



**Broward Workforce Development Board
Youth Committee**
Tuesday, March 18, 2025
12:30 p.m. – 2:00 p.m.

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

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

**This meeting is being held in person.
This meeting is also accessible via a Zoom video conference.**

PROTOCOL FOR TELEPHONE/ZOOM MEETING

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

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

MEETING AGENDA

IDENTIFICATION AND INTRODUCTION OF ANY UNIDENTIFIED CALLERS

SELF-INTRODUCTIONS

APPROVAL OF MINUTES

Approval of the Minutes of the 11/18 Youth Committee Meeting.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Minutes of the Meeting

Pages 7 - 12

NEW BUSINESS

1. Summer Youth Work Experience Contract with Lan Infotech

Consideration to approve a SYEP contract with Lan Infotech through 9/30/28. The SYEP contracts are non-financial; entities agree to serve as host work sites for the youth. CareerSource Broward (CSDB) is the youths' employer of record. Because Board Member Michael Goldstein is employed by Lan Infotech, he will need to declare a conflict of interest, and a 2/3 vote of the Board members present at a Board meeting with an established quorum is required.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	None

2. Summer Youth Work Experience Contract with the Fort Lauderdale Executive Airport

Consideration to approve a SYEP contract with the Fort Lauderdale Executive Airport (FXE) through 9/30/28. The SYEP contracts are non-financial; entities agree to serve as host work sites for the youth. CSBD is the youths' employer of record. Because Board Member Rufus James is employed by FXE, he will need to declare a conflict of interest, and a 2/3 vote of the Board members present at a Board meeting with an established quorum is required.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	None

3. Summer Youth Work Experience Contract with Hispanic Unity of Florida

Consideration to approve a SYEP contract with Hispanic Unity of Florida (HUF) through 9/30/28. The SYEP contracts are non-financial; entities agree to serve as host work sites for the youth. CSBD is the youths' employer of record. Because Board Member Felipe Pinzon is employed by HUF, he will need to declare a conflict of interest, and a 2/3 vote of the Board members present at a Board meeting with an established quorum is required.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	None

4. PY 25/26 School Board of Broward County (SBBC) Out-of-School & In-School Youth Contract Renewals

Consideration to approve PY 25/26 renewals for the SBBC's contracts in the amount of 1) \$350,000 to serve 110 OSY and 2) \$200,000 to serve 75 ISY subject to negotiation. This is the 1st of 4 renewals under the current contracts. Because Board Member Dr. Howard Hepburn is employed by the SBBC, he will need to declare a conflict of interest, and a 2/3 vote of the Board members present at a Board meeting with an established quorum is required.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Memo #07-24 (OPS)

5. PY 25/26 Out-of-School Youth (OSY) & In-School Youth (ISY) Contract Renewals

Consideration to approve PY 25/26 contract renewals for 1) The Center for Independent Living, Broward (CILB) to serve 12-15 OSY in the amount of \$58,896 2) Helping Advance and Nurture the Development of Youth (HANDY) to serve 20 OSY in the amount of \$152,000 3) The Fort Lauderdale Independent Training and Education (FLITE) Center to serve 36 OSY in the amount of \$227,000 and 4) Junior Achievement of South Florida (JA) to serve 25 ISY in the amount of \$150,000. All are subject to negotiation. This is the 1st of 4 renewals under their current contracts.

**RECOMM
ACTION
EXHIBIT**

Approval
Motion for Approval
Memo #08-24 (OPS)

Pages 15 – 19

6. Accept Donations for the Worlds of Work (WOW) Event

Consideration to accept \$20,500 in donations from various organizations, including a number of our board members, to support the 2025 WOW Career Exploration event. CSBD partnered with the School Board of Broward County and hosted the event at the Amerant Bank Arena on 3/11, where over 1,000 9th and 10th graders from high schools across the county were invited to learn about a broad spectrum of career pathways through hands-on and virtual reality (VR) immersive exhibits.

**RECOMM
ACTION
EXHIBITS**

Approval
Motion for Approval
Memo #09-24 (OPS)
Exhibitors List
[Event Highlights](#)

Pages 20 – 27

7. Accept Funds for the Summer Youth Employment Program (SYEP)

Consideration to accept 1) \$150,000 from the City of Fort Lauderdale and 2) \$22,500 from the City of Tamarac for the SYEP. The funding will serve 33 economically disadvantaged youth from Fort Lauderdale and 5 youth from Tamarac, aged 16-18 years old. The SYEP will provide each youth with three days of employability skills training and an eight-week meaningful summer work experience.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	None

8. Updates to the Youth Committee Strategic Planning Matrix for PY 24/25

Consideration to approve the final updates to the Strategic Planning Matrix.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Youth Committee Strategic Planning Matrix

Pages 28 – 35

REPORTS

1. Taylor, Hall, Miller, and Parker (THMP) P.A. WIOA Youth Monitoring Results

THMP conducted Youth program monitoring in August and November 2024. They reviewed 40 WIOA Youth case files consisting of 2,480 elements. There were 0 findings and 0 observations, equating to a 0% error rate. CSBD commends the youth providers for their commitment to quality while providing valuable services to the community.

ACTION	None
EXHIBIT	None

MATTERS FROM THE YOUTH COMMITTEE CHAIR

MATTERS FROM THE YOUTH COMMITTEE

MATTERS FROM THE FLOOR

MATTERS FROM THE PRESIDENT/CEO

ADJOURNMENT

<p>THE NEXT YOUTH COMMITTEE MEETING IS JUNE 4, 2025</p>
--



**Broward Workforce Development Board
Youth Committee**
Monday, November 18, 2024
12:30 p.m. – 2:00 p.m.

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

MEETING MINUTES

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

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

ATTENDEES: Traci Schweitzer, Dr. Lisa Knowles, Heiko Dobrikow, Joseph Cox, and Dawn Liberta, who chaired the meeting.

STAFF: Carol Hylton, Kimberly Bryant, Mark Klinecicz, Rochelle Daniels, Ron Moffett, and Yushika Florence.

GUESTS: Brian Johnson.

PRESENTATIONS TO THE COMMITTEE

1. Brian Johnson from the Center for Independent Living presented on youth services and how they leverage funding from CareerSource Broward to enhance those services and help youth gain employment.

Dawn Liberta thanked Brian Johnson for the great presentation and commended them on the wonderful job they are doing with this population and for the community.

Heiko Dobrikow asked if Mr. Johnson had any thoughts on how we might better remove barriers to employment for individuals with special needs.

Brian Johnson stated the he believes that we have to get employers to understand that this is an untapped workforce. We have to break down the preconceived notions that employers have about persons with disabilities as well as the stigmatism, and myths.

2. The Healthcare Career Pathways video was shown. It showcases the various opportunities available in the healthcare industry and highlights the Pharmacy and Radiological Technician due to their high demand. The video was made possible through the generous support of Broward Health and Memorial Healthcare.

Carol Hylton reminded the committee that the purpose of the career pathway videos is to let customers, especially youth, know that there are many in-demand occupations here in Broward County that do not require a four-year degree to make a decent, livable wage.

Carol Hylton informed the members that we also hosted a School Board meeting for 50 Career Champions at our South Center. We showed the Healthcare and the Marine video and talked

about ways we can partner to assist youth with career exploration and choices as they are planning their future after high school. After the meeting, staff gave them a tour of the Center. It was a very successful event that produced a lot of traction and phone calls.

Joseph Cox shared that the Museum of Discovery & Science is in the process of redesigning a health exhibit in partnership with Broward Health. He thinks that maybe the video could be incorporated into the exhibit. Mrs. Hylton expressed her appreciation.

APPROVAL OF MINUTES

Approval of the Minutes of the 9/23 Youth Committee Meeting.

On a motion made by Heiko Dobrikow and seconded by Joseph Cox, the Youth Committee unanimously approved the minutes of the 9/23 meeting.

NEW BUSINESS

1. Accept Summer Youth Employment Program (SYEP) Funds for 2025

Considered the acceptance of \$50,000 from the City of Dania Beach to serve 11 economically disadvantaged youth ages 16-18 years old who reside within the city. The SYEP will provide each youth with three days of employability skills training and an eight-week meaningful summer work experience. Dania Beach has funded the SYEP for the past three (3) years.

Dawn Liberta introduced the item stating the City of Dania Beach has provided \$50,000 to support the Summer Youth Employment Program (SYEP), which will serve 11 economically disadvantaged youth aged 16-18 living in the city.

Kimberly Bryant added the program includes three days of employability skills training and an eight-week summer work experience. Dania Beach has funded the SYEP for the past three years.

On a motion made by Heiko Dobrikow and seconded by Dr. Lisa Knowles, the Youth Committee unanimously approved the acceptance of \$50,000 from the City of Dania Beach for the 2025 SYEP.

2. Summer Youth Work Experience Contract with Broward County

Considered the approval of a SYEP contract with Broward County through 9/30/29. The SYEP contracts are non-financial; entities agree to serve as host work sites for the youth. CSBD is the youths' employer of record. Because Board Members Sandy-Michael McDonald and Tara Williams are employed by Broward County, a 2/3 vote of the Board members present at a Board meeting with an established quorum is required.

Dawn Liberta stated this item is approval of a non-financial SYEP contract with Broward County through 9/30/29. Under the contract, Broward County will serve as host work site for youth.

Kimberly Bryant explained further that, since Board Members Sandy-Michael McDonald and Tara Williams are employed by Broward County, a 2/3 vote of the Board members present with a quorum is required for approval at a Board meeting.

On a motion made by Joseph Cox and seconded by Dr. Lisa Knowles, the Youth Committee unanimously approved a SYEP Work Experience Contract with Broward County through 9/30/29.

3. Summer Youth Work Experience Contract with the School Board of Broward County

Considered the approval of a SYEP contract with the School Board of Broward County (SBBC) through 9/30/28. The SYEP contracts are non-financial; entities agree to serve as host work sites for the youth. CSBD is the youths' employer of record. Because Board Member Dr. Howard Hepburn is employed by the SBBC, he will need to declare a conflict of interest, and a 2/3 vote of the Board members present at a meeting with an established quorum is required.

Dawn Liberta introduced the item explaining this is a non-financial SYEP contract with the School Board of Broward County (SBBC) through 9/30/28.

Kimberly Bryant added because Board Member Dr. Howard Hepburn, is employed by the SBBC, a 2/3 vote of Board members present at a board meeting with a quorum is required for approval.

On a motion made by Heiko Dobrikow and seconded by Traci Schweitzer, the Youth Committee unanimously approved a SYEP Work Experience Contract with the SBBC through 9/30/28.

4. Updates to the Youth Committee Matrix PY 24/25

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

Dawn Liberta introduced the item and asked Kimberly Bryant to present it. Kimberly Bryant provided an overview of the progress that has been made toward achieving the objectives and benchmarks.

When discussing the OJT that was developed for a youth participant in the Marine Industry, Dawn Liberta added that is why she liked the videos we have shared throughout the community as it is highlighting the occupation.

When covering the section of the matrix related to a CSBD and MODs partnership meeting, Joe Cox added that on March 8th MODS will be participating in the 2nd annual Visit Fort Lauderdale Science Festival. Last year, over 11,000 visitors attended the event. It is really about highlighting all things STEM in Broward County: opportunities, careers, etc. So, MODS could certainly give CSBD space to showcase careers there. Mrs. Hylton thanked Mr. Cox for the opportunity and stated she'd be following up to get the details.

On a motion made by Joe Cox and seconded by Dr. Lisa Knowles, the Youth Committee unanimously approved the updates to the Youth Committee Matrix for PY 24/25.

5. Increasing Community Awareness of CSBD's Youth Programs and Services

Each year, CSBD's WIOA in-school and out-of-school youth programs serve about 400 youth ages 16-24 through our youth providers and the one-stop centers. To increase awareness, CSBD sought the committee's input on strategies to highlight and publicize the partnership between CSBD and our youth providers.

Dawn Liberta introduced the item and opened the floor to discussion on ways to increase awareness of the youth services provided by CSBD.

Carol Hylton added that while the community knows about our summer youth program they are not as knowledgeable about our WIOA Youth services, people know FLITE, CIL, HANDY; but they don't know that CSBD is funding them to provide youth with employment services and support.

Joe Cox suggested that CSBD consider adding language to its contracts with the Youth Providers that require they tie the services they are providing to the support they are receiving from CSBD. Mr. Cox added that we could encourage the Providers to share testimonials from the youth in their newsletters and on social media using hashtags that promote the CSBD brand.

Dawn Liberta said that she has contracts that asks for something similar to what Mr. Cox described and she does not think that that is too much to ask. Mrs. Hylton agreed and stated we will look into the feasibility of adding language in our contracts that requires our youth providers to promote the youth services CSBD provides.

Heiko Dobrikow added the concept of having virtual mini mission moments. He suggested the providers record testimonials from youth or employers which could then be shared. Dr. Lisa Knowles agreed and recommended the youth providers be asked to create videos discussing their programs that could then be added to the CSBD youth services website page.

Mrs. Hylton thought these were excellent ideas and thanked Mr. Dobrikow and Dr. Knowles for their suggestions.

Dawn Liberta, as chair, determined the committee's input on strategies to highlight and publicize the partnership between CSBD and our youth providers did not require a formal vote and did not ask for a motion to approve the members suggestions.

6. Youth Committee Meeting Calendar for 2025

Considered approval of the Youth Committee meeting schedule. We have scheduled four (4) meetings for the upcoming year. Meetings are in person. On occasion, if necessary, a committee member can attend via Zoom.

Dawn Liberta introduced the item and asked Kimberly Bryant to present it, which she did.

On a motion made by Joe Cox and seconded by Heiko Dobrikow, the Youth Committee unanimously approved the Youth Committee Meeting schedule for 2025.

REPORTS

1. WIOA Youth Provider Performance for Program Year (PY) 24/25

For PY 24/25 CareerSource Broward contracts with five (5) Out-of-School Youth and two (2) In-School Youth programs. The youth receive case management, career pathway planning, occupational skills training, and job readiness preparation. This Youth Provider Performance report is required under their agreements and in accordance with WIOA. Providers are either on track or have already met their enrollment goals.

Dawn Liberta introduced the item and asked Kimberly Bryant to present it.

Kimberly Bryant presented the item. All providers are on track to meet their performance goals. Ms. Liberta asked about Harmony's performance. Mrs. Hylton explained that this is a new provider, and that they had to hire staff and receive training on WIOA eligibility, Employ Florida for case management before enrolling youth. Now that these have occurred we should see youth enrollments into their program.

2. SYEP Portal

The Summer Youth application portal opens 12/2 at 9 am for Summer 2025. Youth will receive an 8-week meaningful work experience earning \$14 per hour. Before beginning their work assignment, all youth will complete 3 days of employability skills training to help them be successful at their worksite. Youth can easily access the portal online via computer, tablet, or cell phone. We are requesting that the committee share the flyer with their network.

Dawn Liberta introduced the item and asked Kimberly Bryant to present it, which she did.

Dawn Liberta stated that she will share the news of the portal opening on her social media page.

3. SYEP Annual Financial & Administrative Review

The Children's Services Council of Broward County conducted an administrative and fiscal review of the SYEP Program for Summer 2024 and we were commended for having no findings.

Dawn Liberta introduced the item and asked Kimberly Bryant to present it, which she did.

Ms. Liberta commended the team for a job well done.

4. CSBD Hosts Broward County Public Schools

CSBD hosted 50 Career Champions at our South Career Center on 11/6. The Champions help students prepare for life after high school. We showcased the marine and healthcare videos to gain more exposure for these industries. This collaboration provided valuable insights into the workforce development efforts of CSBD while also highlighting key career pathways in high-growth industries. The meeting emphasized the importance of an ongoing partnership between Broward County Public Schools and CSBD to serve students and the broader community better. A tour of the center followed the meeting, and they saw first-hand the job seeker services we offer. CSBD has begun to receive additional requests to participate in career-focused events at Broward Schools as a result of this collaboration.

Dawn Liberta introduced the item and applauded Mrs. Hylton's efforts to strengthen and deepen CSBD's relationship with the school board. There was no further discussion.

5. Marine Industry Video Update

Recently, CSBD launched a marine industry video highlighting the Yacht Service Technician Program offered by the Marine Industries Association of South Florida (MIASF). The video has had 2,911 impressions to date. Lori Wheeler, MIASF Vice-President, has reported that they

continue to receive calls and emails each week from people interested in the program. She stated the video is an incredible tool and resource to provide potential students with an overview of the program.

Dawn Liberta introduced the item. There was no further discussion.

MATTERS FROM THE YOUTH COMMITTEE CHAIR

None.

MATTERS FROM THE YOUTH COMMITTEE

None.

MATTERS FROM THE FLOOR

None.

MATTERS FROM THE PRESIDENT/CEO

Carol Hylton highlighted last week's Paychecks for Patriots Hiring Event. We had almost 200 employers and community partners and about 1,400 Job Seekers. We had 2 businesses that volunteered to do 100 haircuts for jobseekers. The Tamarac Community Center is a great space although with so many jobseekers attending, parking proved to be a challenge. This will need to be addressed for next year should we return to this venue.

Heiko Dobrikow asked if there was any way to get the youth there? Mrs. Hylton indicated that we did encourage our youth providers to share the event with their youth.

ADJOURNMENT 1:35 p.m.

THE NEXT YOUTH COMMITTEE MEETING IS ON MARCH 18, 2025
--

Memorandum #07-24 (OPS)

To: Youth Committee

From: Carol Hylton, President/CEO

Subject: PY 25/26 School Board of Broward County (SBBC) Out of School Youth (OSY) & In-School Youth (ISY) Contract Renewals

Date: March 13, 2025

SUMMARY

Consideration to approve PY 25/26 renewals for the SBBC's contracts in the amount of 1) \$350,000 to serve 110 OSY and 2) \$200,000 to serve 75 ISY subject to negotiation. This is the 1st of 4 renewals under the current contracts. Because Board Member Dr. Howard Hepburn is employed by the SBBC, he will need to declare a conflict of interest, and a 2/3 vote of the Board members present at a Board meeting with an established quorum is required.

BACKGROUND

The SBBC contracts are considered full-service models as they provide all services from recruitment to placement. They recruit and work with WIOA-eligible youth ages 17 to 24 who need to complete their GED (OSY) or High School (HS) Diploma (ISY).¹ Case managers provide the youth with employability skills, mentoring, referrals to training, paid internships, support services, and any of the other 14 WIOA youth elements appropriate for the youth based on the youth's interests and individual service strategy to ensure success as defined by WIOA.

DISCUSSION

The SBBC has been successful at engaging 1) ISY youth with barriers to completing their HS diploma and 2) OSY with barriers to earning their GED followed by obtaining employment, enrolling in post-secondary school, or joining the military. In speaking with the SBBC we have agreed to increase the number of ISY by an additional 25 youth to emphasize the importance of getting the HS Diploma. We have shifted 25 slots from OSY to ISY to make this change.

We recommend that the contracts be renewed in the amount of 1) \$350,000 to serve 110 OSY and 2) \$200,000 to serve 75 ISY, subject to negotiation.

We have attached the program performance charts for your reference.

RECOMMENDATION

Approve the PY 25/26 renewals for the SBBC's contracts in the amount of 1) \$350,000 to serve 110 OSY and 2) \$200,000 to serve 75 ISY subject to negotiation.

¹ During the period 2014 – 2016 the implementation stage for WIOA, CSBD worked with the State and the Legislature to recognize youth in GED programs as "out of school youth" only for the purposes of WIOA which enabled us to enter into this successful program with the SBBC.

The SBBC OSY and ISY performance to date is listed in the following charts.

SBBC OSY Program		
Contract Deliverables	Due Date	Current Performance
Enroll 135 youth into the OSY GED program.	3/31/25	135 youth are enrolled. 34 youth were carried forward from PY 23/24.
90% of youth enrolled must achieve a Measurable Skills Gain (MSG).	6/30/25	128 youth received an MSG.
Of 94 youth that must exit by 6/30, 80 youth or 85%, must complete their GED by 6/30/25.	6/30/25	64 youth have obtained their GED.
Of the 94 youth that must exit prior to 6/30, 80 youth or 85% must enter the military, post-secondary education, or be placed in unsubsidized employment during the 2 nd quarter after exit.	6/30/25	49 youth have exited, 44 have been placed.

SBBC ISY Program		
Contract Deliverables	Due Date	Current Performance
Enroll 50 high school seniors into the ISY program.	3/31/25	50 youth are enrolled.
100% of youth enrolled must achieve an MSG.	6/30/25	
Of 50 youth that must exit by 6/30, 45 youth or 90%, must complete their High School Diploma by 6/30/25.	6/30/25	
Of the 50 youth that must exit prior to 6/30, 45 youth or 90% must enter the military, post-secondary education, or be placed in unsubsidized employment during the 2 nd quarter after exit.	6/30/25	

Memorandum #08-24 (OPS)

To: Youth Committee

From: Carol Hylton, President/CEO

Subject: PY 25/26 Out of School Youth (OSY) & In-School Youth (ISY)
Contract Renewals

Date: February 24, 2025

SUMMARY

Consideration to approve PY 25/26 contract renewals for 1) The Center for Independent Living, Broward (CILB) to serve 12-15 OSY in the amount of \$58,896 2) Helping Advance and Nurture the Development of Youth (HANDY) to serve 20 OSY in the amount of \$152,000 3) The Fort Lauderdale Independent Training and Education (FLITE) Center to serve 36 OSY in the amount of \$227,000 and 4) Junior Achievement of South Florida (JA) to serve 25 ISY in the amount of \$150,000. All are subject to negotiation. This is the 1st of 4 renewals under their current contracts.

BACKGROUND

CSBD funds the following OSY navigator programs:

1. CILB – Youth with disabilities Jobs for Youth Program	2. HANDY – Barrired & kinship youth The LIFE Program
3. FLITE – Foster care & trafficked youth Let's Get to Work Program	4. Harmony Development Center (HDC) – Career Bound Program

Harmony has elected not to seek renewal of their contract with CSBD as they determined the youth they serve do not meet the OSY eligibility requirements. We have agreed that they may refer youth as appropriate for WIOA services to the One-Stop Center.

CSBD also funds the JA program which serves 25 ISY.

In addition to the above, CSBD funds the School Board of Broward County to operate OSY and ISY programs, which are presented for approval separately as they require a 2/3 vote because Dr. Hepburn, the Superintendent of Broward Schools, is a member of the Board.

DISCUSSION

Recruitment of OSY is one of the biggest hurdles in serving OSY. To address this we work with agencies already serving OSY. We fund navigator case managers who recruit the youth from the providers' caseload when the youth are determined ready and can benefit from WIOA services. The youth continue to receive the organization's services which helps to leverage funds. The "navigators" provide the youth with employability skills, mentoring, referrals to

training, paid internships, support services, and any of the other 14 WIOA youth elements appropriate for the youth.

As can be seen from the performance charts attached to the memo, providers are meeting enrollment goals, and youth are participating in their programs. We expect to see their positive exit into jobs, post-secondary school or the military by the end of the 4th quarter which is June 30th and we will, as always, report final outcomes to the Committee and the governing Boards.

JA is a full-service ISY contract. They recruit the youth and work with WIOA-eligible seniors, providing case management, work experiences, and such other services as necessary to help them reach the finish line and attain their high school diploma. Youth are generally recruited in the fall and closely monitored through graduation.

We expect level funding and we are therefore recommending level funding for the providers for next year.

OSY/ISY	Provider	Contract Award	# Of Youth to be Served
OSY	CILB	\$58,896	12-15
OSY	HANDY	\$152,000	20
OSY	FLITE	\$227,000	36
ISY	JA	\$150,000	25

The budget amounts vary due to differences in direct overhead and the different program designs.

If approved, this will be the first of four (4) renewals of their contracts based on the Request For Proposals (RFP) issued in 2024.

RECOMMENDATION

Approve PY 25/26 contract renewals as listed in the chart above, subject to negotiation.

CURRENT PERFORMANCE CHARTS
(Program Ends June 30th)

C E N T E R F O R I N D E P E N D E N T L I V I N G

Contract Deliverables	Due Date	Current Performance
Enroll 12 - 15 youth	3/31/25	15 youth enrolled. 7 youth were carried forward from PY 23/24.
Of the 6 youth that will exit prior to 6/30/25; 5 youth or 85% shall enter the military, post- secondary education or be placed in unsubsidized employment in the 2 nd quarter after exit.	6/30/25	2 youth have been placed

H A N D Y

Contract Deliverables	Due Date	Current Performance
Enroll 20 OSY	3/31/25	20 youth enrolled. 12 youth were carried forward from PY 23/24.
100% of youth enrolled in training must achieve a measurable skills gain (MSG).	6/30/25	1 youth was enrolled in training and received an MSG (100%).
100% of youth enrolled in a GED or post-secondary training must attain their GED or post-secondary credential in the program year in which they exit.	6/30/25	1 youth was enrolled in training and has received a credential (100%).
Of the 17 youth that will exit prior to 6/30/25; 15 youth or 85% shall enter the military, post-secondary education, or be placed in unsubsidized employment in the 2 nd quarter after exit.	6/30/25	15 youth have been placed.

FLITE CENTER

Contract Deliverables	Due Date	Current Performance
Enroll 36	3/31/25	32 youth enrolled. 14 youth were carried forward from PY 23-24.
100% of youth enrolled in training must achieve a measurable skills gain.	6/30/25	N/A
100% of youth enrolled in training must obtain their GED or post-secondary credential in the year that they exit.	6/30/25	N/A
Of the 18 youth that will exit prior to 6/30/25; 15 youth or 85% shall enter the military, post-secondary education, or be placed in unsubsidized employment in the 2 nd quarter after exit.	6/30/25	12 youth have exited. 11 have been placed.

J A ISY Program

Contract Deliverables	Due Date	Current Performance
Enroll 25 high school seniors into the ISY program	6/30/25	15 youth have been enrolled.
100% of youth enrolled in training must achieve a measurable skills gain (MSG).	6/30/25	
Of the youth that must exit by 6/30/25, 24 / 95% must attain their high school diploma.	6/30/25	
Of the youth that must exit by 6/30/25, 23 or 90% shall enter the military, post-secondary education, or be in unsubsidized employment in the 2 nd quarter after exit.	6/30/25	

Memorandum #09 – 24 (OPS)

To: Youth Committee

From: Carol Hylton, President/CEO

Subject: Donations for the Worlds of Work (WOW) Career Exploration Event for Youth

Date: March 14, 2025

SUMMARY

Consideration to accept \$20,500 in donations from various organizations, including a number of our board members, to support the 2025 WOW Career Exploration event. CareerSource Broward (CSBD) partnered with the School Board of Broward County and hosted the event at the Amerant Bank Arena on 3/11, where over 1,000 9th and 10th graders from high schools across the county were invited to learn about a broad spectrum of career pathways through hands-on and virtual reality (VR) immersive exhibits.

BACKGROUND

The 2025 WOW Youth Career Exploration event was an initiative aimed at introducing 9th and 10th graders from high schools across the county to a broad spectrum of career pathways. Through hands-on exhibits and virtual reality screens, students had the opportunity to experience what work would be like for them in 12 different occupational clusters. The exhibits were generously provided by our education and employer community and represented:

1. Aviation	2. Construction, Energy, and Utilities	3. Education
4. Government	5. Healthcare	6. Hospitality
7. Information Technology	8. Logistics	9. Manufacturing, Transportation, and Automotive
10. Marine	11. Professional Services	12. Public Safety and Service

In addition to virtual reality, displays included airplane simulators, respiratory mannequins, patient simulators, robots, cyber security projects, marine manufacturing, crime scene investigation, a fire engine, an ambulance, and various police vehicles.

DISCUSSION

The 2025 WOW Youth Career Exploration event was made possible through the support we received from:

- ★ Our partner, the School Board of Broward County, which provided the buses and many of the chaperones as well as lunch for the students.

- ★ Our donors, local employers and supporters who committed to supporting our community's youth. CSBD gratefully recognizes the generous support of the following for their donations listed below in Table 1:
- ★ Our employers and education institutions created interactive exhibits from robots to aircraft and healthcare simulations. Whether students dream of healing patients, building bridges, or flying planes, the attached list of Exhibitors let the youth explore a variety of career options of which they may not be aware and to answer questions on education requirements needed to support certain career paths.

Table 1: Donations Received to Support the WOW Youth Career Exploration Event

Donor	Donated Amount
Children's Services Council	\$10,000
Broward County Office of Economic and Small Business Development *	\$2,000
Memorial Healthcare	\$2,000
Marine Industries Association of South Florida *	\$2,000
Fort Lauderdale Executive Airport *	\$2,000
Stryker Robotics	\$1,000
Kingdom Charitable Trust	\$1,000
STAR Center	\$500
Total Received	\$20,500

* Broward Workforce Development Board member

Feedback on the event from employers, exhibitors, partners, board members, and youth has been overwhelmingly positive. Many expressed how impressive the scale of the event was and how the hands-on experience for youth brought to life the worlds of work! Numerous youth expressed how they wished they had more time to spend in the worlds to really take it all in!

RECOMMENDATION

Accept \$20,500 received in support of the WOW Youth Career Exploration Summit.

Attachment: List of Exhibitors

2025 CAREERSOURCE BROWARD - WORLDS OF WORK		
WORLD	EXHIBITOR	EXHIBITS DETAILS
Aviation	Atlantic Technical College	Students displayed their built exhibits from the CTE Program at ATC
	Fort Lauderdale Executive Airport	Aviation representation and exhibit display
	Museum of Discovery and Science	Aviation Program Displays & Information on the Aviation Academy Internship
	Haughton Media Management	Airplane and Helicopter Simulators
Construction, Energy, and Utility	Advanced Roofing	Solar panel model to demonstrate how solar energy works with machines or objects
	Sheridan Technical College	Construction/Energy/Utility Displays from HVAC
	Florida East Coast Electrical & Miller Electric	Electrical and Utility Exhibits
	Florida Carpenters Regional Council	Hands-on carpentry project
	Florida Power & Light	Robot Dog used for tasks like visual and thermal inspections
	International Union of Operating Engineers Local 487 + Simms Crane and Equipment	Live crane along with demonstrations and introductions to the construction apprenticeship program
	ABC Institute	VR Experiences about OSHA and being a plumber, electrician, and other construction trades
	CYTT INC / Nailed It DIY Studio	Wood Displays with wood projects for the students to make
	Goodwill Industries of South Florida	VR experiences showing the work of a plumber, carpenter, welder, and electrician

Broward Workforce Development Board member

Committee member

Education and Industry Consortium member

2025 CAREERSOURCE BROWARD - WORLDS OF WORK		
WORLD	EXHIBITOR	EXHIBITS DETAILS
Manufacturing	Slate Solutions	Body Armor, Vests, Helmets, and shields Students saw how the manufacturing process works
	Atlantic Technical College	3-D Printer & Engineering exhibit
	South Florida Manufacturers Association	Hands-on manufacturing process demo
	Hoerbiger	Design & assembly of compressor components
	IMI	A video showing how the manufacturing process works along with in-person Engineers to connect with students
	Stryker Robotics	3 medical robots and product specialists explaining how the robots worked
Healthcare	Atlantic Technical College	Activities about counting techniques and how you use math to fill prescriptions
	McFatter Technical College	Electrocardiograph technology and equipment
	Sheridan Technical College	Medical Assistant exhibit
	Cleveland Clinic	Baby CPR exhibit
	Florida Center for Nursing	Interactive nursing exhibit
	Memorial Healthcare System	Patient Simulators, Stop Bleed Nurse with an exhibit
	Broward College	Representation from the CPR, Respiratory, and Nursing Program with virtual reality exhibit
	Broward Health	Respiratory Mannequin, Rehab Services, and Radiology gadgets

- Broward Workforce Development Board member
- Committee member
- Education and Industry Consortium member

2025 CAREERSOURCE BROWARD - WORLDS OF WORK		
WORLD	EXHIBITOR	EXHIBITS DETAILS
Hospitality	Margaritaville Hollywood	Exhibits in culinary arts and service industry; smoothie bike
	Economos Properties	Hospitality exhibit and interaction
	Riverside Hotel	Hotel check-in demo and education on career paths in hospitality
	Goodwill Industries of South Florida	VR experience for roles in hospitality
	Sheridan Technical College	Materials and giveaways for students
	Conrad Hotel	Hospitality exhibit and interaction - Formal table place setting competition
Information Technology	Lan Infotech	Virtual cyber-attack simulation using a map to show real-time attacks and how they are intercepted, along with AI activities
	Hado USA	Augmented reality display and interactive activity
	Goodwill Industries of South Florida	Virtual Reality exhibit
	Nova University - Levan Center	Humanoid Robot and Dog Robot along with programing
	RTJ Group Robotics & Engineering	Drone Simulators and 3-D printing
	Atlantic and Sheridan Technical College	Game Programming and Adobe Photoshop Demo
	Broward College	Critical thinking puzzles, STEM Mobile Unit

- Broward Workforce Development Board member
- Committee member
- Education and Industry Consortium member

2025 CAREERSOURCE BROWARD - WORLDS OF WORK		
WORLD	EXHIBITOR	EXHIBITS DETAILS
Logistics, Automotive, Transportation	Broward College	Drones, Desktop simulator, gadgets used in supply chain management
	Universal Technical Institute	Automotive education and materials
	Florida Department of Transportation	Severe Incident Response Vehicle (SIRV) along with materials
	Tri-Rail	Materials and Discounts on Tri-rail passes
Marine	McFatter Marine Advisory Board	Jet ski and boat engines
	DeAngelo Marine	Certified welder demonstrating the process of welding parts on a boat or yacht
	Marine Industries Association of South Florida	Marine Exhibit to raise awareness of jobs and career paths in the marine industry
	STAR Center	Hands-on Maritime exhibit and demonstrations
Public Safety and Service	City of Sunrise Police Department	SWAT Bearcat Truck, Specialty Police vehicles, and officers
	Broward College	An exhibit reflecting Crime Scene activity
	Broward Sheriff's Office	Police car exhibit, a BSO officer provided information on careers in law enforcement
	City of Sunrise Fire Rescue Department	Fire Engine & Department representatives
	City of Hollywood	Beach rescue officer with a jet ski; ambulance with paramedics discussing their career path

- Broward Workforce Development Board member
- Committee member
- Education and Industry Consortium member

2025 CAREERSOURCE BROWARD - WORLDS OF WORK		
WORLD	EXHIBITOR	EXHIBITS DETAILS
Professional Services	Sheridan Technical College	Barbering and Cosmetology exhibit
	Regions Bank	Teller & Banker Scenarios
	We Florida Financial Credit Union	Financial literacy exhibit
	Petit Beau Barber Lounge	Barber demonstration on a mannequin
	Florida Academy of Health & Beauty	Various beauty demonstrations – hair, nails, makeup, etc.
	McFatter Technical College	Film technology, photo booth, and photography techniques
	Kingdom Capital Management	Stock market challenge and financial literacy activities
	Broward College	Communications & Design exhibit
Education	McFatter Technical College	Principles of teaching exhibit
	Flying Classroom and BITTS	Aviation education exhibit
	Broward County Public Schools	Early childhood education exhibit

- Broward Workforce Development Board member
- Committee member
- Education and Industry Consortium member

2025 CAREERSOURCE BROWARD - WORLDS OF WORK		
WORLD	EXHIBITOR	EXHIBITS DETAILS
Government	Broward County Office of Economic & Small Business Development	Entrepreneurial materials and giveaways for students
	City of Hollywood Public Works	Interactive exhibit showing groundwater environmental services for the city
	City of Miramar	Giveaways and information on career pathways in government
	Federal Bureau of Investigations	FBI Evidence Response Team (ERT) and ERT Van/Truck with special tools, gears, and materials used by agents
	City of Oakland Park	Fire gear and suits, with materials and giveaways
Sponsor Exhibit	Children's Services Council	Provided materials on services available to the youth

- Broward Workforce Development Board member
- Committee member
- Education and Industry Consortium member



CareerSource
BROWARD

A proud partner of the
AmericanJobCenter
network

YOUTH COMMITTEE

Strategic Planning Matrix for PY 24/25

Jim Ryan, Board Chair

Dawn Liberta, Youth Chair

Carol Hylton, President/CEO

CONNECTING • REIMAGINING • INNOVATING

Transformative Partnerships For Tomorrow's Workforce

CareerSource Broward Mission:

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

CareerSource Broward Vision:

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

Youth Committee Goal:

To promote the successful entry of youth into the workplace through the provision of training, education, and experiential activities.

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

CareerSource Broward Strategic Goal #3:

Encourage employers by engaging, identifying their needs, educating, and connecting them to the workforce system to produce innovative workforce solutions.

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
3.0 - Explore alternative ways to market Incumbent Worker Training and Skills Upgrade OJT to employers to provide additional upskilling for out-of-school youth they hire.	3.0.1 – Through a query, identify employers who have hired youth ages 18 – 23 in the past year.	Employers have been identified based on the report.	8/2024	Completed: CSBD's Data Analyst pulled a report of employers who have hired youth ages 18-23 and we have selected 62 employers to target for marketing outreach to offer skills upgrade OJT or IWT for their young adult workforce.
	3.0.2 – Develop marketing materials that can be used to target the employers identified in 3.0.1.	Marketing materials are developed. Outreach conducted to employers by Business Services team members. A minimum of 5 employers inquire about moving forward with IWT/OJT.	12/2024	Completed: The Business Services team has contacted and conducted presentations with over 40 employers to discuss the benefits of IWT/OJT for youth. To date, 3 employers have expressed an interest in moving forward with 4 youth candidates.
	3.0.3 – Develop IWT or OJT contract(s).	A minimum of 5 OSY will receive Incumbent Worker or On-The-Job Training.	3/2025	In Progress: To date, 4 youth have received an IWT/OJT at: 1) Sirius Electrical Contractors as an Administrative Services Manager. 2) FHG Marine Engineering as a Yacht Service Technician. 3) 2 youth were placed at Nasima Moody Insurance Agency as Insurance Sales Agents Though our Business Services team contacted many employers either the youth was no longer employed with the company for IWT or the employer was not able to move forward with hiring for an OJT position.

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

CareerSource Broward Strategic Goal #4:

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
4.0 - Consider additional ways to reach out to caregivers and parents to inform youth about locally in-demand and emerging occupations.	4.0.1 – Collaborate with youth providers and SBBC staff to coordinate WOW 2025.	Date, location, and content finalized for WOW 2025 Event and Workbook.	12/2024	<p>Completed:</p> <p>CSBD conferred with SBBC staff, and the WOW Save the Date information was sent to all Youth Providers and the PACE Center for Girls.</p> <p>New this year, based on the recommendation of the Youth Committee at their 6/24 meeting, we added three (3) new worlds 1) Education, 2) Government, and 3) Professional Services.</p> <p>The WOW event was held on Tuesday, March 11.</p>
	4.0.2 – Assess the feasibility of the venue and employers regarding extending the WOW event for a 2-Gen audience.	A decision is made on whether we can have a 2-Gen event.	3/2025	<p>Completed:</p> <p>The venue was able to accommodate two days, one for set up and one for the youth WOW event. A 2-Gen event is not feasible.</p> <p>We are coordinating with employers representing in-demand industries to hold information (Adult WOW) sessions in the One-Stop centers for job seekers. In these sessions, job seekers will learn from hiring managers or industry experts to gain insight into employment prospects. This will take place in March and April 2025.</p>
	4.0.3 – Share the WOW digital workbook and links to industry videos with local high schools to be shared with students and parents.	<p>Links to WOW digital workbook and local demand industry videos are shared with SBBC staff.</p> <p>Job fairs, suitable events, and a list of our services are shared with SBBC staff.</p>	4/2025	<p>Completed:</p> <p>As a follow-up to the Education and Industry Consortium meeting, on 9/18, we sent Loli Formoso an email with links to the Marine Video and WOW book for distribution to Career Champions and BRACE Advisors.</p> <p>On 11/6, 50 School Board Career Champions met at our South One-Stop Center. We presented our services, showed the industry videos, and provided them with a tour of the one-stop center.</p> <p>On 3/13, we shared links to the 2025 WOW Book.</p>

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

CareerSource Broward Strategic Goal #4:

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
4.0 - Consider additional ways to reach out to caregivers and parents to inform youth about locally in-demand and emerging occupations.	4.0.4 – Collaborate with SBBC staff to coordinate CSBD support at their Career Fair in April which targets high school seniors.	Workshops on interviewing and resume preparation are offered in our centers to youth in advance of attending the career fair.	4/2025	<p>Completed:</p> <p>On 2/19, in conjunction with the Greater Fort Lauderdale Alliance and the SBBC, several CSBD staff participated in the annual Claim Your Future event targeted at 11th graders. The team assisted by conducting mock job interviews with youth to prepare them before meeting with employers. Staff also shared information on CSBD youth services and job search tips with the students.</p> <p>On 3/11, CSBD hosted SBBC 25 high school students at our Central office. The students received career-readiness training in resume writing, soft skills, and interview skills; while learning to apply these skills in meaningful, practical settings. They left empowered with a strong foundation for their future success.</p> <p>CSBD has begun coordinating our participation in the upcoming event, My Next Move 2025, which will occur on 4/22. This event is designed for graduating seniors who have not yet finalized their post-secondary plans.</p>

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

CareerSource Broward Strategic Goal #5:

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
5.0 - Research NOVA's robotic bus to see if we can develop partnership opportunities.	5.0.1 – Meet with NSU Innovation Center staff to discuss partnership opportunities.	Opportunities identified and implemented.	11/2024	<p>Completed:</p> <p>CSBD Staff met with Dr. Jaap Donath, Assistant Executive Director of the Alan B. Levan NSU Broward Center of Innovation, on 9/11. The robotic bus is still in development and won't be available for the next WOW event. He stated he would be very open to supporting CSBD in new grants related to innovation and information technology.</p> <p>NSU participated in WOW by bringing a Humanoid Robot and a Robot Dog to the Information Technology world providing information on programming.</p>
5.1 - Consider ways to partner with the Museum of Discovery and Science (MODS) to present careers and sustainable jobs in aviation, marine, and green/blue jobs in-demand industries.	5.1.1 – Invite Joe Cox, CEO of MODS to join the CSBD Youth Committee.	Invitation is made.	7/2024	<p>Completed:</p> <p>Carol Hylton invited Joe Cox to join the Youth Committee, and he accepted.</p>
	5.1.2 – Meet with MODS to schedule a tour of the facility and discuss ideas for partnership.	Tour and meeting are held.	12/2024	<p>Completed:</p> <p>CSBD and MODS staff met on 12/10 and took a tour of their facility. MODS is partnering with CSBD for the Summer Youth Employment Program and is considering using CSBD's industry videos in its upcoming exhibit on healthcare.</p>
	5.1.3 – Collaborate with MODS to develop an exhibit at WOW 2025 which highlights sustainable jobs in aviation, marine, and environment.	If feasible, MODS will have a presence at the WOW 2025 Youth Career Exploration event.	3/2025	<p>Completed:</p> <p>MODS participated in WOW 2025 in the Aviation World exhibit, reflecting hands-on aviation devices and sharing information on the aviation academy internship program for youth.</p>

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

CareerSource Broward Strategic Goal #5:

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

Objective	Next Steps	Benchmark / Performance Measures	Due Date	Comments
5.2 - Explore ways to dialog with younger youth (late elementary and middle school), their teachers, and parents to encourage career/job exploration.	5.2.1 – Develop industry-specific videos in 1) Marine 2) IT 3) Healthcare and 4) Manufacturing.	Videos developed and shared with targeted elementary and middle schools.	12/2024	Completed: The Marine and Healthcare videos have been finalized. Manufacturing is slated to be completed by April 2025 and then IT by June 2025.
	5.2.2 – Create a plan for distribution of videos to the targeted groups.	Plan developed and implemented.	2/2025	Completed: A marketing plan and distribution strategy have been created and we have begun and will continue sharing the videos as they are developed with: 1) Broward Schools 2) Career Technical Adult and Community Education Dept. to distribute to students, parents 3) Career advisors 4) Technical colleges 5) Promoted through the Claim Your Future and My Next Move events 7) Featured on our website and social media platforms 8) Sent to the 3,000 summer youth applicants to share with their parents 9) Community partners 10) Municipalities and youth providers.
	5.2.3 – Develop the WOW 2025 digital handbook, which highlights career pathways.	WOW 2025 handbook is shared with SBBC staff and Parent/Teacher Associations.	3/2025	Completed: The WOW Book contained information regarding in-demand careers in 12 different industries 1) aviation 2) healthcare 3) information technology 4) manufacturing 5) construction, energy and utility 6) hospitality 7) logistics, transportation and automotive 8) marine 9) public safety and service, 10) government, 11) education, and 12) professional services. We shared the digital WOW book with SBBC Guidance Counselors/Career Champions, Youth Providers and the PTAs on 3/13.

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
5.3 - Consider creating a presence in the library or malls, such as strategically placed kiosks.	5.3.1 – Meet with Broward County Libraries to determine methods to share CSBD information with their customers.	A meeting is held, and strategies for partnership are developed.	2/2025	<p>Completed:</p> <p>The CSBD Community Outreach Liaison previously established relationships with Broward County Libraries. As a result, we scheduled 2 lunch and learn meetings which were promoted at the library and on CSBD social media.</p> <p>Library staff requested flyers for upcoming major events, and as a result, we delivered flyers for the Paychecks for Patriots and State of the Workforce job fairs to 33 libraries across Broward County. We will do the same for future job fairs. CSBD is also featured on the Broward County Library website when visitors search for career opportunities.</p>
	5.3.2 – Explore the feasibility of strategically placing CSBD materials / kiosks in malls and other high-visibility areas throughout the county.	If feasible, recommendations are developed on where CSBD should advertise.	3/2025	<p>Completed:</p> <p>We researched the cost of advertising in malls and determined that it would not be feasible at this time with the current budget.</p> <p>Links to CSBD have been placed on the SBBC and Broward Library websites.</p>