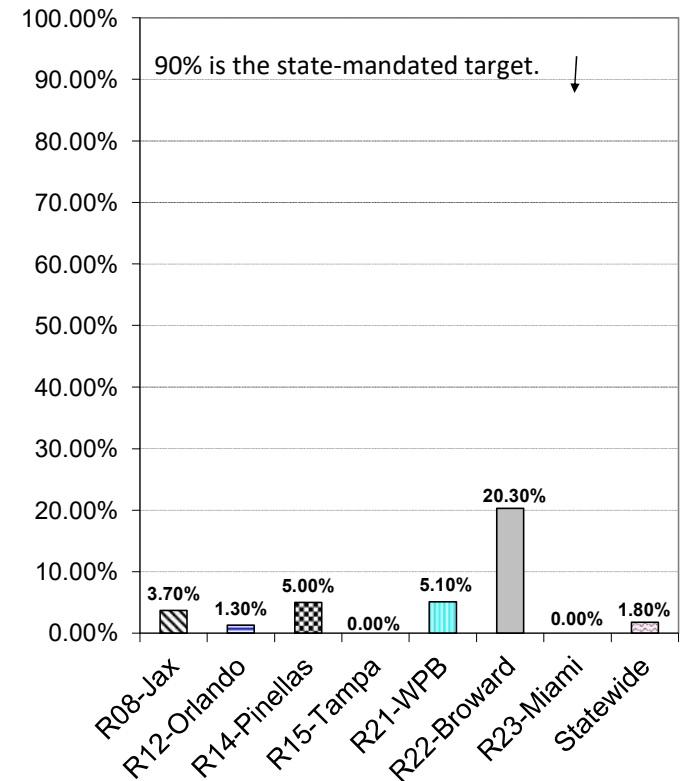


Welfare Transition Program (WTP) Two-Parent Family Participation Data for the Big 7 Regions

Month-to-Month Participation Rate from July 2021 to July 2022

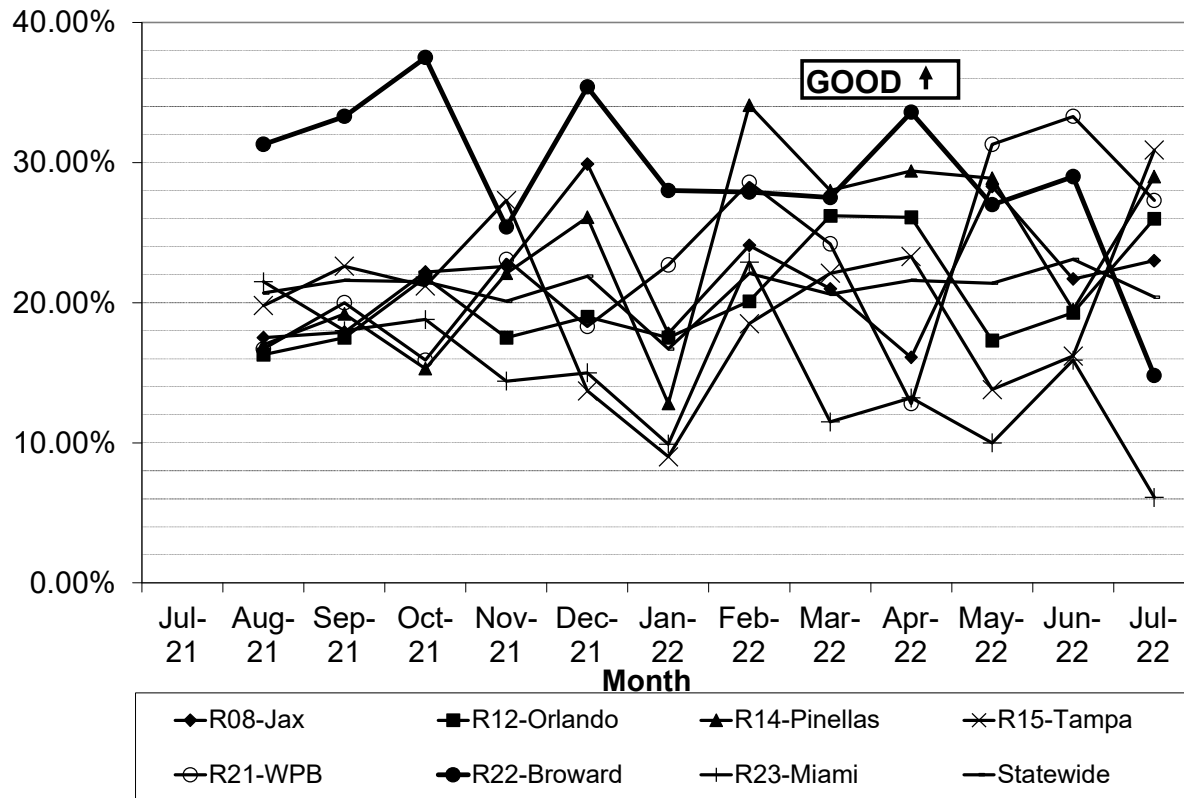


**Program Year-to-Date (YTD)
Participation Rate as of July 2022**

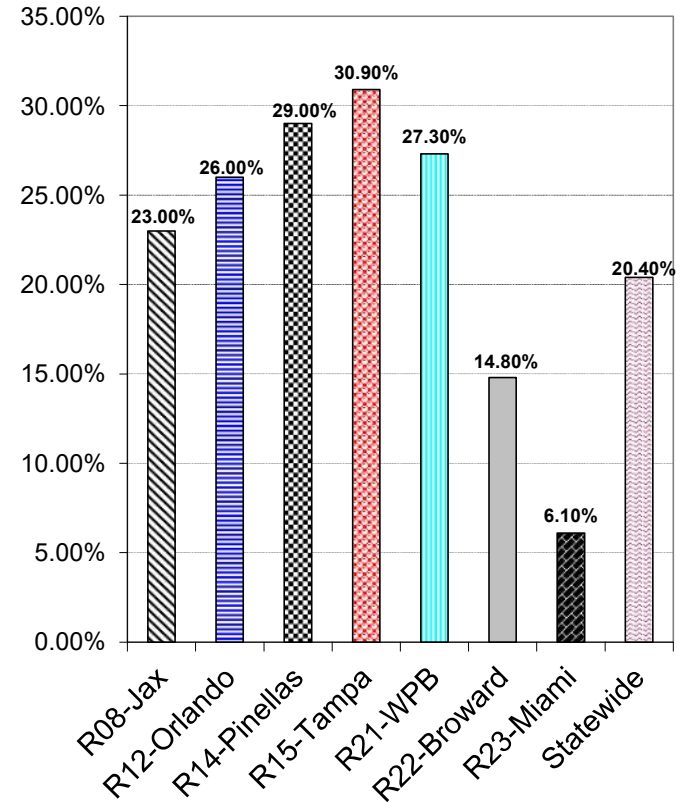


Welfare Transition Program (WTP) Entered Employment (EE) Data for the Big 7 Regions

Month-to-Month Entered Employment Rate from July 2021 to July 2022



Program Year-to-Date (YTD) EE Rate as of July 2022

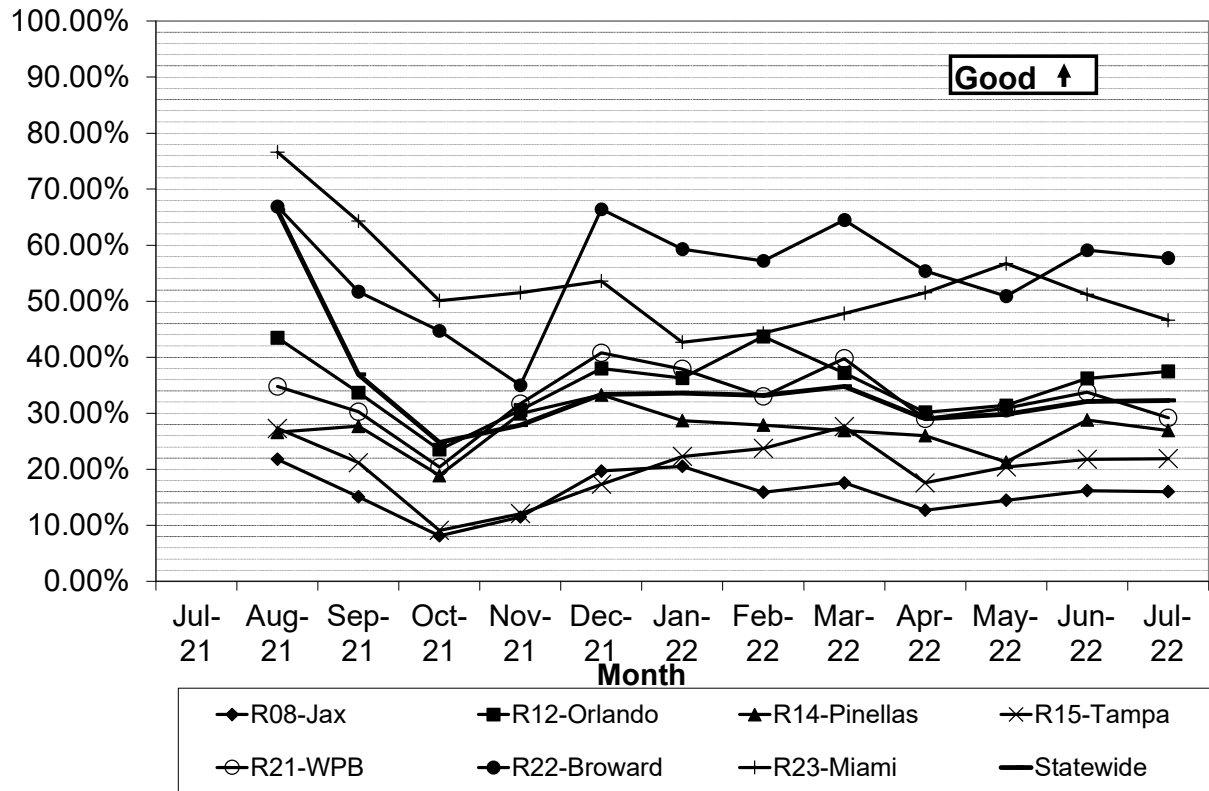


Analysis of Welfare Transition Program (WTP) Performance

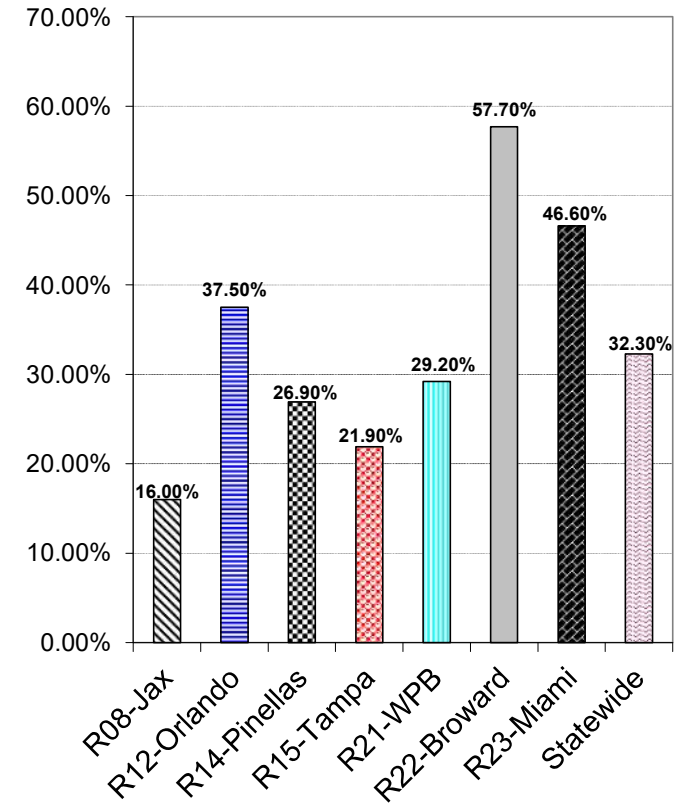
WTP Program Performance At-A-Glance	Measure	Goal	Month (July)	PYTD
	All Family Participation	50%	35.7%	35.7%
	Two-Parent Family Participation	90%	20.3%	20.3%
	Entered Employment Rate (EER)	39%	14.8%	14.8%
Current Situation and Performance Summary	<p>In relation to the Big 7 Regions:</p> <p>All Family Participation Rate CSBD ranks 1st in performance for the month and ranks 1st Program Year-To-Date.</p> <p>Two Parent Participation Rate CSBD ranks 1st in performance for the month and 1st Program Year-To-Date.</p> <p>Entered Employment Rate CSBD ranks 6th in performance for the month and ranks 6th Program Year-To-Date.</p>			
Strategies and Action Steps	<p>To increase the EER, we will continue to work closely with employers who have recently hired WTP customers to assist them with filling any additional vacancies as well as building rapport. By establishing these relationships, we are able to streamline customer referrals for interviews for immediate hiring. We are also providing the employers with additional information on the array of our services – from posting jobs and hosting career fairs to connecting them to training grants.</p> <p>Through data analysis we found that customers who are employed were not closed timely by DCF which caused these closures to count negatively towards our performance. We met with DCF's management team to discuss strategies to improve. DCF is aware of the concern and stated staffing challenges are affecting their ability to process the case closure alerts they receive from us. CSBD offered assistance through our WEX program and have sent them a contract to review with their Legal team. If approved, these additional staff members could assist with the timely processing of employment documentation.</p>			

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

Month-to-Month Entered Employment Rate from July 2021 to July 2022



Program Year-to-Date (YTD) EE Rate as of July 2022

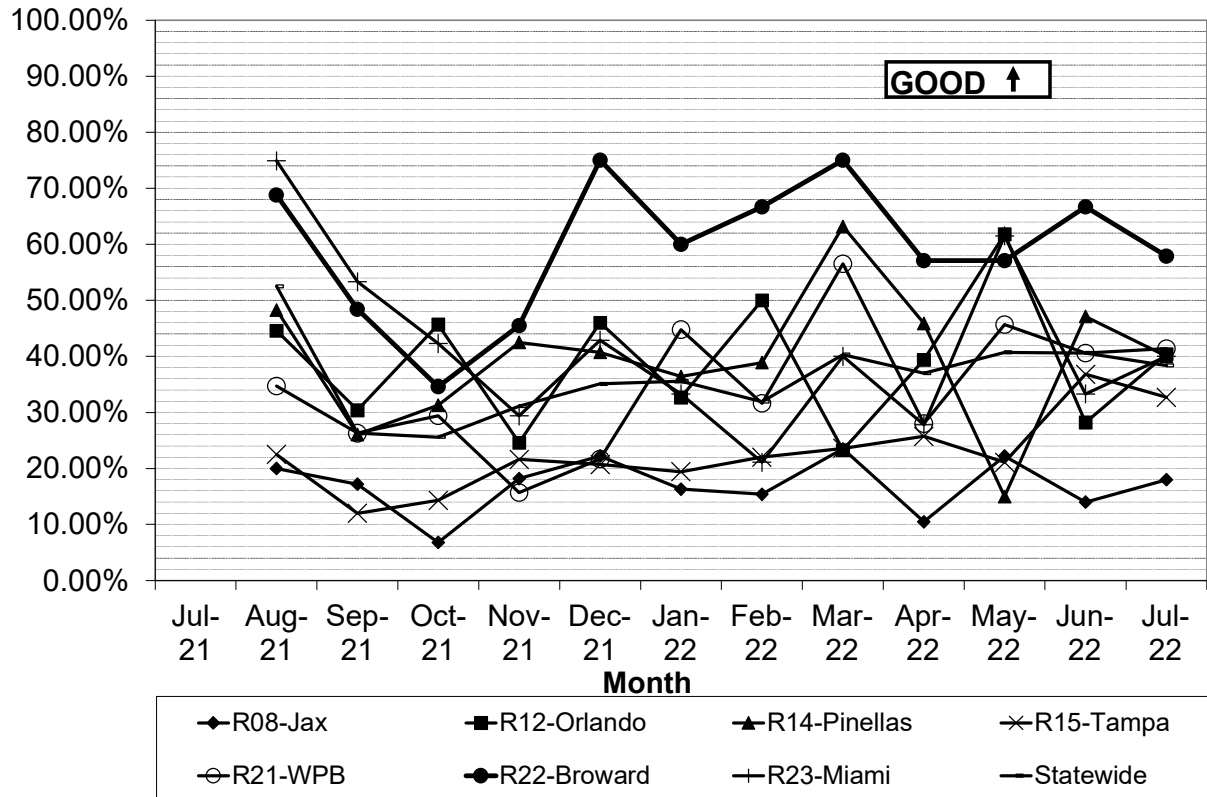


Analysis of Wagner-Peyser (WP) Performance

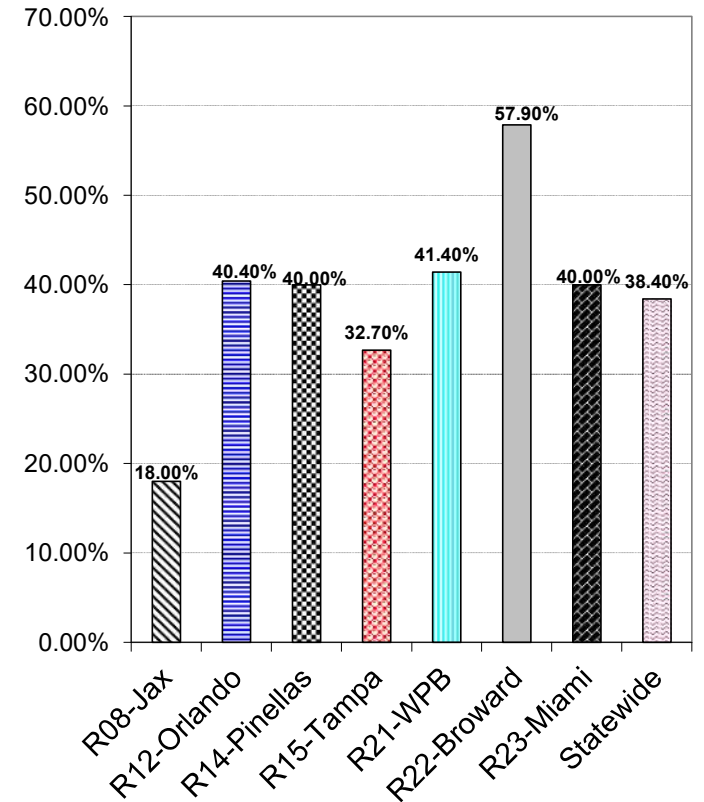
WP Program Performance At-A- Glance	<u>Measure</u>	Performance*	
		Month (July)	PYTD
	Entered Employment Rate (EER)	57.70%	57.70%
*Please note: The performance detail is based on the Monthly Management Report (MMR). Due to lagging data, our true YTD rate will adjust at the end of the program year.			
Current Situation and Performance Summary	<p>In relation to the Big 7 Regions:</p> <p>CSBD ranks 1st for the month and ranks 1st year-to-date in Entered Employment Rate.</p>		
Strategies and Action Steps	<p>To increase services to job seekers and improve our Entered Employment Rate, we have implemented the following strategy:</p> <ul style="list-style-type: none"> The team refreshed our outreach materials and provided talking points to our success coaches for them to use when interacting with customers. Customers were targeted by specific industry area, through direct texting and outreach to attend our in-person recruitment events and were referred to community partner career fairs in the local area. The Hot Jobs campaign for the month focused on information technology, communications, healthcare, and skilled trade job openings. Staff followed up with personal reminder phone calls, emails and texts at scheduled times: 5, 3 and 1 day before each event to increase attendance. The strategy is working as evidenced by an increase in attendance at events and the result was an increase in our customers being hired for open full-time positions. 		

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

Month-to-Month Entered Employment Rate from July 2021 to July 2022



Program Year-to-Date (YTD) EE Rate as of July 2022

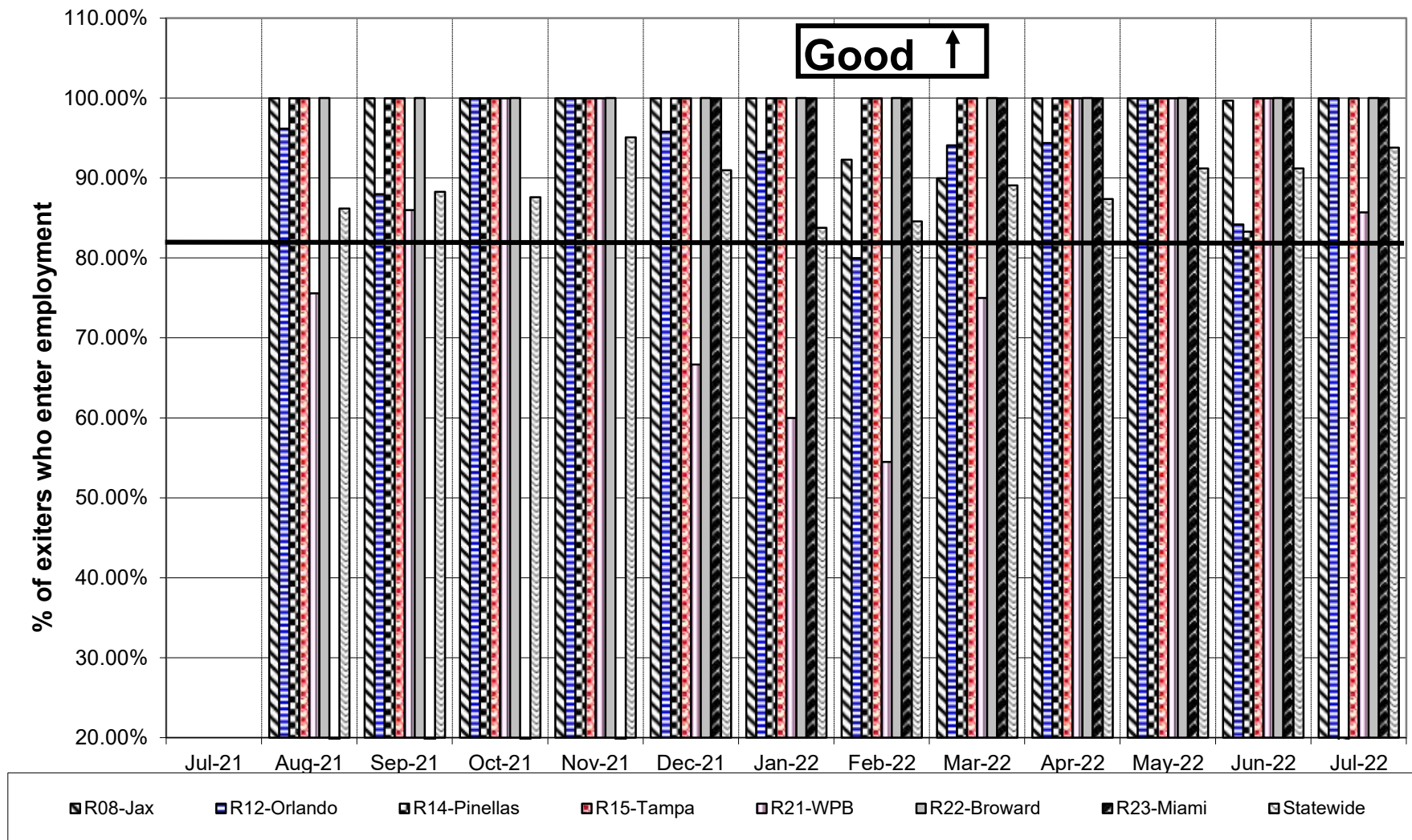


Analysis of Veterans' Performance

Veterans Program Performance At-A- Glance	<u>Measure</u>	Performance*	
		Month (July)	PYTD
	Entered Employment Rate (EER)	57.9%	57.9%
<i>*Please note: The performance detail is based on the Monthly Management Report (MMR).</i>			
Current Situation and Performance Summary	<p>In relation to the Big 7 Regions:</p> <p>CSBD ranks 1st for the month and ranks 1st year-to-date in 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"> • The Veteran Staff have connected with the United Association of Plumbers and Pipefitters – 719 to develop a Veteran specific apprenticeship program to include classroom and hands on training for veterans interested in pursuing a career in the trade. The partnership will ensure that Veteran jobseekers that have no prior experience or that have transferable military occupational specialty skills will have access to entry level positions though journeyman opportunities. The Veteran Get There Faster WIOA grant program will offset a percentage of paid training and pay for examinations to ensure Veterans are employed in the community while developing new skills in sustainable in-demand jobs. • In follow-up to the survey results obtained by our Community Needs Assessment we are investing in additional advertising by engaging with Moore Communications to attract veteran job seekers who are interested in short-term training programs and job placement assistance. The advertising plan will include targeted social media ads, bus signage, and flyers to be posted in municipal/government buildings throughout Broward County. 		

Comparison of the Workforce Innovation and Opportunity Act (WIOA) Entered Employment Rate for Adult & Dislocated Workers across the 7 largest Regions in Florida from July 2021 to July 2022

.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 (July)	PYTD
	Entered Employment Rate	100%	100%
Current Situation and Performance Summary	<p>In this new program year CSBD assisted 61 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 #1 in the State for the Entered Employment Rate for the month and #1 in DW average wage rate at \$23.00 an hour.</p>		
Strategies and Action Steps	<p>To increase WIOA training enrollments we implemented the following strategies:</p> <ul style="list-style-type: none"> • The WIOA department is in collaboration with WTP and OIC in the development of the Non-Custodial Parent Program. Participants will be placed in paid internships and provided supportive services such as transportation assistance and work attire. that will bridge the employment gap for the participant, as well as assist local employers in filling immediate vacancies. • Due to staffing changes in the one stop centers and with the training providers we are coordinating meet and greets for training providers to become acquainted with the Success Coach staff and departmental supervisors. We will also ensure the training provider staff has enough information on general WIOA eligibility. This improved communication will help foster better collaboration regarding student / customer success and increase appropriate referrals for scholarship opportunities. 		

Overview of the CareerSource Broward Region
Not Seasonally Adjusted
August 19, 2022

- The unemployment rate in the CareerSource Broward region (Broward County) was 2.9 percent in July 2022. This rate was 2.2 percentage points lower than the region's year ago rate of 5.1 percent. The region's July 2022 unemployment rate was 0.1 percentage point above the state rate of 2.8 percent. The labor force was 1,071,543, up 33,758 (+3.3 percent) over the year. There were 30,619 unemployed residents in the region.

Fort Lauderdale-Pompano Beach-Deerfield Beach Metro Division

- In July 2022, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Deerfield Beach MD was 875,000, an increase of 34,100 jobs (+4.1 percent) over the year.
- The Professional and Business Services (+6.5 percent) and Education and Health Services (+5.3 percent) industries grew faster in the metro area than statewide over the year.
- 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 Construction (+1,500 jobs) and Information (+700 jobs) industries.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the second fastest annual job growth rate compared to all the metro areas in the state in the Construction (+3.1 percent) industry.
- The Fort Lauderdale-Pompano Beach-Deerfield Beach MD had the third highest annual job growth compared to all the metro areas in the state in the Education and Health Services (+5,800 jobs) industry.
- The industries gaining jobs over the year were Professional and Business Services (+10,200 jobs); Leisure and Hospitality (+6,700 jobs); Education and Health Services (+5,800 jobs); Trade, Transportation, and Utilities (+5,600 jobs); Financial Activities (+2,000 jobs); Construction (+1,500 jobs); Manufacturing (+800 jobs); Information (+700 jobs); Other Services (+500 jobs); and Government (+300 jobs).
- No industries lost jobs over the year.

Note: All data are subject to revision.

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

Unemployment Rates			
(not seasonally adjusted)	Jul-22	Jun-22	Jul-21
CareerSource Broward (Broward County)	2.9%	3.0%	5.1%
Florida	2.8%	2.9%	4.8%
United States	3.8%	3.8%	5.7%

Ft. Lauderdale-Pompano Beach-Deerfield Beach					Florida				Annualized Avg. Wages Broward County, Q4 2021
Metropolitan Division									
Nonagricultural Employment by Industry (not seasonally adjusted)	Jul-22	Jul-21	change	percent change	Jul-22	Jul-21	change	percent change	
Total Employment	875,000	840,900	34,100	4.1	9,320,400	8,865,300	455,100	5.1	\$65,317.96
Mining and Logging	#N/A	#N/A	#N/A	#N/A	5,300	5,400	-100	-1.9	\$70,129.59
Construction	50,100	48,600	1,500	3.1	598,200	578,100	20,100	3.5	\$72,936.24
Manufacturing	29,300	28,500	800	2.8	412,200	390,100	22,100	5.7	\$76,923.40
Trade, Transportation, and Utilities	199,300	193,700	5,600	2.9	1,930,100	1,829,300	100,800	5.5	\$65,297.18
Wholesale Trade	52,400	50,900	1,500	2.9	386,500	357,000	29,500	8.3	\$98,045.52
Retail Trade	108,500	106,300	2,200	2.1	1,134,100	1,087,700	46,400	4.3	\$50,555.70
Transportation, Warehousing, and Utilities	38,400	36,500	1,900	5.2	409,500	384,600	24,900	6.5	\$67,996.86
Information	21,700	21,000	700	3.3	150,700	139,900	10,800	7.7	\$116,237.4
Financial Activities	67,700	65,700	2,000	3.0	657,600	627,600	30,000	4.8	\$110,729.9
Professional and Business Services	167,100	156,900	10,200	6.5	1,547,500	1,463,800	83,700	5.7	\$85,858.70
Education and Health Services	115,400	109,600	5,800	5.3	1,376,300	1,328,900	47,400	3.6	\$65,167.62
Leisure and Hospitality	94,000	87,300	6,700	7.7	1,254,700	1,145,700	109,000	9.5	\$35,004.58
Other Services	33,900	33,400	500	1.5	363,800	336,500	27,300	8.1	\$47,174.97
Government	96,400	96,100	300	0.3	1,024,000	1,020,000	4,000	0.4	\$83,029.71

Population	2021	2020	change	percent change
CareerSource Broward (Broward County)	1,958,105	1,955,475	2,630	0.1
Florida	21,781,128	21,569,932	211,196	1.0
Average Annual Wage	2021	2020	change	percent change
CareerSource Broward (Broward County)	\$63,523	\$59,009	\$4,514	7.6
Florida	\$60,299	\$55,840	\$4,459	8.0

Note: All data are subject to revision.

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

Questions and Answers
Florida Department of Economic Opportunity
Employment and Unemployment Data
July 2022
(Released August 19, 2022)

1. What are the current Florida labor statistics and what changes were there over the month and over the year?

Unemployment Rates

- Florida's seasonally adjusted unemployment rate for July 2022 was 2.7 percent. This represented 283,000 jobless out of a labor force of 10,658,000.
- Florida's July 2022 unemployment rate was down 0.1 percentage point from the June 2022 rate.
- Florida's unemployment rate was down 1.8 percentage points from the July 2021 rate of 4.5 percent.
- July 2022 marked the fourteenth successive month Florida's labor force surpassed the pre-pandemic levels.
- Note that the number unemployed is not the same as the number of individuals receiving Reemployment Assistance (RA) benefits. The definition of unemployed is those that are without a job, but actively seeking work. A person seeking work is considered unemployed even if they never held a job before. Collecting RA is not a requirement for being counted as unemployed.

Job Counts

- Total nonagricultural employment in Florida was 9,433,400 in July 2022, an increase of 437,800 jobs over the year (+4.9 percent). This was the sixteenth consecutive month Florida experienced a positive over-the-year job growth.
- In July 2022, private sector employment was 8,331,700, an increase of 433,500 jobs over the year (+5.5 percent).
- Total nonagricultural employment increased by 73,800 jobs (+0.8 percent) over the month. This is the 27th consecutive month of job gains.

2. How do Florida's labor statistics compare to the nation?

- Florida's July 2022 unemployment rate of 2.7 percent was 0.8 percentage point lower than the national rate of 3.5 percent.
- Florida's July 2022 private sector over-the-year rate of growth was 5.5 percent, which was 0.7 percentage point higher than the national job growth rate of 4.8 percent.

3. What are the categories of unemployed individuals?

“Job losers” are those on layoff or termination seeking work; “job leavers” are those that voluntarily leave a job and then seek work; “re-entrants” are those that left the labor force and have rejoined to seek work; and “new entrants” are those that enter the labor market for the first time seeking work. A decreasing percentage of job losers as compared to the other categories can be interpreted as a sign of an improving economy.

National – Monthly

- Unemployed persons by reason for unemployment (as a percent of total unemployed), March 2022 for the United States (seasonally adjusted):
 - Job losers 44.9% (down from 57.1% a year ago)
 - Job leavers 14.8% (up from 10.8% a year ago)
 - Reentrants 32.2% (up from 26.6% a year ago)
 - New entrants 8.1% (up from 5.4% a year ago)

Florida – 12-Month Moving Average

- Unemployed persons by reason for unemployment (as a percent of total unemployed), 12-month average ending July 2022 for Florida (not seasonally adjusted):
 - Job losers 50.5% (down from 69.4% a year ago)
 - Job leavers 16.7% (up from 7.4% a year ago)
 - Reentrants 24.9% (up from 16.3% a year ago)
 - New entrants 8.0% (up from 6.8% a year ago)

4. What are the unemployment rates based on education levels?

- Unemployment rates by educational attainment, July 2022 for the United States (seasonally adjusted, labor force members aged 25 and older):
 - Less than a high school diploma 5.9%
 - High school graduates, no college 3.6%
 - Some college or associate degree 2.8%
 - Bachelor’s degree and higher 2.0%
- Unemployment rates by educational attainment, 12-month average ending July 2022 for Florida (not seasonally adjusted, labor force members aged 25 and older):
 - Less than a high school diploma 6.8%
 - High school graduates, no college 3.3%
 - Some college or associate degree 3.0%
 - Bachelor’s degree and higher 1.9%

5. What was the duration of unemployment in Florida?

Note: This includes all the unemployed/job seekers, not just the number of people receiving Reemployment Assistance benefits.

- Duration of unemployment for Florida (12-month average ending July 2022):

Unemployed Duration	Percent of Total
Total:	100
Less than 5 weeks	29.5 (up from 20.2 a year ago)
5 to 14 weeks	26.8 (up from 21.9 a year ago)
15 to 26 weeks	14.4 (down from 22.2 a year ago)
27 to 51 weeks	9.4 (down from 20.2 a year ago)
52 weeks (1 year) and over	19.9 (up from 6.6 a year ago)
Average weeks of unemployment:	29.7 (down from 26.5 a year ago)

(Long-term unemployed (27 weeks and over) is the sum of 9.4 and 19.9, which is 29.3 percent, down 6.4 percentage points from a year ago.)

6. What was the full-time and part-time status of the employed?

National-Monthly

- Full-time and part-time status of the employed (as a percent of total employed), July 2022 for the United States (seasonally adjusted):
 - Full-time 83.8 % (up from 83.5% a year ago)
 - Voluntary part-time 13.3 % (up from 13.2% a year ago)
 - Part-time for economic reasons 2.5% (down from 2.9% a year ago)

Florida – 12-month Moving Average

- Full-time and part-time status for the employed (as a percent of total employed), 12-month average ending July 2022 for Florida (not seasonally adjusted):
 - Full-time 86.5% (up from 85.9% a year ago)
 - Voluntary part-time 10.8% (up from 10.3% a year ago)
 - Part-time for economic reasons 1.9% (down from 3.0% a year ago)

7. What is Florida's current level of initial claims for Reemployment Assistance (RA)?

- For the most up to date Reemployment Assistance statistics please see the Department's Reemployment Assistance Claims Dashboard:

http://lmsresources.labormarketinfo.com/covid19/initial_claims.html

8. What are the annual Florida unemployment rates by age, gender, and race; and Veterans unemployment rates?

Latest Unemployment Rates by Age, Gender, and Race

- Florida 2021 annual average unemployment rates from the U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey:
 - Unemployment rates by age:
 - 16 to 19 years 11.6 percent
 - 20 to 24 years 6.9 percent
 - 25 to 34 years 4.8 percent
 - 35 to 44 years 4.3 percent
 - 45 to 54 years 3.9 percent
 - 55 to 64 years 3.7 percent
 - 65 years and over 3.0 percent
 - Unemployment rates by gender:
 - Male 4.4 percent
 - Female 4.6 percent
 - Unemployment rates by race and ethnicity:
 - White 4.1 percent
 - Black 6.3 percent
 - Hispanic 5.4 percent

Latest Florida and U.S. Veterans Unemployment Rates, 2021 – Current Population Survey (CPS)

- Florida's unemployment rate for Veterans (4.0 percent) was lower than the national rate (4.4 percent), and lower than the rate for nonveterans (4.5 percent).

Florida and the United States Employment Status by Veteran Status Universe: Civilian non-institutionalized population 18 years and over 2021 CPS Annual Averages, Not Seasonally Adjusted		
	Veterans	Nonveterans
FLORIDA		
Total population, 18 years and over	1,396,000	15,972,000
In labor force	611,000	9,723,000
Employed	586,000	9,283,000
Unemployed	25,000	440,000
Unemployment rate	4.0%	4.5%
U.S.		
Total population, 18 years and over	18,506,000	234,176,000
In labor force	8,818,000	150,143,000
Employed	8,433,000	142,161,000
Unemployed	581,000	7,982,000
Unemployment rate	4.4%	5.3%

Source: U.S. Bureau of Labor Statistics, Current Population Survey, 2020.