CareerSource BROWARD | CareerSource SOUTH FLORIDA

SOUTHEAST FLORIDA

REGIONAL PLANNING AREA (RPA)

WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

REGIONAL PLAN

January 1, 2027 – December 31, 2028

Submitted as an Attachment to the WIOA Local Plans



Prepared jointly by

CareerSource Broward

and

CareerSource South Florida

Submitted to

FloridaCommerce and CareerSource Florida

(1) Names of the LWDAs that comprise the planning area. (Administrative Policy 123: Regional Planning Area Identification and Requirements)

CareerSource Broward (Region 22)
CareerSource South Florida (Region 23)

(2) Description of how the planning region shares a single labor market, shares a common economic development area, and possesses federal and non-federal resources, including appropriate education and training institutions, to administer activities under WIOA, subtitle B. (Administrative Policy 123: Regional Planning Area Identification and Requirements)

Shared labor market: Below is a table of the most recent US Bureau of Labor Statistics defined metropolitan statistical areas that are incorporated within the two counties in the proposed regional planning area.

County	LWDB	Metropolitan Statistical Area (MSA)
Broward	Broward	Miami-Fort Lauderdale-West Palm Beach (AND Fort Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division) – Excluding Palm Beach
Miami-Dade	South Florida	Miami-Fort Lauderdale-West Palm Beach (AND Miami-Miami Beach-Kendall, FL Metropolitan Division) – Excluding Palm Beach

CareerSource Broward serves all of Broward County, while CareerSource South Florida covers all of Miami-Dade County. Although the proposed regional planning area falls within the same Metropolitan Statistical Area (MSA) and consists of two distinct metropolitan divisions, there are connections between these local workforce development areas. These connections include shared economic development zones, similar industrial compositions, commuting patterns, and various geographic features that demonstrate a region well-suited for collaborative workforce development planning.

Common Economic Development Area:

Below is a table highlighting key economic development organizations represented in both local workforce development areas (LWDAs). It includes information on each county's Enterprise Florida Region, the U.S. Economic Development Administration (EDA) Economic Development Districts (EDDs), and additional economic development organizations (EDOs) active in these areas. While Enterprise Florida is undergoing a transition—having established SelectFlorida in 2023 as a Direct Support Organization for FloridaCommerce to enhance international trade and investment—the regional geographies remain consistent during this transition.

County	LWDB	Enterprise Florida Regions	EDA EDDs	Additional EDO	Second Additional EDO	Third Additional EDO
Broward	Broward	Southeast	South Florida Regional Planning Council	Greater Fort Lauderdale Alliance		
Miami-Dade	South Florida	Southeast	South Florida Regional Planning Council	Miami-Dade Beacon Council		

The two counties in the Regional Planning Area (RPA), covered by the local workforce development boards, comprise the Southeast Florida Regional Planning Area, which focuses exclusively on Broward and Miami-Dade Counties. This regional perspective highlights common economic development areas, while each county retains the capacity to address its own local projects and priorities.

Federal and Non-Federal Education and Training Providers:

The table below outlines the most recent publicly posted list of local eligible training providers within the workforce development areas. The CareerSource Florida State Board of Directors has approved the FloridaCommerce Administrative Policy "Eligible Training Providers List Requirements" (see page 116 of the September 19, 2023 Board Meeting). This policy establishes that local Eligible Training Provider Lists (ETPLs) will now be subsets of the state-level ETPLs, while allowing LWDBs to impose additional requirements for training providers, excluding registered apprenticeship programs.

As of August 10, 2026, the list includes 46 training providers, featuring eight (8) common training providers, that offer nearly 370 training programs, ensuring a comprehensive range of training options within the proposed regional area.

{The rest of this page intentionally left blank. ETPL table for CareerSource Broward and CareerSource South Florida can be found on the following page.}

LWDB	Training Provider
CareerSource Broward	Academy of South Florida
CareerSource Broward	Apex Training Center
CareerSource Broward	Broward County Schools - Atlantic Technical College
CareerSource Broward	Brightmed Health Institute
CareerSource Broward	Broward College
CareerSource Broward	Broward-Miami Health Institute
CareerSource Broward	Coding Clarified
CareerSource Broward	Concorde Career Institute
CareerSource Broward	Connecticut School of Broadcasting
CareerSource Broward	Dentrilogy Academy
CareerSource Broward	Florida Atlantic University
CareerSource Broward	Florida Vocational Institute
CareerSource Broward	Galen College of Nursing
CareerSource Broward	HCI College
CareerSource Broward	Hollywood Career Institute
CareerSource Broward	Jersey College
CareerSource Broward	Broward County Schools - McFatter Technical College
CareerSource Broward	Miami Dade College
CareerSource Broward	My IT Future
CareerSource Broward	Palm Beach Code School
CareerSource Broward	PC Professor - Boca
CareerSource Broward	Broward County Schools - Sheridan Technical College
CareerSource Broward	South Florida Academy of Air Conditioning
CareerSource Broward	Southeastern College
CareerSource Broward	The Code Academy
CareerSource Broward	Universal Technical Institute
CareerSource South Florida	Academic Technologies, Inc
CareerSource South Florida	Academy, The (#3051) - Miami Campus
CareerSource South Florida	Academy, The (#3409) – Ft. Lauderdale Campus
CareerSource South Florida	Apex Training Center – 3971
CareerSource South Florida	Atlantis University
CareerSource South Florida	CBT Technology Institute- Cutler Bay
CareerSource South Florida	CBT Technology Institute- Flagler Campus
CareerSource South Florida	CBT Technology Institute- Hialeah Campus
CareerSource South Florida	Coding Clarified
CareerSource South Florida	Dade Institute of Technology
CareerSource South Florida	Gang Alternative, Inc. Community Center
CareerSource South Florida	Hollywood Career Institute LLC
CareerSource South Florida	MARS Contractors, Inc.- Miami Campus
CareerSource South Florida	MDCP SCHOOLS (ALL)
CareerSource South Florida	Miami Dade College
CareerSource South Florida	Miami Dade College (Various Campuses)
CareerSource South Florida	Miami Lakes Educational Center & Technical College
CareerSource South Florida	My IT Future
CareerSource South Florida	Robert Morgan Educational & Technical College
CareerSource South Florida	South Dade Skills Center
CareerSource South Florida	South Florida Academy of Air Conditioning
CareerSource South Florida	Soler & Soler CDL School
CareerSource South Florida	The Code Academy - Miami Campus
CareerSource South Florida	WH Training LLC

(3) Analysis of regional and local population centers, commuting patterns, industrial composition, location quotients, labor force conditions, and geographic boundaries. (Administrative Policy 123: Regional Planning Area Identification and Requirements)

Population Centers and Changes:

The table below highlights the total population for the years 2017 and 2022, including the change in total population over that period and the corresponding percentage growth.

Following this, you will find another table presenting similar data, focusing specifically on the working-age population of residents aged 25 to 65. This information is sourced from the U.S. Census Bureau's American Community Survey and is organized at the county level.

After the tables, a brief narrative will outline key trends observed throughout the regional planning area.

County	LWDB	2017 Total Population	2022 Total Population	2017-2022 Change	2017-2022 Growth
Broward	Broward	1,890,416	1,940,907	50,491	2.6%
Miami-Dade	South Florida	2,702,602	2,688,237	-14,365	-0.5%

County	LWDB	2017 Working Age Population (25-65)	2022 Working Age (25-65) Population	2017-2022 Working Age Change	2017-2022 Working Age Growth
Broward	Broward	1,032,212	1,047,643	15,431	1.5%
Miami-Dade	South Florida	1,491,977	1,472,278	-19,699	-1.3%

Working Age Population and Growth:

Between 2017 and 2022, the working-age population in Broward County increased by 1.5%, adding 15,431 individuals, primarily in the 55-65 age range. This growth rate was lower than the overall population growth of 2.6% and below Florida's state-wide working-age population growth of 5.6%.

In contrast, Miami-Dade County experienced a decrease of approximately 1.3% in its working-age population (ages 25-65), which translates to a loss of about 19,699 residents. The most significant decline occurred in the 35-44 age group. Despite the reduction in its working-age population, Miami-Dade County's total population saw a modest decline of around 0.5% from 2017 to 2022, while Florida's total population grew by 6.1% during the same period.

By 2022, the combined population of Broward and Miami-Dade counties surpassed 4.6 million, accounting for roughly 20.1% of Florida's total population.

Commuting Patterns:

The commuting patterns data is derived from the U.S. Census OnTheMap, providing insights into "Work" and "Home" destinations. The "Home" reports indicate where workers reside who are employed within the LWDB area, while the "Work" reports highlight where employees are working who live within the LWDB boundaries. These reports illustrate the commuting relationships within the proposed Regional Planning Area (RPA).

Major findings from the commuting pattern analysis include:

- Nearly 82% of Broward County residents work in either Broward or Miami-Dade counties.
- About 62% of workers employed in Broward County also live there.
- Approximately 15.6% of Broward County jobs are held by residents of Miami-Dade County.
- Broward County has 38,612 more residents commuting to Miami-Dade County for work than the reverse, and there are 5,124 more workers from Palm Beach County commuting to Broward than those from Broward commuting to Palm Beach.
- Around 89% of Miami-Dade County residents work within the two-county area of Miami-Dade and Broward.
- Approximately 78% of workers employed in Miami-Dade County reside there.
- In Miami-Dade County, 12.1% of jobs are filled by workers living in Broward County.
- There are 3,091 more Miami-Dade County residents commuting to Palm Beach County for work than those commuting from Palm Beach to Miami-Dade County.

{The rest of this page intentionally left blank. Commuting pattern reports are presented on the next two pages for each of the LWDBs in the proposed RPA.}

CareerSource Broward

The commuting patterns are split by "Work" and "Home" destinations. The "Home" destination reports showcase where workers live who are employed within the LWDB. The "Work" destination reports showcase where workers are employed who live within the borders of the LWDB.

Home Destination - Full LWDB

	Total All Jobs 2021 Count	Share
Total All Jobs	828,812	100.0%

Work Destination - Full LWDB

	Total All Jobs 2021 Count	Share
Total All Jobs	828,529	100.0%

Jobs Counts by Counties Where Workers Live - All Jobs

	2021	
County	**Count**	**Share**
Broward	509,869	61.5%
Miami-Dade	129,202	15.6%
Palm Beach	82,014	9.9%
Orange	11,263	1.4%
Hillsborough	10,477	1.3%
Lee	8,100	1.0%
St. Lucie	6,735	0.8%
Collier	5,392	0.7%
Pinellas	5,142	0.6%
Polk	4,822	0.6%
All Other Locations	55,796	6.7%

Jobs Counts by Counties Where Workers are Employed - All Jobs

	2021	
County	**Count**	**Share**
Broward	509,869	61.5%
Miami-Dade	167,814	20.3%
Palm Beach	76,890	9.3%
Orange	11,604	1.4%
Hillsborough	9,616	1.2%
Lee	5,297	0.6%
Duval	5,001	0.6%
Pinellas	4,086	0.5%
Collier	3,092	0.4%
St. Lucie	2,595	0.3%
All Other Locations	32,868	4.0%

CareerSource South Florida

The commuting patterns are split by "Work" and "Home" destinations. The "Home" destination reports showcase where workers live who are employed within the LWDB. The "Work" destination reports showcase where workers are employed who live within the borders of the LWDB.

Home Destination - Full LWDB

	Total All Jobs 2021	
	Count	**Share**
Total All Jobs	1,063,392	100%

Work Destination - Full LWDB

	Total All Jobs 2021	
	Count	**Share**
Total All Jobs	1,122,367	100%

Jobs Counts by Counties Where Workers Live - All Jobs		
	2021	
County	**Count**	**Share**
Miami-Dade	827,963	77.9%
Broward	129,202	12.1%
Palm Beach	31,315	2.9%
Orange	10,253	1.0%
Hillsborough	8,665	0.8%
Lee	6,179	0.6%
Monroe	6,108	0.6%
Collier	4,801	0.5%
St. Lucie	4,508	0.4%
Polk	3,322	0.3%
All Other Locations	31,076	2.9%

Jobs Counts by Counties Where Workers are Employed - All Jobs		
	2021	
County	**Count**	**Share**
Miami-Dade	827,963	73.8%
Broward	167,814	15.0%
Palm Beach	34,406	3.1%
Orange	9,995	0.9%
Hillsborough	8,940	0.8%
Lee	8,306	0.7%
Monroe	6,203	0.6%
Collier	4,466	0.4%
St. Lucie	4,309	0.4%
Polk	4,039	0.4%
All Other Locations	45,926	4.1%

Industrial Composition and Location Quotients:

The analysis includes a county-level breakdown of location quotients (LQs) for each county in the initially requested RPA. LQs measure the industrial specialization of counties relative to the entire U.S., based on population and the number of jobs. An LQ of 1 indicates an average industry concentration, while an LQ greater than 1 indicates specialization, and an LQ less than 1 indicates a lack of industry concentration. The data is presented at the 2-digit NAICS level for 2022, sourced from Lightcast. Location quotients are a measure of the concentration of industry employment in a given geography relative to the total population. For this analysis, the LQs are broken down by county and at the highest NAICS level (2 digits). The primary analysis highlights industry strengths for each county, while the secondary analysis highlights shared industry strengths for future collaboration.

County	LWDB	Agriculture, Forestry, Fishing and Hunting	Mining, Quarrying, and Oil and Gas Extraction	Utilities	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation and Warehousing	Information	Finance and Insurance	Real Estate and Rental and Leasing1	Professional, Scientific, and Technical Services1	Management of Companies and Enterprises	Administrative and Support and Waste Management and Remediation Services	Educational Services	Health Care and Social Assistance	Arts, Entertainment, and Recreation	Accommodation and Food Services	Other Services (except Public Administration)	Government	Unclassified Industry
Broward	Broward	0.09	0.03	0.28	1.14	0.43	1.40	1.22	1.09	1.00	1.20	1.88	1.11	0.58	1.49	1.03	0.81	1.02	1.07	1.12	0.78	0.80
Miami-Dade	South Florida	0.69	0.11	.02	.84	0.81	1.34	1.15	1.41	0.89	1.04	1.44	1.28	1.01	1.15	1.01	0.71	0.94	0.87	0.96	0.41	1.10

County-Level Industrial Strengths:

- **Broward County (CareerSource Broward):** Industries with LQs greater than 1 include Construction (1.14), Wholesale Trade (1.40), Retail Trade (1.22), Transportation and Warehousing (1.09), Finance and Insurance (1.20), Real Estate (1.88), Professional, Scientific, and Technical Services (1.11), Administrative Support (1.49), Educational Services (1.03), Arts, Entertainment, and Recreation (1.02), Accommodation and Food Services (1.07), and Other Services (1.12).

- **Miami-Dade County (CareerSource South Florida):** Industries with LQs greater than 1 include Wholesale Trade (1.34), Retail Trade (1.15), Transportation and Warehousing (1.41), Finance and Insurance (1.04), Real Estate (1.44), Professional, Scientific, and Technical Services (1.28), Management of Companies and Enterprises (1.01), Administrative Support (1.15), Educational Services (1.01), and Unclassified Industry (1.10).

Shared Industry Strengths:

Out of the 21 industry areas analyzed, Broward County has 12 industries with an LQ greater than 1, and Miami-Dade County has 10. Both counties share 8 industry areas with LQs greater than 1, demonstrating a strong concentration of common labor force and industry strengths. These industries are:

1. **Wholesale Trade:** Both counties have LQs exceeding 1.3, showing a strong role in the economy. Employment growth in the Utilities, Transportation, and Trade sectors indicates opportunities for collaborative strategies.

2. **Retail Trade:** High relative employment in Retail Trade, with Broward slightly ahead but both counties showing strong employment representation.

3. **Transportation and Warehousing:** Strong employment in this sector, with Miami-Dade showing higher specialization.

4. **Finance and Insurance:** Notable employment in this sector, with Broward slightly higher.

5. **Real Estate and Rental and Leasing:** LQs greater than 1.4 in both counties, indicating strong employment and supporting continued development.

6. **Professional, Scientific, and Technical Services:** Strong employment base in both counties, with Miami-Dade having a somewhat stronger representation.

7. **Administrative Support/Back Office:** Both counties have LQs greater than 1, reflecting strong employment and potential for placing job seekers in entry-level positions.

8. **Educational Services:** Nearly equal strength in this industry in both counties.

Industries with Less Mutual Specialization:

1. **Healthcare:** Both counties have LQs slightly below 1, but demand for healthcare services is expected to increase with the aging population.

2. **Recreation/Entertainment and Accommodation/Food Services:** Broward is slightly above 1.0 LQ, and Miami-Dade slightly below. These industries will remain strong due to the region's status as a tourist destination.

3. **Agriculture/Forestry/Fishing:** Both counties have low LQs in this sector (0.09 in Broward and 0.69 in Miami-Dade). Agriculture is a vital part of Miami-Dade's economy, with diverse production and significant contributions to the U.S. agricultural market, while it has minimal impact on Broward's economy.

Labor force conditions:

The next three tables provide a comprehensive view of labor force conditions from 2017 to 2022, focusing on:

1. **Labor Force Size and Unemployment Rate (2017-2022)**: Data sourced from the U.S. Bureau of Labor Statistics (BLS) at the county level.

2. **Earnings for Full-Time Workers (2017-2022)**: Including 2022 earnings broken down by select education levels.

3. **Additional Labor Market Indicators (2022)**: Labor force participation rate for ages 20-64, unemployment rate by race, total population below the poverty line, and educational attainment rates.

Table 1: Labor Force Size and Unemployment Rate (2017-2022)

This table presents data on the size of the labor force and the unemployment rate for each county over the five-year period, highlighting trends in labor market participation and unemployment.

Table 2: Earnings for Full-Time Workers (2017-2022)

This table provides data on earnings for full-time workers from 2017 to 2022, with detailed information on 2022 earnings by education levels, illustrating wage trends and the impact of educational attainment on earnings.

Table 3: Additional Labor Market Indicators (2022)

This table includes data on various labor market indicators for 2022, such as:

- Labor Force Participation Rate (Ages 20-64)
- Unemployment Rate by Race
- Total Population Below the Poverty Line
- Educational Attainment Rates.

Table 1		2017				2022			
County	**LWDB**	**Labor Force**	**Employed**	**Unemployed**	**Unemployment Rate**	**Labor Force**	**Employed**	**Unemployed**	**Unemployment Rate**
Broward	Broward	1,014,014	973,134	40,880	4.0%	1,059,496	1,028,099	31,397	3.0%
Miami-Dade	South Florida	1,407,480	1,323,889	83,591	5.9%	1,408,809	1,360,305	48,504	3.4%

Table 2		**Earnings**					
County	**LWDB**	**2017 Earnings (Median earnings (dollars) for full-time, year-round workers with earnings)**	**2022 Earnings (Median earnings (dollars) for full-time, year-round workers with earnings)**	**2017-2022 Change in Earnings (Median for full time)**	**2017-2022 Growth (Median for full time)**	**2022 Median Earnings Less than High School**	**2022 Earnings Some College/Associates**
Broward	Broward	$ 41,941	$ 51,157	$ 9,216	22.0%	$ 26,211	$ 41,147
Miami-Dade	South Florida	$ 35,390	$ 46,237	$ 10,847	30.7%	$ 26,929	$ 40,503

Table 3		**Labor Force Conditions**				**Poverty**	**Education**		
County	LWDB	LFPR 20-64 (2022)	Unemployment Rate - White Alone - 2022	Unemployment Rate - Black Alone 2022	Unemployment Rate - Hispanic Alone 2022	Total below poverty line	Pop 25-64 w/out high school	Pop 25-64 with only high school	Pop 25-64 with some college and above
Broward	Broward	81.6%	4.4%	8.0%	5.3%	118,453	87,330	268,940	307,333
Miami-Dade	South Florida	76.7%	3.6%	8.2%	3.9%	403,997	157,090	528,420	245,678

Narrative Analysis:

The analysis reveals several key commonalities among the counties in the proposed Regional Planning Area, which could inform future planning:

1. **Unemployment Conditions**:
    - Both Miami-Dade and Broward counties have seen significant improvements in unemployment rates between 2017 and 2022. Miami-Dade County's unemployment rate decreased from 5.9% to 3.4%, while Broward County's rate dropped from 4.0% to 3.0%. Despite Miami-Dade's slightly higher rate, both counties exhibit economic resilience and increased job opportunities.

2. **Labor Force Participation Rates**:
    - Both counties experienced marginal increases in their labor forces from 2017 to 2022. Miami-Dade County's workforce grew from 1,407,480 to 1,408,809, and Broward County's labor market expanded from 1,014,014 to 1,059,496. This reflects a significant working-age population actively participating in the labor market in both counties.

3. **Median Earnings**:
    - Both counties saw substantial growth in median earnings for full-time, year-round workers between 2017 and 2022. Broward County experienced a 22.0% increase, with median earnings rising from $41,941 to $51,157. Miami-Dade County had a larger percentage increase of 31.0%, with median earnings growing from $35,390 to $46,237. Despite this growth, median earnings in both counties remain below national and state averages, with income disparities and pockets of poverty persisting.

4. **Poverty**:
    - Both Broward and Miami-Dade counties face challenges related to high poverty rates and income disparities. Broward County has 118,453 residents living below the poverty line, while Miami-Dade County has 403,997 residents in this category. Both counties need to address issues related to educational disparities, employment opportunities, and affordable housing.

5. **Educational Attainment**:
    - Educational attainment levels vary between the counties, but both have significant portions of their working-age population with a high school diploma or less, limiting their earning potential. In Miami-Dade County, 157,090 residents aged 25-64 have not completed high school, 528,420 have only a high school diploma, and 245,678 have some college or higher. In Broward County, 87,330 residents aged 25-64 have not completed high school, 268,940 have only a high school diploma, and 307,333 have some college or higher.

Relevant Geographic Boundaries:

This section identifies major geographic boundaries, waterways, and ports that offer economic opportunities and are shared among the LWDBs:

Geographic Boundaries:

- **Broward County**: Located north of Miami-Dade County, bordered by the Atlantic Ocean to the east and the Everglades to the west. Key cities include Fort Lauderdale, Hollywood, and Pompano Beach.

- **Miami-Dade County**: Located south of Broward County, also bordered by the Atlantic Ocean to the east and the Everglades to the west. Key cities include Miami, Miami Beach, Hialeah, and Coral Gables.

Waterways:

- **Intracoastal Waterway**: Connects local waterways and serves as a key route for commercial and recreational vessels, providing direct access to both counties' ports.

- **New River (Fort Lauderdale)**: Flows through downtown Fort Lauderdale, offering access to the Intracoastal Waterway and is essential for local marine businesses, including boatyards and marinas.

- **Miami River**: Supports various economic activities and provides access to Biscayne Bay.

- **Biscayne Bay**: Crucial for Miami's cruise industry and tourism, with access points to PortMiami.

- **Everglades**: Significant for its environmental impact and ecotourism opportunities.

Major Ports:

- **Port Everglades (Broward County)**: One of the busiest cargo and cruise ports in the United States, it is a major hub for containerized cargo, petroleum products, and cruise passengers, serving as a gateway for trade with Latin America and the Caribbean.

- **PortMiami (Miami-Dade County)**: Known as the "Cruise Capital of the World," it handles significant cargo traffic and has a deep-water capacity for large vessels.

Economic Opportunities:

- **Cruise Industry**: Drives tourism, hospitality, and related sectors in both counties.

- **Trade and Logistics**: The ports facilitate international trade, benefiting logistics, warehousing, and transportation industries.

- **Marine Industry**: Fort Lauderdale's marine industry, known as the "Maritime Capital of the World," generates significant economic activity.

- **Real Estate and Development**: High demand for waterfront properties supports residential, commercial, and mixed-use development.

- **Tourism and Hospitality**: The region's attractions offer diverse economic growth opportunities.

Transportation Infrastructure:

- **Airports**: Fort Lauderdale-Hollywood International Airport (FLL) and Miami International Airport (MIA) support tourism and trade.

- **Highways**: Major highways like I-95, I-595, Florida's Turnpike, and State Road 826 facilitate the movement of goods and people.

The regional planning area's strategic location and its major ports, navigable waterways, and robust infrastructure provide substantial economic opportunities for Broward and Miami-Dade counties, making them a strong workforce development and regional planning area for the state.

(4) Description of the established regional service strategies using cooperative service delivery agreements that include but are not limited to:

(a) Consistent eligibility standards and enrollment processes.

Both regions have established cooperative service delivery strategies through Memoranda of Understanding and partnerships with core workforce, education, and community partners. Both regions apply consistent WIOA eligibility requirements established under federal and state law and utilize Employ Florida (EF) as the common case management system, including EF's standardized intake process and documentation requirements.

Currently, each local area within the Regional Planning Area (RPA) administers WIOA Adult, Dislocated Worker, and Youth eligibility and enrollment under policies approved by its respective Workforce Development Board. Through this Regional Plan, the RPA has committed to collaborating on the review of eligibility and enrollment policies and procedures and identifying opportunities to further align processes, where appropriate, while maintaining each board's local governance responsibilities and operational flexibility.

(b) Common training and coordination of supportive service offerings, as appropriate.

Of the 46 training providers in the RPA as of August 10, 2026, which offer nearly 370 training programs, there are eight (8) common training providers. Training services are coordinated through partnerships with Adult Education, the local public-school systems, community colleges, Vocational Rehabilitation, and other partners to deliver common training opportunities, apprenticeships, career pathways, and work-based learning. Supportive services are coordinated across partners and include transportation assistance, clothing assistance for required uniforms, assistance with the cost of certification exams and licensure, childcare assistance, referrals to housing and community services, and shared resource leveraging to prevent duplication and improve customer outcomes.

Although it was determined that the supportive service offerings in each region remain unique to the needs of each area's community, the RPA will explore the creation of a unified RPA supportive services policy to align how supportive services are administered.

(c) Common technology tools and sharing of data within tools outside of Employ Florida.

CSBD and CSSF currently utilizes 18 common technology tools, excluding Employ Florida, which are as follows:

- CrossWalk
- Grammarly
- Zoom
- The Work Number
- Alison
- Econuvue
- ChatGPT
- Microsoft Co-pilot
- Claude
- Adobe Creative
- Adobe Pro
- Dropbox
- Facebook
- LinkedIn
- Instagram
- X (twitter)
- YouTube
- Canva

As an additional regional resource-sharing strategy, CareerSource South Florida will provide CareerSource Broward with an available Econuvue license. This collaboration will expand CSBD's access to the platform's economic and business intelligence capabilities and provide both LWDAs with an additional common resource to support regional labor market analysis, employer engagement, economic development coordination, and data-informed workforce planning.

(5) Description of sector strategies for existing and emerging in-demand sectors or occupations. (20 CFR 679.560(a)(1)(ii)

(a) How will the planning region convene or support the convening of regional employers, foundations, institutions and other stakeholders to create or maintain sector partnerships?

As previously mentioned in this plan, CSBD and CSSF both share the following 8 industry areas that demonstrate a strong concentration of common labor force and industry strengths:

- Wholesale Trade
- Retail Trade
- Transportation and Warehousing
- Finance and Insurance
- Real Estate and Rental and Leasing
- Professional, Scientific, and Technical Services
- Administrative Support/Back Office, and
- Educational Services**.**

To support these sector areas, both LWDBs (i.e., the RPA) will:

- Provide each other's quarterly report from their respective Education and Industry Consortiums (EIC), and conduct joint analysis to identify shared, critical in-demand occupational needs in the key sectors.
- Have members of each area's EIC that have business relationships in both counties be invited to attend a meeting of the other EIC.
- Consider the information obtained from each consortium to determine the most effective ways to grow, retain, and attract talent to the regional service area.
- Also facilitate quarterly meetings with business development staff across the LWDAs to exchange employer intelligence; discuss regional hiring trends and workforce needs; coordinate business outreach, hiring events, and Rapid Response activities where appropriate; identify opportunities for joint employer engagement; and share promising practices that strengthen business services throughout the RPA.

(b) Identify and describe the established and active sector partnerships in the planning region.

Participation on the South Florida Regional Planning Council (SFRPC). Both LWDAs comprising the RPA currently participate on the SFRPC with representation of both CEOs/Executive Directors, along with some board staff. In addition, each LWDA has an active and comprehensive EIC, representing key sector partnerships to support and stimulate economic development in the planning region.

(6) Description of the collection and analysis of regional labor market data (in conjunction with the state).

Data Collection Overview

The labor market analysis integrates data from a combination of federal, state, and local sources to provide a detailed understanding of employment dynamics within Region 22 (Broward County) and Region 23 (Miami-Dade County). Key sources include:

- FloridaCommerce Labor Market Statistics and Employment Projections
- U.S. Bureau of Labor Statistics (BLS)
- U.S. Census Bureau (American Community Survey and Population Estimates Program)
- JobsEQ labor market analytics and job posting data
- FloridaCommerce Regional Demand Occupations Lists (RDOLs) and Local Demand Occupations Lists (DOLs)
- South Florida Regional Planning Council reports
- Local employer surveys and stakeholder input
- Economic development organizations, educational institutions, chambers of commerce, and industry associations

Data collection focuses on:

- Real-time labor market information (job postings, unemployment claims, hiring demand
- Industry and occupational employment projections
- Wage and earnings trends
- Educational attainment and workforce demographics
- Employer-identified skills gaps and talent shortages
- Emerging workforce trends involving artificial intelligence (AI), automation, technology adoption, logistics, healthcare, and construction

CareerSource Broward (Broward County)

Population: Approximately **2,013,317 residents** (U.S. Census Bureau, July1, 2025 estimate)

Educational Attainment: Approximately **36.7%** of adults age 25 and older possess a bachelor's degree or higher.

Major Industry Sectors:

- Healthcare and Social Assistance
- Professional, Scientific, and Technical Services
- Construction
- Retail Trade
- Educational Services
- Transportation and Warehousing
- Aviation and Aerospace
- Marine Industries
- Hospitality and Tourism

Key Labor Market Trends:

- Continued growth in healthcare occupations driven by an aging population and expanding healthcare infrastructure.
- Increasing demand for information technology, cybersecurity, data analytics, and AI-related skills.
- Strong demand for construction and skilled trades occupations due to continued residential, commercial, and infrastructure development.
- Expansion of logistics and warehousing occupations driven by growth in e-commerce and regional distribution activities.
- Increased interest in apprenticeships, work-based learning, and rapid credentialing programs.
- Growing employer demand for bilingual workers and employees possessing both technical and workplace readiness skills.

CareerSource South Florida (Miami-Dade County)

Population: Approximately **2,802,029 residents** (U.S. Census Bureau, July 1, 2025 estimate)

Educational Attainment: Approximately **34.4%** of adults age 25 and older possess a bachelor's degree or higher.

Major Industry Sectors:

- Trade, Transportation, and Utilities
- Healthcare and Social Assistance
- Leisure and Hospitality
- Construction
- Educational Services
- Financial Services
- International Commerce and Logistics
- Professional and Business Services

Key Labor Market Trends:

- Continued growth associated with PortMiami, Miami International Airport, and international trade activities.
- Expansion of technology, fintech, startup, and entrepreneurial ecosystems.
- Increased investment in infrastructure, transportation, and climate resilience projects.
- Growing demand for healthcare professionals and support occupations.
- Continued strength in hospitality, tourism, and customer service-related occupations.
- Strong demand for bilingual and multilingual workers due to the county's international business environment.

Regional Labor Market Conditions

Labor Force

- Combined regional population exceeds **4.8 million residents**, making the Broward/Miami-Dade region one of the largest workforce markets in the southeastern United States.
- The region continues to benefit from population growth, international migration, and labor force diversity.
- Individuals ages 25-44 continue to comprise the largest segment of the workforce.

Unemployment

- The Miami-Fort Lauderdale-West Palm Beach Metropolitan Statistical Area recorded an a seasonally adjusted unemployment rate of **3.9% in June 2026**.
- Regional unemployment remains relatively low by historical standards, creating a highly competitive labor market for employers.

Regional Industry Strengths

- Healthcare and Social Assistance
- Professional and Business Services
- Trade, Transportation, and Warehousing
- Construction
- Leisure and Hospitality
- Information Technology
- Aviation and Aerospace
- Marine and Logistics Industries
- Financial Services

Labor Market Demand Analysis

High-Demand Occupations

Regional demand continues to be concentrated in occupations such as:

- Registered Nurses
- Medical Assistants
- Nursing Assistants
- Licensed Practical Nurses
- Software Developers
- Cybersecurity Analysts
- Information Technology Support Specialists
- Construction Managers
- Electricians
- HVAC Technicians
- CDL Truck Drivers
- Logistics Coordinators
- Accountants and Auditors
- Customer Service Representatives
- Project Managers
- Business Operations Specialists

Wage Trends

- Wage growth continues to be strongest in healthcare, information technology, logistics, construction, and professional services occupations.
- Competition for skilled workers has resulted in increased compensation packages and expanded employer investment in training and retention strategies.
- Employers increasingly utilize incumbent worker training and career pathway programs to retain talent.

Skills Gaps Identified

Employers continue to report shortages in:

- Digital literacy skills
- Artificial Intelligence (AI) competencies
- Cybersecurity expertise
- Data analytics
- Skilled trades occupations
- Healthcare occupations
- Project management
- Logistics and supply chain management
- Bilingual customer service professionals
- Workplace readiness and employability skills

Workforce Demographics

Diversity

The region remains among the most diverse labor markets in the nation.

Broward County

- Highly diverse population with substantial Black/African-American, Caribbean, Hispanic, and immigrant communities.
- Significant multilingual workforce serving healthcare, hospitality, logistics, and professional service industries.

Miami-Dade County

- Approximately 70% Hispanic/Latino population.
- Significant multilingual workforce supporting international trade and business.

Workforce Challenges

Common barriers impacting workforce participation include:

- Housing affordability
- Transportation access
- Childcare availability
- Digital access and technology skills
- English language proficiency
- Credential attainment and career advancement opportunities

Strategic Implications for Regional Workforce Planning

Sector Strategies

CareerSource Broward

- Expand healthcare workforce initiatives and career pathways.
- Increase technology, cybersecurity, and AI-related training opportunities.
- Strengthen construction and skilled trades apprenticeship programs.
- Expand logistics, marine, aviation, and transportation workforce initiatives.
- Continue incumbent worker training and rapid credentialing programs.

CareerSource South Florida

- Align training investments with international trade, logistics, and supply chain occupations.
- Support healthcare workforce development initiatives.
- Expand technology, fintech, and entrepreneurial workforce programs.
- Strengthen hospitality, tourism, and customer service career pathways.
- Support infrastructure and climate resilience workforce development initiatives.

Regional Collaboration Opportunities

- Joint labor market intelligence and data sharing.
- Regional employer engagement strategies.
- Shared apprenticeship and work-based learning initiatives.
- Joint grant applications and resource leveraging.
- Coordinated outreach to educational institutions and economic development partners.
- Collaborative strategies to address AI, automation, and future workforce disruption.

Future Workforce Priorities

- AI readiness and workforce adaptation.
- Digital literacy and technology upskilling.
- Healthcare workforce expansion.
- Apprenticeship growth and skilled trades development.
- Employer-led career pathway development.
- Workforce participation strategies targeting individuals with barriers to employment.
- Continuous alignment of training investments with regional demand occupations and emerging industries.

(7) Description of the planning region's coordination of administrative cost arrangements, including the pooling of funds for administrative costs, as appropriate.

CareerSource Broward and CareerSource South Florida maintain separate governance structures, fiscal responsibilities, budgets, and administrative operations as distinct Local Workforce Development Boards under the Workforce Innovation and Opportunity Act (WIOA). Administrative funds are managed independently by each board in accordance with applicable federal and state laws, regulations, policies, and cost allocation requirements.

At this time, the planning region does not utilize a formal pooling of administrative funds. However, both workforce development boards coordinate regionally to identify opportunities for administrative efficiencies, resource leveraging, and collaborative activities that support regional workforce development goals.

Although the two LWDAs do not currently conduct joint procurements, the RPA will continue to identify opportunities for coordinated or joint procurement of goods and services where such collaboration can improve operational efficiencies, reduce administrative costs, leverage economies of scale, or enhance service delivery. Any coordinated procurement activities will be conducted in accordance with applicable federal and state procurement requirements and each Workforce Development Board's locally adopted procurement policies and procedures. The RPA will also continue to share procurement best practices, explore opportunities for jointly procuring common services or technologies, and coordinate, where appropriate, to reduce duplication while preserving each board's local governance and fiscal responsibilities.

Regional coordination occurs through joint planning activities, information sharing, labor market analysis, best-practice exchanges, regional workforce planning meetings, and collaboration on initiatives that address shared workforce and economic development priorities. The two boards regularly communicate regarding workforce trends, policy implementation, performance strategies, employer engagement practices, and service delivery innovations that may benefit the broader region.

Regional collaboration will also include the exchange of operational tools and promising practices that strengthen program compliance and quality assurance. CareerSource South Florida has developed a proprietary Automated Monitoring Tool (AMT) that assists staff in identifying WIOA, Welfare Transition Program (WTP), Supplemental Nutrition Assistance Program (SNAP), Wagner-Peyser (WP), and job order records that may require review based on FloridaCommerce monitoring criteria. As part of the Regional Planning Area's commitment to sharing innovative resources, CareerSource South Florida has provided CareerSource Broward with access to the AMT. The RPA will continue evaluating and sharing technology solutions, operational tools, and best practices that enhance monitoring, improve program oversight, support continuous quality improvement, and promote greater consistency in program administration across both LWDAs.

Additionally, where appropriate, CareerSource Broward and CareerSource South Florida may pursue other collaborative opportunities that maximize available resources, including joint participation in grant opportunities, regional workforce initiatives, sector partnership activities, staff development opportunities, labor market research, and other projects that support regional workforce priorities. Such efforts are evaluated on a case-by-case basis and implemented in accordance with all applicable fiscal, procurement, and administrative requirements.

The region will continue to explore opportunities to enhance coordination and operational efficiencies while maintaining local accountability and compliance with all federal, state, and local requirements governing the administration of workforce development funds.

(8) Description of the planning region's coordination of transportation and other supportive services, as appropriate.

(a) What regional organizations currently provide or could provide supportive services?

Both LWDAs leverage an extensive network of regional and local organizations to provide supportive services that help individuals overcome barriers to employment and training. These organizations include 211 Broward and 211 Miami, the Florida Department of Children and Families (DCF), Florida Department of Children and Families ACCESS Program, CareerSource partner agencies, local housing authorities, public transit providers (Broward County Transit and Miami-Dade Transit), school districts, adult education providers, vocational rehabilitation, community action agencies, Goodwill Industries, United Way, and numerous community- and faith-based organizations. Together, these partners provide transportation assistance, childcare support, housing and homeless services, food assistance, utility assistance, clothing, disability accommodations, behavioral health services, adult education and literacy services, employment supports, and other wrap-around services designed to reduce barriers to employment and training participation. Both regions also utilize the 211 network to connect customers with appropriate community resources and supportive services based on their individual needs.

The Regional Planning Area will continue to strengthen coordination among these

organizations to improve referrals, reduce duplication of services, and ensure participants have timely access to the supportive services necessary to successfully complete training and obtain employment.

(b) What policies and procedures will be established to promote coordination of supportive services delivery?

Both LWDAs will train staff to be aware of each other's support services to refer to customers living near the county boarders, along with promoting each other's services on social media, etc. Both regions will continue to document support services in the state Management Information System (MIS), Employ Florida, to ensure no duplication of services and explore developing applicable regional policies and procedures after reviewing current content.

(9) Description of the planning region's coordination of services with regional economic development services and providers.

Both LWDAs executive staff sit on the South Florida Regional Planning Council, which coordinates regional planning efforts, develops long-range policy strategies, and provides technical assistance to local governments. Through its Strategic Regional Policy Plan and stakeholder engagement, SFRPC ensures sustainable, equitable, and coordinated growth across South Florida. The Plan brings together business leaders, economic developers, educational institutions, labor representatives, nonprofit service providers, workforce agencies, and local governments to collaboratively shape a responsive and inclusive workforce system that supports economic growth and individual opportunity across South Florida.

In addition, both regions' serve on their respective economic development agency's Board of Directors. Specifically, CareerSource Broward collaborates closely with the Greater Ft. Lauderdale Alliance to support regional economic development by aligning workforce strategies with business attraction and retention efforts. Their partnership includes coordinated initiatives to prepare a skilled talent pipeline, particularly in high-growth industries such as healthcare, marine, aviation, and information technology. Through programs like customized training, rapid response services, and participation in industry roundtables, CareerSource Broward provides labor market intelligence and workforce incentives that enhance the Alliance's ability to attract new companies and support existing businesses.

Similarly, CareerSource South Florida works in partnership with the Beacon Council, Miami-Dade County's official economic development organization, to drive job creation and workforce alignment with the county's economic priorities. This collaboration involves joint efforts to prepare workers for jobs in strategic sectors like logistics, finance, and technology, using tools such as on-the-job training programs and employer incentives. Together, they pursue federal and state funding opportunities to support large-scale talent development projects and to ensure that the local workforce meets the evolving demands of both new and expanding businesses in the region. These partnerships serve as a bridge between workforce readiness and economic competitiveness across both counties.

The RPA will explore the feasibility of regionally addressing incoming companies based upon LMI commuting patterns with the economic development agencies. We will also consider applying for a joint regional state IWT/QRT grant for targeted/emerging sector employers, where applicable.

Through regional collaboration, the RPA will continue sharing promising practices, coordinating employer outreach where appropriate, and leveraging labor market intelligence to strengthen employer engagement, increase employer penetration, improve employer retention, and expand regional talent pipelines. These coordinated business services strategies will help both LWDAs better respond to employer workforce needs while reducing duplication of effort and enhancing the customer experience for businesses operating throughout the region.

(10) Description of the planning region's establishment of an agreement concerning how the planning region will collectively negotiate and reach agreement with FloridaCommerce on local levels of performance for, and report on, the performance accountability measures described in WIOA Sec. 116(c) for local areas or the planning region.

The local workforce development areas of the RPA will work collaboratively with each other to prepare for the negotiation process with FloridaCommerce. As part of this collaborative work, the LWDAs will conduct joint analysis of regional economic data from FloridaCommerce, Econuvue, and JobsEQ (Chmura), along with performance forecast models from Employ Florida. This will help serve as a baseline for understanding the threshold of performance goals and economic conditions that could affect the ability to meet performance. Following collective research and regional leaders' discussions, FloridaCommerce will negotiate individually with each LWDA to set the performance.

As consistently high-performing LWDAs that have earned "A" Letter Grades from CareerSource Florida, CareerSource Broward and CareerSource South Florida are committed to sustaining and building upon their strong performance through continued regional collaboration. The RPA will regularly share performance data, effective practices, and operational strategies that support continuous improvement, strengthen participant employment outcomes, and enhance performance accountability under WIOA Section 116 while responding to the evolving workforce needs of regional employers.

(11) Description of the planning region's strategy to prepare an educated and skilled workforce (including youth and individuals with barriers to employment) to meet the needs of the employers.

The Southeast Florida Regional Planning Area is committed to building an educated and highly skilled workforce that meets the evolving needs of employers. The strategy is designed to be data-driven, employer-informed, and inclusive of all populations, with special emphasis on youth and individuals with barriers to employment. Key elements include:

1. Demand-Driven and Industry-Led Training

- **Sector Partnerships:** The region works closely with high-demand industries—including healthcare, logistics, information technology, construction, and hospitality—to identify skill gaps and design training that matches real-time labor market needs.
- **Industry Credentials:** All training emphasizes stackable, portable, industry-recognized credentials to improve employability and upward mobility.
- **Customized Training Solutions:** Local businesses are offered on-the-job training (OJT), customized training, and incumbent worker training to upgrade existing workers' skills.

2. Career Pathways and Education Alignment

- **Education Partnerships:** The workforce boards partner with local school districts, technical colleges, and higher education institutions to align curricula with industry needs.
- **Career Pathways:** Career ladders are developed in collaboration with employers and educators to provide clear progression from entry-level to advanced roles.
- **Apprenticeships and Pre-Apprenticeships:** Expanded use of registered apprenticeships and pre-apprenticeship programs connects students and adult learners to "earn while you learn" opportunities.

3. Youth-Focused Strategies

- **Comprehensive Youth Services:** Out-of-school youth (ages 16–24) receive individualized career planning, work readiness training, paid work experiences, and access to supportive services.
- **Exposure to Careers:** Career exploration fairs, job shadowing, and internships provide hands-on exposure to regional priority industries.
- **Educational Support:** GED preparation, tutoring, and postsecondary transition services ensure youth can move smoothly into higher education or employment.

4. Serving Individuals with Barriers to Employment

- **Barrier Reduction:** Participants with disabilities, justice-involved individuals, English language learners, older workers, and those with low literacy receive targeted services to address their unique challenges.
- **Supportive Services:** Transportation, childcare, and other supports are offered to increase participation and retention in training and employment programs.
- **Integrated Case Management:** A coordinated referral system with community-based organizations helps remove non-workforce barriers like housing instability or healthcare needs.

5. Employer Engagement and Business Services

- **Talent Pipeline Development:** Business service teams actively engage employers to forecast hiring needs and match jobseekers to openings.
- **Rapid Response and Layoff Aversion:** Collaboration with employers to respond quickly to economic changes and provide upskilling to avoid layoffs.
- **Regional Hiring and Rapid Response Coordination:** CareerSource Broward and CareerSource South Florida will promote and, where appropriate, participate in each other's hiring events, job fairs, and Rapid Response activities when employers, affected workers, or employment opportunities cross LWDA boundaries. As an example of this regional coordination, CareerSource South Florida participated in a CareerSource Broward hiring event organized to assist workers affected by layoffs at Spirit Airlines, a major regional employer whose workforce includes residents of both Broward and Miami-Dade Counties. The RPA will continue using this collaborative approach to expand job seeker access to employment opportunities and strengthen coordinated responses to significant layoffs and other regional workforce disruptions.
- **Work-Based Learning:** Employers are supported in hosting internships, OJT, and customized training programs that prepare workers for in-demand occupations.

6. Data-Driven Continuous Improvement

- **Labor Market Intelligence:** Regular analysis of economic trends, job postings, and wage data ensures programs stay aligned with employer demand.
- **Performance Tracking:** Outcomes for targeted groups—especially youth and individuals with barriers—are tracked to ensure equity and continuous improvement.
- **Regional Collaboration:** Joint planning and resource-sharing between CareerSource Broward and CareerSource South Florida maximize efficiencies and reduce duplication.

This regional strategy leverages partnerships, employer leadership, and evidence-based practices to build a pipeline of talent prepared for todays and tomorrow's jobs. By integrating workforce, education, and economic development efforts, the planning region ensures businesses have access to a skilled workforce while individuals—especially youth and those facing barriers—achieve sustainable, family-supporting careers.

Additionally, the RPA will continue promoting education, training, work-based learning, and credential attainment that align with Florida's Master Credentials List (MCL), Regional Demand Occupations Lists (RDOLs), and the workforce needs of the region's targeted industries. Through continued collaboration with education, workforce, and employer partners, both LWDAs will help participants earn industry-recognized credentials that support career pathways, meet employer demand, and strengthen the regional talent pipeline.

(12) Description of the local strategies, policies and improvements to enhance consistency and coordination within the planning region and help streamline experiences for job seekers, workers and businesses, allowing a more agile workforce system to better adapt to changing marketplace and consumer expectations.

CareerSource Broward and CareerSource South Florida recognize that workforce, education, and economic development systems must operate in a coordinated and customer-centered manner to effectively respond to changing labor market conditions, employer needs, and workforce expectations. As part of the regional planning process, the two workforce development boards will continue to strengthen collaboration and alignment across service delivery, employer engagement, workforce programs, and partner relationships to improve consistency and accessibility throughout the region.

The region will promote greater coordination through regular communication and strategic planning among workforce, education, economic development, and community partners. Regional collaboration efforts will focus on identifying shared workforce challenges, exchanging best practices, leveraging resources, and developing coordinated solutions that support both employers and job seekers across Broward and Miami-Dade Counties.

To improve customer experiences, CareerSource Broward and CareerSource South Florida will continue efforts to align service delivery strategies, business engagement approaches, workforce initiatives, and performance objectives where appropriate. The region will seek opportunities to streamline customer access to workforce services, training opportunities, labor market information, and supportive services through enhanced coordination among workforce partners and educational institutions.

The two workforce boards will continue utilizing labor market information, employer feedback, regional demand occupation data, and economic development intelligence to ensure workforce investments remain responsive to current and emerging industry needs. Regional coordination

will support the identification of workforce trends, talent shortages, emerging occupations, and changing skill requirements, allowing workforce programs to adapt more quickly to labor market demands.

To better serve employers, the region will continue to strengthen business engagement strategies through coordinated outreach, sector partnerships, industry advisory groups, and collaboration with chambers of commerce, economic development organizations, and industry associations. These efforts will help employers access workforce services more efficiently while ensuring workforce programs remain aligned with hiring needs and economic development priorities.

CareerSource Broward and CareerSource South Florida will also continue expanding the use of technology, data-driven decision-making, and innovative service delivery models to improve customer access and responsiveness. Efforts will include increasing access to virtual services, digital tools, labor market information resources, online training opportunities, and technology-enabled career services that support both in-person and remote customer engagement.

In support of these coordinated service delivery strategies, the RPA will encourage each LWDA, where appropriate, to promote the other's regional hiring events, workshops, business services, workforce initiatives, and other activities through its social media platforms, websites, and other communication channels to expand customer awareness, strengthen regional outreach, and maximize participation across the regional area.

To further promote a consistent and accessible customer experience throughout the RPA, individuals will have universal access to WIOA career services through each LWDA's career centers, partner locations, and available virtual service delivery channels. CareerSource Broward and CareerSource South Florida will continue to provide reasonable accommodations for individuals with disabilities, language assistance and interpretation services for individuals with limited English proficiency, and accessible technology and service delivery methods consistent with applicable federal and state nondiscrimination and accessibility requirements. These efforts will help ensure that job seekers and workers throughout the RPA can access workforce services regardless of disability, language, location, or other barriers to participation.

Recognizing the growing impact of automation, artificial intelligence, and technological transformation across industries, the region will collaborate with employers, educational institutions, and training providers to ensure workforce programs remain agile and responsive to emerging skill requirements. The region will support workforce strategies that promote digital literacy, technology adoption, upskilling, reskilling, and lifelong learning opportunities for workers at all stages of their careers.

As an example of regional knowledge and resource sharing in response to emerging technology, CareerSource Broward recently developed and published an AI Playbook for Small and Medium-sized Businesses to help employers better understand and responsibly leverage artificial intelligence to improve productivity, operations, and workforce competitiveness. CSBD has made the resource available to the business community and shared it with CareerSource South Florida. The RPA will continue exchanging employer resources, tools, and promising practices related to AI and other emerging technologies that can benefit businesses and workers throughout Broward and Miami-Dade Counties.

Additionally, the region will continue to strengthen partnerships with adult education providers, technical colleges, state colleges, universities, community-based organizations, vocational rehabilitation, and economic development entities to improve service integration and reduce

barriers to employment and training. These partnerships will help create seamless pathways that connect individuals to education, workforce services, supportive services, training opportunities, and employment.

Through these coordinated strategies, CareerSource Broward and CareerSource South Florida will support a more integrated, responsive, and customer-focused workforce system that improves outcomes for job seekers, workers, businesses, and communities throughout the planning region.

(13) Description of the steps that will be taken to support the state's efforts to align and integrate education, workforce and economic development, including:

(a) Fostering the improvement and expansion of employer-driven regional sector partnerships to increase the focus on critical in-demand occupations in key sectors that are the engine of economic growth for the state and its planning region.

CareerSource Broward and CareerSource South Florida will continue to strengthen partnerships with employers, industry associations, chambers of commerce, economic development organizations, educational institutions, and workforce partners to ensure workforce investments are aligned with regional economic priorities. The two workforce boards will utilize labor market information, employer feedback, Regional Demand Occupations Lists (RDOL), and economic development data to identify and respond to workforce needs within key industry sectors.

The region will focus on sectors that drive economic growth and provide opportunities for family-sustaining wages, including healthcare, transportation and logistics, construction, information technology, financial services, aviation, marine industries, professional and business services, hospitality and tourism, and advanced manufacturing. Regional sector partnerships will be used to identify emerging skill requirements, develop talent pipelines, support incumbent worker training, expand work-based learning opportunities, and promote industry-recognized credentials aligned with employer demand.

The region will also continue collaborating with economic development organizations, educational institutions, and employers to identify opportunities for joint initiatives, employer forums, grant applications, and workforce solutions that support business expansion, retention, and recruitment throughout Broward and Miami-Dade Counties.

(b) Expanding career pathway opportunities through more accelerated and work-based training, and aligning and integrate programs of study leading to industry-recognized credentials and improved employment and earnings.

The region will continue to expand career pathway opportunities that enable job seekers to obtain the education, training, credentials, and work experience necessary to secure employment in high-demand occupations and advance within their chosen career fields. Career pathways will be developed and enhanced in collaboration with K-12 education, adult education, technical colleges, state colleges, universities, registered apprenticeship sponsors, employers, and training providers.

CareerSource Broward and CareerSource South Florida will promote accelerated training models, short-term credential programs, competency-based learning, apprenticeships, pre-apprenticeships, internships, on-the-job training, incumbent worker training, customized

training, and paid work experiences. The region will work to ensure training investments are aligned with industry-recognized credentials and occupational pathways that lead to employment, wage progression, and long-term career advancement.

As part of this regional collaboration, CareerSource Broward plans to host an Apprenticeship Summit in January 2027 and will invite CareerSource South Florida to participate, providing an opportunity to share apprenticeship strategies, engage employers and education partners, and identify opportunities to expand apprenticeship pathways across the RPA.

Special emphasis will be placed on strengthening pathways into occupations experiencing significant demand, including healthcare, skilled trades, logistics, information technology, cybersecurity, aviation, marine industries, and other occupations identified through labor market analysis and employer engagement activities. The region will also continue to evaluate emerging workforce needs related to artificial intelligence, automation, and technological innovation to ensure training programs remain responsive to future labor market demands.

(c) Expanding career services and opportunities for populations facing multiple barriers to educational attainment and economic advancement.

CareerSource Broward and CareerSource South Florida are committed to ensuring equitable access to workforce services and career opportunities for individuals facing barriers to employment, education, and economic mobility. The region will continue to provide comprehensive career services, supportive services, training opportunities, and workforce development programs designed to assist individuals in overcoming barriers and achieving self-sufficiency.

Priority populations include low-income individuals, unemployed and underemployed workers, individuals with disabilities, veterans and eligible spouses, justice-involved individuals, youth and young adults, older workers, English language learners, public assistance recipients, dislocated workers, immigrants and refugees, individuals experiencing housing instability, and others with barriers to employment as defined under the Workforce Innovation and Opportunity Act (WIOA).

The region will strengthen partnerships with community-based organizations, educational institutions, vocational rehabilitation, social service agencies, housing providers, and other workforce partners to coordinate service delivery and improve participant outcomes. Efforts will include expanding access to career coaching, digital literacy training, supportive services, work-based learning opportunities, occupational training, and career pathway programs that lead to industry-recognized credentials and employment in high-demand occupations.

Recognizing the growing impact of technology and workforce transformation, the region will also support initiatives that help workers adapt to changing skill requirements through upskilling, reskilling, digital competency development, and access to emerging technology and artificial intelligence-related training opportunities.

Memorandum of Understanding

For

Regional Workforce Development Coordination

Between

CareerSource Broward

And

CareerSource South Florida

Southeast Florida Regional Planning Area

Effective January 1, 2027 through June 30, 2029

THIS MEMORANDUM OF UNDERSTANDING ("MOU") is entered into between CareerSource Broward (hereinafter "CSBD"), serving Local Workforce Development Area 22 (Broward County), and CareerSource South Florida (hereinafter "CSSF"), serving Local Workforce Development Area 23 (Miami-Dade County), collectively referred to as the "Parties" and individually as a "Party." Together, the Parties comprise the Southeast Florida Regional Planning Area ("RPA").

Section 1. Purpose

The Workforce Innovation and Opportunity Act of 2014 ("WIOA") and applicable federal and state regional-planning requirements encourage Local Workforce Development Boards within a designated planning region to coordinate activities that benefit the regional labor market.

The purpose of this MOU is to state how the two local workforce areas will cooperate regional workforce-development activities and to establish a framework for implementing the shared strategies identified in the Southeast Florida Regional Planning Area WIOA Regional Plan and Regional Strategy Summary Table.

This MOU is intended to strengthen coordination, reduce unnecessary duplication, improve access to workforce services, and support employers and job seekers whose workforce needs and opportunities cross Broward and Miami-Dade County boundaries. Each Party will retain its separate governance, fiscal, procurement, programmatic, and administrative responsibilities.

Section 2. Regional Workforce Development Partnership

The Parties recognize that Broward and Miami-Dade Counties share common elements within their individual labor markets. Through this MOU, the Parties agree to collaborate on regional workforce priorities while preserving each Local Workforce Development Board's local governance authority and operational flexibility.

The Parties will use regular communication among executive, program, business services, procurement, information technology, and other appropriate staff to carry out agreed to regional strategies.

Workforce, education, economic development, community, and industry partners may participate in regional activities when appropriate.

Section 3. Coordination of Regional Strategies

The Parties will coordinate the following regional workforce-development strategies, as appropriate and subject to available resources, applicable law, and each Party's locally adopted policies and procedures:

A. Targeted Industries and Sector Partnerships.

1. Exchange quarterly information and reports from each Party's Education and Industry Consortium (EIC) and jointly analyze critical in-demand occupations and shared sector needs.

2. Invite employers and sector partners with business relationships in both counties to meetings and use employer intelligence to identify shared talent needs and opportunities.

3. Facilitate quarterly meetings of business development staff across the two LWDAs to exchange employer intelligence, discuss regional hiring trends and workforce needs, coordinate outreach and hiring activities where appropriate, and share promising practices.

4. Collaborate as appropriate with the South Florida Regional Planning Council, Greater Fort Lauderdale Alliance, Miami-Dade Beacon Council, chambers of commerce, education and training partners, and other regional stakeholders.

B. Coordinated Service Delivery and Customer Access.

1. Apply common federal and state WIOA eligibility requirements and use Employ Florida's intake and documentation processes.

2. Coordinate access to common training providers and training opportunities, including apprenticeships, career pathways, and work-based learning opportunities.

3. As appropriate, promote each other's regional hiring events, workshops, business services, workforce initiatives, and other appropriate activities through websites, social media, and other communication channels.

4. Support universal access through career centers, partner locations, and available virtual service channels, including reasonable accommodations, accessible technology, and language assistance consistent with applicable requirements.

C. Supportive Services Coordination.

1. Strengthen referrals across the regional supportive-services network, including 211 and other workforce, education, transportation, housing, human-service, and community partners.

2. Train appropriate staff to be familiar with supportive services available in both LWDAs, particularly to support customers whose residence, training, or employment needs cross county boundaries.

3. Document supportive services in Employ Florida, as applicable, to reduce duplication and improve coordination, and explore development or alignment of regional supportive-services policies and procedures where feasible.

D. Technology, Data, and Resource Sharing.

1. Share labor market information, employer intelligence, and other non-confidential data to support regional planning and service coordination.

2. CSSF will provide CSBD with an available Econuvue license to expand common access to economic and business intelligence for labor market analysis, employer engagement, economic development coordination, and data-informed workforce planning.

3. CSSF has provided CSBD access to its Automated Monitoring Tool (AMT); the Parties will continue evaluating and sharing technology solutions, operational tools, and promising practices that may strengthen monitoring, program oversight, quality assurance, and administrative efficiency.

4. Any exchange of confidential or personally identifiable information will occur only as permitted by law and, when required, pursuant to a separate data-sharing agreement.

E. Administrative Efficiencies and Resource Leveraging.

1. Maintain separate fiscal, governance, budget, procurement, and administrative responsibilities while sharing best practices.

2. Evaluate opportunities for coordinated procurement. Any such procurement will comply with applicable requirements and each Party's procurement policies.

3. Consider joint grant applications, regional initiatives, staff-development opportunities, labor market research, and other collaborative projects on a case-by-case basis.

F. Coordinated Performance Improvement.

1. Analyze relevant FloridaCommerce labor market information, JobsEQ data, Econuvue economic intelligence, and Employ Florida performance forecast models to inform regional understanding of economic conditions and performance expectations.

2. Share effective practices, and operational strategies to support continuous improvement, strong WIOA outcomes, and accountability.

G. Apprenticeship and Work-Based Learning.

1. Expand and promote registered apprenticeships, pre-apprenticeships, on-the-job training, internships, paid work experiences, incumbent worker training, customized training, and other earn-and-learn models aligned with regional demand occupations.

2. Share apprenticeship and work-based-learning intelligence and coordinate employer, apprenticeship sponsor, education, and training-partner engagement as appropriate.

3. Each party will invite the other as appropriate, and depending upon the outreach target, to job fair and recruitment events focused on apprenticeship especially when proximate to shared borders.

H. Credential and Training Alignment.

1. Align education, occupational training, work-based learning, and credential attainment, as appropriate, with Florida's Master Credentials List (MCL), Regional Demand Occupations Lists (RDOLs), targeted industries, labor market information, and employer-identified skill needs.

2. Promote stackable, portable, industry-recognized credentials and career pathways that support employment and wage progression in regional in-demand occupations.

I. Coordinated Business Services and Economic Development.

1. Share promising practices and labor market intelligence; coordinate employer outreach when appropriate; and connect employers with talent, training incentives, and work-based-learning opportunities.

2. Coordinate with regional economic development partners and explore the feasibility of regionally addressing incoming or expanding companies based on labor market and commuting patterns.

3. Consider joint regional Incumbent Worker Training (IWT) and/or Quick Response Training (QRT) opportunities for targeted or emerging-sector employers where applicable and mutually agreed upon.

4. Coordinate Rapid Response activities, hiring events, and cross-county employer or worker referrals when significant layoffs, hiring needs, or employment opportunities affect both LWDAs.

J. Regional Labor Market and Future Workforce Strategies.

1. Jointly use available labor market intelligence and employer feedback to identify workforce trends, talent shortages, emerging occupations, and changing skill requirements.

2. Collaborate, where appropriate, on strategies addressing artificial intelligence, automation, digital literacy, technology adoption, upskilling, reskilling, and other future-workforce needs.

Section 4. Funding of Infrastructure and Operating Costs

N/A – Infrastructure Funding Agreement

Nothing in this MOU creates an obligation for either Party to contribute to the other Party's One-Stop infrastructure or operating costs. Each Party will continue to manage and fund its own local infrastructure, operating, fiscal, and administrative obligations unless the Parties execute a separate written agreement for a specific jointly funded activity.

Section 5. Term

This MOU is effective January 1, 2027, or upon the date of the last required signature, whichever is later, through June 30, 2029, unless terminated earlier by either Party in accordance with the terms set forth herein.

Section 6. Modification and Renewal

A. This MOU may be reviewed at any time and will be reviewed when substantial changes occur in the Regional Plan, applicable law or policy, or the Parties' regional strategies.

B. This MOU may be amended or modified by mutual consent of the Parties through a written amendment executed by authorized representatives of both Parties.

Section 7. Termination

A. Either Party may terminate this MOU for convenience by giving 30 calendar days' written notice to the other party om writing pursuant to Section 8 (Notice).

B. The Parties will make reasonable efforts to complete or responsibly transition any mutually approved activity already underway at the time notice of termination is provided, subject to funding, legal requirements, and any separate project-specific agreement.

C. In the event of termination, the Parties will convene within 60 days to renegotiate a mutually acceptable replacement MOU, if required by law to do so.

Section 8. Notice

A. All notices required to be given to CSBD under this MOU shall be sufficient when emailed, hand delivered, or mailed to CareerSource Broward, 2890 W. Cypress Creek Road, Fort Lauderdale, Florida 33309, addressed to the President/CEO or via email at chylton@careersourcebroward.com.

B. All notices required to be given to CSSF under this MOU shall be sufficient when emailed, hand delivered, or mailed to CareerSource South Florida at 7300 Corporate Center Drive, Suite 500, Miami, FL 33126, addressed to the Executive Director.

Section 9. Nondiscrimination and Accessibility

The Parties agree to comply with the prohibitions against discrimination on the basis of age under the Age Discrimination Act of 1975 (42 U.S.C. 6101 et seq.); on the basis of disability under section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794); on the basis of sex under Title IX of the Education Amendments of 1972 (20 U.S.C. 1681 et seq.); or on the basis of race, color, or national origin under Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d et seq.). The Parties agree that no individual shall be excluded from participation in, denied the benefits of, subjected to discrimination under, or denied employment in the administration of or in connection with, any program or activity relating to the operation of the one-stop delivery system because of race, color, religion, sex (except as otherwise permitted under Title IX of the Education Amendments of 1972), national origin, age, disability or political affiliation or belief.

The Parties agree to comply with all applicable federal and state nondiscrimination and equal opportunity requirements in carrying out activities under this MOU. The Parties will support accessible workforce services for individuals with disabilities and individuals with limited English proficiency through reasonable accommodations, accessible technology and formats, language assistance, and other appropriate service-delivery methods.

Section 10. Confidentiality

The Parties agree to abide by all applicable federal, state and local laws and regulations regarding confidential information, including, but not limited to: 20 CFR part 603, 45 CFR section 205.50, 20 USC 1232g and 34 CFR part 99 and 34 CFR 361.38. Each Party will ensure that the collection and use of any information, systems, or records that contain personally identifiable information ("PII") and other confidential/exempt information will be limited to purposes that support the programs and activities described in this MOU and will comply with applicable law. Each Party will ensure that access to software systems and files under its control that contain PII or other personal or confidential information will be limited to authorized staff members who are assigned responsibilities in support of the services and activities described herein and will comply with applicable law. Each Party expressly agrees to take measures to ensure that no PII or other personal or confidential information is accessible by unauthorized individuals.

To the extent that confidential information needs to be shared amongst the Parties for the Parties' performance of their obligations under this MOU, and to the extent that such sharing is permitted by applicable law, any required data sharing agreements will be created and required confidentiality and ethical certifications will be signed by authorized individuals.

Section 11. Dispute Resolution

If an issue arises involving this MOU, the Parties will make every reasonable effort to reach a timely and efficient resolution. Either Party may request a meeting of appropriate staff and leadership to identify and discuss the issue. If resolved, the issue and resolution will be documented in writing. If not resolved, the matter will be elevated to the President/CEO of CSBD and the Executive Director of CSSF, or their designees, for joint resolution. If necessary, the Parties may seek guidance from FloridaCommerce regarding regional-planning requirements applicable to the disputed matter.

Section 12. Signatures

IN WITNESS WHEREOF, CareerSource Broward and CareerSource South Florida have caused this MOU to be duly executed by their authorized representatives as of the date set forth below.

Approved By:

CareerSource Broward

_____
Signature

_____
Printed Name / Title

Date: _____

Approved By:

CareerSource South Florida

_____
Signature

_____
Printed Name / Title

Date: _____

Approved By:

Chief Local Elected Official / Authorized Designee – Broward

_____
Signature

_____
Printed Name / Title

Date: _____

Approved By:

Chief Local Elected Official / Authorized Designee – Miami-Dade

_____
Signature

_____
Printed Name / Title

Date: _____