CareerSource Broward

Workforce Innovation and Opportunity Act

Local and Regional Workforce Plan

Two-Year Modification

January 1, 2027 – December 31, 2028

Primary Contact:
Michael S. Bateman

Telephone:
(954) 202-3830, Ext. 3127

Email:
mbateman@careersourcebroward.com

Secondary Contact:
Mark Klincewicz

Telephone:
(954) 202-3830, Ext. 3046

Email:
mk@careersourcebroward.com

Street Address:
2890 W. Cypress Creek Road

City/State/Zip:
Ft. Lauderdale, Florida 33309

Website URL:
www.careersourcebroward.com

Date Submitted: October 6, 2026.

CONTENTS

EXECUTIVE SUMMARY	3
ORGANIZATIONAL STRUCTURE	8
ANALYSIS OF NEED AND AVAILABLE RESOURCES	22
LOCAL WORKFORCE DEVELOPMENT BOARD STRATEGIC VISION AND GOALS	65
DESCRIPTION OF STRATEGIES AND PROGRAM SERVICES	71
DESCRIPTION OF THE LOCAL ONE-STOP DELIVERY SYSTEM	92
COORDINATION OF SERVICES	100
PERFORMANCE & EFFECTIVENESS	107
REGIONAL PLAN (ATTACHMENT L)	110

Executive Summary

I. Organizational Structure

The CareerSource Broward (CSBD) Council of Elected Officials was created in 1973, in accordance with an inter-local agreement (ILA) entered into pursuant to §163.01 of the Florida Statutes by the Cities of Fort Lauderdale and Hollywood and the Board of Broward County Commissioners. In accordance with Florida Statutes 163.01 the Council created CSBD to serve as their administrative entity. The ILA describes how the Council will execute their duties and responsibilities. The ILA was amended several times over the years, most recently on 1/28/2016, at a publicly noticed meeting to incorporate their WIOA responsibilities.

CSBD serves as staff to the Council and to the Broward Workforce Development Board, Inc. and also serves as the fiscal agent. There is an agreement in place between the BWDB and the CSBD Council of Elected Officials regarding the responsibilities of each of the entities and CSBD. In accordance with the requirement that firewalls are to be in place to guard against conflict of interest, the BWDB, the CSBD Council of Elected Officials and CSBD have also implemented safeguards described in this Local Workforce Plan.

Career services are delivered through a competitively procured staffing company, Integrative Staffing Group, LLC., that manages and staffs the one-stop career centers. Staff delivers WIOA Title I adult and dislocated worker services and career services under any discretionary grants received.

CSBD separately procured a One-Stop Operator (OSO), and contracts with Workforce Guidance Associates, LLC., to serve as the coordinator of services among the partners.

II. Analysis of Need and Available Resources

CSBD uses multiple economic, demographic and labor market data including forecast modeling to assess and analyze demand in its local economy, along with emerging industry sectors, occupations and talent development needs. This includes using tools such as JobsEQ and Employ Florida, and input from the members of the Education and Industry Consortium. Local area resources are identified and sourced on a continuous basis through horizontal and vertical research, partnerships, community networking and scanning.

Our strategic planning elements include on-going regional analysis of:

1. Economic conditions
2. The knowledge and skills, including credentials and licenses, needed to meet the employment needs of the employers in the local area; and,
3. The availability of education and training in Broward County. This analysis includes the strengths and weaknesses of talent development and the capacity to provide a workforce to address the education and skill needs of employers and job seekers, including individuals with barriers to employment.

Since the 2024 Plan, economic and labor market conditions have softened. National economic growth slowed in 2026, unemployment was 4.1% in July, and inflation increased to 3.4%. Broward County similarly experienced a cooling labor market, with unemployment rising to 4.5% in June 2026 from 3.7% a year earlier and nonagricultural employment declining by 5,000 jobs over the year.

Broward remains economically diverse, with continued long-term growth potential in healthcare, aviation, logistics, technology, financial/professional services, manufacturing, and other targeted industries. Port Everglades remains a major economic engine, generating $48.3 billion in annual economic activity, while wage growth has been substantial but continues to be offset by housing and affordability pressures. These conditions reinforce CSBD's focus on employer-driven workforce strategies, higher-skill occupations, industry-recognized credentials, career pathways, and work-based learning aligned with current and emerging employer demand. CSBD will continue to use real-time labor market intelligence, employer engagement, education and training partnerships, and the Education and Industry Consortium to refine occupational priorities and ensure that WIOA investments respond to current and emerging workforce needs.

III. Local Workforce Development Board Strategic Vision and Goals

The Plan includes the Mission, Vision and Goals of the BWDB.

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

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.

Goals:
1. Improve the sustainability of the workforce system through increased funding, efficiency, technology, and relevancy.
2. Maintain our role as workforce development leaders through advocacy by the board, collaboration, and providing information and intelligence to stakeholders with feedback from the community.
3. Encourage employers by engaging and identifying their needs, and educating and connecting them to the workforce system to produce innovative workforce solutions.
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.
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).
6. Develop and utilize a legislative agenda to improve employment services and opportunities in Florida.
7. To anticipate legislative, environmental, and economic changes in the near and long-term future and prepare for those changes.

The CSBD governing boards meet annually to review and update their Vision, Mission and Goals. The core partners all have seats on the BWDB as required by law and also serve on Board committees. CSBD has entered in a Memoranda of Understanding with both our core and legislative partners. Because of the presence of our core partners on the BWDB and BWDB committees, they are a part of the decision-making process.

IV. Description of Strategies and Program Services

To expand our function as strategists and community conveners to hear “the voice of the customer” on the workforce needs of Broward County, we participate in community and business

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

In accordance with the REACH Act, we established an Education and Industry Consortium (EIC), which meets quarterly. We consult with the consortium on issues relating to education and employer needs. The EIC's list of members, agendas and quarterly reports can be found on the CSBD's website here:

https://careersourcebroward.com/about-us/education-and-industry-consortium.

As is required by WIOA, secondary and post-secondary education is represented on the BWDB. This provides an opportunity for education to be aware of and have input into Board initiatives and activities. Education representatives are also invited to business forums so they can hear directly from the business community with respect to training needs and skills gaps. The Plan identifies the advantages of a single school district, technical college and community colleges have when working to meet employer and student needs.

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

CSBD partners with local chambers of commerce and serves on the Executive Committee of the Greater Fort Lauderdale Alliance, our local Economic Development Organization, allowing us to review various industries' hiring demands, along with the Florida Chamber Foundation's Six Pillars of Florida's Future Economy™.

Intermediaries are utilized to engage the targeted industries of Healthcare, Technology, Marine, Aviation, Hospitality/Tourism, Manufacturing and Construction to partner with trade and professional associations, expanding service delivery to employers. CSBD is also expanding employer-driven sector and apprenticeship strategies with assistance from its dedicated Apprenticeship Navigator.

CSBD complies with the WIOA priority of service emphasis on Veterans, recipients of public assistance, low-income, and basic skills deficient job seekers, as well as individuals with one or more barriers to employment as described in WIOA §3 (24).

CSBD supports the use of Registered Apprenticeship Programs to enhance employment opportunities for job seekers. CSBD meets periodically with Atlantic Technical College to discuss additional ways we can partner to expand apprenticeship opportunities. CSBD's board of directors has three member representatives from organized labor, including the JATC, all of whom work with us on promoting apprenticeship opportunities.

V. Description of Local One-Stop Delivery System

All required partners are co-located or connected using technology in the CSBD one-stop career centers. The partners make their core services available through the one-stop centers. All one-

stop centers are American with Disabilities Act (ADA) compliant. If needed, Integrated Resource Teams are assembled for special needs individuals. Each center has a Disability Specialist assigned to assist these customers with using the assistive technology or to schedule an interpreter as needed. Staff is trained annually on disability etiquette and serving customers with disabilities.

VI. Coordination of Services

CSBD has developed strong relationships with partner agencies and uses a cross-referral online platform called Crosswalk, which was developed by another region, to make and receive customer referrals to and from dozens of local community-based organizations. This helps us further coordinate workforce investment activities, including transportation and other supportive services, through partnerships and a focus on unduplicated service delivery.

Transportation assistance, including public transit and other supportive services, is provided based on job seekers' needs and funding availability. CSBD collaborates with Broward County's Family Success Centers for emergency services, such as utility bill payments and free bus passes. For individuals unable to use public transportation, referrals are made to the Transportation Options Program (TOPS). Support services, including childcare, are referred to TANF and the Welfare Transition Program.

CSBD integrates services through co-locating Wagner-Peyser employment services and other partner agencies in one-stop career centers to eliminate service duplication and improve efficiency. The centers offer universally accessible, customer-centered, and career-driven training, with services like career counseling, job search assistance, and labor market information provided by cross-trained staff. Resource rooms are available for free use of computers, phones, and copiers.

For TANF/Welfare Transition and SNAP E&T participants, CSBD provides individualized services to help reduce welfare dependency. Services include access to job readiness training, referrals to partner agencies, and support with employment-related needs, such as transportation and work attire. CSBD also uses tools like the CLIFF suite to assess training needs and forecast career paths, integrating TANF and SNAP E&T with other programs to expand available options. Additionally, CSBD works with partners such as Women in Distress to offer specialized support to victims of domestic violence. Follow-up and transitional services are provided to help participants maintain employment and reduce recidivism.

VII. Performance and Effectiveness

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

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

The BWDB and its committees also receive frequent briefings from CSBD at their meetings to

increase their understanding of each workforce program and related initiatives, which increases their ability to provide oversight and develop policies.

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

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

VIII. Public Comment Process

In accordance with the WIOA regulations, which require local areas to establish a public comment process consistent with State direction, CSBD made its WIOA Local and Regional Workforce Plan available to the public on its website beginning on 9/22/2026, indicating that the Plan was open for public comment and the email address to submit comments. The public comment period will end on 10/21/2026. Any public comments are pending.

Entities represented on the BWDB and its committees, along with our Education and Industry Consortium, which include economic development, public and private education, veterans' groups, community-based organizations, chambers, entities representing the disabled, to name a few, provided continuous input used to inform the plan by appearing at committee and board meetings to share their thoughts and recommendations regarding the local workforce system.

CSBD also holds a strategic planning "retreat" for its Board and Council of Local Elected Officials to solicit ideas for the plan's 2-year modification. Our most recent planning day was held in April 2026. A curated list of guest speakers and invitees provided state and local input regarding the labor market and the economy in Broward County. Questions were formulated as a guide for the BWDB members and community leaders, which centered on how to make our services more accessible to employers and job seekers, and enhance the effectiveness of CSBD.

Per FloridaCommerce instructions, the below is the process that will be used by the BWDB to review and approve this local plan. Specifically:

- The Plan was posted on the CSBD website on 9/22, and the BWDB and local elected officials were noticed regarding its availability so that, along with the public, they could review the plan at their convenience.
- The public also had an opportunity to provide comments on the Plan on 9/30 at CSBD's Administrative Office from 3:00 p.m. to 4:30 p.m., as noticed on CSBD's website.
- The Plan was presented to the BWDB One-Stop Services Committee at a publicly noticed meeting on 9/29.
- The Plan was presented to the BWDB Executive Committee at a publicly noticed meeting on 10/13.
- The Plan was presented for approval to the combined CSBD Council of Elected Officials and BWDB at a publicly noticed meeting on 10/22.

ORGANIZATIONAL STRUCTURE

(1) Chief Elected Official(s)

(a) Identify the chief local elected official(s) by name, title, mailing address, phone number, and email address.

The CSBD Council of Elected Officials consists of the Mayors of the Cities of Hollywood and Fort Lauderdale and a Broward County Commissioner. They elect a Chair, a Vice Chair, and a Chair Pro Tem each year. Any of the elected officials may act in place of the Chief Elected Official in his/her absence to sign documents, as appropriate, once the matters contained in the documents have been properly approved. Currently, the Mayor of the City of Hollywood, Josh Levy, serves as the Chair of the CSBD Council of Elected Officials.

Elected Official	Title on Council	Governmental Unit/Title	Mailing Address	Phone Number	Email Address
Mayor Josh Levy	Chair	City of Hollywood	2600 Hollywood Blvd., Room #403, Hollywood, FL 33320	(954) 921-3321	Jlevy@hollywoodfl.gov

(b) Describe how the chief local elected official(s) was involved in the development, review and approval of the local plan.

Each year the CSBD Council of Elected Officials and the Broward Workforce Development Board, Inc. schedule a planning session in the spring, which is a publicly noticed meeting to establish goals and objectives for the upcoming year. They are provided with a copy of the Board's Vision and Mission Statement and make changes as necessary after review and discussion. The elected officials preside over the opening of the meeting and, together with the board, review the prior year's goals and objectives. The board and elected officials then break into workgroups to discuss thought questions and to consider continuing existing goals and setting new goals and objectives for the upcoming period.

The recommendations are brought before the full board and Council of Elected Officials for approval at a regularly scheduled joint meeting held after the planning session. The recommendations are incorporated into strategic planning matrices, applicable to each of the board's committees, which work on the objectives throughout the year.

(c) If the chief local elected official is a consortium, identify the members of the consortium and which member(s) has authority to sign on behalf of the consortium.

The CareerSource Broward Council of Elected Officials is comprised of the mayors of the cities of Fort Lauderdale and Hollywood and a Commissioner representing the Broward County Board of County Commissioners. Each year, the Council has an election to determine who will serve as the Chair, Vice Chair, and Chair Pro Tem. The Chair of the Council serves as the Chief Elected Official for CareerSource Broward during their term of office and is authorized to sign all necessary documents. If the Chair is unavailable, the Vice Chair is authorized to sign in his/her place.

The current officers are as follows:

Chair – Mayor Josh Levy, City of Hollywood

Vice Chair – Dean Trantalis, Mayor of the City of Fort Lauderdale

Chair Pro Tem – Alexandra Davis, Commissioner, Broward County Board of Commissioners

(2) Local Workforce Development Board

(a) Identify the chairperson of the LWDB by name, title, term of appointment, mailing address, phone number and email address. Identify the business entity and industry the chairperson represents.

Chair: Jim Ryan
Represents: Telecommunications Industry
Title: Founder/CEO
Mailing Address: 6301 NW 5th Way, #1700, Fort Lauderdale, FL 33309
Phone: (954) 482-2885
Email: jim.ryan@outplex.com
Term: 1/2026 to 1/2028

(b) If applicable, identify the vice-chairperson of the LWDB by name, title, mailing address, phone number and email address. Identify the business or organization the vice- chairperson represents.

Vice-Chair: Kevin Kornahrens
Represents: Construction Industry
Title: Managing Partner
Mailing Address: 1950 NW 22nd Street, Fort Lauderdale, FL 33311
Phone: (954) 522-6868
Email: kevin@advancedroofing.com

(c) LWDB member roster which includes name, title, term of appointment mailing address, phone number and email address. Identify the business that the board member represents.

Please refer to the Broward Workforce Development Board Directory in Attachment E here: https://careersourcebroward.com/assets/uploads/documents/Contracts/Attachment-E-Current-Board-Member-Roster-and-Plan-Approval-new.pdf

(d) Describe how the LWDB members, including those described in Public Law 113-128 § 107(b)(2), were involved in the development, review, and approval of the local plan.

Each year, the CSBD Council of Elected Officials and the Broward Workforce Development Board, Inc. (The Board) schedule a planning session in the spring, which is a publicly noticed meeting to establish goals and objectives for the upcoming year. They are provided with a copy of the State Board's Vision and Mission Statement. The elected officials preside over the meeting together with the Board and they review the prior year's goals and objectives. The board and elected officials break into workgroups to discuss thought questions, and to consider existing goals, along with new goals and objectives for the upcoming period.

The recommendations are brought before the full board and Council of Elected Officials at a regularly scheduled joint meeting held after the planning session for approval. The recommendations are incorporated into this plan and in a strategic planning matrix, as applicable to each of the board's committees, so that the committee members and staff can work on the objectives throughout the year.

The LWDB One-Stop Services Committee reviews the Local Plan in a scheduled meeting / hearing, inviting the public to comment on the Plan, so that the board can further incorporate the wishes of the community as appropriate. From these committees, the Plan is reviewed by the board's Executive Committee and, following the end of such meetings and public comment period, the Plan is reviewed and approved at a publicly noticed joint meeting of the chief local elected officials and the Board.

(e) Describe how the LWDB convened or obtained input from local workforce development system stakeholders including LWDB committee members, combined state plan partners, education, industry and representatives of disability populations and those with barriers to employment to assist in the development of the local plan.

CSBD uses our committee structure as the venue for getting stakeholder input for the Plan. Stakeholders were invited to one of the following BWDB Committees:

- Education and Industry Consortium
- One-stop Services
- Employer Services
- Youth
- Organizational Resources
- Strategic Planning
- Executive

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

CSBD held a planning "retreat" to solicit ideas for the plan in April 2026. Questions were formulated as a guide for the Board members, which centered on how to make our services more accessible to employers and job seekers and enhance the effectiveness of CSBD.

(3) Local Grant Subrecipient (local fiscal agent or administrative entity)

a. Provide the name of the entity selected to receive and disburse grant funds (local fiscal agent) if other than the chief local elected official. WIOA § 107(d)(12)(B)(1)(iii); 20 CFR 679.420 and 20 CFR 560(6)(14)

FISCAL AGENT: CareerSource Broward (CSBD)

ADMINISTRATIVE ENTITY: CareerSource Broward (CSBD)

CSBD was created through the inter-local agreement entered into between the local workforce area governmental units, the Cities of Hollywood and Fort Lauderdale and Broward County,

pursuant to the Florida Statutes under section 163.01, which provides for the creation of an administrative entity to carry out the purposes of the inter-local agreement. The Workforce Board and the CSBD Council of Elected Officials oversee the actions of CSBD.

b. Provide the name of the entity selected to staff the LWDB (commonly referred to as the administrative entity) and assist the LWDB in carrying out its responsibilities as a board organized under WIOA (20 CFR 679.430).

CSBD serves as the administrative entity for the Broward Workforce Development Board, Inc. (BWDB), a private 501 (c)(3) not-for-profit organization.

The Council of Elected Officials and the BWDB hold joint, regularly scheduled monthly meetings. This results in unified planning and consistent, coordinated implementation of the governing boards' policies.

(4) One-Stop Operator and One-Stop Career Centers

a. Provide the name of the entity or entities selected through a competitive process to serve as the one-stop operator. Include the effective date and end date of the current agreement in place between the LWDB and the one-stop operator. (20 CFR 678.605)

The current one-stop operator agreement is with Workforce Guidance Associates, LLC, effective October 1, 2025, with two one-year renewals for a total of three years. The current agreement is from October 1, 2025,-to September 30, 2028.

b. Describe the steps taken to ensure a competitive process for selection of the one-stop operator(s) (WIOA §121(d)(2)(A) and 20 CFR 678.605).

CSBD advertised in two local papers and posted on its website its Request for Quotes (RFQ) for a One-Stop Operator in accordance with the USDOL Joint Rule and 2 CFR 200.317- 236 requirements from 5/19/2025 to 6/13/2025. CSBD received only one response, which was from Workforce Guidance Associates. The procurement was deemed a sole source per our procurement rules and a justification was included in the procurement file.

The Review Committee recommended to move the item forward. This recommendation was presented to the One-Stop and Executive Committees and to the Board for final approval.

The BWDB Executive Committee heard the Review Committee recommendation at their 8/11/25 meeting and then moved the recommendation to the full Board and Council of Elected Officials for approval at their regularly scheduled meeting held, 8/28/25. A subrecipient agreement was entered into with the winning proposer, Workforce Guidance Associates, LLC, on 10/1/25, after the full Board and Council of Elected Officials approved the item.

c. If the LWDB serves as the one-stop operator, provide the last date the CareerSource Florida Board of Directors granted approval to the LWDB to serve in this capacity and provide the approved duration. (Administrative Policy 093 – One-Stop Operator Procurement).

N/A. CSBD is not the one-stop operator.

d. Describe the roles and responsibilities the LWDB has identified and assigned to the one-stop operator. (20 CFR 678.620)

CSBD procured and contracted with a one-stop operator, Workforce Guidance Associates, LLC., to coordinate services among the partners. The CSBD One-Stop Operator is not responsible for WIOA Title I services or for day-to-day operations of the one-stop career centers. The one-stop operator is focused on serving as a liaison between the partners and between the one-stop and other community partners to strengthen cross referrals and promote information exchange to enhance the service experience of one-stop customers, along with exploring and responding to discretionary grant opportunities for CSBD.

e. Provide the location (address) and type of each access point, indicating whether it is a comprehensive center, affiliate site or specialized center, as described in Administrative Policy 093 – One-Stop Delivery System and One-Stop Career Center Certification Requirements.

CSBD has one comprehensive Career Center located at 7550 Davie Road Extension, Hollywood, FL 33024, in the southern part of the workforce development area and two (2) additional full-service centers; one in the northern part of the workforce area located at 4941 Coconut Creek Parkway, Coconut Creek, FL 33063, and one in the central part of the workforce area located at 2610 West Oakland Park Boulevard, Oakland Park, FL 33311. All centers are easily accessible by public transportation. The one-stop system provides access to the career services described in WIOA section 134, such as, but not limited to, the following:

- Eligibility determination
- Outreach and intake
- Orientation to the information and other services available
- Initial assessment of literacy, skill levels / gaps and supportive service needs
- Labor exchange services
- Provision of information on in-demand industry sectors and occupations
- Provision of information on nontraditional employment
- Recruitment and business services on behalf of employers
- Referrals to and coordination of activities with other one-stop partners
- Provision of performance information and program cost information on eligible providers of training services per WIOA section 122
- Provision of all information in formats usable by and understandable by career center customers
- Provision of information and assistance regarding filing claims for reemployment assistance benefits
- Assistance in applying for WIOA and other federal and state financial aid assistance for training and education programs
- Development of an individual employment plan to identify and achieve employment goals
- Individual counseling
- Workshops
- Career planning
- Employability skills
- Referrals to job postings and placement assistance
- Internships and work experiences that are linked to careers
- Financial literacy services

- Referral to English language acquisition and integrated education and training programs
- Support services; and
- Follow-up services.

Our comprehensive one-stop center integrates the following funding streams and programs offering customers services as needed through: Wagner-Peyser, Veterans programs, RESEA, WIOA Title I, TAA, WT/TANF, SNAP Employment and Training, Vocational Rehabilitation, Adult Education and Family Literacy Act programs and CSBG.

Further, CSBD integrates a number of discretionary grant programs as awarded by the state and/or federal government, disability programs awarded through the Social Security Administration, apprenticeship programs awarded by CareerSource Florida, as well as a variety of grants awarded by the US Department of Labor. All these initiatives expand the universe of options available to our business and job seeker customers.

f. Identify the days and times when each access point is open to customers. Comprehensive career centers must be open to the public for walk-in service a minimum of eight hours per day during regular business days, Monday through Friday. (Administrative Policy 093 - One-Stop Delivery System and One-Stop Career Center Certification Requirements)

Hours of operation are as follows:

Monday – Friday from 8 a.m. to 5 p.m. during non-holiday weeks.

The one-stop centers are closed on state holidays.

g. For each access point, identify how the local area provides customers with access to each required (and any approved optional) one-stop career center partners' programs, services and activities (physical co-location, electronic methods, and/or referrals). (Administrative Policy 093 – One-Stop Delivery System and One-Stop Career Center Certification Requirements)

Each of the required WIOA partners is included in the local one-stop (OS) system; however, they are not all collocated. The following is a list of the one-stop partners, including a description of their roles in the One-Stop Delivery system:

- **Adults, Dislocated Workers and Youth** - are served in the one-stop centers. The WIOA Adult/ Dislocated Worker programs, together with Wagner-Peyser universal labor exchange services, form the heart of our one-stop system. Some out-of-school youth (OSY) not served by our youth providers are also able to access "framework" services and referral to training through the one-stop system. Our one-stop partners are very familiar with the services.
- **Temporary Assistance for Needy Families (TANF) and Supplemental Nutrition Assistance Employment and Training (SNAP) Programs** – are integrated and co-located in our centers. Allocations are made by the State to support these programs at the local level.
- **Wagner-Peyser** – together, with WIOA, forms the nucleus of the workforce system, offering universal services, which allow for further assessment and referral to WIOA, as well as all of our partner services. From recruitments to job fairs, our renowned Professional Placement Network and dedicated Veteran's services, all individuals entering the one-stop have the opportunity to begin in resource rooms accessing job search tools, online assessments, and workshops targeted at helping customers find not

just a job but the right job. Wagner-Peyer is our one-stop partner's entry to coordinating with our employer customers. Wagner-Peyser has been collocated since the inception of the Workforce Investment Act.

- **Vocational Rehabilitation (VR)** – is co-located in our South One-Stop Career Center. We have a strong coordinative relationship with VR. Because of CareerSource Broward's strong emphasis on services to customers with disabilities through our Ticket to Work program, we collaborate and coordinate on the services to this high priority population. All our one-stop centers have a process in place to refer customers. VR is represented on the BWDB and contributes to our planning.
- **Senior Community Service Employment Program (SCSEP)** – The SCSEP is co-located in the South One-Stop Career Center, leasing space from us and providing program services and cross referrals between our programs. Through work experience opportunities, older workers also assist in the resource room, as needed, in all three of our one-stop career centers. While not co-located, a second SCSEP provider, Urban League of Palm Beach County, is technologically connected and contributes to the infrastructure by paying for its presence on the CSBD website.
- **Adult Education and Family Literacy Act (AEFLA) Program** – is solely delivered by the Career Technical Adult and Community Education (CTACE) Division of the Broward County School Board. AEFLA has collocated with us from time to time to provide GED training in the one-stop centers. At this time, AEFLA does not have a presence in the one-stop; however, we have a strong referral system in place for individuals needing to acquire a high school credential or needing to upgrade their literacy skills before they can qualify for training. AEFLA is represented on the BWDB by the Superintendent of the Broward County School Board and contributes to our planning. CSBD currently contracts with CTACE to serve both OSY needing a GED or in-school youth (ISY) needing a high school diploma. While not co-located, AEFLA is technologically connected. Individuals access AEFLA through one of the CSBD programs or through the website.
- **Career and Technical Education** – is delivered through the School Board of Broward County. (Please see information on CTACE above). CTACE programs are on our Eligible Training Provider List. They are represented on the BWDB by the Superintendent of the Broward County School Board and contributes to our planning, together with the Broward College, and are two of our key partners in the provision of training to our participants and contribute to our planning.
- **Trade Adjustment Assistance Act (TAA) Program** – We provide these services through state staff co-located in the one-stop.
- **Jobs for Veterans Grant** – Veterans services are provided at all one-stop center locations. Through an allocation of state funds, they pay their fair share of infrastructure and operating costs. We are also connected with the Veterans Symposium, which is a veteran service collaborative with Mission United, a nationally renowned veteran service initiative.
- **Community Service Block Grant (CSBG)** – Services are delivered through Family Success Centers located throughout Broward County. Broward County is represented on our Council of Elected Officials, on the Board, and contributes to our planning. As we serve many of the same participants, we meet to discuss the types of support services offered to avoid duplication of services and have an ongoing relationship, which allows us to refer customers needing emergency services and weatherization. In the past, Broward County through CSBD, contributed to our Summer Youth Employment Program, allowing us to serve additional youth through other funding streams. While not co-located, CSBG is technologically connected and contributes to the infrastructure by paying for its presence on the CSBD website. Individuals access CSBD through case manager referrals or through the website.

- **Department of Housing and Urban Development (HUD)** – There is no HUD employment and training program currently operating in our workforce development area.
- **Reemployment Assistance** – is co-located in our centers.
- **Second Chance Act** – our OSY providers recruit and target youth who are on probation, received a civil citation, or are exiting the jails.
- **Migrant and Seasonal Farmworker (MSFW) Program** - CSBD does not receive Migrant and Seasonal Farmworker funds. Farming is no longer a significant occupation in Broward County. From time to time, an individual will visit one of our centers for services and, once eligibility is established, we provide WIOA services.
- **Job Corps** – There is not a local Job Corps Program in Region 22.
- **YouthBuild** – CSBD actively connects customers to its contracted youth providers, Junior Achievement of South Florida and HANDY, seamlessly cross-referring eligible participants into their respective, federally funded YouthBuild programs.
- **Native American Programs** – CareerSource Broward has reached out to the Seminole Tribe, which is in our workforce area, many times during the course of implementing Workforce Investment Act/WIOA programs; however, they have chosen not to participate. Through outreach, they are aware that our one-stop services are available to tribal members if they wish to access the system. The Seminole Tribe operates the very successful Hard Rock Guitar Hotel. CSBD does coordinate job fairs for that hotel and casino when requested.

h. Provide the required attestation that at least one comprehensive one-stop center in the local area meets the certification requirements contained therein. (Administrative Policy 093 – One-Stop Delivery System and One-Stop Career Center Certification Requirements).

The CSBD South One-Stop Career Center is the comprehensive center for purposes of certification requirements of all of the centers to ensure the physical and programmatic accessibility of all one-stop centers in accordance with the Americans with Disabilities Act (ADA) of 1990, as amended. This includes assistive technology, along with physical accommodations.

i. Describe any additional criteria (or higher levels of service coordination than required in Administrative Policy 093 – One-Stop Delivery System and One-Stop Career Center Certification Requirements) relating to service coordination achieved by the one-stop delivery system, to respond to education/training needs, labor market, economic, and demographic conditions and trends in the local area (WIOA §121(g)(3)).

N/A. We don't have additional criteria.

(5) Provider of Workforce Services

a. Provide the name of the entity or entities selected to provide workforce services (except training services) within the local one-stop delivery system. (Administrative Policy 083- Direct Provider of Workforce Services)

Integrated Staffing Group, LLC. (ISG) is the staffing agency that was competitively procured to provide the staff that delivers the workforce services within the local one-stop delivery system.

b. Provide the effective date and end date that workforce services will be provided, as defined in the current executed agreement between the LWDB and the provider of workforce services.

The agreement between CSBD and ISG referenced above is an annual agreement renewable for three successive, one-year terms. The contract period is aligned with the program year July 1 – June 30.

c. Identify and describe which career services are provided by the selected one-stop operator, if any.

CSBD procured and contracted with a one-stop operator, Workforce Guidance Associates, LLC., to coordinate services among the partners. The CSBD One-Stop Operator is not responsible for WIOA Title I services or for day-to-day operations of the one-stop career centers. The one-stop operator is focused on serving as a liaison between the partners and between the one-stop and other community partners to strengthen cross-referrals and promote information exchange to enhance the service experience of one-stop customers, along with exploring and responding to discretionary grant opportunities for CSBD.

d. Identify and describe which career services are provided by the designated provider of workforce services (except training services).

Integrated Staffing Group, LLC. is the staffing agency that was competitively procured to provide the staff that delivers the following career services to one-stop customers:

- Information and eligibility determination for all available programs
- Outreach, orientation and intake to available services
- Skills and aptitude assessments
- Job search and job placement assistance, which might include: résumé development; use of computers, telephones, copy and fax machines; and a resource room and career counseling (if needed)
- Job vacancy listings and labor market information
- Information on local occupations in-demand, related earnings potential, and required job skills for these jobs
- Training program performance and cost information, and local performance measures funded under WIOA available in the workforce area
- Information regarding filing claims for reemployment assistance benefits
- Comprehensive assessments of clients, including diagnostic testing, in-depth interviewing and evaluation to identify employment barriers and appropriate employment goals
- Development of an individual employment plan
- Workshops to assist job seekers with the skills needed to acquire a new or better job
- Individual counseling
- Case management for participants seeking training services
- Short-term prevocational services, including development of learning skills, communication skills, interviewing skills, soft skills, punctuality, personal maintenance skills, and professional conduct to prepare individuals for unsubsidized employment or training
- Appropriate referral to qualified training providers who meet the qualification criteria
- Monitoring of the Individual Training Accounts (ITA) for customers
- Support services; and
- Follow-up services.

In addition to the jobseeker customer, WIOA recognizes the employer as a customer. CSBD serves as a key resource in the community to businesses seeking qualified workers, training for their new and incumbent workers, interns and other work-based learning activities. The one-

stop career center connects employers with participants and job seeker customers by recruiting, training and helping to retain workers. There is an established dedicated business services team that works to partner closely with Florida's Vocational Rehabilitation (VR) business relations team. CSBD business services staff, together with Wagner-Peyser staff and one-stop career center employment relations staff, conducts on-site recruitments for employers and provides mobile support during these events.

e. If the LWDB serves as the provider of workforce services (except training services), provide the last date the CareerSource Florida Board of Directors granted approval to the LWDB to serve in this capacity and the approved duration.

CSBD does not serve as the direct provider of workforce services.

(6) Youth Service Provider

a. Provide the name of the entity or entities selected to provide youth workforce investment activities (youth program services) and, if the entity was competitively procured, the term through which the entity is contracted to provide these services (Administrative Policy 120 Youth Service Provider Selection).

CSBD funds out-of-school and in-school youth programs and activities through providers selected following a competitive procurement. CSBD youth providers include:

1. School Board of Broward County (SBBC) – Contract originated on July 1, 2026, with a contract-end date of June 30, 2027. SBBC is the Adult Literacy provider for Broward County. It is an out-of-school youth program targeting youth in GED and providing them with:
    - Tutoring
    - Career pathways assessments, and
    - Placement into a work experience or on-the-job training through attainment of the GED followed by placement into post-secondary school, apprenticeship, advanced training, the military, or unsubsidized employment.

    SBBC also provides services through an in-school youth program focusing on assisting high school seniors in completing their GED, tutoring, career pathway assessments, and placement into a work experience to encourage youth to learn the connection between education and work.

2. Florida Independence Training & Education (FLITE) Center – Contract originated on July 1, 2026, with a contract end date of June 30, 2027. The FLITE Center is a Community-Based Organization (CBO) that serves foster care youth and other vulnerable, at-risk youth. FLITE is funded to provide intense case management to WIOA-eligible out-of-school youth transitioning to independent living or youth who are vulnerable and at risk.

3. Helping Advance & Nurture the Development of Youth (HANDY) – Contract originated on July 1, 2026, with a contract end date of June 30, 2027. HANDY is a CBO that serves all categories of barriers to out-of-school youth, such as:
    - Ex-offender youth
    - Foster care youth
    - Homeless youth, and
    - Runaways and disaffected youth.

HANDY is funded to provide intense case management to WIOA-eligible out-of-school youth transitioning to independent living.

4. Center for Independent Living (CIL) – Contract originated on July 1, 2026, with a contract end date of June 30, 2027. CIL is a CBO that serves youth with disabilities. CIL is funded to provide intense case management to WIOA-eligible out-of-school youth with disabilities.

5. Junior Achievement of South Florida (JA) - Contract originated on July 1, 2026, with a contract end date of June 30, 2027. JA is a CBO that serves economically disadvantaged youth. JA is funded to provide services through an in-school youth program to high school seniors. Students are supported as they complete high school with tutoring, career pathway assessments, and placement into a work experience. The internship program encourages youth to further develop the necessary skillsets to be competitive in the workplace.

6. Tutoring – Contract originated on July 1, 2026, with a contract end date of June 30, 2027. Tutoring services are currently being provided through SBBC via their subcontractors.

7. Registered Apprenticeships - Apprenticeships and pre-apprenticeships prepare youth to become self-sufficient by providing opportunities to gain occupational skills and competencies in a work-based setting. CSBD is coordinating with education partners and local businesses to engage WIOA Youth in pre-apprenticeship or apprenticeship programs.

8. Summer Youth Work Experience Programs – Contract originates on October 1, 2025, with a contract end date of September 30, 2026. CSBD combines funds provided by the Children's Services Council of Broward (CSC) and various local units of government to serve an estimated 1,300 at-risk and low-income youth, ages 16 – 18, during the summer months. Welfare Transition Program funds, when available, may serve youth through age 19, if still in school, with employability skills and a work experience.

   CSBD solicits funds from the private sector to support youth in a summer internship. CSBD has received grant funds from Broward County, the City of Fort Lauderdale, the City of Dania Beach, and the Community Foundation of Broward. We continue to receive funding each year from a number of other cities and entities to support additional slots in the CSBD summer youth employment program.

b. Provide the effective date and end date that youth services will be provided, as defined in the current executed agreement between the LWDB and the provider of youth services.

   In-school youth services will be provided by SBBC and JA effective July 1, 2026, through June 30, 2027.

   Out-of-school youth services will be provided by SBBC, FLITE, HANDY, and CIL effective July 1, 2026, through June 30, 2027.

c. Describe the roles and responsibilities the LWDB has identified and assigned to the youth service provider.

   CSBD funds out-of-school and in-school youth programs and activities through providers selected following a competitive procurement. The CSBD youth providers and the services (i.e., roles and responsibilities) they deliver are the following:

1. School Board of Broward County (SBBC) – Contract originated on July 1, 2026, with a contract-end date of June 30, 2027. SBBC is the Adult Literacy provider for Broward County. It is an out-of-school youth program targeting youth in GED and providing them with:
    - Tutoring
    - Career pathways assessments, and
    - Placement into a work experience or on-the-job training through attainment of the GED followed by placement into post-secondary school, apprenticeship, advanced training, the military, or unsubsidized employment.

    SBBC also provides services through an in-school youth program focusing on assisting high school seniors in completing their GED, tutoring, career pathway assessments, and placement into a work experience to encourage youth to learn the connection between education and work.

2. Florida Independence Training & Education (FLITE) Center – Contract originated on July 1, 2026, with a contract end date of June 30, 2027. The FLITE Center is a Community-Based Organization (CBO) that serves foster care youth and other vulnerable, at-risk youth. FLITE is funded to provide intense case management to WIOA-eligible out-of-school youth transitioning to independent living or youth who are vulnerable and at risk.

3. Helping Advance & Nurture the Development of Youth (HANDY) – Contract originated on July 1, 2026, with a contract end date of June 30, 2027. HANDY is a CBO that serves all categories of barriers to out-of-school youth, such as:
    - Ex-offender youth
    - Foster care youth
    - Homeless youth, and
    - Runaways and disaffected youth.

    HANDY is funded to provide intense case management to WIOA-eligible out-of-school youth transitioning to independent living.

4. Center for Independent Living (CIL) – Contract originated on July 1, 2026, with a contract end date of June 30, 2027. CIL is a CBO that serves youth with disabilities. CIL is funded to provide intense case management to WIOA-eligible out-of-school youth with disabilities.

5. Junior Achievement of South Florida (JA) - Contract originated on July 1, 2026, with a contract end date of June 30, 2027. JA is a CBO that serves economically disadvantaged youth. JA is funded to provide services through an in-school youth program to high school seniors. Students are supported as they complete high school with tutoring, career pathway assessments, and placement into a work experience. The internship program encourages youth to further develop the necessary skillsets to be competitive in the workplace.

All youth program elements are available to youth as part of the above menu of services based on their objective assessment and ISS. The 14 elements identified by WIOA are available to youth on an as-needed basis through the above contracted youth service providers and our one-stop center. CSBD continues to contract with out-of-school and in-school youth service providers using two different service models: 1) Navigator and 2) Traditional Full Service.

Youth are referred to the CSBD providers or training provided by an Eligible Training Provider and/or participate in workshops before a referral to a work experience and then unsubsidized job placement based on the needs of the youth.

WIOA and other grants allow us to serve approximately 1,600 youth annually, including youth served during the summer program. CSBD is always seeking ways to expand its services to this population. In any given year, depending upon the Welfare Transition Program (WTP) caseload and their needs, CSBD may decide to operate a year-round program for youth at risk of needing welfare services in the future. Youth providers also apply a variety of recruitment strategies to engage youth in their programs who are at-risk needing welfare services.

SBBC, a WIOA youth provider, continues to offer services through the in-school youth program. The program targets high school seniors and provides them with:

- Placement into a work experience to encourage youth to learn the connection between education and work.
- Tutoring, and
- Career pathways assessments.

JA was added as an additional provider for the in-school youth program in the 2022-2023 program year. As funds are available, CSBD may also use WTP funds for summer youth employment program activities or a year-round non-custodial parent program.

d. Describe any additional criteria the LWDB has established to ensure providers are best positioned to deliver required youth program elements resulting in strong outcomes for youth participants are used, if applicable.

N/A. CSBD doesn't have additional criteria.

e. Identify and describe each provider's youth program element(s).

The 14 elements identified by WIOA, which must be made available to youth on an as-needed basis, are available from our contracted youth service providers and through our one-stop center. They are:

1. Tutoring, study skills training, instruction, and dropout prevention strategies that lead to completion of a high school diploma. Our contracted youth providers refer youth on an as needed basis.

2. Alternative secondary education is available to all enrolled youth who need their high school credential and want to elect GED preparation either through the SBCC, FLITE, or online.

3. Paid and unpaid work experience. CSBD sets aside funds for each of its providers to combine program activities with work experience and/or OJT. CSBD is also able to provide a summer youth employment program in coordination with non-federal funding made available by the Children Services Council of Broward County.

4. Occupational skills training is offered to youth through CSBD youth providers, HANDY and FLITE, which are local CBOs that dual enroll youth in WIOA and their own programs and can offer youth an ITA if appropriate.

5. The School Board of Broward County provides education that is offered concurrently with workforce preparation and training for a specific occupation, integrated education, or contextualized instruction.

6. Leadership development opportunities are embedded in all youth provider programs.

7. Supportive services are available through all of our youth providers and are a component of youth assessments, and support is made available through WIOA or a partner program, as appropriate, to enable an individual to participate in WIOA activities.

8. Adult mentoring is offered to youth through the staff of the youth provider programs. While CSBD has issued RFPs for entities wishing to provide mentors, an entity that can provide such services has not been identified.

9. Follow-up services are provided to all WIOA youth through the staff of the youth provider programs.

10. Comprehensive guidance and counseling in the form of individualized counseling to participants is required by all CSBD youth service providers. Youth needing substance and alcohol abuse counseling and mental health counseling are referred to partner programs.

11. Financial literacy education is offered through online programs by youth service providers and through the one-stop centers, as well as through one-on-one guidance by the youths' case managers.

12. Entrepreneurial skills training is provided through Junior Achievement to youth, and CSBD's other youth service providers can refer youth to those classes as appropriate.

13. Services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area are provided through the one-stop centers. CSBD youth service providers are given access to information as needed.

14. Post-secondary preparation and transition activities are provided to in-school and out-of-school youth seeking post-secondary school.

(7) Career Center Staff

a. List the position title and number of positions that are considered as local county or municipality employees.

   CSBD does not have position titles that are considered as local county or municipality employees.

ANALYSIS OF NEED AND AVAILABLE RESOURCES

The local plan must describe strategic planning elements, including:

(1) A regional analysis of:

(a) Economic conditions including existing and emerging in-demand industry sectors and occupations (20 CFR 679.560(a)(1)(i)); and

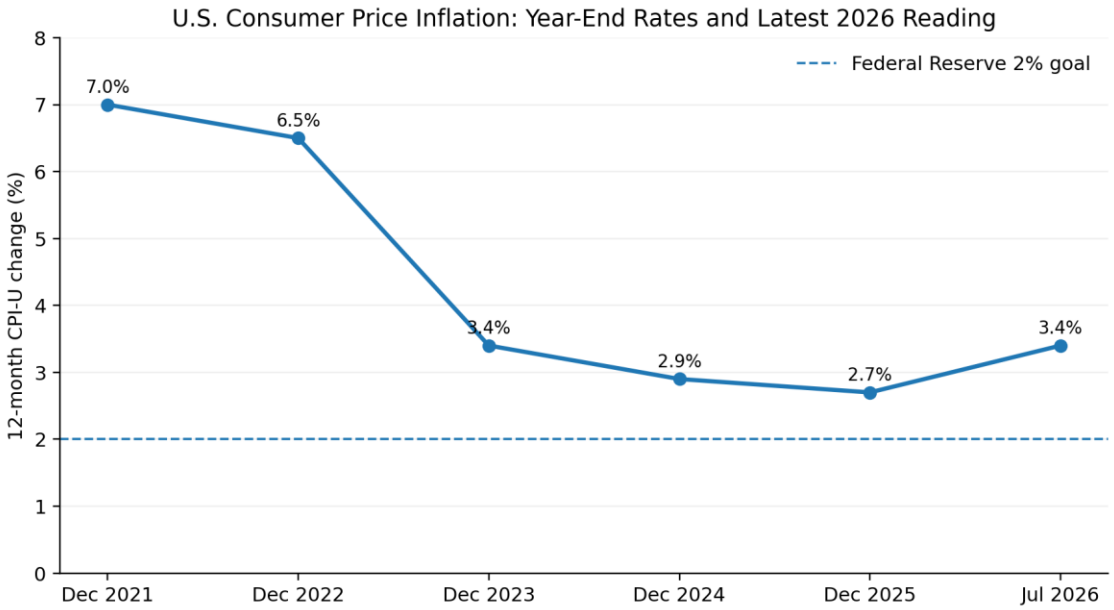
CareerSource Broward (CSBD) uses multiple economic, demographic, and labor market indicators and data, including forecast modeling, to assess emerging industry sectors, occupations, and talent-development needs. Sources include FloridaCommerce labor market information, Employ Florida, and JobsEQ, as well as input from the Education and Industry Consortium, employers, economic-development partners, education providers, and community organizations. Local resources and workforce needs are reviewed continuously through research, partnerships, community networking, and environmental scanning.

CSBD's strategic planning includes ongoing regional analysis of:

1. Economic conditions;
2. The knowledge and skills, including credentials and licenses, needed to meet employers' workforce needs; and
3. The availability and capacity of education and training in Broward County, including strengths and gaps in serving employers, job seekers, and individuals with barriers to employment.

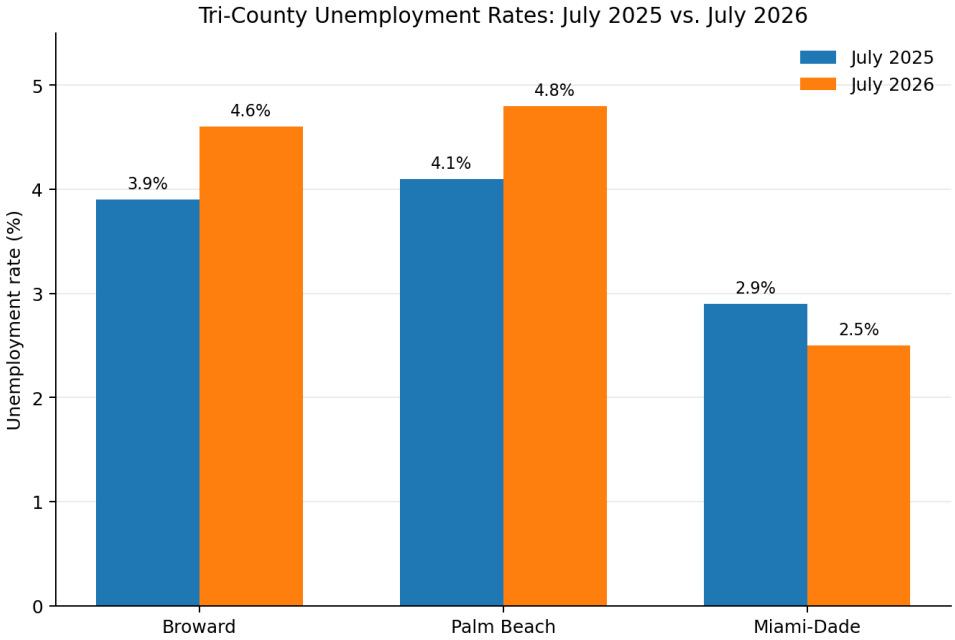
As of August 2026, the U.S. economy continues to expand, but at a slower pace and amid greater uncertainty than when CSBD's 2024 WIOA Local Plan was prepared. Real gross domestic product increased at a 1.5% annual rate in the second quarter of 2026, following 2.1% growth in the first quarter. Consumer spending, investment, and exports contributed to second-quarter growth, while government spending declined. Labor-market conditions have also softened: the national unemployment rate was 4.1% in July 2026, and nonfarm payroll employment declined by 23,000, with May and June payroll gains revised downward by a combined 103,000 jobs.

Inflation continues to be a concern. The Consumer Price Index was 3.4% in July 2026, compared with 2.7% at the end of 2025, as depicted on the graph on the following page. The Federal Reserve reported that inflation remains elevated relative to its 2% objective and, on July 29, 2026, maintained the federal funds target range at 3.50% to 3.75%. The combination of slower growth, a softer labor market, and renewed price pressures increases the importance of aligning workforce investments with occupations that offer durable demand, advancement opportunities, and wages sufficient to address South Florida's high cost of living.



Source: U.S. Bureau of Labor Statistics, CPI-U; Federal Reserve 2% longer-run inflation objective. July 2026 is the latest 12-month CPI reading.

Broward County's economy remains diverse and supported by major assets in trade, tourism, logistics, aviation, marine industries, healthcare, professional services, and technology; however, recent labor-market data indicate a clear moderation. In July 2026, Broward County's unemployment rate was 4.6%, up from 3.9% one year earlier. The labor force totaled 1,067,539, with 49,140 unemployed residents. Nonagricultural employment in the Fort Lauderdale-Pompano Beach-Sunrise Metropolitan Division totaled 908,200, a decrease of 400 jobs (less than 0.1%) over the year.



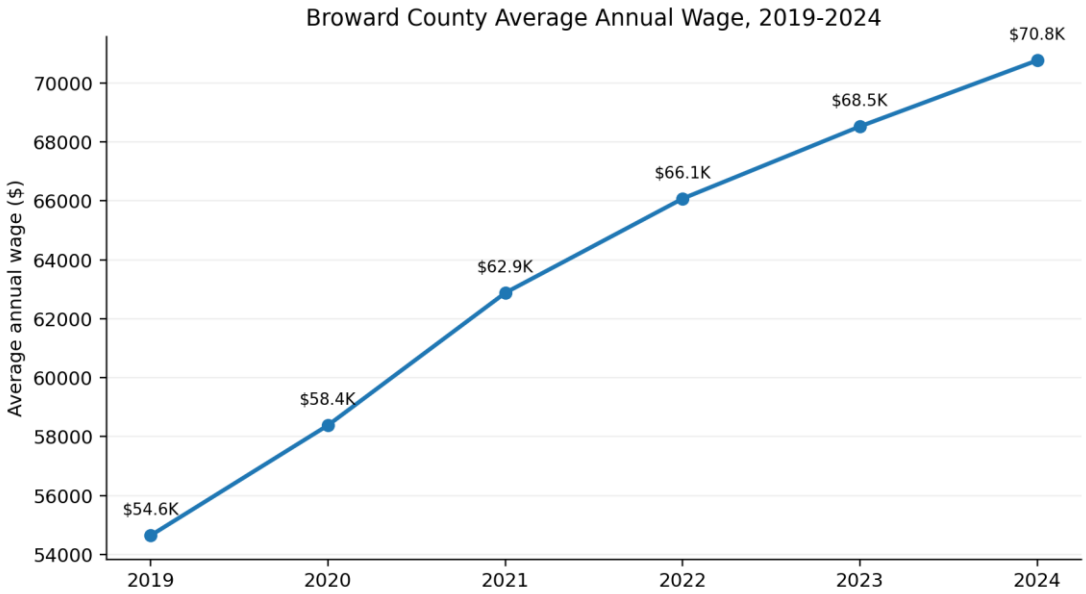
Source: FloridaCommerce, Bureau of Workforce Statistics and Economic Research. Rates are not seasonally adjusted.

The South Florida labor market continues to vary significantly by county. In July 2026, Palm Beach County's unemployment rate was 4.8%, while Miami-Dade County's was 2.5%. Broward's 4.6% rate therefore remained below Palm Beach's but above Miami-Dade's. This variation reinforces the need for a locally responsive workforce strategy that recognizes both regional commuting patterns and Broward-specific employer demand.

Port Everglades continues to be one of Broward County's most important economic engines. Its FY2025 economic-impact study reported approximately $48.3 billion in annual economic activity, 13,139 direct local jobs, and 295,166 jobs supported statewide. The port handled a record 4.7 million cruise guests and 1.167 million TEUs during FY2025. These results reinforce the continuing importance of transportation, logistics, hospitality, marine, and related supply-chain occupations to the region's workforce system.

Longer-term demand also supports continued investment in Broward's high-growth industries. Current FloridaCommerce projections are available for 2026-2034, and CSBD's recent regional analysis has identified particularly strong growth potential in financial activities, professional and business services, education and health services, and trade, transportation and utilities. Detailed industry analysis used by CSBD has identified projected growth in scheduled air transportation, computer systems design, financial investment activities, and offices of health practitioners. These sectors also align closely with Broward County's targeted clusters, including aviation/aerospace, IT, life sciences, global logistics, marine industries, financial/professional services, manufacturing, and emerging technologies.

Wage growth remains a positive indicator, but affordability continues to affect worker recruitment and retention. Broward County's average annual wage increased from $54,643 in 2019 to $70,771 in 2024, reflecting substantial nominal wage growth over five years. Even with these gains, housing affordability and the cumulative effect of higher consumer prices remain significant challenges, particularly for lower- and middle-wage workers. This strengthens the need to connect residents to higher-skill occupations, industry-recognized credentials, career pathways, and work-based learning opportunities that can support economic self-sufficiency.



Source: Greater Fort Lauderdale Alliance, Broward County economic indicators; average annual wage data through 2024.

Overall, although Broward County's current labor market remains economically diverse, it is less tight than in 2024 when CSBD's initial Local Plan was developed. Rising unemployment, modest year-over-year job contraction, renewed inflation pressure, and persistent affordability challenges coexist with strong long-term demand in healthcare, aviation, logistics, technology, financial services, manufacturing, and other targeted sectors. CSBD will continue to use real-time labor market intelligence, employer engagement, education and training partnerships, and the Education and Industry Consortium to refine occupational priorities and ensure that WIOA investments respond to current and emerging workforce needs.

Key Data Sources

- U.S. Bureau of Economic Analysis, GDP (Advance Estimate), Second Quarter 2026, July 30, 2026.
- U.S. Bureau of Labor Statistics, Employment Situation—July 2026 and Consumer Price Index—July 2026.
- Federal Reserve Board, FOMC Statement, July 29, 2026, and Monetary Policy Report, July 2026.
- FloridaCommerce, Bureau of Workforce Statistics and Economic Research, June 2026 local labor market data and 2026-2034 employment projections.
- CareerSource Broward, Broward County June 2026 Unemployment Data.
- Port Everglades, FY2025 Economic Impact Report.
- Greater Fort Lauderdale Alliance, Broward County economic indicators and target-industry information.

With regard of existing and emerging in-demand industries and occupations in Broward County, see the data in the below charts from JobsEQ available (Q1) as of August 2026.

JOBS BY INDUSTRY

WORKFORCE DEVELOPMENT AREA 22 - BROWARD COUNTY

NAICS Code	NAICS Title	Avg. Annual Wages	Employment			
			2026	2031	Growth	% Growth
	Total - All Industries	$72,073	979,932	1,537,178	557,246	0.6%
11	**Agriculture, Forestry, Fishing and Hunting**	$41,641	1,017	1,635	618	0.2%
111	Crop Production	$41,285	473	758	285	0.4%
112	Animal Production and Aquaculture	$42,460	209	327	118	-0.1%
113	Forestry and Logging	$30,979	19	30	11	-0.4%
114	Fishing, Hunting and Trapping	$34,369	108	168	60	0.0%
115	Support Activities for Agriculture and Forestry	$45,693	208	348	140	0.2%
21	**Mining, Quarrying, and Oil and Gas Extraction**	$79,538	111	166	55	0.8%
212	Mining (except Oil and Gas)	$85,273	73	111	38	1.0%
213	Support Activities for Mining	$64,782	38	56	18	0.6%
22	**Utilities**	$130,378	1,072	1,614	542	1.2%
221	Utilities	$130,378	1,072	1,614	542	1.2%
23	**Construction**	$71,845	70,622	102,683	32,061	0.7%
236	Construction of Buildings	$87,286	18,675	26,908	8,233	0.7%
237	Heavy and Civil Engineering Construction	$91,736	5,322	7,746	2,424	0.7%
238	Specialty Trade Contractors	$63,752	46,624	68,005	21,381	0.7%
31	**Manufacturing**	$85,459	34,393	51,785	17,392	0.2%
311	Food Manufacturing	$47,992	2,640	4,295	1,655	0.7%
312	Beverage and Tobacco Product Manufacturing	$66,774	1,111	1,880	769	1.2%
313	Textile Mills	$101,533	153	231	78	-0.8%
314	Textile Product Mills	$63,060	619	932	313	-0.8%
315	Apparel Manufacturing	$39,908	516	749	233	-1.9%
316	Leather and Allied Product Manufacturing	$39,673	58	88	30	-0.1%
321	Wood Product Manufacturing	$57,686	799	1,219	420	0.2%
322	Paper Manufacturing	$73,507	74	109	35	-0.3%
323	Printing and Related Support Activities	$63,619	2,237	3,209	972	-1.3%
324	Petroleum and Coal Products Manufacturing	$88,365	125	181	56	0.0%
325	Chemical Manufacturing	$97,810	4,087	6,166	2,079	0.7%
326	Plastics and Rubber Products Manufacturing	$66,636	1,050	1,617	567	0.6%
327	Nonmetallic Mineral Product Manufacturing	$68,497	1,236	1,874	638	0.4%
331	Primary Metal Manufacturing	$103,272	182	276	94	0.6%
332	Fabricated Metal Product Manufacturing	$76,334	3,502	5,182	1,680	0.0%
333	Machinery Manufacturing	$83,829	2,453	3,606	1,153	0.2%
334	Computer and Electronic Product Manufacturing	$170,255	2,888	4,091	1,203	0.1%
335	Electrical Equipment, Appliance, and Component Manufacturing	$81,744	972	1,421	449	-0.1%
336	Transportation Equipment Manufacturing	$138,328	3,242	4,838	1,596	0.6%
337	Furniture and Related Product Manufacturing	$57,882	2,240	3,326	1,086	-0.1%
339	Miscellaneous Manufacturing	$61,810	4,211	6,366	2,155	0.5%

JOBS BY INDUSTRY (CONT.)

WORKFORCE DEVELOPMENT AREA 22 - BROWARD COUNTY

NAICS Code	NAICS Title	Avg. Annual Wages	Employment			
			2026	2031	Growth	% Growth
42	**Wholesale Trade**	$101,557	47,851	72,634	24,783	0.5%
423	Merchant Wholesalers, Durable Goods	$107,041	26,967	40,694	13,727	0.6%
424	Merchant Wholesalers, Nondurable Goods	$90,920	17,699	27,289	9,590	0.5%
425	Wholesale Trade Agents and Brokers	$114,134	3,184	4,668	1,484	0.2%
44	**Retail Trade**	$49,618	109,008	183,070	74,062	0.1%
441	Motor Vehicle and Parts Dealers	$88,403	17,214	26,966	9,752	0.5%
444	Building Material and Garden Equipment and Supplies Dealers	$48,115	7,016	11,783	4,767	0.4%
445	Food and Beverage Retailers	$33,969	25,320	44,910	19,590	0.1%
449	Furniture, Home Furnishings, Electronics, and Appliance Retailers	$62,015	5,960	9,282	3,322	-0.2%
455	General Merchandise Retailers	$34,030	19,039	33,143	14,104	0.4%
456	Health and Personal Care Retailers	$52,732	9,052	14,096	5,044	0.1%
457	Gasoline Stations and Fuel Dealers	$37,092	2,688	4,659	1,971	-1.2%
458	Clothing, Clothing Accessories, Shoe, and Jewelry Retailers	$32,204	12,220	20,124	7,904	-0.1%
459	Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	$67,511	10,499	16,921	6,422	-0.5%
48	**Transportation and Warehousing**	$71,440	50,243	78,875	28,632	0.6%
481	Air Transportation	$114,142	11,440	18,257	6,817	0.7%
482	Rail Transportation	$112,283	240	346	106	0.3%
483	Water Transportation	$121,583	2,913	4,512	1,599	0.4%
484	Truck Transportation	$57,436	5,110	7,844	2,734	0.6%
485	Transit and Ground Passenger Transportation	$26,619	6,541	10,721	4,180	0.9%
486	Pipeline Transportation	$199,128	26	38	12	0.2%
487	Scenic and Sightseeing Transportation	$54,033	325	539	214	0.2%
488	Support Activities for Transportation	$69,173	7,513	11,578	4,065	0.7%
491	Postal Service	$77,861	2,581	3,562	981	-0.2%
492	Couriers and Messengers	$44,990	7,770	12,330	4,560	0.9%
493	Warehousing and Storage	$60,398	5,783	9,321	3,538	0.4%
51	**Information**	$130,575	17,010	24,899	7,889	0.8%
512	Motion Picture and Sound Recording Industries	$61,644	1,933	3,136	1,203	0.5%
513	Publishing Industries	$181,162	3,460	5,024	1,564	1.4%
516	Broadcasting and Content Providers	$115,953	1,967	2,815	848	0.5%
517	Telecommunications	$115,046	4,765	6,627	1,862	-0.6%
518	Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	$145,479	4,524	6,703	2,179	2.0%
519	Web Search Portals, Libraries, Archives, and Other Information Services	$105,145	362	523	161	0.9%

JOBS BY INDUSTRY (CONT.)

WORKFORCE DEVELOPMENT AREA 22 - BROWARD COUNTY

NAICS Code	NAICS Title	Avg. Annual Wages	Employment			
			2026	2031	Growth	% Growth
52	**Finance and Insurance**	$115,728	41,892	60,029	18,137	0.5%
521	Monetary Authorities-Central Bank	$71,082	8	11	3	0.5%
522	Credit Intermediation and Related Activities	$118,559	13,744	19,626	5,882	0.3%
523	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	$217,056	5,117	7,233	2,116	0.7%
524	Insurance Carriers and Related Activities	$91,052	22,742	32,839	10,097	0.6%
525	Funds, Trusts, and Other Financial Vehicles	$199,843	282	411	129	0.8%
53	**Real Estate and Rental and Leasing**	$65,747	30,878	46,577	15,699	0.5%
531	Real Estate	$64,405	25,028	37,588	12,560	0.6%
532	Rental and Leasing Services	$70,836	5,716	8,781	3,065	0.5%
533	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	$99,177	135	188	53	-0.5%
54	**Professional, Scientific, and Technical Services**	$111,906	81,157	116,948	35,791	0.8%
541	Professional, Scientific, and Technical Services	$111,906	81,157	116,948	35,791	0.8%
55	**Management of Companies and Enterprises**	$147,007	8,132	11,745	3,613	0.7%
551	Management of Companies and Enterprises	$147,007	8,132	11,745	3,613	0.7%
56	**Administrative and Support and Waste Management and Remediation Services**	$58,993	92,295	145,923	53,628	0.4%
561	Administrative and Support Services	$55,284	89,054	141,048	51,994	0.4%
562	Waste Management and Remediation Services	$155,516	3,241	4,998	1,757	0.8%
61	**Educational Services**	$57,598	52,540	78,309	25,769	0.3%
611	Educational Services	$57,598	52,540	78,309	25,769	0.3%
62	**Health Care and Social Assistance**	$70,803	134,229	208,464	74,235	1.0%
621	Ambulatory Health Care Services	$77,610	64,598	98,337	33,739	1.3%
622	Hospitals	$83,497	37,739	53,453	15,714	0.6%
623	Nursing and Residential Care Facilities	$43,856	14,706	24,356	9,650	0.7%
624	Social Assistance	$40,290	17,186	29,234	12,048	0.9%
71	**Arts, Entertainment, and Recreation**	$60,599	19,794	34,663	14,869	0.5%
711	Performing Arts, Spectator Sports, and Related Industries	$85,299	7,277	11,648	4,371	0.6%
712	Museums, Historical Sites, and Similar Institutions	$37,978	608	1,039	431	1.0%
713	Amusement, Gambling, and Recreation Industries	$46,344	11,909	21,773	9,864	0.4%
72	**Accommodation and Food Services**	$37,030	91,830	174,893	83,063	0.6%
721	Accommodation	$51,215	15,806	27,680	11,874	0.6%
722	Food Services and Drinking Places	$34,075	76,024	146,701	70,677	0.6%

JOBS BY INDUSTRY (CONT.)

WORKFORCE DEVELOPMENT AREA 22 - BROWARD COUNTY

NAICS Code	NAICS Title	Avg. Annual Wages	Employment			
			2026	2031	Growth	% Growth
81	**Other Services (except Public Administration)**	$47,597	49,611	79,455	29,844	0.7%
811	Repair and Maintenance	$66,077	12,876	19,492	6,616	0.5%
812	Personal and Laundry Services	$38,462	23,696	39,964	16,268	0.9%
813	Religious, Grantmaking, Civic, Professional, and Similar Organizations	$46,559	12,137	18,930	6,793	0.4%
814	Private Households	$38,565	903	1,590	687	0.3%
92	**Public Administration**	$91,735	45,707	67,346	21,639	0.3%
921	Executive, Legislative, and Other General Government Support	$87,630	28,378	42,544	14,166	0.4%
922	Justice, Public Order, and Safety Activities	$110,163	9,326	13,707	4,381	0.3%
923	Administration of Human Resource Programs	$80,335	4,783	6,953	2,170	0.3%
924	Administration of Environmental Quality Programs	$73,366	224	325	101	0.2%
925	Administration of Housing Programs, Urban Planning, and Community Development	$66,207	310	463	153	0.4%
926	Administration of Economic Programs	$93,211	2,480	3,530	1,050	-0.1%
928	National Security and International Affairs	$132,357	206	284	78	-0.2%
99	**Unclassified**	$77,347	537	850	313	0.6%
999	Unclassified	$77,347	537	850	313	0.6%

(b) The employment needs of employers in existing and emerging in-demand industry sectors and occupations[5] (20 CFR 679.560(a)(1)(ii)).

Data in the below charts is from the JobsEQ as of August 2026, and reflects the fastest growing industries, the industries gaining the newest jobs, the occupations gaining the newest jobs, and jobs by occupation in Broward County.

FASTEST GROWING INDUSTRIES
in BROWARD COUNTY THROUGH 2031

Rank	NAICS Code	NAICS Title	Employment 2026	Employment 2031	Growth	Percentage Growth
1	518	Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	4,524	4,985	461	2.0%
2	513	Publishing Industries	3,460	3,710	250	1.4%
3	621	Ambulatory Health Care Services	64,598	68,746	4,148	1.3%
4	312	Beverage and Tobacco Product Manufacturing	1,111	1,177	66	1.2%
5	221	Utilities	1,072	1,140	68	1.2%
6	712	Museums, Historical Sites, and Similar Institutions	608	640	32	1.0%
7	212	Mining (except Oil and Gas)	73	77	4	1.0%
8	812	Personal and Laundry Services	23,696	24,770	1,074	0.9%
9	624	Social Assistance	17,186	17,998	812	0.9%
10	492	Couriers and Messengers	7,770	8,126	356	0.9%
11	485	Transit and Ground Passenger Transportation	6,541	6,853	312	0.9%
12	519	Web Search Portals, Libraries, Archives, and Other Information Services	362	379	17	0.9%
13	541	Professional, Scientific, and Technical Services	81,157	84,487	3,330	0.8%
14	562	Waste Management and Remediation Services	3,241	3,368	127	0.8%
15	525	Funds, Trusts, and Other Financial Vehicles	282	294	12	0.8%
16	238	Specialty Trade Contractors	46,624	48,266	1,642	0.7%
17	236	Construction of Buildings	18,675	19,368	693	0.7%
18	623	Nursing and Residential Care Facilities	14,706	15,204	498	0.7%
19	481	Air Transportation	11,440	11,826	386	0.7%
20	551	Management of Companies and Enterprises	8,132	8,402	270	0.7%

INDUSTRIES GAINING THE MOST NEW JOBS
in BROWARD COUNTY THROUGH 2031

Rank	NAICS Code	NAICS Title	Employment 2026	Employment 2031	Growth	Percentage Growth
1	621	Ambulatory Health Care Services	64,598	68,746	4,148	1.3%
2	541	Professional, Scientific, and Technical Services	81,157	84,487	3,330	0.8%
3	722	Food Services and Drinking Places	76,024	78,147	2,123	0.6%
4	238	Specialty Trade Contractors	46,624	48,266	1,642	0.7%
5	561	Administrative and Support Services	89,054	90,648	1,594	0.4%
6	812	Personal and Laundry Services	23,696	24,770	1,074	0.9%
7	622	Hospitals	37,739	38,799	1,060	0.6%
8	611	Educational Services	52,540	53,416	876	0.3%
9	624	Social Assistance	17,186	17,998	812	0.9%
10	423	Merchant Wholesalers, Durable Goods	26,967	27,769	802	0.6%
11	531	Real Estate	25,028	25,731	703	0.6%
12	524	Insurance Carriers and Related Activities	22,742	23,445	703	0.6%
13	236	Construction of Buildings	18,675	19,368	693	0.7%
14	921	Executive, Legislative, and Other General Government Support	28,378	28,957	579	0.4%
15	623	Nursing and Residential Care Facilities	14,706	15,204	498	0.7%
16	721	Accommodation	15,806	16,280	474	0.6%
17	518	Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	4,524	4,985	461	2.0%
18	424	Merchant Wholesalers, Nondurable Goods	17,699	18,139	440	0.5%
19	441	Motor Vehicle and Parts Dealers	17,214	17,649	435	0.5%
20	455	General Merchandise Retailers	19,039	19,437	398	0.4%

OCCUPATIONS GAINING THE MOST NEW JOBS
in BROWARD COUNTY THROUGH 2031

			Employment			Job Openings			
Rank	SOC Code	SOC Title	2026	2031	Percentage of Growth	Exits	Transfers	Total	2026 Median Hourly
1	131	Business Operations Specialists	46,293	48,206	0.8%	7,235	11,695	20,843	$ 38.85
2	291	Healthcare Diagnosing or Treating Practitioners	37,999	39,890	1.0%	5,150	3,532	10,572	$ 48.61
3	472	Construction Trades Workers	38,646	40,264	0.8%	6,132	9,252	17,002	$ 23.99
4	119	Other Management Occupations	34,247	35,849	0.9%	5,456	8,268	15,326	$ 49.18
5	537	Material Moving Workers	41,862	43,208	0.6%	11,985	17,011	30,342	$ 18.32
6	311	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	22,248	23,584	1.2%	9,268	7,596	18,200	$ 16.92
7	151	Computer Occupations	25,279	26,527	1.0%	2,713	4,298	8,259	$ 50.72
8	533	Motor Vehicle Operators	26,828	28,032	0.9%	7,262	7,465	15,931	$ 21.39
9	353	Food and Beverage Serving Workers	42,358	43,413	0.5%	19,165	25,240	45,460	$ 15.91
10	113	Operations Specialties Managers	13,935	14,818	1.2%	1,819	3,298	6,000	$ 69.95
11	211	Counselors, Social Workers, and Other Community and Social Service Specialists	12,821	13,667	1.3%	2,569	3,268	6,683	$ 26.06
12	499	Other Installation, Maintenance, and Repair Occupations	20,722	21,560	0.8%	4,383	5,258	10,479	$ 24.81
13	292	Health Technologists and Technicians	19,500	20,337	0.8%	3,440	3,944	8,222	$ 27.50
14	111	Top Executives	23,891	24,712	0.7%	2,913	6,447	10,182	$ 55.10
15	319	Other Healthcare Support Occupations	12,711	13,438	1.1%	3,462	4,992	9,181	$ 21.97
16	352	Cooks and Food Preparation Workers	21,334	22,007	0.6%	7,839	8,863	17,375	$ 17.40
17	132	Financial Specialists	19,386	20,045	0.7%	3,008	4,027	7,695	$ 39.86
18	372	Building Cleaning and Pest Control Workers	26,868	27,456	0.4%	9,810	9,483	19,881	$ 16.68
19	413	Sales Representatives, Services	19,820	20,318	0.5%	3,254	5,635	9,387	$ 30.53
20	493	Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	13,784	14,244	0.7%	2,444	3,506	6,410	$ 27.31
21	351	Supervisors of Food Preparation and Serving Workers	9,073	9,435	0.8%	2,218	4,169	6,749	$ 22.74
22	252	Preschool, Elementary, Middle, Secondary, and Special Education Teachers	19,898	20,255	0.4%	3,658	4,004	8,019	$ 27.69
23	392	Animal Care and Service Workers	4,357	4,707	1.6%	1,420	2,446	4,216	$ 17.40
24	436	Secretaries and Administrative Assistants	21,155	21,475	0.3%	5,755	5,393	11,468	$ 22.45
25	172	Engineers	6,537	6,852	0.9%	737	1,163	2,216	$ 49.62
26	152	Mathematical Science Occupations	1,983	2,265	2.7%	264	334	879	$ 50.48
27	395	Personal Appearance Workers	8,311	8,591	0.7%	2,243	2,926	5,449	$ 16.01
28	112	Advertising, Marketing, Promotions, Public Relations, and Sales Managers	7,510	7,790	0.7%	868	1,998	3,146	$ 64.38
29	339	Other Protective Service Workers	14,423	14,702	0.4%	4,526	5,588	10,393	$ 17.74
30	231	Lawyers, Judges, and Related Workers	7,821	8,092	0.7%	729	581	1,582	$ 77.74
31	471	Supervisors of Construction and Extraction Workers	6,624	6,881	0.8%	1,097	1,440	2,794	$ 37.60
32	399	Other Personal Care and Service Workers	9,240	9,495	0.5%	3,331	4,984	8,570	$ 16.88
33	373	Grounds Maintenance Workers	8,781	9,034	0.6%	2,253	3,461	5,967	$ 18.46
34	532	Air Transportation Workers	5,398	5,642	0.9%	1,381	1,991	3,616	$ 41.06
35	359	Other Food Preparation and Serving Related Workers	10,536	10,762	0.4%	5,283	5,050	10,559	$ 15.91
36	272	Entertainers and Performers, Sports and Related Workers	4,331	4,494	0.7%	1,127	1,349	2,639	$ 28.70
37	312	Occupational Therapy and Physical Therapist Assistants and Aides	1,411	1,562	2.0%	388	646	1,185	$ 33.80
38	271	Art and Design Workers	6,307	6,453	0.5%	1,206	1,566	2,918	$ 29.62
39	414	Sales Representatives, Wholesale and Manufacturing	12,076	12,217	0.2%	2,075	3,235	5,451	$ 32.88
40	251	Postsecondary Teachers	3,808	3,935	0.7%	765	627	1,519	$ 39.04
41	253	Other Teachers and Instructors	6,886	7,010	0.4%	2,276	2,186	4,586	$ 24.52
42	273	Media and Communication Workers	4,447	4,569	0.5%	856	1,113	2,090	$ 32.88
43	491	Supervisors of Installation, Maintenance, and Repair Workers	3,728	3,846	0.6%	671	882	1,672	$ 37.40
44	259	Other Educational Instruction and Library Occupations	7,080	7,195	0.3%	2,005	2,141	4,261	$ 17.69
45	419	Other Sales and Related Workers	9,510	9,624	0.2%	2,506	2,218	4,837	$ 23.94
46	333	Law Enforcement Workers	6,915	7,024	0.3%	927	1,747	2,782	$ 38.41
47	531	Supervisors of Transportation and Material Moving Workers	3,374	3,481	0.6%	590	1,076	1,774	$ 30.05
48	391	Supervisors of Personal Care and Service Workers	2,455	2,558	0.8%	484	777	1,364	$ 27.16
49	519	Other Production Occupations	8,668	8,769	0.2%	1,966	2,964	5,030	$ 20.63
50	536	Other Transportation Workers	3,532	3,632	0.6%	999	1,410	2,509	$ 15.82

OCCUPATIONS GAINING THE MOST NEW JOBS
in BROWARD COUNTY THROUGH 2031

Rank	SOC Code	SOC Title	Employment 2026	Employment 2031	Percentage of Growth	Job Openings Exits	Job Openings Transfers	Job Openings Total	2026 Median Hourly
51	431	Supervisors of Office and Administrative Support Workers	8,803	8,900	0.2%	1,779	2,357	4,234	$ 32.84
52	371	Supervisors of Building and Grounds Cleaning and Maintenance Workers	4,357	4,452	0.4%	1,018	1,473	2,586	$ 23.22
53	331	Supervisors of Protective Service Workers	3,257	3,344	0.5%	501	717	1,304	$ 48.99
54	513	Food Processing Workers	3,158	3,242	0.5%	912	1,230	2,226	$ 17.84
55	332	Firefighting and Prevention Workers	2,777	2,861	0.6%	294	773	1,151	$ 36.73
56	492	Electrical and Electronic Equipment Mechanics, Installers, and Repairers	3,537	3,616	0.4%	580	1,051	1,711	$ 28.37
57	232	Legal Support Workers	5,140	5,217	0.3%	828	1,835	2,740	$ 30.05
58	512	Assemblers and Fabricators	5,949	6,021	0.2%	1,305	1,877	3,254	$ 18.99
59	193	Social Scientists and Related Workers	1,554	1,622	0.9%	209	291	568	$ 48.94
60	393	Entertainment Attendants and Related Workers	5,011	5,071	0.2%	2,169	3,166	5,394	$ 17.21
61	212	Religious Workers	2,104	2,164	0.6%	533	510	1,104	$ 25.24
62	173	Drafters, Engineering Technicians, and Mapping Technicians	2,539	2,598	0.5%	452	703	1,214	$ 31.35
63	435	Material Recording, Scheduling, Dispatching, and Distributing Workers	13,249	13,303	0.1%	2,533	3,394	5,981	$ 22.36
64	474	Other Construction and Related Workers	2,407	2,460	0.4%	538	576	1,167	$ 28.85
65	195	Occupational Health and Safety Specialists and Technicians	658	710	1.5%	67	268	386	$ 42.74
66	514	Metal Workers and Plastic Workers	3,660	3,710	0.3%	663	1,157	1,870	$ 24.38
67	511	Supervisors of Production Workers	2,327	2,377	0.4%	427	700	1,177	$ 31.11
68	194	Life, Physical, and Social Science Technicians	1,196	1,246	0.8%	132	611	793	$ 28.27
69	191	Life Scientists	1,096	1,144	0.9%	96	247	391	$ 45.29
70	274	Media and Communication Equipment Workers	2,206	2,252	0.4%	303	573	923	$ 27.69
71	299	Other Healthcare Practitioners and Technical Occupations	746	790	1.1%	118	110	271	$ 37.12
72	171	Architects, Surveyors, and Cartographers	1,022	1,058	0.7%	154	175	364	$ 43.89
73	192	Physical Scientists	823	858	0.8%	81	254	369	$ 40.91
74	473	Helpers, Construction Trades	1,358	1,387	0.4%	228	478	736	$ 19.13
75	397	Tour and Travel Guides	411	436	1.2%	202	265	493	$ 21.20
76	535	Water Transportation Workers	1,360	1,384	0.3%	309	455	787	$ 35.38
77	396	Baggage Porters, Bellhops, and Concierges	789	805	0.4%	237	350	603	$ 17.26
78	394	Funeral Service Workers	375	387	0.6%	141	143	296	$ 18.27
79	254	Librarians, Curators, and Archivists	985	996	0.2%	325	271	608	$ 29.95
80	475	Extraction Workers	255	265	0.8%	42	78	131	$ 25.14
81	516	Textile, Apparel, and Furnishings Workers	3,702	3,708	0.0%	1,390	1,082	2,478	$ 16.49
82	517	Woodworkers	959	963	0.1%	215	271	491	$ 21.97
83	452	Agricultural Workers	856	860	0.1%	286	345	635	$ 15.96
84	534	Rail Transportation Workers	102	104	0.4%	14	30	46	$ 38.94
85	451	Supervisors of Farming, Fishing, and Forestry Workers	75	77	0.4%	20	28	50	$ 29.13
86	454	Forest, Conservation, and Logging Workers	55	55	-0.1%	18	24	42	$ 22.36
87	453	Fishing and Hunting Workers	62	61	-0.4%	19	22	40	$ -
88	518	Plant and System Operators	871	858	-0.3%	143	252	381	$ 30.77
89	432	Communications Equipment Operators	287	253	-2.5%	74	76	116	$ 17.12
90	515	Printing Workers	1,139	1,094	-0.8%	246	342	544	$ 20.67
91	411	Supervisors of Sales Workers	13,249	13,077	-0.3%	2,400	3,569	5,797	$ 27.02
92	412	Retail Sales Workers	53,291	53,082	-0.1%	19,923	21,166	40,880	$ 15.96
93	434	Information and Record Clerks	37,444	37,222	-0.1%	10,329	13,020	23,127	$ 19.47
94	433	Financial Clerks	16,139	15,828	-0.4%	4,490	4,105	8,285	$ 23.94
95	439	Other Office and Administrative Support Workers	21,885	21,377	-0.5%	5,934	6,251	11,677	$ 21.68
96	0	Total - All Occupations	979,932	1,007,446	0.6%	236,588	299,220	563,322	$ 23.75

JOBS BY OCCUPATION
in BROWARD COUNTY THROUGH 2031

		Employment			Job Openings				
SOC Code	SC Title	2026	2031	Percent Growth	Growth	Exits	Transfers	Total	2026 Median Hourily Wages[2]
11-1011	Chief Executives	2,163	2,229	0.6%	66	333	400	799	$ 103.99
11-1021	General and Operations Managers	21,642	22,394	0.7%	752	2,567	6,028	9,347	$ 51.92
11-1031	Legislators	85	88	0.6%	3	13	20	35	$ -
11-2011	Advertising and Promotions Managers	199	209	1.0%	10	25	58	93	$ 63.65
11-2021	Marketing Managers	2,495	2,606	0.9%	111	272	701	1,084	$ 66.11
11-2022	Sales Managers	4,345	4,486	0.6%	141	514	1,118	1,773	$ 63.41
11-2032	Public Relations Managers	319	331	0.7%	12	38	82	132	$ 62.69
11-2033	Fundraising Managers	153	159	0.7%	6	18	39	63	$ 52.02
11-3012	Administrative Services Managers	1,385	1,438	0.8%	53	229	337	619	$ 49.90
11-3013	Facilities Managers	793	821	0.7%	28	151	180	359	$ 47.93
11-3021	Computer and Information Systems Managers	3,239	3,516	1.7%	277	314	784	1,375	$ 81.54
11-3031	Financial Managers	4,560	4,938	1.6%	378	612	1,004	1,994	$ 79.71
11-3051	Industrial Production Managers	814	835	0.5%	21	100	183	305	$ 58.13
11-3061	Purchasing Managers	355	367	0.6%	12	49	84	145	$ 63.32
11-3071	Transportation, Storage, and Distribution Managers	1,257	1,310	0.8%	53	163	339	555	$ 50.48
11-3111	Compensation and Benefits Managers	137	140	0.4%	3	20	29	52	$ 63.51
11-3121	Human Resources Managers	1,105	1,148	0.8%	43	143	280	467	$ 68.85
11-3131	Training and Development Managers	288	301	0.9%	13	36	76	125	$ 57.93
11-9013	Farmers, Ranchers, and Other Agricultural Managers	251	255	0.3%	4	90	42	136	$ 42.02
11-9021	Construction Managers	4,820	5,080	1.1%	260	632	1,238	2,129	$ 61.11
11-9031	Education and Childcare Administrators, Preschool and Daycare	589	588	0.0%	-1	71	118	187	$ 27.31
11-9032	Education Administrators, Kindergarten through Secondary	1,485	1,509	0.3%	24	181	302	507	$ 48.80
11-9033	Education Administrators, Postsecondary	542	549	0.3%	7	66	110	182	$ 47.74
11-9039	Education Administrators, All Other	297	307	0.7%	10	37	61	108	$ 37.12
11-9041	Architectural and Engineering Managers	685	708	0.7%	23	78	148	248	$ 80.19
11-9051	Food Service Managers	2,899	3,020	0.8%	121	526	1,113	1,759	$ 39.13
11-9071	Gambling Managers	81	80	-0.2%	-1	18	28	45	$ 46.92
11-9072	Entertainment and Recreation Managers, Except Gambling	221	234	1.2%	13	51	83	147	$ 46.30
11-9081	Lodging Managers	404	409	0.2%	5	80	123	207	$ 37.60
11-9111	Medical and Health Services Managers	4,199	4,685	2.2%	486	602	996	2,085	$ 62.31
11-9121	Natural Sciences Managers	360	373	0.7%	13	41	100	154	$ 58.61
11-9131	Postmasters and Mail Superintendents	24	24	-0.1%	0	3	5	9	$ 51.15
11-9141	Property, Real Estate, and Community Association Managers	5,180	5,329	0.6%	149	1,143	957	2,249	$ 36.01
11-9151	Social and Community Service Managers	952	1,005	1.1%	53	150	225	429	$ 38.41
11-9161	Emergency Management Directors	67	69	0.6%	2	10	16	28	$ 61.97
11-9171	Funeral Home Managers	108	111	0.6%	3	16	25	44	$ 35.29
11-9179	Personal Service Managers, All Other	280	292	0.8%	12	42	65	119	$ 30.34
11-9199	Managers, All Other	10,805	11,211	0.7%	406	1,620	2,514	4,540	$ 52.16
13-1011	Agents and Business Managers of Artists, Performers, and Athletes	196	205	0.9%	9	38	56	103	$ 54.38
13-1021	Buyers and Purchasing Agents, Farm Products	79	83	1.0%	4	16	21	41	$ 34.47
13-1022	Wholesale and Retail Buyers, Except Farm Products	848	886	0.9%	38	172	229	439	$ 34.47
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	1,782	1,858	0.8%	76	361	481	919	$ 34.42
13-1031	Claims Adjusters, Examiners, and Investigators	2,402	2,390	-0.1%	-12	299	491	779	$ 37.88
13-1032	Insurance Appraisers, Auto Damage	89	87	-0.5%	-2	11	18	27	$ 29.47
13-1041	Compliance Officers	2,377	2,462	0.7%	85	405	516	1,006	$ 38.56
13-1051	Cost Estimators	1,292	1,282	-0.2%	-10	180	347	516	$ 36.68
13-1071	Human Resources Specialists	5,313	5,560	0.9%	247	775	1,384	2,406	$ 32.79
13-1074	Farm Labor Contractors	2	2	0.8%	0	0	1	1	$ 38.94
13-1075	Labor Relations Specialists	177	180	0.3%	3	25	45	73	$ 40.43
13-1081	Logisticians	1,175	1,294	1.9%	119	160	385	664	$ 33.56
13-1082	Project Management Specialists	6,573	6,830	0.8%	257	783	1,497	2,537	$ 47.55
13-1111	Management Analysts	7,263	7,618	1.0%	355	1,326	1,667	3,348	$ 45.77
13-1121	Meeting, Convention, and Event Planners	1,064	1,098	0.6%	34	197	312	543	$ 29.47
13-1131	Fundraisers	583	605	0.7%	22	90	124	236	$ 30.77
13-1141	Compensation, Benefits, and Job Analysis Specialists	630	657	0.8%	27	95	141	262	$ 33.61
13-1151	Training and Development Specialists	2,779	2,962	1.3%	183	441	765	1,390	$ 34.66
13-1161	Market Research Analysts and Marketing Specialists	6,294	6,581	0.9%	287	917	1,802	3,007	$ 37.98

JOBS BY OCCUPATION
in BROWARD COUNTY THROUGH 2031 (CONT.)

		Employment			Job Openings				
SOC Code	SC Title	2026	2031	Percent Growth	Growth	Exits	Transfers	Total	2026 Median Hourly Wages[2]
13-1199	Business Operations Specialists, All Other	5,373	5,557	0.7%	184	942	1,413	2,540	$ 38.75
13-2011	Accountants and Auditors	9,377	9,713	0.7%	336	1,501	2,033	3,869	$ 39.23
13-2022	Appraisers of Personal and Business Property	27	28	0.6%	1	6	4	11	$ 33.08
13-2023	Appraisers and Assessors of Real Estate	608	626	0.6%	18	140	97	255	$ 33.08
13-2031	Budget Analysts	208	214	0.5%	6	23	41	70	$ 41.78
13-2041	Credit Analysts	395	389	-0.3%	-6	37	82	113	$ 37.98
13-2051	Financial and Investment Analysts	2,123	2,206	0.8%	83	231	439	753	$ 50.91
13-2052	Personal Financial Advisors	1,890	1,981	0.9%	91	276	325	692	$ 62.60
13-2053	Insurance Underwriters	696	697	0.0%	1	108	129	238	$ 38.85
13-2054	Financial Risk Specialists	364	380	0.9%	16	53	79	148	$ 51.06
13-2061	Financial Examiners	283	313	2.1%	30	51	48	130	$ 40.14
13-2071	Credit Counselors	177	182	0.6%	5	25	34	64	$ 23.27
13-2072	Loan Officers	1,556	1,580	0.3%	24	213	300	537	$ 34.90
13-2081	Tax Examiners and Collectors, and Revenue Agents	270	272	0.1%	2	50	54	107	$ 33.61
13-2082	Tax Preparers	755	780	0.7%	25	198	218	441	$ 23.17
13-2099	Financial Specialists, All Other	656	682	0.8%	26	95	143	264	$ 29.62
15-1211	Computer Systems Analysts	2,941	3,105	1.1%	164	386	448	997	$ 50.38
15-1212	Information Security Analysts	1,095	1,254	2.7%	159	111	210	481	$ 60.58
15-1221	Computer and Information Research Scientists	88	98	2.2%	10	8	18	36	$ 64.71
15-1231	Computer Network Support Specialists	865	885	0.5%	20	106	164	290	$ 38.51
15-1232	Computer User Support Specialists	4,473	4,447	-0.1%	-26	535	824	1,332	$ 29.52
15-1241	Computer Network Architects	902	964	1.3%	62	81	148	292	$ 64.95
15-1242	Database Administrators	370	374	0.2%	4	39	52	96	$ 51.25
15-1243	Database Architects	202	213	1.0%	11	22	30	62	$ 68.61
15-1244	Network and Computer Systems Administrators	2,204	2,187	-0.2%	-17	208	318	509	$ 47.31
15-1251	Computer Programmers	494	487	-0.3%	-7	54	73	120	$ 49.38
15-1252	Software Developers	8,171	8,854	1.6%	683	746	1,405	2,835	$ 64.90
15-1253	Software Quality Assurance Analysts and Testers	936	990	1.1%	54	118	162	335	$ 48.56
15-1254	Web Developers	435	454	0.9%	19	43	79	142	$ 43.37
15-1255	Web and Digital Interface Designers	652	678	0.8%	26	81	125	232	$ 38.32
15-1299	Computer Occupations, All Other	1,452	1,517	0.9%	65	174	242	480	$ 51.68
15-2011	Actuaries	149	168	2.4%	19	15	22	55	$ 68.37
15-2021	Mathematicians	4	4	0.8%	0	0	1	1	$ 58.65
15-2031	Operations Research Analysts	683	765	2.3%	82	117	102	302	$ 37.26
15-2041	Statisticians	53	56	1.2%	3	6	9	18	$ 59.42
15-2051	Data Scientists	1,088	1,264	3.0%	176	125	199	500	$ 61.54
15-2099	Mathematical Science Occupations, All Other	6	6	1.6%	0	1	1	2	$ 38.61
17-1011	Architects, Except Landscape and Naval	558	577	0.7%	19	72	95	186	$ 47.45
17-1012	Landscape Architects	115	118	0.6%	3	20	24	47	$ 40.10
17-1021	Cartographers and Photogrammetrists	62	65	0.9%	3	11	10	24	$ 43.51
17-1022	Surveyors	288	299	0.7%	11	51	46	107	$ 36.35
17-2011	Aerospace Engineers	227	241	1.2%	14	29	37	79	$ 63.46
17-2021	Agricultural Engineers	3	3	0.9%	0	0	1	1	$ 44.95
17-2031	Bioengineers and Biomedical Engineers	101	105	0.8%	4	10	18	32	$ 58.51
17-2041	Chemical Engineers	37	37	0.2%	0	3	6	9	$ 54.18
17-2051	Civil Engineers	1,831	1,899	0.7%	68	199	350	616	$ 41.39
17-2061	Computer Hardware Engineers	241	252	0.9%	11	25	40	76	$ 65.63
17-2071	Electrical Engineers	699	732	0.9%	33	80	109	223	$ 50.05
17-2072	Electronics Engineers, Except Computer	383	404	1.1%	21	44	60	125	$ 56.78
17-2081	Environmental Engineers	155	162	0.8%	7	26	31	63	$ 48.65
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	75	78	0.8%	3	9	14	25	$ 49.47
17-2112	Industrial Engineers	1,154	1,234	1.3%	80	135	221	435	$ 50.58
17-2121	Marine Engineers and Naval Architects	46	48	0.8%	2	6	9	17	$ 65.29
17-2131	Materials Engineers	51	53	0.9%	2	7	8	17	$ 47.31
17-2141	Mechanical Engineers	914	965	1.1%	51	91	154	295	$ 48.56
17-2151	Mining and Geological Engineers, Including Mining Safety Engineers	6	6	1.3%	0	1	1	2	$ 56.97
17-2161	Nuclear Engineers	15	16	0.7%	1	2	2	5	$ 66.63
17-2171	Petroleum Engineers	5	5	0.9%	0	1	1	2	$ 65.82
17-2199	Engineers, All Other	594	612	0.6%	18	70	101	190	$ 44.71
17-3011	Architectural and Civil Drafters	536	554	0.7%	18	105	127	250	$ 29.95

JOBS BY OCCUPATION
in BROWARD COUNTY THROUGH 2031 (CONT.)

		Employment			Job Openings				
SOC Code	SC Title	2026	2031	Percent Growth	Growth	Exits	Transfers	Total	2026 Median Hourly Wages[2]
17-3012	Electrical and Electronics Drafters	78	77	-0.2%	-1	13	20	32	$ 31.59
17-3013	Mechanical Drafters	167	165	-0.2%	-2	28	42	69	$ 35.48
17-3019	Drafters, All Other	75	74	-0.3%	-1	13	19	30	$ 29.52
17-3021	Aerospace Engineering and Operations Technologists and Technicians	44	46	1.0%	2	7	11	21	$ 32.16
17-3022	Civil Engineering Technologists and Technicians	307	313	0.4%	6	50	78	134	$ 33.41
17-3023	Electrical and Electronic Engineering Technologists and Technicians	322	327	0.3%	5	62	82	148	$ 37.31
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	48	49	0.3%	1	8	12	21	$ 39.04
17-3025	Environmental Engineering Technologists and Technicians	49	50	0.5%	1	8	13	22	$ 27.74
17-3026	Industrial Engineering Technologists and Technicians	239	246	0.6%	7	39	61	108	$ 31.59
17-3027	Mechanical Engineering Technologists and Technicians	68	70	0.5%	2	11	17	30	$ 28.70
17-3028	Calibration Technologists and Technicians	59	61	0.7%	2	10	15	27	$ 30.72
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	190	196	0.6%	6	31	49	86	$ 31.11
17-3031	Surveying and Mapping Technicians	356	369	0.7%	13	66	157	236	$ 24.04
19-1011	Animal Scientists	12	13	0.9%	1	1	4	5	$ 33.85
19-1012	Food Scientists and Technologists	23	24	1.1%	1	2	7	10	$ 51.54
19-1013	Soil and Plant Scientists	30	31	0.9%	1	2	9	13	$ 49.57
19-1021	Biochemists and Biophysicists	51	53	0.8%	2	5	15	22	$ 70.67
19-1022	Microbiologists	40	42	0.8%	2	4	11	17	$ 32.84
19-1023	Zoologists and Wildlife Biologists	73	76	0.7%	3	8	21	31	$ 26.73
19-1029	Biological Scientists, All Other	148	152	0.6%	4	15	42	62	$ 46.97
19-1031	Conservation Scientists	76	78	0.6%	2	10	22	34	$ 25.24
19-1032	Foresters	29	30	0.6%	1	4	8	13	$ 29.04
19-1041	Epidemiologists	37	40	1.4%	3	3	7	12	$ 41.49
19-1042	Medical Scientists, Except Epidemiologists	564	592	1.0%	28	41	100	169	$ 47.93
19-1099	Life Scientists, All Other	12	12	0.7%	0	1	2	3	$ 48.32
19-2011	Astronomers	5	5	0.6%	0	1	1	2	$ 60.48
19-2012	Physicists	38	40	0.8%	2	5	8	14	$ 130.38
19-2021	Atmospheric and Space Scientists	21	22	0.7%	1	2	6	9	$ 59.28
19-2031	Chemists	185	194	0.9%	9	15	48	72	$ 40.77
19-2032	Materials Scientists	19	20	0.7%	1	2	5	7	$ 52.69
19-2041	Environmental Scientists and Specialists, Including Health	429	448	0.9%	19	45	152	216	$ 33.75
19-2042	Geoscientists, Except Hydrologists and Geographers	64	67	0.8%	3	6	19	28	$ 49.57
19-2043	Hydrologists	23	23	0.3%	0	2	7	9	$ 39.38
19-2099	Physical Scientists, All Other	40	41	0.4%	1	3	9	13	$ 63.89
19-3011	Economists	62	64	0.8%	2	5	12	19	$ 57.74
19-3022	Survey Researchers	39	40	0.3%	1	4	12	17	$ 33.41
19-3032	Industrial-Organizational Psychologists	56	58	0.8%	2	11	8	21	$ 88.27
19-3033	Clinical and Counseling Psychologists	422	451	1.4%	29	60	49	139	$ 44.18
19-3034	School Psychologists	212	219	0.6%	7	24	37	68	$ 48.37
19-3039	Psychologists, All Other	329	343	0.8%	14	63	46	123	$ 69.71
19-3041	Sociologists	7	7	0.6%	0	1	2	3	$ 27.21
19-3051	Urban and Regional Planners	259	267	0.6%	8	24	70	102	$ 47.21
19-3091	Anthropologists and Archeologists	43	45	0.9%	2	5	14	21	$ 27.12
19-3092	Geographers	3	3	-0.1%	0	0	1	1	$ 47.74
19-3093	Historians	12	13	0.8%	1	1	4	6	$ 38.32
19-3094	Political Scientists	7	7	0.2%	0	1	2	3	$ 66.49
19-3099	Social Scientists and Related Workers, All Other	104	106	0.4%	2	11	33	46	$ 42.84
19-4012	Agricultural Technicians	27	28	0.6%	1	3	18	22	$ 22.16
19-4013	Food Science Technicians	38	39	0.4%	1	4	25	30	$ 24.81
19-4021	Biological Technicians	235	243	0.7%	8	24	102	134	$ 25.58
19-4031	Chemical Technicians	192	199	0.7%	7	18	93	118	$ 26.63
19-4042	Environmental Science and Protection Technicians, Including Health	182	189	0.8%	7	21	104	132	$ 24.47
19-4043	Geological Technicians, Except Hydrologic Technicians	21	22	0.8%	1	2	12	15	$ 25.82
19-4044	Hydrologic Technicians	10	10	0.3%	0	1	6	7	$ 31.35
19-4051	Nuclear Technicians	3	3	0.9%	0	0	2	3	$ 67.50
19-4061	Social Science Research Assistants	85	88	0.7%	3	10	43	56	$ 25.00
19-4071	Forest and Conservation Technicians	28	28	0.2%	0	3	14	17	$ 26.59
19-4092	Forensic Science Technicians	182	196	1.5%	14	22	96	132	$ 37.79
19-4099	Life, Physical, and Social Science Technicians, All Other	192	199	0.8%	7	23	97	128	$ 34.76
19-5011	Occupational Health and Safety Specialists	580	627	1.6%	47	59	236	342	$ 45.29

JOBS BY OCCUPATION
in BROWARD COUNTY THROUGH 2031 (CONT.)

SOC Code	SC Title	Employment 2026	Employment 2031	Percent Growth	Job Openings Growth	Job Openings Exits	Job Openings Transfers	Job Openings Total	2026 Median Hourly Wages[2]
19-5012	Occupational Health and Safety Technicians	78	83	1.2%	5	8	31	44	$ 29.90
21-1012	Educational, Guidance, and Career Counselors and Advisors	1,658	1,707	0.6%	49	281	375	704	$ 27.84
21-1013	Marriage and Family Therapists	232	253	1.8%	21	55	47	123	$ 28.56
21-1015	Rehabilitation Counselors	255	261	0.5%	6	69	70	145	$ 23.61
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	3,217	3,580	2.2%	363	585	780	1,728	$ 27.84
21-1019	Counselors, All Other	683	744	1.7%	61	144	184	389	$ 22.12
21-1021	Child, Family, and School Social Workers	1,396	1,459	0.9%	63	276	327	667	$ 28.85
21-1022	Healthcare Social Workers	917	958	0.9%	41	176	229	446	$ 31.35
21-1023	Mental Health and Substance Abuse Social Workers	692	739	1.3%	47	173	140	360	$ 25.19
21-1029	Social Workers, All Other	491	517	1.1%	26	85	121	233	$ 30.48
21-1091	Health Education Specialists	339	353	0.8%	14	81	102	197	$ 23.37
21-1092	Probation Officers and Correctional Treatment Specialists	377	388	0.6%	11	56	102	169	$ 26.44
21-1093	Social and Human Service Assistants	2,006	2,116	1.1%	110	453	621	1,184	$ 21.97
21-1094	Community Health Workers	160	171	1.4%	11	39	49	99	$ 22.45
21-1099	Community and Social Service Specialists, All Other	398	415	0.8%	17	95	120	232	$ 27.74
21-2011	Clergy	1,101	1,131	0.5%	30	254	231	515	$ 28.51
21-2021	Directors, Religious Activities and Education	583	602	0.7%	19	135	156	311	$ 25.29
21-2099	Religious Workers, All Other	420	431	0.5%	11	144	123	277	$ 19.04
23-1011	Lawyers	7,487	7,749	0.7%	262	695	541	1,498	$ 78.32
23-1012	Judicial Law Clerks	107	110	0.5%	3	13	24	40	$ 26.97
23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	35	36	0.3%	1	3	2	6	$ 56.92
23-1022	Arbitrators, Mediators, and Conciliators	79	82	0.7%	3	7	6	16	$ 36.20
23-1023	Judges, Magistrate Judges, and Magistrates	113	116	0.5%	3	10	8	21	$ 94.86
23-2011	Paralegals and Legal Assistants	4,313	4,380	0.3%	67	700	1,575	2,342	$ 30.29
23-2093	Title Examiners, Abstractors, and Searchers	555	563	0.3%	8	84	174	266	$ 28.94
23-2099	Legal Support Workers, All Other	272	274	0.2%	2	44	85	131	$ 28.08
25-1011	Business Teachers, Postsecondary	203	206	0.3%	3	40	33	76	$ 40.29
25-1021	Computer Science Teachers, Postsecondary	62	63	0.4%	1	12	10	24	$ 38.61
25-1022	Mathematical Science Teachers, Postsecondary	141	144	0.4%	3	28	23	54	$ 31.01
25-1031	Architecture Teachers, Postsecondary	17	17	0.4%	0	3	3	6	$ 38.89
25-1032	Engineering Teachers, Postsecondary	77	80	0.7%	3	15	13	31	$ 63.61
25-1041	Agricultural Sciences Teachers, Postsecondary	3	3	0.5%	0	1	0	1	$ 31.78
25-1042	Biological Science Teachers, Postsecondary	116	121	0.8%	5	23	19	47	$ 30.19
25-1043	Forestry and Conservation Science Teachers, Postsecondary	3	3	0.5%	0	1	0	1	$ 43.56
25-1051	Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	16	16	0.3%	0	3	3	6	$ 43.80
25-1052	Chemistry Teachers, Postsecondary	20	20	0.2%	0	4	3	8	$ 40.05
25-1053	Environmental Science Teachers, Postsecondary	4	4	0.3%	0	1	1	1	$ 39.42
25-1054	Physics Teachers, Postsecondary	10	10	0.3%	0	2	2	4	$ 40.29
25-1061	Anthropology and Archeology Teachers, Postsecondary	3	3	0.3%	0	1	0	1	$ 39.57
25-1062	Area, Ethnic, and Cultural Studies Teachers, Postsecondary	6	6	0.3%	0	1	1	2	$ 34.86
25-1063	Economics Teachers, Postsecondary	10	10	0.3%	0	2	2	4	$ 45.00
25-1064	Geography Teachers, Postsecondary	4	4	0.4%	0	1	1	2	$ 42.31
25-1065	Political Science Teachers, Postsecondary	21	21	0.2%	0	4	3	8	$ 45.14
25-1066	Psychology Teachers, Postsecondary	75	76	0.2%	1	15	12	28	$ 37.69
25-1067	Sociology Teachers, Postsecondary	19	19	0.3%	0	4	3	7	$ 38.94
25-1069	Social Sciences Teachers, Postsecondary, All Other	64	65	0.4%	1	13	10	24	$ 28.08
25-1071	Health Specialties Teachers, Postsecondary	509	553	1.7%	44	107	88	238	$ 64.52
25-1072	Nursing Instructors and Teachers, Postsecondary	289	315	1.7%	26	61	50	137	$ 41.68
25-1081	Education Teachers, Postsecondary	84	85	0.2%	1	17	14	31	$ 32.69
25-1082	Library Science Teachers, Postsecondary	3	3	0.3%	0	1	1	1	$ 38.41
25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary	47	48	0.4%	1	9	8	18	$ 37.84
25-1112	Law Teachers, Postsecondary	44	44	0.2%	0	9	7	16	$ 63.89
25-1113	Social Work Teachers, Postsecondary	8	8	0.3%	0	2	1	3	$ 31.30
25-1121	Art, Drama, and Music Teachers, Postsecondary	190	193	0.3%	3	37	31	71	$ 37.50
25-1122	Communications Teachers, Postsecondary	63	64	0.3%	1	13	10	24	$ 35.14
25-1123	English Language and Literature Teachers, Postsecondary	145	148	0.3%	3	29	24	55	$ 30.38
25-1124	Foreign Language and Literature Teachers, Postsecondary	27	27	0.2%	0	5	4	10	$ 37.98
25-1125	History Teachers, Postsecondary	20	20	0.2%	0	4	3	7	$ 38.75
25-1126	Philosophy and Religion Teachers, Postsecondary	53	54	0.2%	1	10	9	19	$ 31.30
25-1192	Family and Consumer Sciences Teachers, Postsecondary	2	2	0.4%	0	0	0	1	$ 32.60

JOBS BY OCCUPATION
in BROWARD COUNTY THROUGH 2031 (CONT.)

		Employment			Job Openings				
SOC Code	SC Title	2026	2031	Percent Growth	Growth	Exits	Transfers	Total	2026 Median Hourly Wages[2]
25-1193	Recreation and Fitness Studies Teachers, Postsecondary	7	7	0.3%	0	1	1	3	$ 37.98
25-1194	Career/Technical Education Teachers, Postsecondary	614	627	0.4%	13	122	100	235	$ 31.11
25-1199	Postsecondary Teachers, All Other	829	843	0.3%	14	164	135	313	$ 47.93
25-2011	Preschool Teachers, Except Special Education	3,495	3,619	0.7%	124	848	1,155	2,126	$ 17.69
25-2012	Kindergarten Teachers, Except Special Education	700	711	0.3%	11	167	227	405	$ 27.74
25-2021	Elementary School Teachers, Except Special Education	6,484	6,570	0.3%	86	1,117	1,084	2,287	$ 28.32
25-2022	Middle School Teachers, Except Special and Career/Technical Education	2,543	2,575	0.2%	32	438	425	895	$ 28.27
25-2023	Career/Technical Education Teachers, Middle School	48	49	0.3%	1	8	8	17	$ 28.46
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	4,267	4,335	0.3%	68	672	694	1,433	$ 29.38
25-2032	Career/Technical Education Teachers, Secondary School	520	527	0.3%	7	82	84	173	$ 30.34
25-2051	Special Education Teachers, Preschool	133	136	0.5%	3	24	24	51	$ 28.22
25-2052	Special Education Teachers, Kindergarten and Elementary School	749	759	0.3%	10	133	133	276	$ 26.11
25-2057	Special Education Teachers, Middle School	223	226	0.3%	3	40	40	82	$ 28.32
25-2058	Special Education Teachers, Secondary School	637	646	0.3%	9	113	113	235	$ 30.14
25-2059	Special Education Teachers, All Other	97	99	0.5%	2	17	17	37	$ 36.63
25-3011	Adult Basic Education, Adult Secondary Education, and English as a Second	299	285	-0.9%	-14	85	83	154	$ 30.43
25-3021	Self-Enrichment Teachers	1,955	2,002	0.5%	47	589	579	1,215	$ 23.37
25-3031	Substitute Teachers, Short-Term	2,548	2,600	0.4%	52	766	753	1,571	$ 25.96
25-3041	Tutors	1,336	1,359	0.3%	23	611	550	1,184	$ 19.23
25-3099	Teachers and Instructors, All Other	749	763	0.4%	14	225	221	460	$ 25.19
25-4011	Archivists	19	20	0.8%	1	5	5	12	$ 26.92
25-4012	Curators	39	41	1.0%	2	11	11	25	$ 29.95
25-4013	Museum Technicians and Conservators	29	30	0.9%	1	8	8	18	$ 26.01
25-4022	Librarians and Media Collections Specialists	589	603	0.5%	14	159	117	291	$ 34.04
25-4031	Library Technicians	309	302	-0.5%	-7	141	129	262	$ 24.09
25-9021	Farm and Home Management Educators	24	24	0.0%	0	6	5	11	$ 24.38
25-9031	Instructional Coordinators	1,480	1,520	0.5%	40	372	326	738	$ 30.19
25-9044	Teaching Assistants, Postsecondary	358	363	0.3%	5	105	118	228	$ 18.65
25-9045	Teaching Assistants, Except Postsecondary	4,987	5,051	0.3%	64	1,465	1,642	3,171	$ 17.12
25-9099	Educational Instruction and Library Workers, All Other	231	236	0.4%	5	58	51	113	$ 18.75
27-1011	Art Directors	1,141	1,177	0.6%	36	241	258	535	$ 50.29
27-1012	Craft Artists	64	66	0.5%	2	13	14	29	$ 24.81
27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	167	168	0.1%	1	34	37	72	$ 33.56
27-1014	Special Effects Artists and Animators	304	308	0.3%	4	63	68	134	$ 36.73
27-1019	Artists and Related Workers, All Other	85	87	0.6%	2	18	19	40	$ 52.40
27-1021	Commercial and Industrial Designers	175	180	0.5%	5	27	42	73	$ 38.99
27-1022	Fashion Designers	183	186	0.4%	3	32	49	84	$ 22.64
27-1023	Floral Designers	253	249	-0.3%	-4	85	72	154	$ 18.41
27-1024	Graphic Designers	1,593	1,625	0.4%	32	195	390	617	$ 30.53
27-1025	Interior Designers	721	742	0.6%	21	144	167	332	$ 29.62
27-1026	Merchandise Displayers and Window Trimmers	1,247	1,282	0.6%	35	301	358	694	$ 18.37
27-1027	Set and Exhibit Designers	184	188	0.5%	4	26	45	76	$ 36.97
27-1029	Designers, All Other	190	194	0.4%	4	27	46	78	$ 32.88
27-2011	Actors	371	376	0.3%	5	85	122	212	$ 19.47
27-2012	Producers and Directors	720	747	0.8%	27	82	182	292	$ 43.46
27-2021	Athletes and Sports Competitors	142	147	0.7%	5	18	58	81	$ 40.87
27-2022	Coaches and Scouts	1,624	1,710	1.0%	86	511	562	1,159	$ 23.22
27-2023	Umpires, Referees, and Other Sports Officials	55	58	0.9%	3	38	27	67	$ 20.19
27-2031	Dancers	51	53	0.6%	2	15	21	38	$ 31.06
27-2032	Choreographers	23	24	0.8%	1	7	10	17	$ 19.42
27-2041	Music Directors and Composers	212	215	0.3%	3	43	55	101	$ 29.81
27-2042	Musicians and Singers	850	870	0.5%	20	265	222	507	$ 39.62
27-2091	Disc Jockeys, Except Radio	90	93	0.6%	3	17	25	44	$ 16.92
27-2099	Entertainers and Performers, Sports and Related Workers, All Other	193	201	0.8%	8	47	66	121	$ 20.10
27-3011	Broadcast Announcers and Radio Disc Jockeys	83	82	-0.3%	-1	20	23	42	$ 37.16
27-3023	News Analysts, Reporters, and Journalists	222	224	0.2%	2	46	55	103	$ 32.64
27-3031	Public Relations Specialists	1,616	1,679	0.8%	63	234	444	741	$ 31.68
27-3041	Editors	486	496	0.4%	10	89	119	218	$ 37.36
27-3042	Technical Writers	230	235	0.5%	5	38	54	97	$ 41.54
27-3043	Writers and Authors	769	794	0.6%	25	186	186	397	$ 32.31

JOBS BY OCCUPATION
in BROWARD COUNTY THROUGH 2031 (CONT.)

		Employment			Job Openings				
SOC Code	SC Title	2026	2031	Percent Growth	Growth	Exits	Transfers	Total	2026 Median Hourly Wages[2]
27-3091	Interpreters and Translators	659	671	0.4%	12	168	134	314	$ 30.34
27-3092	Court Reporters and Simultaneous Captioners	190	190	0.0%	0	48	43	91	$ 23.89
27-3099	Media and Communication Workers, All Other	192	196	0.5%	4	27	55	87	$ 38.17
27-4011	Audio and Video Technicians	561	577	0.6%	16	66	150	232	$ 26.68
27-4012	Broadcast Technicians	122	123	0.1%	1	14	32	47	$ 36.30
27-4014	Sound Engineering Technicians	74	75	0.2%	1	9	19	29	$ 36.44
27-4015	Lighting Technicians	60	60	-0.1%	0	7	16	22	$ 28.75
27-4021	Photographers	967	987	0.4%	20	158	241	419	$ 24.66
27-4031	Camera Operators, Television, Video, and Film	158	161	0.4%	3	19	43	65	$ 30.48
27-4032	Film and Video Editors	208	213	0.5%	5	24	57	87	$ 30.24
27-4099	Media and Communication Equipment Workers, All Other	55	56	0.4%	1	6	15	22	$ 42.07
29-1011	Chiropractors	501	527	1.0%	26	79	18	123	$ 46.88
29-1021	Dentists, General	1,083	1,110	0.5%	27	122	22	171	$ 83.94
29-1022	Oral and Maxillofacial Surgeons	41	42	0.4%	1	5	1	6	$ 116.01
29-1023	Orthodontists	52	53	0.5%	1	6	1	8	$ 130.82
29-1024	Prosthodontists	7	7	0.5%	0	1	0	1	$ 139.76
29-1029	Dentists, All Other Specialists	34	34	0.3%	0	4	1	5	$ 103.17
29-1031	Dietitians and Nutritionists	527	549	0.8%	22	90	77	189	$ 38.56
29-1041	Optometrists	272	283	0.8%	11	51	6	68	$ 61.25
29-1051	Pharmacists	1,879	1,928	0.5%	49	231	125	405	$ 65.14
29-1071	Physician Assistants	863	961	2.2%	98	95	133	327	$ 64.28
29-1081	Podiatrists	82	84	0.6%	2	10	2	14	$ 49.28
29-1122	Occupational Therapists	991	1,079	1.7%	88	118	128	334	$ 48.80
29-1123	Physical Therapists	1,809	1,943	1.4%	134	203	145	481	$ 48.56
29-1124	Radiation Therapists	87	89	0.4%	2	10	9	21	$ 45.00
29-1125	Recreational Therapists	61	64	0.9%	3	11	13	27	$ 28.32
29-1126	Respiratory Therapists	731	779	1.3%	48	104	81	234	$ 39.38
29-1127	Speech-Language Pathologists	1,030	1,132	1.9%	102	146	146	394	$ 49.13
29-1128	Exercise Physiologists	264	282	1.3%	18	42	39	99	$ 30.38
29-1129	Therapists, All Other	517	553	1.3%	36	82	77	195	$ 37.31
29-1131	Veterinarians	479	508	1.2%	29	38	20	87	$ 63.17
29-1141	Registered Nurses	17,884	18,466	0.6%	582	2,577	1,933	5,091	$ 44.42
29-1151	Nurse Anesthetists	393	412	0.9%	19	45	35	99	$ 114.09
29-1161	Nurse Midwives	45	48	1.2%	3	5	5	13	$ 71.11
29-1171	Nurse Practitioners	1,911	2,279	3.6%	368	247	235	850	$ 63.80
29-1181	Audiologists	84	89	1.1%	5	11	4	19	$ 42.45
29-1211	Anesthesiologists	229	235	0.5%	6	25	5	35	$ 227.84
29-1212	Cardiologists	90	93	0.6%	3	10	2	14	$ 205.48
29-1213	Dermatologists	79	82	0.8%	3	9	2	14	$ 151.35
29-1214	Emergency Medicine Physicians	215	218	0.3%	3	23	4	30	$ 100.43
29-1215	Family Medicine Physicians	789	806	0.4%	17	84	16	117	$ 108.99
29-1216	General Internal Medicine Physicians	335	343	0.5%	8	36	7	50	$ 86.25
29-1217	Neurologists	56	58	0.8%	2	6	1	9	$ 70.10
29-1218	Obstetricians and Gynecologists	133	135	0.3%	2	14	3	19	$ 133.99
29-1221	Pediatricians, General	94	95	0.2%	1	10	2	13	$ 89.28
29-1222	Physicians, Pathologists	46	47	0.6%	1	5	1	7	$ 161.39
29-1223	Psychiatrists	174	181	0.8%	7	19	4	30	$ 193.89
29-1224	Radiologists	168	172	0.5%	4	18	3	26	$ 209.04
29-1229	Physicians, All Other	2,009	2,061	0.5%	52	216	41	309	$ 113.22
29-1241	Ophthalmologists, Except Pediatric	51	53	0.6%	2	4	1	7	$ 197.79
29-1242	Orthopedic Surgeons, Except Pediatric	67	69	0.6%	2	6	1	9	$ 193.41
29-1243	Pediatric Surgeons	6	6	0.5%	0	0	0	1	$ 252.60
29-1249	Surgeons, All Other	151	156	0.6%	5	12	3	20	$ 210.63
29-1291	Acupuncturists	174	181	0.8%	7	35	9	51	$ 35.91
29-1292	Dental Hygienists	1,339	1,399	0.9%	60	258	153	471	$ 40.29
29-1299	Healthcare Diagnosing or Treating Practitioners, All Other	168	173	0.6%	5	29	17	51	$ 47.40
29-2011	Medical and Clinical Laboratory Technologists	1,125	1,155	0.5%	30	179	179	387	$ 30.24
29-2012	Medical and Clinical Laboratory Technicians	1,109	1,138	0.5%	29	176	176	381	$ 30.24
29-2031	Cardiovascular Technologists and Technicians	390	401	0.5%	11	56	54	121	$ 39.13
29-2032	Diagnostic Medical Sonographers	581	623	1.4%	42	77	74	193	$ 41.97

JOBS BY OCCUPATION
in BROWARD COUNTY THROUGH 2031 (CONT.)

SOC Code	SC Title	Employment 2026	Employment 2031	Percent Growth	Job Openings Growth	Job Openings Exits	Job Openings Transfers	Job Openings Total	2026 Median Hourly Wages[2]
29-2033	Nuclear Medicine Technologists	140	143	0.5%	3	16	15	34	$ 48.22
29-2034	Radiologic Technologists and Technicians	1,435	1,479	0.6%	44	199	177	420	$ 38.17
29-2035	Magnetic Resonance Imaging Technologists	272	285	1.0%	13	36	34	83	$ 44.13
29-2036	Medical Dosimetrists	26	27	0.5%	1	3	3	6	$ 74.23
29-2042	Emergency Medical Technicians	665	688	0.7%	23	82	161	266	$ 19.81
29-2043	Paramedics	752	777	0.7%	25	66	97	188	$ 33.37
29-2051	Dietetic Technicians	165	169	0.5%	4	47	60	111	$ 16.97
29-2052	Pharmacy Technicians	3,115	3,250	0.8%	135	599	858	1,591	$ 21.88
29-2053	Psychiatric Technicians	1,253	1,401	2.3%	148	236	333	716	$ 21.63
29-2055	Surgical Technologists	674	693	0.6%	19	93	97	209	$ 31.97
29-2056	Veterinary Technologists and Technicians	801	846	1.1%	45	135	261	441	$ 23.03
29-2057	Ophthalmic Medical Technicians	472	520	2.0%	48	144	183	376	$ 24.04
29-2061	Licensed Practical and Licensed Vocational Nurses	3,282	3,362	0.5%	80	705	637	1,422	$ 30.29
29-2072	Medical Records Specialists	1,790	1,874	0.9%	84	326	270	681	$ 23.99
29-2081	Opticians, Dispensing	420	424	0.2%	4	89	83	175	$ 29.71
29-2091	Orthotists and Prosthetists	60	65	1.6%	5	11	12	27	$ 44.09
29-2092	Hearing Aid Specialists	98	105	1.4%	7	17	19	43	$ 31.44
29-2099	Health Technologists and Technicians, All Other	874	905	0.7%	31	149	162	343	$ 22.84
29-9021	Health Information Technologists and Medical Registrars	275	296	1.4%	21	44	41	106	$ 40.53
29-9091	Athletic Trainers	161	173	1.5%	12	26	24	62	$ 30.87
29-9092	Genetic Counselors	11	12	1.0%	1	2	2	4	$ 50.58
29-9093	Surgical Assistants	150	155	0.7%	5	23	22	50	$ 38.17
29-9099	Healthcare Practitioners and Technical Workers, All Other	148	153	0.7%	5	23	21	49	$ 48.22
31-1121	Home Health Aides	3,783	4,086	1.6%	303	1,742	1,235	3,280	$ 15.87
31-1122	Personal Care Aides	10,769	11,629	1.5%	860	4,957	3,516	9,333	$ 15.87
31-1131	Nursing Assistants	7,202	7,355	0.4%	153	2,423	2,643	5,219	$ 18.37
31-1132	Orderlies	304	312	0.5%	8	90	124	222	$ 17.31
31-1133	Psychiatric Aides	189	193	0.4%	4	56	77	137	$ 18.99
31-2011	Occupational Therapy Assistants	341	379	2.2%	38	85	133	257	$ 34.23
31-2012	Occupational Therapy Aides	27	28	0.8%	1	6	10	17	$ 18.41
31-2021	Physical Therapist Assistants	878	983	2.3%	105	253	428	786	$ 34.95
31-2022	Physical Therapist Aides	166	171	0.6%	5	44	75	125	$ 16.63
31-9011	Massage Therapists	1,674	1,794	1.4%	120	587	507	1,215	$ 23.46
31-9091	Dental Assistants	2,608	2,719	0.8%	111	704	1,029	1,845	$ 23.08
31-9092	Medical Assistants	5,285	5,659	1.4%	374	1,264	2,079	3,717	$ 21.59
31-9093	Medical Equipment Preparers	426	450	1.1%	24	128	155	306	$ 22.40
31-9094	Medical Transcriptionists	319	316	-0.2%	-3	117	165	280	$ 22.26
31-9095	Pharmacy Aides	186	187	0.1%	1	51	88	139	$ 16.88
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	597	630	1.1%	33	172	370	575	$ 18.51
31-9097	Phlebotomists	1,076	1,118	0.8%	42	278	406	726	$ 21.68
31-9099	Healthcare Support Workers, All Other	540	563	0.8%	23	160	193	376	$ 22.74
33-1011	First-Line Supervisors of Correctional Officers	333	335	0.1%	2	55	77	134	$ 33.27
33-1012	First-Line Supervisors of Police and Detectives	1,033	1,062	0.6%	29	133	207	368	$ 61.44
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	1,048	1,079	0.6%	31	140	199	370	$ 57.93
33-1091	First-Line Supervisors of Security Workers	742	764	0.6%	22	152	206	380	$ 23.37
33-1099	First-Line Supervisors of Protective Service Workers, All Other	102	105	0.5%	3	21	28	52	$ 39.13
33-2011	Firefighters	2,667	2,746	0.6%	79	274	740	1,093	$ 36.54
33-2021	Fire Inspectors and Investigators	101	104	0.7%	3	19	31	53	$ 42.55
33-2022	Forest Fire Inspectors and Prevention Specialists	9	10	1.4%	1	2	3	5	$ 34.62
33-3011	Bailiffs	111	111	0.0%	0	30	24	55	$ 25.38
33-3012	Correctional Officers and Jailers	1,490	1,452	-0.5%	-38	241	401	604	$ 32.36
33-3021	Detectives and Criminal Investigators	554	563	0.3%	9	62	127	198	$ 48.37
33-3031	Fish and Game Wardens	15	15	-0.3%	0	3	3	6	$ 16.39
33-3041	Parking Enforcement Workers	64	64	0.1%	0	14	14	28	$ 22.88
33-3051	Police and Sheriffs Patrol Officers	4,678	4,813	0.6%	135	576	1,176	1,887	$ 38.75
33-3052	Transit and Railroad Police	4	4	0.6%	0	1	1	2	$ 36.30
33-9011	Animal Control Workers	75	77	0.6%	2	15	24	42	$ 28.27
33-9021	Private Detectives and Investigators	379	396	0.9%	17	63	98	178	$ 26.59
33-9031	Gambling Surveillance Officers and Gambling Investigators	84	83	-0.4%	-1	21	32	51	$ 19.33
33-9032	Security Guards	11,097	11,313	0.4%	216	2,882	4,294	7,391	$ 17.45

JOBS BY OCCUPATION
in BROWARD COUNTY THROUGH 2031 (CONT.)

SOC Code	SC Title	Employment 2026	Employment 2031	Percent Growth	Job Openings Growth	Job Openings Exits	Job Openings Transfers	Job Openings Total	2026 Median Hourly Wages[2]
33-9091	Crossing Guards and Flaggers	604	623	0.6%	19	426	165	609	$ 17.26
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	601	626	0.8%	25	433	411	869	$ 17.93
33-9093	Transportation Security Screeners	912	902	-0.2%	-10	235	235	461	$ 31.25
33-9094	School Bus Monitors	325	324	0.0%	-1	203	92	295	$ 16.63
33-9099	Protective Service Workers, All Other	346	358	0.7%	12	248	236	496	$ 25.34
35-1011	Chefs and Head Cooks	1,585	1,657	0.9%	72	281	644	996	$ 27.98
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	7,488	7,778	0.8%	290	1,937	3,525	5,752	$ 22.02
35-2011	Cooks, Fast Food	2,549	2,385	-1.3%	-164	806	951	1,593	$ 15.14
35-2012	Cooks, Institution and Cafeteria	1,989	2,043	0.5%	54	683	806	1,543	$ 17.74
35-2013	Cooks, Private Household	417	433	0.8%	16	145	171	332	$ 23.99
35-2014	Cooks, Restaurant	9,893	10,657	1.5%	764	3,542	4,176	8,482	$ 17.88
35-2015	Cooks, Short Order	597	585	-0.4%	-12	197	232	417	$ 16.78
35-2019	Cooks, All Other	72	74	0.7%	2	25	29	56	$ 20.67
35-2021	Food Preparation Workers	5,817	5,803	0.0%	-14	2,441	2,499	4,927	$ 17.40
35-3011	Bartenders	4,792	4,976	0.8%	184	1,289	2,702	4,175	$ 17.12
35-3023	Fast Food and Counter Workers	19,718	20,441	0.7%	723	10,487	12,422	23,632	$ 14.42
35-3031	Waiters and Waitresses	16,429	16,534	0.1%	105	6,779	9,506	16,390	$ 17.69
35-3041	Food Servers, Nonrestaurant	1,419	1,457	0.5%	38	611	611	1,259	$ 16.88
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	3,810	3,978	0.9%	168	1,803	1,704	3,675	$ 16.83
35-9021	Dishwashers	3,277	3,307	0.2%	30	1,322	1,322	2,675	$ 15.24
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	3,023	3,030	0.0%	7	2,016	1,835	3,858	$ 15.72
35-9099	Food Preparation and Serving Related Workers, All Other	426	444	0.8%	18	141	190	349	$ 15.19
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	2,773	2,831	0.4%	58	735	947	1,740	$ 22.07
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1,584	1,621	0.5%	37	283	526	846	$ 24.90
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	16,652	17,032	0.5%	380	6,035	5,950	12,365	$ 16.59
37-2012	Maids and Housekeeping Cleaners	9,160	9,332	0.4%	172	3,589	3,030	6,790	$ 16.63
37-2019	Building Cleaning Workers, All Other	149	153	0.5%	4	54	53	111	$ 19.62
37-2021	Pest Control Workers	907	940	0.7%	33	131	450	614	$ 21.73
37-3011	Landscaping and Groundskeeping Workers	8,230	8,467	0.6%	237	2,154	3,209	5,599	$ 18.13
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	243	250	0.6%	7	47	116	171	$ 22.21
37-3013	Tree Trimmers and Pruners	272	280	0.6%	8	45	119	172	$ 23.37
37-3019	Grounds Maintenance Workers, All Other	35	36	0.5%	1	7	17	25	$ 22.36
39-1013	First-Line Supervisors of Gambling Services Workers	475	475	0.0%	0	90	145	234	$ 31.54
39-1014	First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling	717	752	1.0%	35	142	228	406	$ 27.36
39-1022	First-Line Supervisors of Personal Service Workers	1,264	1,331	1.0%	67	252	404	723	$ 24.90
39-2011	Animal Trainers	428	448	0.9%	20	109	205	334	$ 18.65
39-2021	Animal Caretakers	3,928	4,259	1.6%	331	1,311	2,241	3,882	$ 17.21
39-3011	Gambling Dealers	2,045	2,035	-0.1%	-10	590	1,038	1,618	$ 20.29
39-3012	Gambling and Sports Book Writers and Runners	104	100	-0.7%	-4	29	52	77	$ 14.86
39-3019	Gambling Service Workers, All Other	153	151	-0.3%	-2	44	77	119	$ 19.23
39-3021	Motion Picture Projectionists	8	8	-0.6%	0	4	6	10	$ 19.18
39-3031	Ushers, Lobby Attendants, and Ticket Takers	829	839	0.2%	10	478	574	1,062	$ 14.47
39-3091	Amusement and Recreation Attendants	1,735	1,794	0.7%	59	948	1,315	2,323	$ 15.19
39-3092	Costume Attendants	32	33	0.7%	1	18	24	43	$ 20.34
39-3093	Locker Room, Coatroom, and Dressing Room Attendants	89	93	0.9%	4	49	68	121	$ 17.40
39-3099	Entertainment Attendants and Related Workers, All Other	15	15	0.6%	0	8	11	20	$ 15.63
39-4011	Embalmers	24	24	0.4%	0	12	9	21	$ 29.52
39-4012	Crematory Operators	25	26	0.8%	1	13	9	23	$ 18.99
39-4021	Funeral Attendants	175	181	0.6%	6	88	66	159	$ 14.95
39-4031	Morticians, Undertakers, and Funeral Arrangers	151	156	0.7%	5	30	59	93	$ 23.99
39-5011	Barbers	832	855	0.6%	23	158	286	467	$ 18.37
39-5012	Hairdressers, Hairstylists, and Cosmetologists	5,330	5,508	0.7%	178	1,537	1,839	3,553	$ 14.71
39-5091	Makeup Artists, Theatrical and Performance	38	40	1.0%	2	11	17	30	$ 41.54
39-5092	Manicurists and Pedicurists	1,177	1,218	0.7%	41	291	364	696	$ 18.37
39-5093	Shampooers	165	170	0.6%	5	47	70	123	$ 13.99
39-5094	Skincare Specialists	770	800	0.8%	30	199	351	580	$ 21.68
39-6011	Baggage Porters and Bellhops	322	323	0.1%	1	95	141	237	$ 15.53
39-6012	Concierges	467	482	0.6%	15	142	209	366	$ 17.60
39-7011	Tour Guides and Escorts	375	398	1.2%	23	184	242	449	$ 21.20
39-7012	Travel Guides	36	38	1.1%	2	18	23	43	$ 21.30

JOBS BY OCCUPATION
in BROWARD COUNTY THROUGH 2031 (CONT.)

		Employment			Job Openings				
SOC Code	SC Title	2026	2031	Percent Growth	Growth	Exits	Transfers	Total	2026 Median Hourly Wages[2]
39-9011	Childcare Workers	4,310	4,291	-0.1%	-19	1,633	1,955	3,568	$ 16.83
39-9031	Exercise Trainers and Group Fitness Instructors	2,454	2,656	1.6%	202	804	1,542	2,548	$ 15.53
39-9032	Recreation Workers	1,614	1,676	0.8%	62	602	1,070	1,733	$ 17.21
39-9041	Residential Advisors	180	178	-0.2%	-2	70	95	163	$ 20.14
39-9099	Personal Care and Service Workers, All Other	682	688	0.2%	6	223	323	552	$ 17.07
41-1011	First-Line Supervisors of Retail Sales Workers	10,217	10,064	-0.3%	-153	1,917	2,876	4,640	$ 24.47
41-1012	First-Line Supervisors of Non-Retail Sales Workers	3,032	3,013	-0.1%	-19	482	693	1,156	$ 40.53
41-2011	Cashiers	17,300	16,638	-0.8%	-662	8,202	7,868	15,408	$ 14.47
41-2012	Gambling Change Persons and Booth Cashiers	267	255	-0.9%	-12	126	121	234	$ 18.32
41-2021	Counter and Rental Clerks	3,242	3,337	0.6%	95	799	982	1,876	$ 18.08
41-2022	Parts Salespersons	1,698	1,742	0.5%	44	382	539	964	$ 18.37
41-2031	Retail Salespersons	30,784	31,095	0.2%	311	10,414	11,657	22,381	$ 16.44
41-3011	Advertising Sales Agents	566	565	0.0%	-1	91	193	282	$ 31.06
41-3021	Insurance Sales Agents	5,464	5,637	0.6%	173	1,012	1,180	2,365	$ 29.86
41-3031	Securities, Commodities, and Financial Services Sales Agents	3,018	3,084	0.4%	66	400	677	1,143	$ 32.26
41-3041	Travel Agents	1,155	1,179	0.4%	24	277	341	642	$ 24.86
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial	9,617	9,852	0.5%	235	1,475	3,244	4,954	$ 30.63
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific	2,151	2,179	0.3%	28	370	577	974	$ 52.36
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and	9,925	10,038	0.2%	113	1,705	2,658	4,477	$ 30.87
41-9011	Demonstrators and Product Promoters	535	541	0.2%	6	282	198	486	$ 17.45
41-9012	Models	58	58	0.0%	0	30	21	51	$ 46.20
41-9021	Real Estate Brokers	1,243	1,275	0.5%	32	305	223	560	$ 35.34
41-9022	Real Estate Sales Agents	5,296	5,439	0.5%	143	1,302	950	2,395	$ 24.71
41-9031	Sales Engineers	255	264	0.7%	9	32	74	114	$ 62.69
41-9041	Telemarketers	927	828	-2.2%	-99	219	341	462	$ 17.31
41-9091	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	287	273	-1.0%	-14	88	80	154	$ 19.62
41-9099	Sales and Related Workers, All Other	909	937	0.6%	28	248	332	608	$ 19.18
43-1011	First-Line Supervisors of Office and Administrative Support Workers	8,803	8,900	0.2%	97	1,779	2,357	4,234	$ 32.84
43-2011	Switchboard Operators, Including Answering Service	273	240	-2.6%	-33	71	72	110	$ 17.02
43-2021	Telephone Operators	7	6	-2.7%	-1	2	2	3	$ 18.46
43-2099	Communications Equipment Operators, All Other	7	7	-0.6%	0	1	2	3	$ 26.54
43-3011	Bill and Account Collectors	1,533	1,455	-1.0%	-78	330	381	633	$ 22.84
43-3021	Billing and Posting Clerks	2,714	2,740	0.2%	26	616	740	1,382	$ 22.60
43-3031	Bookkeeping, Accounting, and Auditing Clerks	9,438	9,307	-0.3%	-131	2,987	2,334	5,189	$ 24.42
43-3041	Gambling Cage Workers	201	193	-0.9%	-8	38	61	90	$ 18.22
43-3051	Payroll and Timekeeping Clerks	945	878	-1.5%	-67	240	231	403	$ 27.69
43-3061	Procurement Clerks	267	260	-0.5%	-7	42	72	107	$ 24.66
43-3071	Tellers	827	777	-1.2%	-50	196	220	366	$ 21.97
43-3099	Financial Clerks, All Other	213	214	0.1%	1	42	68	111	$ 25.58
43-4011	Brokerage Clerks	147	142	-0.7%	-5	41	42	78	$ 35.24
43-4021	Correspondence Clerks	40	39	-0.3%	-1	10	13	22	$ 22.16
43-4031	Court, Municipal, and License Clerks	1,070	1,100	0.6%	30	252	285	568	$ 23.80
43-4041	Credit Authorizers, Checkers, and Clerks	94	91	-0.7%	-3	19	21	37	$ 18.65
43-4051	Customer Service Representatives	21,824	21,510	-0.3%	-314	6,040	7,982	13,708	$ 19.33
43-4061	Eligibility Interviewers, Government Programs	526	539	0.5%	13	102	121	236	$ 18.32
43-4071	File Clerks	602	566	-1.2%	-36	157	160	281	$ 21.97
43-4081	Hotel, Motel, and Resort Desk Clerks	1,424	1,463	0.5%	39	474	679	1,193	$ 17.12
43-4111	Interviewers, Except Eligibility and Loan	805	763	-1.1%	-42	208	231	396	$ 21.97
43-4121	Library Assistants, Clerical	372	363	-0.5%	-9	160	138	290	$ 18.85
43-4131	Loan Interviewers and Clerks	873	869	-0.1%	-4	139	200	335	$ 23.99
43-4141	New Accounts Clerks	57	53	-1.3%	-4	8	13	18	$ 23.03
43-4151	Order Clerks	467	433	-1.5%	-34	112	142	220	$ 20.63
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	304	298	-0.4%	-6	64	93	150	$ 23.65
43-4171	Receptionists and Information Clerks	5,920	5,997	0.3%	77	1,828	2,008	3,913	$ 18.17
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	2,274	2,328	0.5%	54	523	697	1,274	$ 19.52
43-4199	Information and Record Clerks, All Other	645	661	0.5%	16	191	195	401	$ 23.56
43-5011	Cargo and Freight Agents	787	824	0.9%	37	111	201	349	$ 23.61
43-5021	Couriers and Messengers	2,090	2,204	1.1%	114	515	592	1,221	$ 18.22
43-5031	Public Safety Telecommunicators	644	662	0.6%	18	142	175	336	$ 27.74
43-5032	Dispatchers, Except Police, Fire, and Ambulance	1,211	1,226	0.3%	15	215	313	543	$ 22.40

JOBS BY OCCUPATION
in BROWARD COUNTY THROUGH 2031 (CONT.)

		Employment			Job Openings				
SOC Code	SC Title	2026	2031	Percent Growth	Growth	Exits	Transfers	Total	2026 Median Hourly Wages[2]
43-5041	Meter Readers, Utilities	92	88	-1.0%	-4	17	19	31	$ 20.82
43-5051	Postal Service Clerks	243	242	-0.1%	-1	61	45	104	$ 30.63
43-5052	Postal Service Mail Carriers	1,430	1,423	-0.1%	-7	242	249	484	$ 30.00
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	498	483	-0.6%	-15	109	97	191	$ 27.74
43-5061	Production, Planning, and Expediting Clerks	1,801	1,810	0.1%	9	299	516	824	$ 25.34
43-5071	Shipping, Receiving, and Inventory Clerks	4,184	4,070	-0.6%	-114	756	1,104	1,746	$ 19.95
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	269	266	-0.2%	-3	67	84	147	$ 21.30
43-6011	Executive Secretaries and Executive Administrative Assistants	1,811	1,821	0.1%	10	419	510	939	$ 35.34
43-6012	Legal Secretaries and Administrative Assistants	1,427	1,403	-0.3%	-24	584	366	926	$ 24.42
43-6013	Medical Secretaries and Administrative Assistants	7,829	8,071	0.6%	242	1,851	1,972	4,065	$ 21.68
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	10,087	10,177	0.2%	90	2,901	2,545	5,536	$ 22.93
43-9021	Data Entry Keyers	841	744	-2.4%	-97	178	228	309	$ 19.47
43-9022	Word Processors and Typists	207	179	-2.9%	-28	56	47	75	$ 19.23
43-9031	Desktop Publishers	22	22	-0.4%	0	5	6	11	$ 26.01
43-9041	Insurance Claims and Policy Processing Clerks	1,604	1,591	-0.2%	-13	303	375	665	$ 23.13
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	330	326	-0.2%	-4	95	92	183	$ 19.76
43-9061	Office Clerks, General	16,274	15,951	-0.4%	-323	4,723	4,723	9,123	$ 21.68
43-9071	Office Machine Operators, Except Computer	83	78	-1.2%	-5	24	29	49	$ 18.46
43-9081	Proofreaders and Copy Markers	63	63	0.0%	0	27	22	49	$ 25.38
43-9111	Statistical Assistants	12	12	-0.2%	0	3	4	7	$ 28.37
43-9199	Office and Administrative Support Workers, All Other	2,452	2,408	-0.4%	-44	520	725	1,201	$ 22.16
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	75	77	0.4%	2	20	28	50	$ 29.13
45-2011	Agricultural Inspectors	37	38	0.5%	1	11	17	29	$ 21.83
45-2021	Animal Breeders	5	5	0.4%	0	2	2	4	$ 22.74
45-2041	Graders and Sorters, Agricultural Products	44	43	-0.3%	-1	14	16	30	$ 13.99
45-2091	Agricultural Equipment Operators	70	73	0.9%	3	24	29	57	$ 17.74
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	575	575	0.0%	0	193	231	424	$ 14.81
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	113	113	-0.1%	0	38	45	82	$ 17.84
45-2099	Agricultural Workers, All Other	11	11	0.5%	0	4	5	9	$ 16.35
45-3031	Fishing and Hunting Workers	62	61	-0.4%	-1	19	22	40	$ -
45-4011	Forest and Conservation Workers	14	14	-0.4%	0	4	10	14	$ 18.08
45-4021	Fallers	5	5	-0.1%	0	2	2	4	$ 23.32
45-4022	Logging Equipment Operators	23	23	0.0%	0	8	8	16	$ 24.13
45-4023	Log Graders and Scalers	11	11	0.0%	0	4	4	7	$ 19.42
45-4029	Logging Workers, All Other	2	2	0.0%	0	1	1	1	$ 22.60
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	6,624	6,881	0.8%	257	1,097	1,440	2,794	$ 37.60
47-2011	Boilermakers	41	40	-0.3%	-1	9	8	17	$ 34.47
47-2021	Brickmasons and Blockmasons	363	373	0.5%	10	52	80	142	$ 27.45
47-2022	Stonemasons	70	70	0.0%	0	10	15	25	$ 29.28
47-2031	Carpenters	6,291	6,526	0.7%	235	911	1,399	2,545	$ 25.05
47-2041	Carpet Installers	127	126	-0.2%	-1	18	25	41	$ 24.33
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	266	281	1.1%	15	39	55	109	$ 28.61
47-2043	Floor Sanders and Finishers	43	44	0.6%	1	6	9	16	$ 25.77
47-2044	Tile and Stone Setters	458	485	1.2%	27	68	94	189	$ 23.51
47-2051	Cement Masons and Concrete Finishers	1,264	1,292	0.4%	28	161	271	460	$ 23.94
47-2053	Terrazzo Workers and Finishers	10	9	-1.2%	-1	1	2	3	$ 25.05
47-2061	Construction Laborers	10,486	10,991	0.9%	505	1,750	2,516	4,771	$ 22.02
47-2071	Paving, Surfacing, and Tamping Equipment Operators	195	200	0.5%	5	34	47	87	$ 22.74
47-2072	Pile Driver Operators	18	19	0.7%	1	3	4	8	$ 29.13
47-2073	Operating Engineers and Other Construction Equipment Operators	2,188	2,259	0.6%	71	383	529	983	$ 25.19
47-2081	Drywall and Ceiling Tile Installers	642	665	0.7%	23	93	139	255	$ 24.28
47-2082	Tapers	95	97	0.4%	2	14	20	36	$ 24.47
47-2111	Electricians	4,847	5,135	1.2%	288	817	1,379	2,484	$ 28.41
47-2121	Glaziers	430	444	0.6%	14	80	97	191	$ 21.54
47-2131	Insulation Workers, Floor, Ceiling, and Wall	233	240	0.6%	7	34	61	102	$ 23.56
47-2132	Insulation Workers, Mechanical	87	90	0.7%	3	13	23	39	$ 24.13
47-2141	Painters, Construction and Maintenance	3,042	3,144	0.7%	102	564	643	1,309	$ 23.56
47-2142	Paperhangers	14	15	0.8%	1	3	3	6	$ 23.94
47-2151	Pipelayers	237	239	0.1%	2	31	59	91	$ 23.17
47-2152	Plumbers, Pipefitters, and Steamfitters	3,152	3,263	0.7%	111	488	813	1,412	$ 27.93

JOBS BY OCCUPATION
in BROWARD COUNTY THROUGH 2031 (CONT.)

		Employment			Job Openings				
SOC Code	SC Title	2026	2031	Percent Growth	Growth	Exits	Transfers	Total	2026 Median Hourly Wages[2]
47-2161	Plasterers and Stucco Masons	151	156	0.7%	5	28	30	63	$ 23.99
47-2171	Reinforcing Iron and Rebar Workers	117	122	0.8%	5	17	26	48	$ 23.70
47-2181	Roofers	2,485	2,585	0.8%	100	309	566	975	$ 23.32
47-2211	Sheet Metal Workers	793	816	0.6%	23	134	191	348	$ 25.29
47-2221	Structural Iron and Steel Workers	296	307	0.7%	11	41	78	130	$ 29.09
47-2231	Solar Photovoltaic Installers	202	226	2.3%	24	22	70	116	$ 23.41
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	77	74	-0.8%	-3	12	26	35	$ 19.23
47-3012	Helpers--Carpenters	168	173	0.6%	5	28	60	93	$ 19.47
47-3013	Helpers--Electricians	447	452	0.2%	5	75	156	235	$ 19.18
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	34	35	0.4%	1	6	12	19	$ 17.93
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	349	361	0.7%	12	59	124	196	$ 18.27
47-3016	Helpers--Roofers	114	118	0.8%	4	19	41	65	$ 20.05
47-3019	Helpers, Construction Trades, All Other	169	174	0.6%	5	29	60	94	$ 19.57
47-4011	Construction and Building Inspectors	1,105	1,117	0.2%	12	318	251	582	$ 37.02
47-4021	Elevator and Escalator Installers and Repairers	259	268	0.7%	9	36	65	111	$ 51.88
47-4031	Fence Erectors	145	150	0.7%	5	25	35	66	$ 26.20
47-4041	Hazardous Materials Removal Workers	224	227	0.3%	3	51	58	112	$ 22.26
47-4051	Highway Maintenance Workers	287	295	0.6%	8	46	62	116	$ 21.44
47-4061	Rail-Track Laying and Maintenance Equipment Operators	41	42	0.5%	1	5	9	16	$ 23.70
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	169	178	1.0%	9	27	47	83	$ 23.17
47-4091	Segmental Pavers	12	12	0.7%	0	2	3	5	$ 24.13
47-4099	Construction and Related Workers, All Other	166	172	0.7%	6	27	45	78	$ 24.13
47-5011	Derrick Operators, Oil and Gas	3	3	0.7%	0	0	1	1	$ 32.88
47-5012	Rotary Drill Operators, Oil and Gas	8	8	0.6%	0	1	3	4	$ 31.15
47-5013	Service Unit Operators, Oil and Gas	16	16	0.5%	0	2	5	8	$ 30.91
47-5022	Excavating and Loading Machine and Dragline Operators, Surface Mining	80	83	0.6%	3	13	23	38	$ 23.70
47-5023	Earth Drillers, Except Oil and Gas	87	90	0.8%	3	14	25	42	$ 24.81
47-5032	Explosives Workers, Ordnance Handling Experts, and Blasters	9	9	0.6%	0	1	3	5	$ 35.96
47-5041	Continuous Mining Machine Operators	10	11	1.2%	1	2	4	6	$ 30.63
47-5043	Roof Bolters, Mining	1	1	3.0%	0	0	0	1	$ 33.27
47-5044	Loading and Moving Machine Operators, Underground Mining	3	3	1.9%	0	1	1	2	$ 31.25
47-5049	Underground Mining Machine Operators, All Other	5	5	1.4%	0	1	2	3	$ 29.66
47-5051	Rock Splitters, Quarry	3	3	1.0%	0	1	1	2	$ 20.87
47-5071	Roustabouts, Oil and Gas	5	5	0.7%	0	1	2	3	$ 28.37
47-5081	Helpers--Extraction Workers	19	20	0.9%	1	4	7	12	$ 22.50
47-5099	Extraction Workers, All Other	7	7	0.7%	0	1	2	4	$ 24.23
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	3,728	3,846	0.6%	118	671	882	1,672	$ 37.40
49-2011	Computer, Automated Teller, and Office Machine Repairers	524	523	0.0%	-1	92	162	253	$ 21.44
49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers	62	65	1.0%	3	10	19	32	$ 36.68
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	1,142	1,132	-0.2%	-10	176	334	500	$ 30.34
49-2091	Avionics Technicians	176	184	0.9%	8	20	48	75	$ 41.73
49-2092	Electric Motor, Power Tool, and Related Repairers	105	109	0.7%	4	27	24	55	$ 23.08
49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment	26	27	0.9%	1	4	7	12	$ 37.55
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	290	295	0.3%	5	44	72	122	$ 29.81
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	52	55	1.2%	3	8	13	25	$ 42.98
49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	55	51	-1.4%	-4	8	13	17	$ 22.79
49-2097	Audiovisual Equipment Installers and Repairers	182	189	0.8%	7	35	56	98	$ 24.81
49-2098	Security and Fire Alarm Systems Installers	920	981	1.3%	61	156	302	519	$ 29.09
49-3011	Aircraft Mechanics and Service Technicians	1,589	1,645	0.7%	56	230	394	680	$ 38.17
49-3021	Automotive Body and Related Repairers	1,145	1,163	0.3%	18	221	256	494	$ 25.58
49-3022	Automotive Glass Installers and Repairers	180	185	0.6%	5	22	38	65	$ 24.28
49-3023	Automotive Service Technicians and Mechanics	6,118	6,314	0.6%	196	1,007	1,542	2,745	$ 24.33
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	1,727	1,775	0.5%	48	292	416	756	$ 30.00
49-3041	Farm Equipment Mechanics and Service Technicians	88	93	1.1%	5	14	23	42	$ 23.75
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1,006	1,054	0.9%	48	158	263	468	$ 32.07
49-3043	Rail Car Repairers	35	37	0.9%	2	5	9	16	$ 30.63
49-3051	Motorboat Mechanics and Service Technicians	532	556	0.9%	24	127	127	279	$ 28.80
49-3052	Motorcycle Mechanics	151	157	0.8%	6	36	36	78	$ 24.09
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	306	316	0.7%	10	73	73	156	$ 23.32
49-3091	Bicycle Repairers	66	67	0.2%	1	18	23	42	$ 20.67

JOBS BY OCCUPATION
in BROWARD COUNTY THROUGH 2031 (CONT.)

SOC Code	SC Title	Employment 2026	Employment 2031	Percent Growth	Job Openings Growth	Job Openings Exits	Job Openings Transfers	Job Openings Total	2026 Median Hourly Wages[2]
49-3092	Recreational Vehicle Service Technicians	185	198	1.4%	13	54	69	136	$ 30.48
49-3093	Tire Repairers and Changers	656	682	0.8%	26	187	238	451	$ 17.36
49-9011	Mechanical Door Repairers	188	202	1.4%	14	34	46	94	$ 28.41
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	102	105	0.6%	3	18	24	45	$ 28.32
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3,294	3,470	1.0%	176	501	932	1,609	$ 28.17
49-9031	Home Appliance Repairers	541	558	0.6%	17	106	114	237	$ 27.64
49-9041	Industrial Machinery Mechanics	1,634	1,795	1.9%	161	338	382	881	$ 30.05
49-9043	Maintenance Workers, Machinery	193	194	0.1%	1	44	41	86	$ 28.94
49-9044	Millwrights	63	63	0.1%	0	13	15	28	$ 31.11
49-9045	Refractory Materials Repairers, Except Brickmasons	4	4	0.9%	0	1	1	2	$ 28.41
49-9051	Electrical Power-Line Installers and Repairers	412	431	0.9%	19	49	112	180	$ 46.01
49-9052	Telecommunications Line Installers and Repairers	604	598	-0.2%	-6	105	177	276	$ 31.11
49-9061	Camera and Photographic Equipment Repairers	9	9	0.2%	0	2	2	4	$ 20.87
49-9062	Medical Equipment Repairers	552	591	1.4%	39	114	144	297	$ 27.50
49-9063	Musical Instrument Repairers and Tuners	33	34	0.7%	1	7	8	16	$ 21.78
49-9064	Watch and Clock Repairers	22	22	0.4%	0	4	6	10	$ 39.62
49-9069	Precision Instrument and Equipment Repairers, All Other	61	63	0.6%	2	12	15	29	$ 28.13
49-9071	Maintenance and Repair Workers, General	9,979	10,323	0.7%	344	2,367	2,367	5,078	$ 22.55
49-9081	Wind Turbine Service Technicians	56	61	1.9%	5	12	16	34	$ 29.86
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	242	231	-0.9%	-11	54	74	118	$ 23.56
49-9092	Commercial Divers	37	39	1.0%	2	8	10	20	$ 27.02
49-9094	Locksmiths and Safe Repairers	199	197	-0.2%	-2	51	49	98	$ 25.14
49-9095	Manufactured Building and Mobile Home Installers	16	17	0.6%	1	3	4	8	$ 19.86
49-9096	Riggers	93	96	0.6%	3	15	32	50	$ 27.12
49-9097	Signal and Track Switch Repairers	34	35	0.5%	1	7	9	17	$ 38.94
49-9098	Helpers--Installation, Maintenance, and Repair Workers	545	559	0.5%	14	137	187	337	$ 18.99
49-9099	Installation, Maintenance, and Repair Workers, All Other	1,811	1,859	0.5%	48	380	491	919	$ 22.74
51-1011	First-Line Supervisors of Production and Operating Workers	2,327	2,377	0.4%	50	427	700	1,177	$ 31.11
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	100	95	-1.1%	-5	20	30	45	$ 37.07
51-2021	Coil Winders, Tapers, and Finishers	15	15	-0.5%	0	4	4	8	$ 24.23
51-2028	Electrical, Electronic, and Electromechanical Equipment Assemblers, Except Coil	693	700	0.2%	7	168	203	378	$ 19.09
51-2031	Engine and Other Machine Assemblers	52	49	-1.0%	-3	8	17	23	$ 25.29
51-2041	Structural Metal Fabricators and Fitters	204	191	-1.3%	-13	38	59	84	$ 23.22
51-2051	Fiberglass Laminators and Fabricators	142	146	0.6%	4	31	46	82	$ 22.36
51-2061	Timing Device Assemblers and Adjusters	0	0	0.0%	0	0	0	0	$ -
51-2092	Team Assemblers	3,729	3,793	0.3%	64	815	1,194	2,073	$ 18.51
51-2099	Assemblers and Fabricators, All Other	1,013	1,029	0.3%	16	221	324	561	$ 18.46
51-3011	Bakers	1,366	1,415	0.7%	49	472	585	1,107	$ 17.79
51-3021	Butchers and Meat Cutters	973	986	0.3%	13	227	345	584	$ 18.89
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	244	246	0.2%	2	57	86	145	$ 14.09
51-3023	Slaughterers and Meat Packers	41	42	0.3%	1	10	14	25	$ 16.73
51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	53	53	0.2%	0	10	21	31	$ 17.31
51-3092	Food Batchmakers	307	320	0.8%	13	89	116	218	$ 17.07
51-3093	Food Cooking Machine Operators and Tenders	83	85	0.5%	2	28	34	65	$ 17.60
51-3099	Food Processing Workers, All Other	91	93	0.5%	2	20	28	50	$ 20.19
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	91	92	0.1%	1	16	28	45	$ 17.98
51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	11	10	-1.6%	-1	2	3	4	$ 14.09
51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	27	26	-0.6%	-1	5	8	12	$ 18.22
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and	259	249	-0.8%	-10	56	70	117	$ 19.13
51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and	7	6	-1.5%	-1	1	2	3	$ 31.30
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and	79	76	-0.8%	-3	16	21	34	$ 18.61
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	18	17	-1.1%	-1	3	6	8	$ 21.63
51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	13	12	-1.1%	-1	2	4	6	$ 22.60
51-4041	Machinists	698	711	0.4%	13	146	202	360	$ 29.28
51-4051	Metal-Refining Furnace Operators and Tenders	28	30	1.2%	2	6	9	17	$ 23.80
51-4052	Pourers and Casters, Metal	2	3	5.6%	1	1	1	2	$ 30.48
51-4061	Model Makers, Metal and Plastic	6	6	-0.3%	0	1	2	3	$ 38.17
51-4062	Patternmakers, Metal and Plastic	2	2	-1.2%	0	0	1	1	$ 26.35
51-4071	Foundry Mold and Coremakers	7	7	-1.4%	0	1	2	3	$ 18.94
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal	272	272	0.0%	0	60	89	149	$ 18.61

JOBS BY OCCUPATION
in BROWARD COUNTY THROUGH 2031 (CONT.)

SOC Code	SC Title	Employment 2026	Employment 2031	Percent Growth	Job Openings Growth	Job Openings Exits	Job Openings Transfers	Job Openings Total	2026 Median Hourly Wages[2]
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	258	261	0.2%	3	50	78	131	$ 19.23
51-4111	Tool and Die Makers	35	34	-0.4%	-1	8	10	17	$ 31.01
51-4121	Welders, Cutters, Solderers, and Brazers	1,603	1,655	0.6%	52	248	545	845	$ 26.44
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	103	104	0.2%	1	16	34	51	$ 21.78
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	14	13	-0.9%	-1	3	4	6	$ 23.89
51-4192	Layout Workers, Metal and Plastic	17	17	-0.5%	0	3	5	8	$ 28.17
51-4193	Plating Machine Setters, Operators, and Tenders, Metal and Plastic	46	43	-1.2%	-3	8	13	19	$ 21.15
51-4194	Tool Grinders, Filers, and Sharpeners	14	14	-0.2%	0	3	4	6	$ 17.98
51-4199	Metal Workers and Plastic Workers, All Other	50	49	-0.6%	-1	9	15	23	$ 17.74
51-5111	Prepress Technicians and Workers	137	130	-1.0%	-7	36	50	79	$ 21.44
51-5112	Printing Press Operators	831	805	-0.6%	-26	174	247	395	$ 20.72
51-5113	Print Binding and Finishing Workers	171	158	-1.5%	-13	37	46	70	$ 19.09
51-6011	Laundry and Dry-Cleaning Workers	1,406	1,462	0.8%	56	605	474	1,134	$ 16.06
51-6021	Pressers, Textile, Garment, and Related Materials	231	217	-1.3%	-14	73	57	115	$ 15.67
51-6031	Sewing Machine Operators	896	874	-0.5%	-22	303	233	514	$ 14.90
51-6041	Shoe and Leather Workers and Repairers	36	36	-0.1%	0	8	10	18	$ 17.26
51-6042	Shoe Machine Operators and Tenders	12	12	0.0%	0	3	3	6	$ 16.01
51-6051	Sewers, Hand	47	46	-0.4%	-1	18	13	30	$ 18.51
51-6052	Tailors, Dressmakers, and Custom Sewers	617	608	-0.3%	-9	244	168	403	$ 21.30
51-6061	Textile Bleaching and Dyeing Machine Operators and Tenders	24	23	-0.8%	-1	6	8	14	$ 14.57
51-6062	Textile Cutting Machine Setters, Operators, and Tenders	56	54	-0.7%	-2	15	20	33	$ 17.12
51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	22	21	-1.2%	-1	6	8	12	$ 17.93
51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and	16	15	-1.6%	-1	4	6	8	$ 18.99
51-6091	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and	30	30	0.2%	0	11	9	21	$ 21.39
51-6092	Fabric and Apparel Patternmakers	29	28	-0.7%	-1	10	9	18	$ 16.68
51-6093	Upholsterers	230	232	0.2%	2	65	50	117	$ 18.56
51-6099	Textile, Apparel, and Furnishings Workers, All Other	50	49	-0.5%	-1	18	15	31	$ 25.14
51-7011	Cabinetmakers and Bench Carpenters	433	437	0.2%	4	94	118	216	$ 23.08
51-7021	Furniture Finishers	219	219	0.0%	0	60	51	112	$ 22.45
51-7031	Model Makers, Wood	6	6	-0.5%	0	1	2	3	$ 26.15
51-7032	Patternmakers, Wood	3	3	-0.4%	0	1	1	1	$ 22.79
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	60	61	0.2%	1	12	21	33	$ 18.89
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	157	158	0.1%	1	29	53	83	$ 19.52
51-7099	Woodworkers, All Other	82	81	-0.3%	-1	18	25	42	$ 21.92
51-8011	Nuclear Power Reactor Operators	2	2	0.3%	0	0	1	1	$ 54.71
51-8012	Power Distributors and Dispatchers	14	14	0.3%	0	3	4	7	$ 45.05
51-8013	Power Plant Operators	59	59	0.1%	0	11	18	29	$ 30.34
51-8021	Stationary Engineers and Boiler Operators	29	30	0.4%	1	6	10	17	$ 31.73
51-8031	Water and Wastewater Treatment Plant and System Operators	700	685	-0.4%	-15	114	196	295	$ 30.48
51-8091	Chemical Plant and System Operators	7	7	-0.1%	0	1	2	3	$ 60.67
51-8092	Gas Plant Operators	10	10	-0.4%	0	1	3	4	$ 32.21
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	13	13	0.1%	0	2	4	6	$ 30.96
51-8099	Plant and System Operators, All Other	38	39	0.4%	1	5	13	19	$ 27.12
51-9011	Chemical Equipment Operators and Tenders	450	465	0.7%	15	72	176	264	$ 18.56
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators,	125	124	-0.1%	-1	19	47	66	$ 20.05
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	45	45	-0.1%	0	7	14	22	$ 24.47
51-9022	Grinding and Polishing Workers, Hand	38	35	-1.6%	-3	6	11	14	$ 19.09
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	276	269	-0.5%	-7	45	88	126	$ 21.88
51-9031	Cutters and Trimmers, Hand	23	21	-1.4%	-2	6	6	11	$ 17.16
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	128	128	-0.1%	0	34	38	72	$ 20.05
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and	73	74	0.4%	1	10	23	34	$ 18.08
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	27	28	0.8%	1	6	9	17	$ 20.53
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	2,135	2,170	0.3%	35	510	759	1,303	$ 22.79
51-9071	Jewelers and Precious Stone and Metal Workers	295	294	-0.1%	-1	96	84	179	$ 26.78
51-9081	Dental Laboratory Technicians	292	288	-0.3%	-4	76	94	167	$ 28.94
51-9082	Medical Appliance Technicians	149	153	0.5%	4	41	50	94	$ 22.31
51-9083	Ophthalmic Laboratory Technicians	139	141	0.3%	2	37	46	85	$ 18.46
51-9111	Packaging and Filling Machine Operators and Tenders	1,251	1,291	0.6%	40	315	405	760	$ 17.36
51-9123	Painting, Coating, and Decorating Workers	49	50	0.3%	1	8	15	24	$ 17.79
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	605	618	0.4%	13	105	185	303	$ 23.41

JOBS BY OCCUPATION
in BROWARD COUNTY THROUGH 2031 (CONT.)

		Employment			Job Openings				
SOC Code	SC Title	2026	2031	Percent Growth	Growth	Exits	Transfers	Total	2026 Median Hourly Wages[2]
51-9141	Semiconductor Processing Technicians	8	9	1.2%	1	2	3	5	$ 29.66
51-9151	Photographic Process Workers and Processing Machine Operators	109	107	-0.3%	-2	26	49	74	$ 24.42
51-9161	Computer Numerically Controlled Tool Operators	340	328	-0.7%	-12	46	104	138	$ 23.37
51-9162	Computer Numerically Controlled Tool Programmers	68	73	1.5%	5	10	23	38	$ 30.24
51-9191	Adhesive Bonding Machine Operators and Tenders	11	11	0.2%	0	2	3	6	$ 14.76
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	22	23	0.8%	1	4	8	13	$ 16.01
51-9193	Cooling and Freezing Equipment Operators and Tenders	13	14	1.0%	1	3	5	8	$ 21.92
51-9194	Etchers and Engravers	28	28	0.3%	0	7	8	15	$ 21.15
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	180	187	0.8%	7	58	55	120	$ 22.21
51-9196	Paper Goods Machine Setters, Operators, and Tenders	58	58	-0.1%	0	11	16	26	$ 23.03
51-9197	Tire Builders	22	22	0.4%	0	5	8	14	$ 21.97
51-9198	Helpers--Production Workers	472	456	-0.7%	-16	153	204	341	$ 18.13
51-9199	Production Workers, All Other	1,239	1,257	0.3%	18	245	427	690	$ 18.56
53-1041	Aircraft Cargo Handling Supervisors	105	109	0.7%	4	18	34	56	$ 31.88
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except	3,270	3,373	0.6%	103	572	1,043	1,718	$ 30.00
53-2011	Airline Pilots, Copilots, and Flight Engineers	1,513	1,562	0.6%	49	296	561	906	$ 107.21
53-2012	Commercial Pilots	824	858	0.8%	34	162	308	504	$ 62.84
53-2021	Air Traffic Controllers	235	240	0.4%	5	29	78	112	$ 77.98
53-2022	Airfield Operations Specialists	270	279	0.7%	9	33	90	133	$ 28.37
53-2031	Flight Attendants	2,557	2,704	1.1%	147	860	954	1,961	$ 23.37
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	33	33	0.1%	0	6	13	20	$ 16.39
53-3031	Driver/Sales Workers	2,850	3,002	1.0%	152	657	836	1,645	$ 17.88
53-3032	Heavy and Tractor-Trailer Truck Drivers	9,794	10,162	0.7%	368	2,229	2,836	5,433	$ 25.05
53-3033	Light Truck Drivers	6,589	6,896	0.9%	307	1,510	1,922	3,739	$ 20.72
53-3051	Bus Drivers, School	1,100	1,116	0.3%	16	619	257	892	$ 21.83
53-3052	Bus Drivers, Transit and Intercity	933	965	0.7%	32	385	217	634	$ 23.51
53-3053	Shuttle Drivers and Chauffeurs	1,602	1,675	0.9%	73	750	392	1,215	$ 16.63
53-3054	Taxi Drivers	3,160	3,371	1.3%	211	804	770	1,785	$ 13.99
53-3099	Motor Vehicle Operators, All Other	766	809	1.1%	43	302	221	566	$ 18.17
53-4011	Locomotive Engineers	20	20	0.3%	0	3	5	9	$ 45.10
53-4013	Rail Yard Engineers, Dinkey Operators, and Hostlers	6	6	0.4%	0	1	1	2	$ 38.85
53-4022	Railroad Brake, Signal, and Switch Operators and Locomotive Firers	7	7	0.4%	0	1	2	3	$ 28.27
53-4031	Railroad Conductors and Yardmasters	48	49	0.4%	1	6	15	21	$ 39.18
53-4041	Subway and Streetcar Operators	18	19	0.6%	1	3	6	9	$ 34.90
53-4099	Rail Transportation Workers, All Other	3	3	0.7%	0	1	1	2	$ 26.11
53-5011	Sailors and Marine Oilers	431	443	0.6%	12	95	164	271	$ 27.93
53-5021	Captains, Mates, and Pilots of Water Vessels	725	731	0.2%	6	168	215	390	$ 38.27
53-5022	Motorboat Operators	25	25	0.2%	0	6	7	13	$ 22.98
53-5031	Ship Engineers	180	185	0.6%	5	40	68	113	$ 62.21
53-6011	Bridge and Lock Tenders	30	30	0.2%	0	6	9	16	$ 14.18
53-6021	Parking Attendants	2,053	2,109	0.5%	56	547	831	1,435	$ 14.38
53-6031	Automotive and Watercraft Service Attendants	520	530	0.4%	10	143	244	397	$ 17.40
53-6032	Aircraft Service Attendants	342	354	0.7%	12	95	162	270	$ 20.29
53-6041	Traffic Technicians	57	59	0.6%	2	12	17	31	$ 24.81
53-6051	Transportation Inspectors	174	180	0.7%	6	39	47	92	$ 48.37
53-6061	Passenger Attendants	264	274	0.7%	10	136	71	217	$ 15.48
53-6099	Transportation Workers, All Other	92	95	0.7%	3	20	28	51	$ 18.51
53-7011	Conveyor Operators and Tenders	69	70	0.2%	1	14	19	34	$ 18.46
53-7021	Crane and Tower Operators	206	212	0.6%	6	31	59	96	$ 37.50
53-7031	Dredge Operators	5	5	0.3%	0	1	1	3	$ 25.91
53-7041	Hoist and Winch Operators	18	18	0.5%	0	4	5	9	$ 14.28
53-7051	Industrial Truck and Tractor Operators	3,366	3,442	0.4%	76	567	1,048	1,692	$ 23.27
53-7061	Cleaners of Vehicles and Equipment	2,998	3,091	0.6%	93	863	1,141	2,097	$ 16.59
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	15,462	15,799	0.4%	337	3,944	5,994	10,275	$ 18.70
53-7063	Machine Feeders and Offbearers	94	89	-1.1%	-5	23	31	49	$ 17.02
53-7064	Packers and Packagers, Hand	3,400	3,325	-0.4%	-75	984	1,251	2,161	$ 13.99
53-7065	Stockers and Order Fillers	14,965	15,838	1.1%	873	5,277	7,010	13,161	$ 17.50

2026 Median Hourly Wages (Footnote) 2: Represents the average wage data for all Covered Employment.

(2) An analysis of the knowledge and skills, including credentials and licenses, needed to meet the employment needs of the employers in the local area, including employment needs in in-demand industry sectors and occupations (WIOA § 108(b)(1)(B) and 20 CFR 679.560(a)(2)).

To understand the knowledge and skills required to meet the employment needs of employers in Broward County, Florida, CSBD created an Education and Industry Consortium (EIC), whose members were appointed by the local workforce board chair. The purpose of the EIC is to convene local leaders who can provide information about education and workforce opportunities to businesses and job seekers. The goal is to align educational programming with industry needs at the local level. CSBD also continues to analyze the current job market trends, in-demand industry sectors, and specific occupations. This includes identifying necessary credentials and licenses. Below is an in-depth analysis based on available data and general trends:

1. In-Demand Industry Sectors

Broward County's economy is diverse with several key industry sectors driving employment. These sectors include:

- Healthcare and Life Sciences
- Professional, Scientific, and Technical Services
- Educational Services
- Leisure and Hospitality
- Construction
- Transportation and Warehousing
- Aviation
- Marine
- Manufacturing

2. Key Occupations and Skills in In-Demand Sectors

Healthcare and Life Sciences

- Occupations: Registered Nurses, Medical and Health Services Managers, Nursing Assistants, Home Health Aides, Physical Therapists.
- Skills: Clinical skills, patient care, medical knowledge, healthcare management, empathy, and communication.
- Credentials/Licenses: RN License, CNA certification, PT license, relevant degrees (BSN, MSN, MHA.)

Professional, Scientific, and Technical Services

- Occupations: Software Developers, Accountants, Management Analysts, Civil Engineers, IT Support Specialists.
- Skills: Analytical skills, project management, technical proficiency (programming, engineering principles), problem-solving, and financial analysis.
- Credentials/Licenses: CPA certification, PE license, relevant degrees (B.S. in Computer Science, Accounting, Engineering), PMP certification.

Educational Services

- Occupations: Elementary and Secondary School Teachers, Postsecondary Teachers, Education Administrators, Teacher Assistants.
- Skills: Teaching, curriculum development, classroom management, educational technology, communication.
- Credentials/Licenses: Teaching certification, advanced degrees (Master's or Doctorate in Education).

Leisure and Hospitality

- Occupations: Food Service Managers, Chefs, Lodging Managers, Housekeepers, Event Planners.
- Skills: Customer service, culinary skills, hospitality management, event coordination, sanitation and safety.
- Credentials/Licenses: ServSafe certification, culinary degrees, hospitality management certifications.

Construction

- Occupations: Construction Managers, Electricians, Plumbers, Carpenters, Construction Laborers.
- Skills: Project management, trade-specific skills (electrical, plumbing, carpentry), blueprint reading, safety management.
- Credentials/Licenses: State contractor licenses, trade certifications (Journeyman Electrician, Master Plumber), OSHA certifications.

Transportation and Warehousing

- Occupations: Truck Drivers, Logisticians, Warehouse Managers, Forklift Operators, Transportation Inspectors.
- Skills: Logistics management, driving skills, safety compliance, inventory management, operation of heavy machinery.
- Credentials/Licenses: CDL (Commercial Driver's License), logistics certifications (CLTD), relevant safety certifications.

Aviation

- Occupations: Aircraft Maintenance Technician (AMT), Pilot, Aviation Safety Inspector, Airport Operations Manager, Air Traffic Controller.
- Skills: Mechanical aptitude, navigational skills, decision-making, technical proficiency in operating aircraft, knowledge of aviation regulations, troubleshooting, problem-solving, and communication.
- Credentials/Licenses: FAA certifications, Federal Aviation Administration (FAA) Airframe and Powerplant (A&P) license, FAA Commercial Pilot License (CPL), Airline Transport Pilot License (ATPL), relevant degrees (BS, AT-CTI.)

Marine

- Occupations: Marine Engineer, Deck Hand, Marine Surveyor, Yacht Captain, Marine Technician.
- Skills: Navigational aptitude, mechanical and electrical engineering skills, knowledge of marine operations, engines, systems, regulations, and vessel construction, problem-solving.
- Credentials/Licenses: Marine Engineering degrees or certifications; U.S. Coast Guard (USCG) Engineer's License, USCG Merchant Mariner Credential (MMC), Certification from professional organizations such as the Society of Accredited Marine Surveyors (SAMS), National Association of Marine Surveyors (NAMS), USCG Captain's License.

Manufacturing

- Occupations: Industrial Engineers, First-Line Supervisors of Production and Operating Workers, Machinists, Computer Numerically Controlled (CNC) Tool Operators, and Assemblers and Fabricators.
- Skills: Production operations, equipment maintenance, quality control, precision measurement, blueprint reading, CNC machining, problem-solving, and workplace safety.
- Credentials/Licenses: Certified Production Technician (CPT), National Institute for Metalworking Skills (NIMS) credentials, OSHA certifications, and relevant degrees or certificates in manufacturing, engineering, machining, or industrial technology.

3. Credentials and Licenses

Specific credentials and licenses often required across various sectors in Broward County include:

- Healthcare: RN, LPN, CNA, PT licenses, healthcare administration degrees.
- Technical Services: CPA, PE, PMP, and various IT certifications (e.g., CompTIA, Cisco, Microsoft).
- Education: State teaching certifications, and advanced educational degrees.
- Construction: State-specific contractor licenses, trade certifications, OSHA certifications.
- Hospitality: ServSafe, hospitality management certifications, and culinary degrees.
- Transportation: CDL, logistics, and supply chain management certifications.
- Aviation: FAA, AMT, AAAE, AP, Drone Pilot, and CPL certifications and licenses.
- Marine: USCG, MMC, SAMS, and NAMS licenses.
- Manufacturing: CPT, NIMS, AWS, IPC, OSHA, and Six Sigma certifications; credentials in industrial management, machining, welding, engineering technology, and supply chain management.

4. Training and Educational Programs

To meet the employment needs, local educational institutions, vocational schools, and training programs play a crucial role. Some notable institutions in Broward County include:

- Broward College: Offers a variety of degree programs and certifications in healthcare, IT, business, aviation, marine engineering, and education.
- Nova Southeastern University: Known for advanced degrees in healthcare, law, education, and business.
- Technical Schools: Institutions like Atlantic Technical College and Sheridan Technical College provide trades, Aviation, Marine, IT, and healthcare vocational training.

To continue meeting the employment needs of our employers in Broward County, CSBD has developed and executed a strategic alignment of educational and training programs with the skills and credentials demanded by key industry sectors. Continuous collaboration between employers, educational institutions, other workforce development agencies, board members, and elected officials is essential to ensure the workforce is equipped with the necessary skills and certifications. CSBD supports the expansion of registered apprenticeships by educating employers about the benefits of the earn-and-learn model and assisting them with the

Registered Apprenticeship Program application process in coordination with the Florida Department of Education. CSBD also assists registered apprenticeship programs with recruiting and screening candidates, promoting apprenticeship opportunities, and identifying workforce funding and supportive services that may assist eligible participants. These efforts are designed to expand apprenticeship opportunities in Broward County and strengthen talent pipelines in key industry sectors.

In addition, CSBD serves on the Broward County Schools CTACE Advisory Board. The goal of this board is to continue to advance and meet the demands of industry and bridge the gaps for our local businesses and communities. This alignment will help address skill gaps and support continued economic growth in the region. Expected growth in Broward County's in-demand industries is as follows:

1. **Healthcare and Life Sciences**
   - Expected Growth by 2031: Approximately 7%
   - Rationale: The aging population and increasing demand for healthcare services are driving growth in this sector. Advances in medical technology and a focus on preventive care also contribute to this trend.

2. **Professional, Scientific, and Technical Services**
   - Expected Growth by 2031: Approximately 16%
   - Rationale: Continued technological advancements, an increasing emphasis on cybersecurity, and a growing demand for professional services in various fields (e.g., legal, accounting, consulting) support growth in this sector.

3. **Educational Services**
   - Expected Growth by 2031: Approximately 14%
   - Rationale: Growth is driven by population increases and the expanding need for educational programs, especially in higher education and specialized training. Online education is also contributing to this growth.

4. **Leisure and Hospitality**
   - Expected Growth by 2031: Approximately 7%
   - Rationale: Increased travel and tourism, as well as a growing interest in dining and entertainment experiences, support growth in this sector.

5. **Construction**
   - Expected Growth by 2031: Approximately 6%
   - Rationale: Ongoing infrastructure projects, urban development, and housing demand contribute to growth in the construction sector. Sustainability and green building practices are also influencing this trend.

6. **Transportation and Warehousing**

   - Expected Growth by 2031: Approximately 10%
   - Rationale: Increased global trade, e-commerce growth, and advancements in logistics technology drive growth in this sector. Expansion of transportation infrastructure also plays a significant role.

7. Aviation

- Expected Growth by 2031: Approximately 4%
- Rationale: Fort Lauderdale-Hollywood International Airport (FLL) is a major hub and plays a critical role in the region's aviation industry. Growth forecasts suggest an increase due to Broward County's strategic location, infrastructure investments, economic development, innovation and technology, and supportive ecosystem.

8. Marine

- Expected Growth by 2031: Approximately 10%
- Rationale: Broward County's forecasted growth is bolstered by the region's strong maritime infrastructure, recreational boating sector, port facilities, marine services and manufacturing, the industry's economic impact, and environmental initiatives.

9. Manufacturing

- Expected Growth by 2031: Approximately 11%
- Rationale: Broward County's manufacturing sector is positioned for continued growth, with particularly strong opportunities in Transportation Equipment Manufacturing. The sector supports the county's aviation, aerospace, marine, and advanced manufacturing industries and is creating demand for workers with specialized technical and production skills.

Sources and Methodology

These growth projections are based on historical data, current trends, and analyses from:

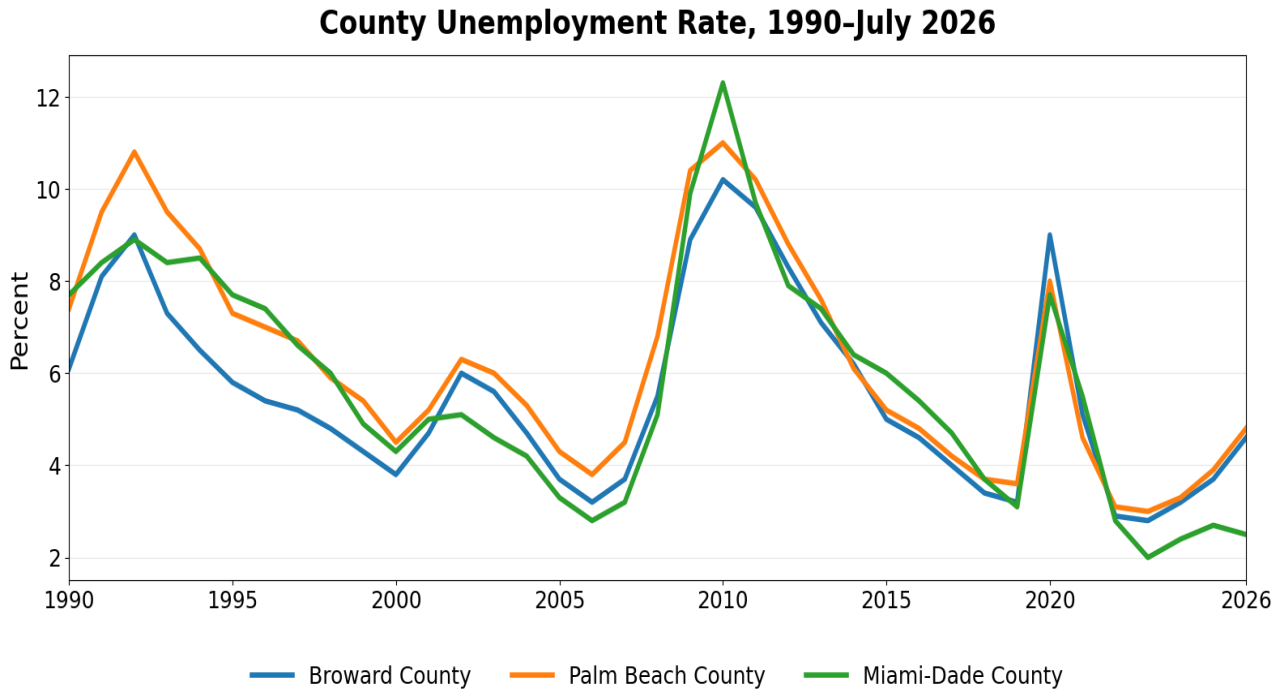
- U.S. Bureau of Labor Statistics (BLS): Provides national and regional employment projections.
- Florida Department of Commerce (DOC): Offers state-specific labor market information.
- Local Economic Development Reports: Insights from regional economic development agencies and industry reports.

(3) An analysis of the workforce in the regional area, including current labor force employment and unemployment data, information on labor market trends, the educational and skill levels of the workforce, including individuals with barriers to employment and current skill gaps (WIOA § 108(b)(1)(C) and 20 CFR 679.560(a)(3)).

The labor market has continued to moderate since the 2024 Local Plan was prepared, although Broward County continues to maintain a large and diverse labor force and employers still report demand for skilled talent. Nationally, the U.S. Bureau of Labor Statistics reported approximately 7.4 million job openings in June 2026. The seasonally adjusted national quits rate was 2.0%, compared with 2.1% in June 2024, indicating less worker-driven turnover than during the immediate post-pandemic period. In Broward, the unemployment rate has increased from the historically low levels reflected in the 2024 Plan, making continued alignment of training, employer services, and barrier-removal strategies especially important.

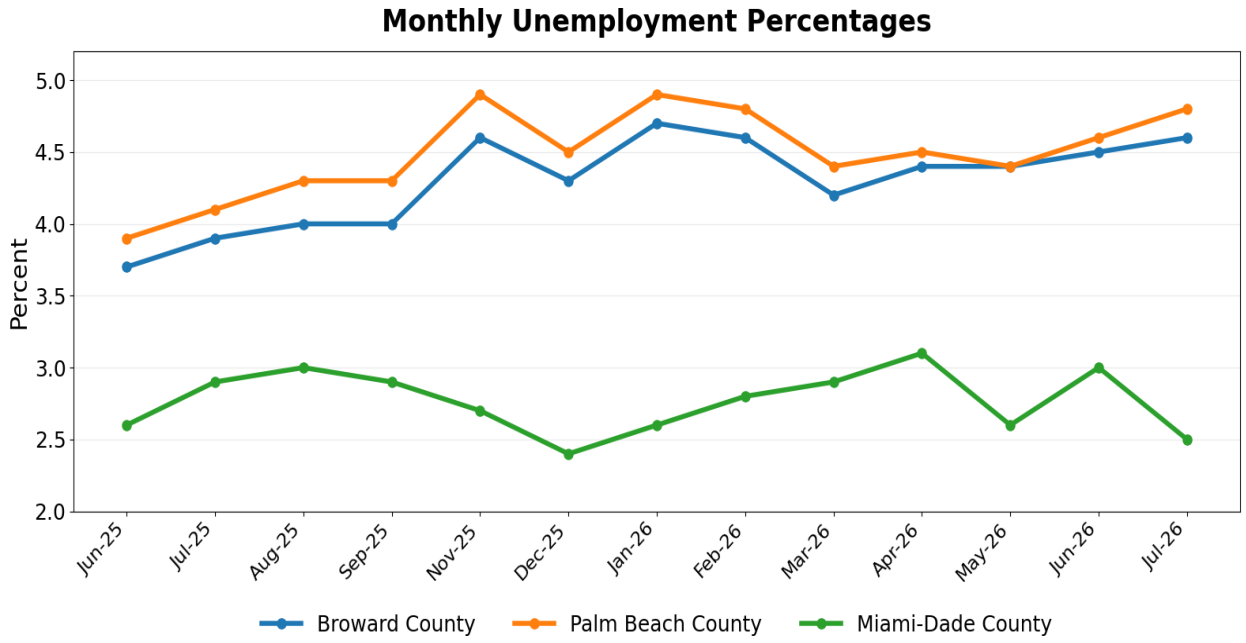
The chart below updates the long-term unemployment comparison used in the 2024 Plan. It shows annual average unemployment rates for Broward, Palm Beach, and Miami-Dade counties

from 1990 through 2025, with the latest July 2026 FloridaCommerce rate added as the current point. Broward continues to generally move with the broader South Florida labor market, while Miami-Dade currently has the lowest unemployment rate of the three counties.



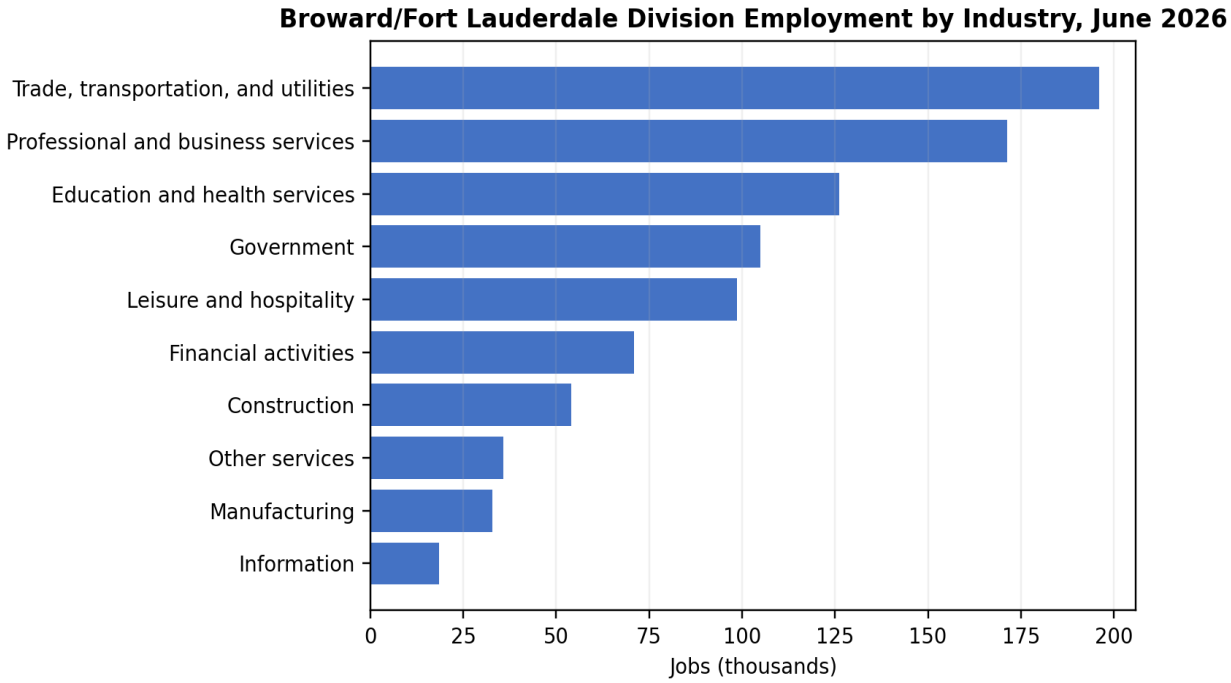
Source: U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics (LAUS), via FRED for the historical series; July 2026 preliminary rates from FloridaCommerce, released August 21, 2026.

As of July 2026, Broward County's unemployment rate was 4.6%, up 0.7 percentage point from 3.9% in July 2025 and 0.1 percentage point from June 2026. Broward's civilian labor force totaled 1,067,539, with 1,018,399 employed residents and 49,140 unemployed residents. Palm Beach County's unemployment rate was 4.8%, up from 4.1% a year earlier, while Miami-Dade County's rate was 2.5%, down from 2.9% in July 2025. Florida's not-seasonally-adjusted unemployment rate was also 4.6%. These figures indicate a cooler labor market than the one described in the 2024 Plan, although labor-market conditions vary significantly across the tri-county region.



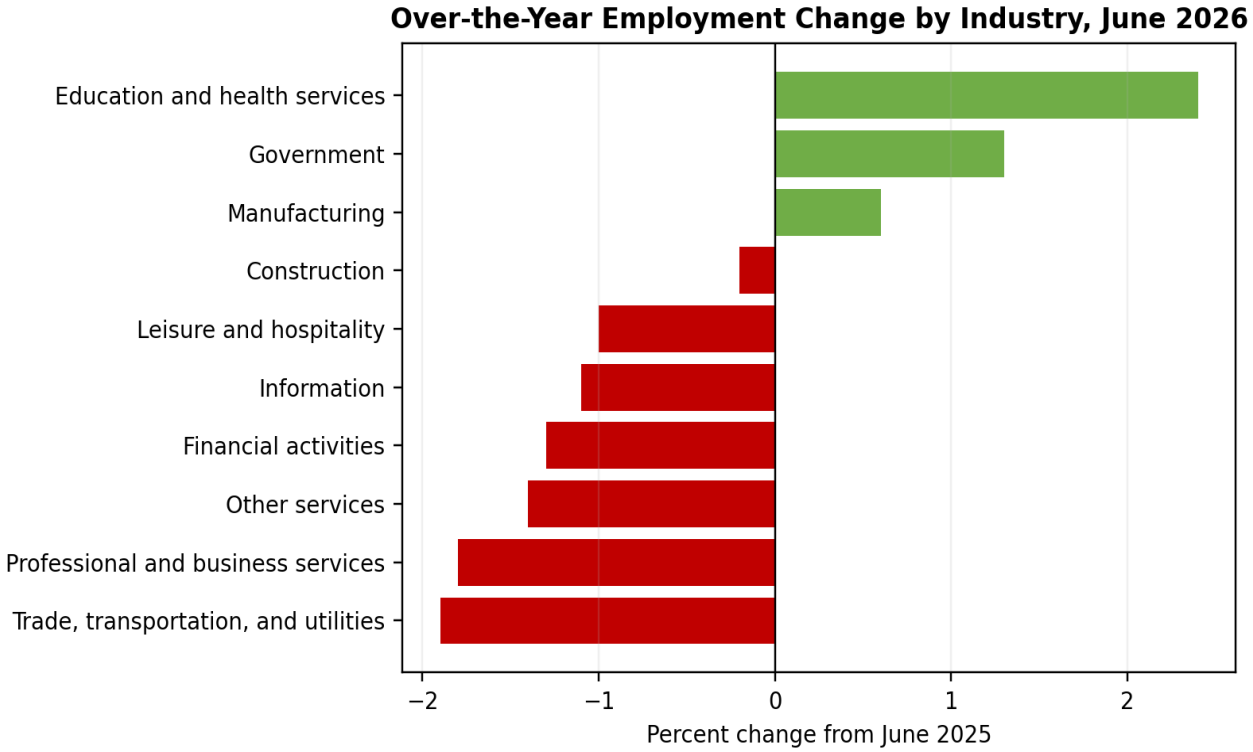
Source: U.S. Bureau of Labor Statistics/FloridaCommerce LAUS. July 2026 data are preliminary and were released August 21, 2026.

The 2024 Plan also examined how labor demand differed across industries. The updated charts below use current BLS establishment data for the Fort Lauderdale-Pompano Beach-Sunrise Metropolitan Division, which corresponds to Broward County. In June 2026, total nonfarm employment was 909,100, down 5,000 jobs (-0.5%) over the year. Trade, transportation, and utilities remained the largest major industry, followed by professional and business services and education and health services.



Source: U.S. Bureau of Labor Statistics, Fort Lauderdale-Pompano Beach-Sunrise Economy at a Glance, June 2026 preliminary data.

Recent industry performance is mixed. Education and health services was the strongest major sector, adding approximately 3,000 jobs over the year (+2.4%). Government added approximately 1,300 jobs (+1.3%) and manufacturing added about 200 jobs (+0.6%). By contrast, trade, transportation, and utilities declined 1.9%, professional and business services declined 1.8%, financial activities declined 1.3%, and leisure and hospitality declined 1.0%. These shifts reinforce the need to prepare workers for occupations with transferable digital, technical, healthcare, managerial, and logistics skills rather than relying solely on historic sector growth patterns.



Source: U.S. Bureau of Labor Statistics, Fort Lauderdale-Pompano Beach-Sunrise Economy at a Glance, June 2026 preliminary data.

Demographic Overview:

The latest University of Florida Bureau of Economic and Business Research (BEBR) projections now estimate Broward County's 2025 population at approximately 1.994 million and project growth to approximately 2.059 million by 2030, an increase of about 3.3%. This represents a meaningful change from the population-decline outlook cited in the 2024 Plan. Palm Beach County is projected to grow about 4.6% over the same period and Miami-Dade County about 3.6%.

The aging trend identified in the 2024 Plan remains significant. Broward's age-70-and-older population is projected to grow from approximately 260,000 in 2025 to 317,000 in 2030, an increase of 21.6%, while most younger age cohorts are projected to remain relatively flat. BEBR also projects continued demographic diversification: from 2025 to 2030, Broward's Hispanic population is projected to increase about 11.7% and its non-Hispanic Asian population about 8.4%, while the non-Hispanic White population is projected to decline. These trends will affect labor supply, language and service needs, succession planning, and demand for healthcare and other age-related services.

Age Bracket	Broward 2025	Broward 2030	Palm Beach 2025	Palm Beach 2030	Miami-Dade 2025	Miami-Dade 2030
Under 15	324,310	324,267	235,263	237,938	426,726	426,088
15-24 years	229,305	228,376	175,060	179,060	341,636	339,419
25-39 years	382,031	381,263	262,642	263,902	555,193	543,115
40-54 years	397,363	412,449	273,569	289,815	577,298	596,366
55-69 years	400,159	396,333	313,882	309,874	544,583	575,537
70+	260,367	316,514	295,745	347,013	369,491	435,878
Total	1,993,535	2,059,202	1,556,161	1,627,602	2,814,927	2,916,403

Source: University of Florida, Bureau of Economic and Business Research, Population Projections by Age, Sex, Race, and Hispanic Origin, July 2026 release; 2025 estimates and 2030 projections.

Labor Force and Industry Overview:

Broward County's July 2026 civilian labor force totaled 1,067,539, with 1,018,399 employed residents and 49,140 unemployed residents. Compared with July 2025, the labor force declined by 8,491 (-0.8%), employment declined by 15,485 (-1.5%), and the number of unemployed residents increased by 6,994 (+16.6%). Palm Beach County had a July 2026 labor force of 768,882 and Miami-Dade County 1,431,927. The table below updates the regional labor-force comparison from the 2024 Plan. Because LAUS and American Community Survey measures use different concepts and reference periods, current labor-force counts are shown separately from the Census labor-force participation rate.

County	Labor Force	Employed	Unemployed	Unemp. Rate	Labor Force Participation*
Broward County	1,067,539	1,018,399	49,140	4.6%	66.2%
Palm Beach County	768,882	732,352	36,530	4.8%	59.6%
Miami-Dade County	1,431,927	1,396,291	35,636	2.5%	64.2%

Source: FloridaCommerce/BLS LAUS, July 2026 (counts and unemployment rate; preliminary, released August 21, 2026); U.S. Census Bureau QuickFacts, 2020–2024 ACS (labor-force participation, age 16+).

Broward's 2020–2024 civilian labor-force participation rate is 66.2%, compared with 64.2% in Miami-Dade and 59.6% in Palm Beach. This continues to provide Broward employers access to a relatively large working-age population; however, the recent increase in unemployment and slight contraction in the labor force indicate that workforce strategies must address both reemployment and retention while helping residents move into occupations with stronger long-term demand.

FloridaCommerce has released updated 2026–2034 statewide and regional employment projections. For near-term workforce investment decisions, CSBD also uses its Regional Demand Occupations List (RTOL), which applies education, openings, growth, and wage criteria to identify training-relevant occupations. The current Broward list, revised May 29, 2026, requires qualifying occupations to generally have positive growth, at least 80 annual openings, and specified regional/state wage thresholds. This evidence complements the JobsEQ industry analysis used elsewhere in this Plan modification.

Occupation Supply and Demand:

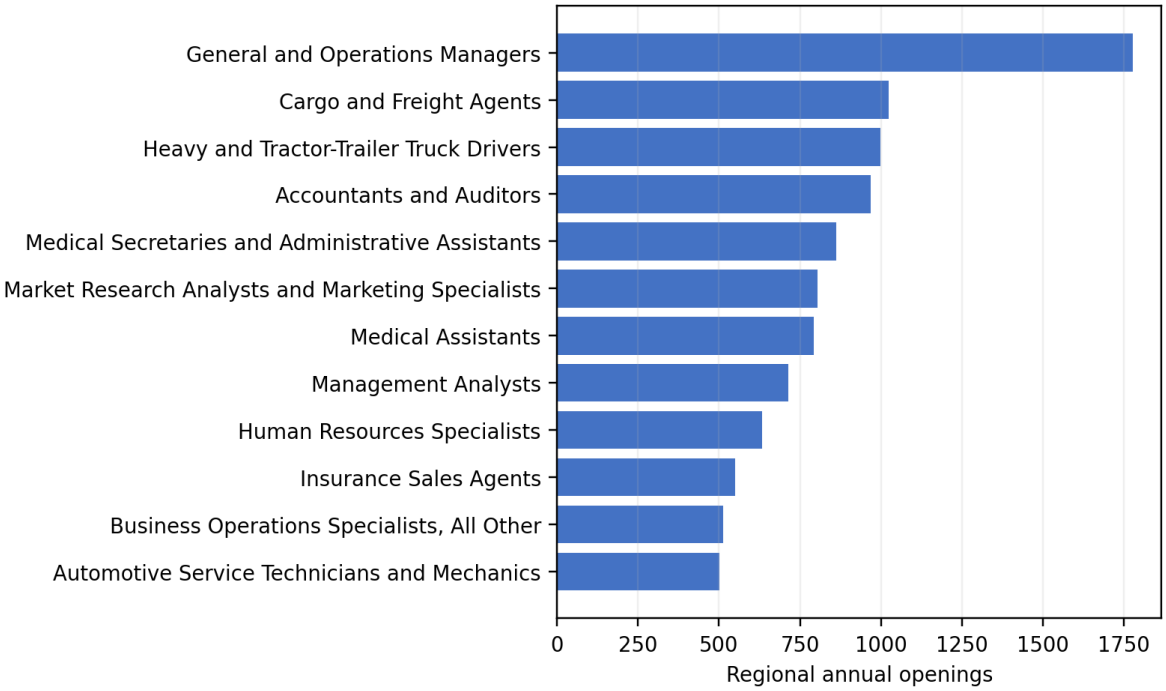
The updated demand picture continues to span management, finance, transportation/logistics, healthcare, information technology, skilled trades, and business services. The table and chart below show selected Broward County occupations from the current RTOL with relatively high annual openings. Because the RTOL is designed for training decisions, it intentionally emphasizes occupations requiring some college, a postsecondary credential, an associate degree, or a bachelor's degree and excludes many lower-wage occupations that may have large numbers of openings.

Occupation	Regional Annual Openings	Annual % Growth	2024 Mean Hourly Wage
General and Operations Managers	1,778	0.83%	$64.37
Cargo and Freight Agents	1,024	8.00%	$25.67
Heavy and Tractor-Trailer Truck Drivers	999	1.35%	$26.52
Accountants and Auditors	969	0.81%	$42.38
Medical Secretaries and Administrative Assistants	863	0.51%	$21.30
Market Research Analysts and Marketing Specialists	804	1.95%	$42.03
Medical Assistants	792	1.60%	$21.51
Management Analysts	713	1.40%	$51.19
Human Resources Specialists	633	1.21%	$35.15
Insurance Sales Agents	551	1.03%	$37.38

Selected High-Demand Occupations (Cont.)

Occupation	Regional Annual Openings	Annual % Growth	2024 Mean Hourly Wage
Business Operations Specialists, All Other	513	0.94%	$46.65
Automotive Service Technicians and Mechanics	501	0.65%	$26.75
Carpenters	486	0.28%	$24.16
Electricians	431	0.53%	$27.42
First-Line Supervisors, Transportation/Material Moving	413	0.98%	$31.39
Computer User Support Specialists	403	1.37%	$31.99
HVAC Mechanics and Installers	372	0.49%	$27.99
Medical and Health Services Managers	326	2.62%	$65.58
Financial Managers	322	1.73%	$82.17
Computer and Information Systems Managers	262	2.30%	$84.47

Selected Broward High-Demand Occupations by Annual Openings



Source: CareerSource Broward, 2025–2026 Regional Demand Occupations List, revised May 29, 2026. Wage column reflects the source list's 2024 hourly wage estimates.

The current RTOL also identifies occupations with especially strong annual growth rates. Fast-growing occupations increasingly require digital, analytical, technical, healthcare, or specialized logistics skills. This supports continued investment in short-term credentials, occupational training, work-based learning, and incumbent worker training that builds skills transferable across multiple industries.

Occupation	Annual % Growth	Regional Annual Openings	2024 Mean Hourly Wage
Cargo and Freight Agents	8.00%	1,024	$25.67
Data Scientists	5.41%	123	$57.40
Information Security Analysts	4.08%	91	$56.92
Software Developers	3.62%	799	$66.84
Software Quality Assurance Analysts and Testers	3.14%	128	$51.13
Web Developers	3.06%	112	$44.82
Logisticians	2.86%	156	$33.25
Physical Therapist Assistants	2.69%	106	$34.19
Medical and Health Services Managers	2.62%	326	$65.58
Telecommunications Equipment Installers/Repairers	2.50%	232	$31.45
Computer and Information Systems Managers	2.30%	262	$84.47
Web and Digital Interface Designers	2.30%	100	$47.49
Substance Abuse/Behavioral/Mental Health Counselors	2.18%	256	$28.90

Source: CareerSource Broward, 2025–2026 Regional Demand Occupations List, revised May 29, 2026.

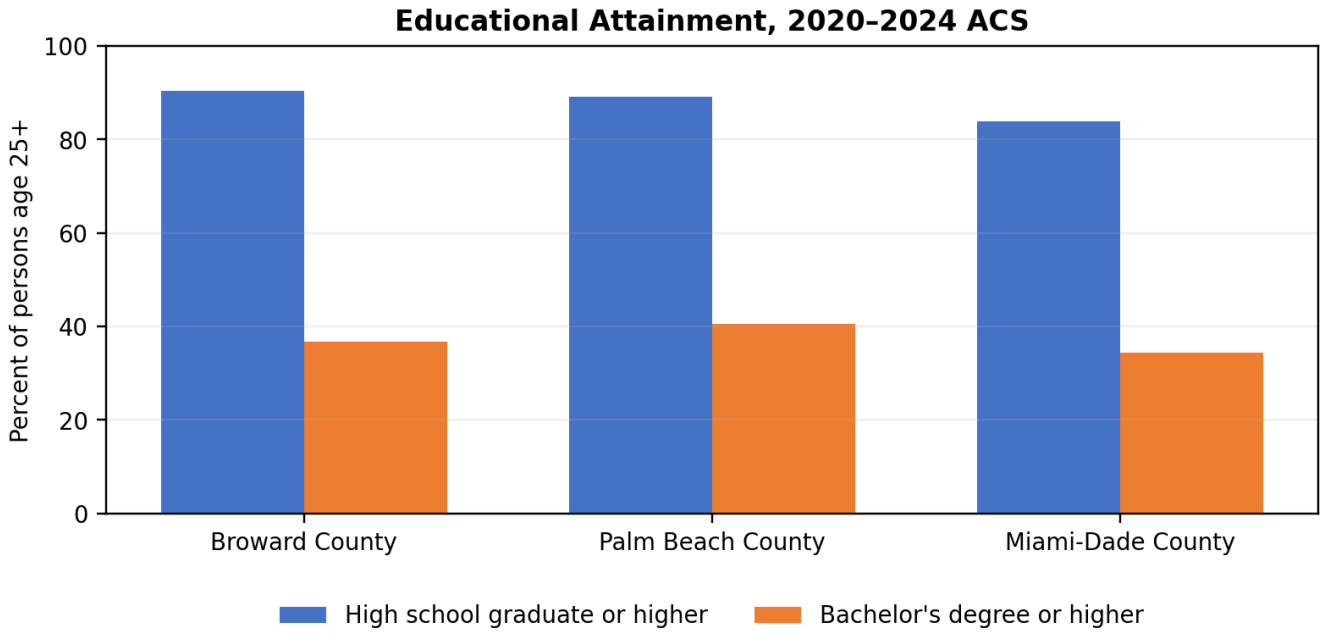
At the same time, several office and administrative occupations continue to show negative regional growth even though replacement openings may remain substantial. This pattern is consistent with ongoing automation, digitization, self-service technologies, and artificial intelligence changing routine clerical and transactional work. Workers in these occupations may benefit from upskilling in data analysis, customer relationship management, cybersecurity, project management, healthcare administration, logistics systems, and other technology-enabled functions.

Occupation	Annual % Growth	Regional Annual Openings	2024 Mean Hourly Wage
Executive Secretaries and Executive Administrative Assistants	-1.74%	203	$32.63
Legal Secretaries and Administrative Assistants	-1.28%	166	$27.98
Payroll and Timekeeping Clerks	-0.81%	91	$24.77
Office and Administrative Support Workers, All Other	-0.53%	59	$27.24
Buyers and Purchasing Agents	-0.44%	254	$37.14
Loan Officers	-0.39%	123	$40.06
Computer Programmers	-0.25%	26	$48.49
Cost Estimators	-0.18%	105	$39.48
First-Line Supervisors of Office/Admin Support Workers	-0.18%	1,040	$33.88
Bookkeeping, Accounting, and Auditing Clerks	-0.16%	1,477	$24.63
First-Line Supervisors of Retail Sales Workers	-0.10%	782	$25.93

Source: CareerSource Broward, 2025–2026 Regional Demand Occupations List, revised May 29, 2026. Negative growth does not eliminate replacement openings.

Educational Attainment:

Educational attainment remains an important indicator of the region's ability to meet employer skill requirements. U.S. Census Bureau 2020–2024 data show that 90.4% of Broward residents age 25 and older are high school graduates or higher, compared with 89.2% in Palm Beach and 83.9% in Miami-Dade. For bachelor's degree attainment or higher, Palm Beach leads the three counties at 40.5%, followed by Broward at 36.7% and Miami-Dade at 34.4%. The data continue to show Broward with a comparatively strong educational base, while the current RTOL demonstrates sustained demand for both bachelor's-level occupations and middle-skill jobs requiring postsecondary certificates or associate degrees.



Source: U.S. Census Bureau QuickFacts, 2020–2024 American Community Survey estimates.

The skill gap is therefore not simply a shortage of degree holders. Employers require a mix of technical proficiency, digital literacy, industry credentials, communication, problem solving, and job-specific experience. Current demand in healthcare, information technology, logistics, finance, construction, and management underscore the importance of career pathways that combine classroom training with work-based learning and employer-validated credentials. Individuals with barriers to employment may need foundational education, English-language support, digital-skills instruction, transportation, childcare, housing stabilization, or other supportive services before they can fully access these opportunities.

Quality of Life:

Affordable housing and childcare remain major workforce barriers in Broward County and have become more—not less—important since the 2024 Plan. Broward County's FY2025 Annual Report states that only 5% of families could afford the county's 2025 median-priced home of $635,000. More than half of Broward jobs pay at or below 60% of Area Median Income ($48,200 for a single person), and Broward ranked 67th of Florida's 67 counties in the availability of affordable rental units for households at 60% of AMI, with fewer than 25 affordable units for every 100 households. Census QuickFacts reports median gross rent of $1,907 for 2020–2024.

Childcare costs also continue to place pressure on working families. A May 2026 Broward County review of published local rates found average monthly costs of approximately $1,300–$1,800 for infant care, $1,100–$1,500 for toddlers, and $900–$1,400 for preschool-age children. These expenses can limit labor-force participation, contribute to turnover, and make entry-level or lower-wage employment economically difficult for parents. CSBD's workforce strategy must therefore continue to pair training and employment services with supportive-service referrals and partnerships that reduce practical barriers to participation and retention.

Overall, Broward's workforce remains a major regional asset, but the latest 2026 data point to a more balanced and challenging labor market than in 2024. Broward's July 2026 unemployment

rate reached 4.6%, compared with 3.9% a year earlier, while the labor force and employment levels declined over the year. At the same time, the population is projected to grow and age, and employer demand remains concentrated in occupations requiring a mix of technical skills, digital fluency, credentials, work experience, and employability skills. These conditions reinforce the need for CSBD to align training investments with employer demand while addressing transportation, childcare, housing, education, and other barriers that can keep residents from entering or advancing in the workforce.

(4) An analysis of the workforce development activities, including education and training, in the local area. This analysis must include the strengths and weaknesses of workforce development activities and the capacity to provide workforce development activities to address the education and skill needs of the workforce, including individuals with barriers to employment, and the employment needs of employers (WIOA § 108(b)(1)(D) and (20 CFR 679.560(a)(4)).

In 2022, Broward County has 38 training facilities that were considered a college, university, technical, or vocational institution (according to the National Center for Education Statistics). From these institutions, 33 offered certificates and/or associate degrees, 11 offered bachelor's degrees, and 7 offered graduate or professional degrees. The 2022 completions across the different programs offered are displayed in the table on the next page, along with the trends over the past decade.

2022 Completions in Broward County				
Programs (2 Digit CIP)	**Certificate or Associates**	**Bachelors**	**Graduate**	**10-Yr Trend**
Health Professions and Related	5,380	1,580	2,317	
Business, Management, Marketing, and Related	4,922	855	916	
Liberal Arts and Sciences	4,964	7	0	
Culinary, Entertainment, and Personal Services	2,482	0	0	
Computer and Information Sciences	1,340	236	160	
Education	46	126	717	
Psychology	7	245	594	
Homeland Security, Law Enforcement, Firefighting	489	160	89	
Transportation and Materials Moving	557	27	0	
Biological and Biomedical Sciences	0	418	123	
Mechanic and Repair Technologies	471	0	0	
Legal Professions and Studies	132	47	244	
Family and Consumer Sciences	321	13	67	
Engineering/Engineering-Related Technology	350	33	0	
Multi/Interdisciplinary Studies	27	197	65	
Parks, Recreation, Leisure, and Fitness	53	170	15	
Visual and Performing Arts	138	18	0	
Construction Trades	128	0	0	
Agriculture/Veterinary Science	88	0	0	
Public Administration	0	3	84	

CSBD has had success in utilizing all the training options available through WIOA. CSBD's strengths in the area of workforce training and education lies in:

1. The participation of the Broward Workforce Development Board and Council of Elected Officials in selecting the courses on our EPTL.

2. Its strong relationships with public and education partners.

3. The wealth of private post-secondary providers in our local area that are within a close commuting distance, as this provides customers with an array of choices.

4. The number of training options available to participants.

5. Our communication network with our training providers. We meet several times a year and are able to work on performance and other matters of importance related to the institutions and our participants.

6. Our performance metrics, which require: 1) the removal of courses where they are not meeting a 70% placement rate; and 2) the removal of courses where there are not at least 25 openings in Employ Florida for that occupation.

7. Partnerships with industry associations supporting registered apprentice programs.

8. Convening local leaders who can provide information about education and workforce opportunities to businesses and job seekers, such as the Education and Industry Consortium whose goal is to align educational programming with industry needs at the local level.

Although CSBD has shown improvement since 2022, we have implemented several new outreach strategies to increase our work-based training options.

LOCAL WORKFORCE DEVELOPMENT BOARD STRATEGIC VISION AND GOALS

Local plans describe how LWDBs implement strategies that help Floridians secure good jobs while providing employers with the skilled workers needed to compete in the global economy. Local strategies must prioritize employment, emphasize education and training, and ensure. LWDBs are responsive to Florida employers' demand for qualified workforce talent.

(1) Describe the LWDB's strategic vision to support regional economic growth and economic self-sufficiency. This must include goals for preparing an educated and skilled workforce (including youth and individuals with barriers to employment), and goals relating to the performance accountability measures based on primary indicators of performance described in WIOA § 116(b)(2)(A) and (20 CFR 679.560(a)(5)).

BWDB/CSBD 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.

BWDB/CSBD Mission

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

BWDB/CSBD Goals

1. Improve the sustainability of the workforce system through increased funding, efficiency, technology, and relevancy.
2. Maintain our role as workforce development leaders through advocacy by the board, collaboration, and providing information and intelligence to stakeholders with feedback from the community.
3. Encourage employers by engaging and identifying their needs, and educating and connecting them to the workforce system to produce innovative workforce solutions.
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.
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).
6. Develop and utilize a legislative agenda to improve employment services and opportunities in Florida.
7. To anticipate legislative, environmental, and economic changes in the near and long-term future and prepare for those changes.

The CSBD governing boards meet annually to review and update their Vision, Mission and Goals. As previously mentioned, a part of their planning process is to consider the local workforce area's economic conditions. The workforce board considers:

- Existing and emerging in-demand industry sectors and occupations.
- The employment needs of employers in those sectors and occupations.
- The knowledge and skills needed to meet the employment needs of the employers in the local workforce area, including employment needs of in-demand industry sectors and occupations.

- The workforce in the local workforce area, current labor force employment and unemployment data, information about labor market trends, and the educational and skill levels of the workforce in the region.
- The workforce needs of individuals with barriers to employment.
- The workforce development activities, including education and training in LWDA 22, as well as an assessment of such services, and the capacity to provide such services, to address the identified education and skill needs of the workforce and the employment needs of local employers.

In addition, in 2011, more than 350 local workforce area business, civic, academic and government leaders, volunteers and community residents began the process of developing a strategic visioning plan through the year 2030, using the Six Pillars framework of the Florida Chamber Foundation as a strategic planning tool.

The Six Pillars Plan, which was launched in October 2012 sets goals through 2030, is meant to help communities prosper and create high paying jobs through 22 goals and 82 strategies. Since 2012, thousands of local business, academic, community, and public leaders have participated in Six Pillars Broward to help elevate our communities' priorities and collaboratively drive initiatives to create solutions.

Now called The Prosperity Partnership, there are 11 pillars: Affordable Housing, Community Branding, Economic Mobility, Education, Entrepreneurship, Homelessness, Social Justice & Racial Equality, Resiliency, Talent Hub, Targeted Industries, and Transportation.

In 2025, this bold, community-driven initiative reconvened this diverse network of leaders, advocates, and residents to renew and expand our community's strategic vision—taking Broward's future ambitions through the year 2045. For more information, click here.

(2) Taking into account the analyses described in (1) through (4) in **Section B. Analysis of Need and Available Resources** above, describe the local area's strategy to work with entities that carry out the core programs and required partners to align resources available to the local area, to achieve the strategic vision and goals described above (20 CFR 679.560(a)(5)).

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

A key goal of the CSBD governing boards is to coordinate services with respect to mutual participants and to strengthen referrals among the partner programs. Since a one-stop operator has been selected by the CSBD governing boards, the one-stop operator is charged with scheduling meetings on an on-going basis with the core and legislative partners to further these goals and make them part of our everyday standard operation and to help meet our mission and vision.

As the core partners also share performance measures with CSBD, a special assignment for the one-stop operator is to strategize with the core partners on how to assist each other in the delivery of the performance measures.

Strategies include:

1. Referrals to the WIOA adult program following adult participants' attainment of a GED through an Adult and Family Literacy Act (AEFLA) program.
2. Identifying adult referrals between Vocational Rehabilitation / Services for the Blind and Wagner Peyser / WIOA.
3. Sharing information, which is done easily between WIOA and Wagner-Peyser. Through FERPA agreements, information can be shared between WIOA and our AEFLA as well as other education partners. A strategy for sharing information with Vocational Rehabilitation also exists for common customers. As common participants are also shared with the other legislative one-stop partners, methods for sharing information with them is a goal of the workforce delivery system.
4. Identifying specific services provided by the core programs, which are needed by participants, so that such services can be identified, referred and co-enrolled for them.

(3) Describe the LWDB's strategies to work with core and combined partners to contribute to the following statewide goals:

(a) Increase local labor force participation.

CSBD has an active social media presence and advertises its job seeker services in a variety of ways. These include social media, paid advertisements, GEO fencing, flyers, and the distribution of our recruitment events to all job seekers and the public at large. In addition, we have a dedicated community outreach liaison who is a full-time employee who regularly goes out in the community and speaks to various organizations to help increase the number of customers who come to our centers. CSBD also provides tours to local and state elected officials and works with a variety of partners to increase the local labor force.

(b) Ensure local jobseekers and employees aged 25-70 have a credential of value.

Continue to offer innovative and relevant career services, including job search assistance, workforce preparation, career development, and classroom and work-based learning. CSBD also works with our providers to offer a variety of in-demand training that can satisfy the unique requirements of our customers.

(c) Median wages greater to or equal to 75% of the median hourly wage in Florida.

Continue to work with our employer customers, educating them about competitive wages, and to establish clear criteria for credentials of value and ensure that our classroom training is in line with their expectations. Offer extensive career counseling and help customers understand their career ladders and related credential attainment. Share relevant labor market information with the customer to ensure an understanding of starting wages as well as income increases based on credential attainment. Also, assist them in choosing the appropriate training based on the customer's unique circumstances to maximize earning potential.

(d) Increase the second quarter after exit employment rate by 10% for each of the following populations:

Have customers establish a working relationship with the Success Coach from the beginning to allow for open communication should the customer start experiencing issues with the employer or on the job. Continuously contact the customer after completing the training and

employment attainment to ensure they are aware of all follow-up services available. Have Wagner-Peyser and Business Services provide comprehensive services should employment status change after their case exit.

a. Individuals 55 years and older

AARP is co-located with CSBD staff at our comprehensive one-stop center. Partner agency staff at the Senior Community Service Employment Program are knowledgeable about the workforce service programs and refer individuals as deemed appropriate, and vice versa.

b. Youth

CSBD works with five (5) youth providers to assist both in-school and out-of-school youth. Youth recruited include low-income, unemployed high school dropouts, and transitioning out of foster care between the ages of 18 and 23.

Youth who are enrolled in these programs are assigned to a dedicated case manager. The case manager works closely with the youth to provide them with educational and employment services. At the time of enrollment, an individualized assessment is completed for the youth. This assessment is used as a tool to help the case manager determine which program activities are the most suitable and appropriate for the youth. Program activities can include occupational skills training, career pathway planning, support services, and paid work experience. Youth are encouraged to participate in the paid work experience, or internship program, to improve their employability skills. Youth are assigned to intern at approved worksites, which align with the youth's career goals. Participation in the internship program not only provides youth with valuable work experience, but the business has the option of offering them permanent employment. CSBD's partnership with employers that participate in our work experience program and hire the youth, will help increase the second quarter after exit employment rate.

c. Individuals receiving SNAP and TANF benefits

CSBD works with the local Department of Children and Families to serve customers receiving SNAP and TANF benefits. Customers who are mandatory are assessed and a plan is jointly developed to enhance their job search skills with the goal of self-sufficiency.

d. Individuals without a high school diploma or speakers of other languages

The work of the local board in partnership with our partners at the local school board's Adult Education programs at their three technical colleges in Broward County allows them to refer high school dropouts to the programs and provide case management and workshops for Adult Education students. CSBD contracts with five (5) youth providers who work with youth to obtain their GED diploma and this includes incentive payments for program completers. CSBD has partnered with the Broward County School District which offers daytime/nighttime/online/weekend GED and English as a second language classes. Work is continually happening to collaborate on efforts to increase access to adult literacy, activities, connect graduates to career pathways, and support increased high school diploma education attainment rates.

Youth who are enrolled in our in-school programs can receive additional support through the school's ESOL programs. The goal of the program is to ensure that all students with limited English proficiency receive instruction to help develop the necessary skills to meet

national, state, and district educational standards. A youth, who receives this key instruction while in high school, is more likely to obtain and maintain employment upon program exit and graduation.

e. Individuals with disabilities

All CSBD's centers are compliant with the Americans with Disabilities Act (ADA), and every new training provider is assessed to ensure they are accessible for people with disabilities. While center staff receive annual training to better assist persons with disabilities, each center has a Disability Specialist assigned to assist these customers using the assistive technology or to schedule an interpreter as needed. CSBD assistive tools include Zoom text~~,~~ screen readers, screen magnifiers, Braille overlays for the keyboard, and a Big Key keyboard. We also have a contracted provider to conduct sign-language interpreter services for hearing-impaired customers or to do foreign language translation.

CSBD has developed strong relationships with partner agencies that serve persons with disabilities. For instance, CSBD's one-stop partner, Vocational Rehabilitation (VR), is co-located at our comprehensive one-stop center, so staff is able to refer customers onsite. CSBD also works with VR to provide a successful Ticket to Work (TTW) Program serving those customers with disabilities between 18 and 64, who are receiving SSI or SSDI, which a dedicated Disability Program Employment Specialist provides one-on-one assistance to get them employment. In addition, staff from the Division of Blind Services have been trained on Crosswalk (our electronic referral system) and receive all our job recruitment events that take place. The above activities help these individuals with their job search and workforce training needs so they can obtain and retain a job.

(e) Increase total newly registered apprentices annually.

Continue to collaborate with the industry associations in our targeted industries to identify employers with training needs that can be addressed through registered apprenticeships. Conduct presentations and make employers aware of existing registered apprenticeship programs at CSBD's employer forums as a method for employers to develop the talent pipeline while addressing their skills and training gaps in their workforce.

(f) Increase registered apprenticeship programs.

CSBD also recently facilitated the development of two apprenticeship programs. However, to continue with these efforts, CSBD plans to launch a campaign aimed at educating local employers about the benefits of registered apprenticeship programs. This could include presentations at industry forums, webinars, and one-on-one meetings with key stakeholders in sectors like construction, IT, healthcare, and manufacturing. CSBD receives funds from FloridaCommerce for an Apprenticeship Navigator. The navigator promotes apprenticeship and connects employers who would like to create a registered apprenticeship with CSBD. CSBD acts as a bridge between employers and the Office of Registered Apprenticeship at the Florida Department of Education to assist with increasing new registered apprenticeship programs in the area.

(g) Increase registered pre-apprenticeship programs.

CSBD's approach to enhancing apprenticeships focuses on creating deep relationships with industry and businesses to support their engagement in designing and implementing this

talent development effort. CSBD provides structured support for the development of new apprenticeship efforts, including coordinating with the FloridaCommerce. We market the benefits of apprenticeship programs through various social media and in person at industry councils and job fairs. CSBD hosted an Apprenticeship Summit to further promote this program. CSBD plans to host another apprenticeship event during this program year. Also, local apprenticeship programs are promoted to job seekers as a career pathway through the CSBD website page for training opportunities, flyers in the career centers, and career planning with our knowledgeable Success Coaches. CSBD matches eligible and interested job seekers to participating employers' open job orders. CSBD will continue to assess opportunities to engage industries in apprenticeship development efforts, specifically through an Apprenticeship Navigator.

(h) Increase percentage of 12th grade secondary career and technical education enrollment.

Each year, CSBD, in partnership with the Broward County School Board, hosts a Worlds of Work (WOW) event at the Amerant Bank Arena. With over 1,000 youth scholars in attendance, this has become a signature event in the community engaging both youth and their parents for a 2-gen approach. The event is tailored for 9th and 10th grade high school students to get a hands-on educational opportunity to become familiar with the wide range of careers available to them. Youth participate in virtual reality work experiences in a variety of industries like aviation, healthcare, and information technology. Students were able to explore different careers that they may have otherwise not considered or have been unaware. Universities and technical colleges were on hand to advise youth on how to best prepare for their futures and showcase how youth can get the skills they will need to succeed. Between 8 to 10 Worlds of Work sectors are represented with multiple employer representatives onsite presenting immersive exhibits and engaging the students. Hosting career exploration events like these broadens a student's knowledge base of careers before they enter the 12th grade. As a result, it is more likely that these students will then enroll in the school district's dual enrollment technical programs.

Further, CSBD works collaboratively with local training providers, including the school district, to ensure communication with all partners regarding training resources and needs. Postsecondary education partners are part of business services and economic development groups, and regularly seek input when they consider starting new training programs. Additionally, when obtained, partner schools share input they have collected from employers with CSBD. Through WIOA (Adult, Dislocated, and Youth), CSBD is able to provide funding for eligible students to complete occupational skills programs with post-secondary providers. We work closely with local training providers, including the school district, through ITA education forums.

(i) Build a talent pipeline for targeted new and emerging industries of focus by assisting individuals in earning credentials that directly support the sector.

CSBD staff and board members participate in economic development and industry-specific forums to provide workforce data and collaborate with employers in many industries, including manufacturing, hospitality, healthcare, and marine. CSBD knows it is important to be at the table for strategy discussions about ways to develop local jobs projects compatible with the local area. Staff also participate in conversations around training needs and sector strategies. For those companies who are interested in on-the-job training, IWT, or paid internships, they work with our Business Relations staff. CareerSource Broward offers a variety of no-cost services to the employer community. Services are offered through Business Service Managers who serve as the main point of contact for employers. Similar to job seeker services, employer needs are assessed, a plan of service is developed, and the manager works with the employer to implement the plan.

DESCRIPTION OF STRATEGIES AND PROGRAM SERVICES

The local plan must address how the LWDB coordinates service delivery with core programs of the Division of Vocational Rehabilitation, the Division of Blind Services and the Division of Career and Adult Education, as well as core and combined state plan partners (described in Introduction Section C, above) including, but not limited to TANF, SNAP Employment and Training (E&T), JVSG, SCSEP, CSBG programs authorized under the state's unemployment insurance laws (referred to as Reemployment Assistance in Florida), programs authorized under section 212 of the Second Chance Act of 2007, and Housing and Urban Development, where available.

(1) Workforce Development System Description: Describe the local workforce development system, including:

(a) All the programs included in the system; and

Each of the required WIOA partner programs is included in the local one-stop system. The following is a description of programs in our workforce development system:

- **Adults, Dislocated Workers and Youth** - are served in the one-stop centers. The WIOA Adult/ Dislocated Worker programs, together with Wagner-Peyser universal labor exchange services, form the heart of our one-stop system. Some out-of-school youth (OSY) not served by our youth providers are also able to access "framework" services and referral to training through the one-stop system. Our one-stop partners are very familiar with the services.
- **Temporary Assistance for Needy Families (TANF) and Supplemental Nutrition Assistance Employment and Training (SNAP) Programs** – are integrated and co-located in our centers. Allocations are made by the State to support these programs at the local level.
- **Wagner-Peyser** – together, with WIOA, forms the nucleus of the workforce system, offering universal services, which allow for further assessment and referral to WIOA, as well as all of our partner services. From recruitments to job fairs, our renowned Professional Placement Network and dedicated Veteran's services, all individuals entering the one-stop have the opportunity to begin in resource rooms accessing job search tools, online assessments, and workshops targeted at helping customers find not just a job but the right job. Wagner-Peyer is our one-stop partner's entry to coordinating with our employer customers. Wagner-Peyser has been collocated since the inception of the Workforce Investment Act.
- **Vocational Rehabilitation (VR)** – is co-located in our South One-Stop Career Center. We have a strong coordinative relationship with VR. Because of CareerSource Broward's strong emphasis on services to customers with disabilities through our Ticket to Work program, we collaborate and coordinate on the services to this high priority population. All our one-stop centers have a process in place to refer customers. VR is represented on the BWDB and contributes to our planning.
- **Senior Community Service Employment Program (SCSEP)** – The SCSEP is co-located in the South One-Stop Career Center, leasing space from us and providing program services and cross referrals between our programs. Through work experience opportunities, older workers also assist in the resource room, as needed, in all three of our one-stop career centers. While not co-located, a second SCSEP provider, Urban League of Palm Beach County, is technologically connected and contributes to the infrastructure by paying for its presence on the CSBD website.

- **Adult Education and Family Literacy Act (AEFLA) Program** – is solely delivered by the Career Technical Adult and Community Education (CTACE) Division of the Broward County School Board. AEFLA has collocated with us from time to time to provide GED training in the one-stop centers. At this time, AEFLA does not have a presence in the one-stop; however, we have a strong referral system in place for individuals needing to acquire a high school credential or needing to upgrade their literacy skills before they can qualify for training. AEFLA is represented on the BWDB by the Superintendent of the Broward County School Board and contributes to our planning. CSBD currently contracts with CTACE to serve both OSY needing a GED or in-school youth (ISY) needing a high school diploma. While not co-located, AEFLA is technologically connected. Individuals access AEFLA through one of the CSBD programs or through the website.
- **Career and Technical Education** – is delivered through the School Board of Broward County. (Please see information on CTACE above). CTACE programs are on our Eligible Training Provider List. They are represented on the BWDB by the Superintendent of the Broward County School Board and contributes to our planning, together with the Broward College, and are two of our key partners in the provision of training to our participants and contribute to our planning.
- **Trade Adjustment Assistance Act (TAA) Program** – We provide these services through state staff co-located in the one-stop.
- **Jobs for Veterans Grant** – Veterans services are provided at all one-stop center locations. Through an allocation of state funds, they pay their fair share of infrastructure and operating costs. We are also connected with the Veterans Symposium, which is a veteran service collaborative with Mission United, a nationally renowned veteran service initiative.
- **Community Service Block Grant (CSBG)** – Services are delivered through Family Success Centers located throughout Broward County. Broward County is represented on our Council of Elected Officials, on the Board, and contributes to our planning. As we serve many of the same participants, we meet to discuss the types of support services offered to avoid duplication of services and have an ongoing relationship, which allows us to refer customers needing emergency services and weatherization. In the past, Broward County through CSBD, contributed to our Summer Youth Employment Program, allowing us to serve additional youth through other funding streams. While not co-located, CSBG is technologically connected and contributes to the infrastructure by paying for its presence on the CSBD website. Individuals access CSBD through case manager referrals or through the website.
- **Department of Housing and Urban Development (HUD)** – There is no HUD employment and training program currently operating in our workforce development area.
- **Reemployment Assistance** – is co-located in our centers.
- **Second Chance Act** – our OSY providers recruit and target youth who are on probation, received a civil citation, or are exiting the jails.
- **Migrant and Seasonal Farmworker (MSFW) Program** - CSBD does not receive Migrant and Seasonal Farmworker funds. Farming is no longer a significant occupation in Broward County. From time to time, an individual will visit one of our centers for services and, once eligibility is established, we provide WIOA services.
- **Job Corps** – There is not a local Job Corps Program in Region 22.
- **YouthBuild** – CSBD actively connects customers to its contracted youth providers, Junior Achievement of South Florida and HANDY, seamlessly cross-referring eligible participants into their respective, federally funded YouthBuild programs.

- **Native American Programs** – CareerSource Broward has reached out to the Seminole Tribe, which is in our workforce area, many times during the course of implementing Workforce Investment Act/WIOA programs; however, they have chosen not to participate. Through outreach, they are aware that our one-stop services are available to tribal members if they wish to access the system. The Seminole Tribe operates the very successful Hard Rock Guitar Hotel. CSBD does coordinate job fairs for that hotel and casino when requested.

(b) How the LWDB supports the strategy identified in the state plan under 20 CFR 676.105 and Chapter 445.003, F.S.

(c) How the LWDB works with entities carrying out core and combined programs and other workforce development programs, including programs of study authorized under The Strengthening Career and Technical Education for the 21st Century Act (Perkins V) (20 U.S.C. 2301 et seq.) to support service alignment (WIOA § 108(b)(2) and 20 CFR 679.560(b)(1)).

For both (b) and (c) above, our one-stop system integrates the following funding streams and programs offering customers' services as needed through: Wagner-Peyser, Veterans programs, RESEA, WIOA Title I, TAA, WT/TANF, SNAP Employment and Training, Vocational Rehabilitation, Adult Education and Family Literacy Act programs. CSBD implements ad hoc programs based on grants and funding, such as RESEA, NDWG and the Summer Youth Employment Program.

Further, coordination between the BWDB and the following agencies is a part of the existing infrastructure:

- Florida Department of Commerce
- Department of Children and Families
- Department of Vocational Rehabilitation
- Local educational agencies
- The Early Learning Coalition (child care provider)
- Public housing agencies
- Broward County Department of Human Services
- SCSEP Title V Programs.

CSBD has long established referral agreements (including youth to our WIOA Adult and Dislocated Worker programs) and we coordinate the delivery of services with Broward County Family Success Centers, OIC of South Florida, Mission United and the Urban League on many different events.

In Broward County, the School Board of Broward County (SBBC), through the technical colleges, provides all vocational training. Broward College also receives some of the Perkins Funds. CSBD provides all Carl Perkins occupational skills training options for adults, dislocated workers and out-of-school youth through ITAs for the SBBC technical colleges and through Broward College. The SBBC and Broward College provide us with their list of courses in occupations on the TOL and the CSBD Board approves the courses in accordance with the State's policy of Eligible Training Providers for inclusion on the ITA List provided to customers.

(2) Adult and Dislocated Worker Employment and Training Activities

(a) Provide a description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area (WIOA §108(b)(7) and 20 CFR 679.560(6)).

(b) Provide a description of local policies and procedures for individualized career and training services in the Adult program to give priority to veterans, recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient. 20 CFR 679.560(b)(21)

For both (a) and (b) above, CSBD one-stop center jobseekers can access a wide array of integrated employment, training and WIOA partner services. WIOA Success Coaches provide eligible job seekers with basic and individualized services.

The type and availability of adult and dislocated worker employment and training services and activities range from information about careers and the local labor market, job search assistance, case management, and assessments, such as, but not limited to, the following:

- CASAS
- eSkills
- Employ Florida and CareerOneStop.org
- Workshops that teach:
    - resume writing
    - interviewing
    - social media and related networking
    - financial stability
    - soft skills and job readiness; and
    - advanced job search techniques.

Further, CSBD provides a variety of training services, such as:

- Occupational skills training
- On-the-job training
- Registered Apprenticeships OJTs
- Work experience/Internship
- Customized training, and adult education and literacy in combination with other training services, such as IWT, and;
- Rapid response and supportive services to assist individuals participating in employment and training activities.

These activities assist individuals in acquiring and retaining jobs, establishing a work history, developing occupational and soft skills, and progression and promotion in the workplace.

The type and availability of adult and dislocated worker employment and training services are assessed continuously in a variety of ways, ranging from customer satisfaction surveys to outcome metrics that can be analyzed to determine placement rate, time to placement, cost per placement, training related placements, earnings at placement and employment retention. Process changes, brainstorming, and root cause analysis are frequently used techniques for continuous improvement.

(3) Training Services: Describe how training services outlined in WIOA section 134 are provided, including:

(a) A description of the process and criteria for issuing ITAs, including a description of any ITA limitations established by the LWDB and a description of any exceptions to the use of ITAs.

Selection of training providers and courses of training, as well as the removal of training providers from the Eligible Training Provider List, is done through a review process established by the CSBD governing boards and include staff and board committees. In addition, CSBD staff holds provider meetings to hear from training providers and to disseminate information to continuously improve the system.

However, CareerSource Broward has the following ITA limitations:

- In general, CSBD has a variety of one-year and two-year training options, including the ability for participants to finish a BA/BS if they need less than two years of training to be awarded the degree.
- CSBD has historically spent more than the required 50% of allocation training.
- Participants may only attend courses of training and schools on the approved ITA list. Because of our favorable geographic location, we also have many public and private training providers on our ITA list, giving participants a wide variety of choices to fit their schedules and literacy capabilities.
- Schools are required to provide the grade level of the materials used in their various courses of training and our Success Coaches are trained to guide participants to training options within one year above or below their literacy levels, based on standardized tests, such as CASAS.
- As long as individuals meet the school's requirements, and they have the ability to attend in accordance with the school's schedule and are suitable (i.e., they can be successful in school), we encourage participants to enroll if that is their choice.
- Individuals with skills in a demand occupation are only approved for training if they need a credential to be competitive in the labor market, or the skills needed in their occupation has changed and they need additional or different skills, or they are a dislocated worker unlikely to return to their previous occupation.
- It should be noted that for students attending private institutions CSBD pays the tuition monthly as long as the school attendance documents show that the participant is attending and passing. For students at public institutions, CSBD pays tuition by semester and students need to show passing grades to get the ITA for the next semester.

We have followed these policies for many years and they have proven to be very effective, allowing us to know quickly if a customer needs additional assistance to be successful.

(b) If contracts for training services are used, how the use of such contracts are coordinated with the use of ITAs.

CSBD does not provide training services. Participants are referred to training delivered by eligible training providers through an individual training account or to work-based training provided by employers.

(c) How the LWDB will ensure informed customer choice in the selection of training programs regardless of how the training services are to be provided (WIOA §108(b)(19) and 20 CFR 679.560(18)).

All Success Coaches are trained to advise customers on customer choice and all choices available to them. All customers receive a basic service, as part of WIOA's work first policy, before being determined in need of individualized services. Participants must complete the assessment process including testing, economic analysis, and the individual career plan process prior to enrollment into training. Testing for entry into post-secondary training may include CASAS. A minimum 8th-grade level in reading and mathematics is used as an indicator of readiness for college entry or other school training requirements. Final acceptance into training is subject to the prerequisites of the training or educational institution. The customer and Success Coach identify the career training field and the educational institution most appropriate. CSBD provides performance information on placement rates of training providers and earnings related to the desired training to assist job seekers with an informed choice among courses and training providers.

(d) How the LWDB ensures training provided is linked to in-demand industry sectors or occupations in the local area, or in another area to which a participant is willing to relocate (WIOA §134(c)(3)(G)(iii)). Include strategic or other policies that align training initiatives and Individual Training Accounts (ITAs) to sector strategies and demand occupations (WIOA §134(d)(1)(A)(ix)(II)(aa)).

CSBD uses tools, such as Employ Florida and JobsEQ, to analyze the labor market information in our region. CSBD holds a publicly noticed meeting to get input from business and industry, trade associations, education, economic development and others on the local area's Targeted Occupations List (TOL) and information on emerging occupations. In-demand training is linked to the (TOL) based on job openings and a set floor wage rate in our workforce area. Training is limited to two years in duration and the attainment of industry-recognized certificates or degree. The TOL is reviewed at least once quarterly and the statewide Eligible Training Providers list is available for customers to review should they be interested in re-locating. Training is only provided for in-demand occupations, except for On-the-Job Training and customized training where "demand" is determined by the employer.

Pursuant to the Reimagining Education and Career Help (REACH) Act, the BWDB created an Education and Industry Consortium (EIC), whose members were appointed by the local workforce board chair. The EIC held its first meeting on March 5, 2024. The purpose of the EIC is to convene local leaders who can provide information about education and workforce opportunities to businesses and job seekers. The goal is to align educational programming with industry needs at the local level. Discussions focused on the local labor market needs including:

1. Industry representatives sharing their specific talent development needs or observations on talent in the local area.

2. Education representatives sharing what specific education offerings are available in the local area.

In addition, CareerSource Broward uses networks and relationships, such as with the Greater Ft Lauderdale Alliance, Community Foundation, The Broward Workshop and our education partners and industry intermediaries to get a broad spectrum of input from community partners, which we can use to ensure occupational training programs are available for the

career pathways in key industry sectors. Also, our industry intermediaries work with the business community and education providers to ensure that CSBD's list of approved training programs meet the needs of the local industry.

Our planning process incorporates an analysis of our local workforce area's economic conditions, including:

- Existing and emerging in-demand industry sectors and occupations.
- The employment needs of employers in those sectors and occupations.
- The knowledge and skills needed to meet the employment needs of the employers in the local area, including employment needs in in-demand industry sectors and occupations.

- The workforce in the local workforce area, including current labor force employment and unemployment data, information on labor market trends, and the educational and skill levels of the workforce in the region, in addition to individuals with barriers to employment.
- The workforce development activities (including education and training) in our local area and the capacity to provide such services to address the identified education and skill needs of the workforce and the employment needs of local employers.

To further align resources, the board applies for other grant opportunities to support key industry sectors, such as apprenticeships and career pathways for the IT, construction, healthcare, hospitality, and marine industries.

CSBD staff uses our Targeted Occupations List and JobsEQ to ensure we have training programs in the key industry sectors to meet the needs of the employers.

CSBD annually monitors ITA providers. The monitoring confirms the following:

- FETPIP data reporting with the Commission for Independent Education (CIE)
- Florida Department of Education licenses with the CIE
- Reconfirms accreditation status
- Occupational training courses are still on the Targeted Occupations List
- Tuition and other costs from non-public schools are listed in the school's catalog, and
- Updated insurance certificates, as needed, to confirm that CSBD is listed as the third party named insured.

(e) How the LWDB incorporates/includes work-based training activities in the local area's service delivery model.

CSBD provides work-based training services to employers, such as OJT, IWT, Work Experience, Internships, and Customized Training.

- OJT – CSBD assists the employer with the costs of training new hires and existing employees to upgrade the employee's skills. CSBD reimburses a portion of the employee's wage during the training period outlined in the training plan. OJT reimbursement rate is 90% straight–time wage reimbursement for employers of any size, and 100% for employers located in or employing current residents within designated Opportunity Zones. As job seekers work close to their homes, especially in distressed communities, it makes sense to offer this type of reimbursement to these employers instead of basing it on a job seeker's characteristics, which could be discriminatory.
- IWT – Designed to offset an employer's training cost for upgrading the skills of their

existing workforce. CSBD pays a percentage of the training cost. CSBD sets aside 20% of its combined local adult and dislocated worker funds for IWT.

- Work Experience/Internship – Designed to enable job seekers to gain exposure to the world of work and its requirements while, simultaneously allowing the employer to gauge the job seeker's competency and identify any skill gaps that need to be addressed for a successful hire. However, CSBD chooses not to provide Transition Work Experience at this time, but reserves the right to do so in the future.
- Customized Training – Designed to meet the special requirement of a business or a group of businesses with the commitment by the business to employ the individual upon successful completion of the training. The purpose of this program is to provide training activities that will increase the employment and occupational skill attainment of participants to improve the quality of the workforce and enhance the skills, productivity, and competitiveness of the business community.

CSBD utilizes intermediaries to engage the targeted industries of Healthcare, Technology, Marine, Aviation, Hospitality/Tourism, Manufacturing, and Construction to partner with trade and professional associations to expand its service delivery to employers in these industries. The aforementioned intermediaries were charged based on emerging industries and occupations data provided to CSBD from FloridaCommerce's Local Marketing Information (LMI) unit and the Greater Fort Lauderdale Alliance, our local economic development partner. Through our industry intermediaries, CSBD partners with industry associations to hold job fairs specific to the industry. We invite job seekers who are training or who completed training in the specific industry to attend these job fairs. Additionally, we provide industry related LMI to businesses and associations. Also, our industry intermediaries work with the business community and education providers to ensure that CSBD's list of approved training programs meet the needs of the local industry. Through our intermediaries, we also hold industry-based employer forums that bring local employers and partners in education and economic development together to discuss the skills gaps facing the industry.

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

(4) Youth Workforce Investment Activities: Provide a description and assessment of the type and availability of youth workforce investment activities (services) in the local area, including activities for youth who are individuals with disabilities. The description and assessment must:

a) Identify successful models of such youth workforce investment activities (WIOA §108(b)(9) and 20 CFR 679.560(b)(8)).

Out-of-school youth services are provided using 2 different service models: 1) Navigator and 2) Traditional Full Service. The following is a description of each model:

1. Navigator Model

Navigators are staff embedded in an already existing community-based program serving eligible out-of-school and in-school youth, thereby reducing the caseload of the primary case manager for those youth and providing employment-related services to youth. Navigators serve as specialized WIOA case managers for up to 12 - 15 youth. The youth are provided with intensive "round the clock" holistic services, including comprehensive guidance and counseling as needed, paired with other activities that result in the desired WIOA outcomes for the youth. If needed, contracted youth vendors deliver the WIOA youth elements individually or in small groups.

2. Traditional Full-Service Model

   The program design of the traditional full-service model allows youth to participate in the 14 WIOA youth elements beginning and ending around the same time. Program designs are based on research and/or replication of a successful model to include:

   1. Enrollment into post-secondary school/training resulting in:
      a. The attainment of a recognized post-secondary credential, and
      b. Placement into unsubsidized employment; or,

   2. One-on-one tutoring, which may also include computer-assisted instruction for youth resulting in the attainment of a high school diploma/credential followed by placement into unsubsidized employment or post-secondary school; or,

   3. Workplace preparation, including employability and soft skills, and placement into unsubsidized employment.

   All program designs under this model include paid work experience tied to the youths' career pathways and employability skills.

All program models include activities to serve youth with disabilities. Given the heightened emphasis on the provision of service to students and youth with disabilities under WIOA, CSBD has staff who are qualified to provide benefits planning for youth receiving SSI or SSDI to explain to them: 1) how working could affect their benefits; 2) how they would make more money working than receiving benefits; and 3) what Social Security work incentives they may be eligible to receive. Moreover, CSBD has partnered with high school transitional employment programs for students with disabilities by introducing them to care center services through an on-site visit, including tailored resumes and interview workshops. CSBD also has a youth provider, CIL, which is funded to provide intense case management to WIOA-eligible out-of-school youth with disabilities. Youth receiving SSI or SSDI are also enrolled in our Ticket to Work program. When providers and one-stop staff encounter youth who are military veterans, staff will refer these youth to our JVSG programs.

b) Include the local area's design framework for the local youth program and how the 14 program elements required in 20 CFR 681.460 are made available within that framework (WIOA § 129(c)(1)).

The 14 elements identified by WIOA, which must be made available to youth on an as-needed basis, are available from our contracted youth service providers and through our one-stop center. They are:

1. Tutoring, study skills training, instruction, and dropout prevention strategies that lead to completion of a high school diploma.

   Providers support youth in GED and post-secondary programs with tutoring and may also access vendors as needed for specialized subjects.

2. Alternative secondary school services assist youth struggling in traditional secondary education. Alternative secondary education is available to all enrolled youth who need their high school credential and want to elect GED preparation. The Adult Education and Family Literacy Act (AEFLA) provider is the School Board of Broward County. They also

are a CSBD provider enrolling OSY into Alternative Education Programs.

The CSBD Navigator programs all offer online GED preparation programs to youth drop-out participants.

3. Paid and unpaid work experience is a planned, structured learning experience in the private for-profit, non-profit, or public sectors, including summer employment, pre-apprenticeship programs, internships and job shadowing, and OJT.

   CSBD sets aside funds for each provider to combine program activities with work experience and/or OJT. CSBD can also provide a summer program in coordination with non-federal funding made available by the Children Services Council of Broward County.

4. Occupational skills training is offered to youth through CSBD youth providers, HANDY and FLITE, which are local CBOs that dual enroll youth in WIOA and their own programs, and can offer youth an ITA if appropriate. Further, CSBD's one-stop center can also offer youth occupational skills training that is appropriate to their career goals.

5. School Board of Broward County provides education that is offered concurrently with workforce preparation and training for a specific occupation, integrated education, or contextualized instruction. CSBD Navigator programs offer youth work experience and employability skills to provide workforce preparation and skills training through at-work experiences.

6. Leadership development opportunities are embedded in the all-youth provider programs.

7. Supportive services are a component of youth assessments, and support is made available through WIOA or a partner program, as appropriate, to enable an individual to participate in WIOA activities.

8. Adult mentoring is offered to youth through the staff of the youth provider programs. While CSBD has issued RFPs for entities wishing to provide mentors, an entity that can provide such services has not been identified.

9. Follow-up services are provided to all WIOA youth.

10. Comprehensive guidance and counseling in the form of individualized counseling to participants is required by all CSBD youth service providers. Youth needing substance and alcohol abuse counseling, and mental health counseling, are referred to partner programs.

11. Financial literacy education is offered through online programs by youth service providers and through the one-stop centers, as well as through one-on-one guidance by the youths' case managers.

12. Entrepreneurial skills training is provided through Junior Achievement to youth and CSBD's other youth service providers can refer youth to those classes as appropriate.

13. Services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area are provided through the one-stop centers. CSBD youth service providers are given access to information as needed.

14. Post-secondary preparation and transition activities are provided to ISY and OSY youth seeking post-secondary school.

As funds are available, CSBD may also use WTP funds for summer youth employment program activities or a year-round non-custodial parent program.

c) Describe the LWDB's policy regarding how the local area will determine when an individual meets the definition of basic skills deficient contained in Administrative Policy 095 – WIOA Youth Program Eligibility.

CSBD youth services are provided through its youth providers. Youth providers generally use the CASAS to assess participants' literacy skills, and youth scoring a 7th-grade level or below are considered to be basic skills deficient; however, CSBD also allows its providers to use additional assessments identified in their responses to CSBD RFPs, which are cited in their contract.

d) Define the term "a youth who is unable to compute or solve problems, or read, write, or speak English at a level necessary to function on the job, in the individual's family, or in society" and describe how the LWDB defines whether a youth is unable to demonstrate these skills sufficiently to function on the job, in their family, or in society and what assessment instruments are used to make this determination (20 CFR 681.290).

CSBD youth services are provided through its youth providers and one-stop center. Youth providers generally use the CASAS to assess participants' literacy skills, and youth scoring a 7th-grade level or below are considered to be basic skills deficient; however, CSBD also allows its providers to use additional assessments identified in their responses to CSBD RFPs, which are cited in their contract. For some providers, the contract leaves the door open for the provider to identify an assessment tool appropriate for an individual youth. Specific assessments used by providers include:

- CASAS – Measures basic skill and academic achievement in reading, listening, math, writing, and related areas.
- Emotional readiness assessments.
- Assessment of other non-cognitive skills, such as motivation stress, management organization, and coping with financial pressure.
- Career Coach – an assessment based on a series of activities related to the work environment, personality types, and career interests.
- Work Keys - Career ~~re~~adiness.
- PERT (Post-Secondary Education Readiness Test) – to assess reading, writing, and mathematics.
- LOEP (Levels of English Proficiency) - Reading and listening comprehension for English language learners.
- Disability Services Testing - Measures disabilities and determines the accommodations needed.
- CLEP - Measures knowledge in thirty-three (33) academic areas.
- Kuder Navigator.
- Employability Skills Pre/Post Test.
- Employability Skills Inventory.

However, not all providers use all assessments.

e) Define the term "requires additional assistance to complete an educational program or to obtain or retain employment" and describe the circumstance(s) or other criteria the LWDB will use to qualify a youth under this eligibility barrier (20 CFR 681.300).

CSBD is defining the term "Additional assistance (for OSY/ISY) to enter or complete an educational program or to secure or hold employment" as having low income (as referred by law) and one of the barriers listed below:

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

At this time, CSBD has decided not to utilize the "requires additional assistance" eligibility barrier. However, the contracted youth providers are very thorough in their recruitment efforts to ensure that program services are offered to youth who meet multiple eligibility barriers.

(5) Self-Sufficiency Definition: Under WIOA § 134(c)(3)(A), training services may be made available to employed and unemployed adults and dislocated workers who need training services to obtain or retain employment leading to economic self-sufficiency or wages comparable to or higher than wages from previous employment. Describe the definition of "self-sufficiency" used by your local area for:

(a) Adults (distinguish if there are different definitions for unemployed individuals or employed workers); and

The BWDB met on 1/26/17 to consider and develop an appropriate definition of self-sufficiency. Based on research provided by staff and input from the public and providers, the following definition based on HUD (80%) and LLSIL (200%) income standards for self-sufficiency were adopted as indicated in the BWDB Self-Sufficiency Wage Level Chart below:

2026 BWDB Self-Sufficiency Wage Level Chart

Family Size	Self-Sufficiency Wage Level for WIOA Eligibility for Adult Training Services	Standard Applied
1	$71,000	**HUD Standard (80%)**
2	$81,150	**HUD Standard (80%)**
3	$80,662 *	**200% LLSIL (LWDB-22)**
4	$99,590 *	**200% LLSIL (LWDB-22)**
5	$117,562 *	**200% LLSIL (LWDB-22)**
6	$137,488 *	**200% LLSIL (LWDB-22)**
7	$155,978	**200% LLSIL (Metro)**
8	$175,728	**200% LLSIL (Metro)**

* These wages will be updated when the FloridaCommerce issues their communique for the 2026 Adjusted LLSIL Wage Rates specific for each workforce board region.

(b) Dislocated Workers (WIOA § 134(c)(3)(A(xii)).

Dislocated workers have their own eligibility criteria.

Dislocated workers who have become re-employed in "income maintenance" jobs, a job with a lower pay rate than the job of dislocation, may be served as long as the wage earned does not exceed the local criterion for self-sufficiency.

(c) If self-sufficiency is defined differently for other programs or populations served in the local area, describe the definition of “self-sufficiency” used for those programs as well. NOTE: If the local area utilizes a self-sufficiency definition that exceeds 250% of the Lower Living Standard Income Level (LLSIL) or LLSIL wage rate, the description must include the rationale/methodology used by the local area to determine the local area’s self-sufficiency standard.

N/A.

(6) Supportive Services and Needs-Related Payments: Describe the types of supportive services offered in the local area to include any applicable limits and levels. The supportive services offered by the LWDB in the local area must align with the supportive services outlined in CareerSource Florida Administrative Policy 109 – Supportive Services and Needs-Related Payments. -

CSBD coordinates WIOA and TANF activities for transportation, including public transportation and other supportive services, based upon program eligible job seeker needs and fund availability.

Local policy requires that it must be determined that another resource is not available to provide such support services before using WIOA or TANF funding. As such, CSBD partners with the Broward County's Family Success Centers to help customers with emergency services, such as water and electricity bill payment and free bus passes from Broward County Transit (BCT). If a customer cannot take public transportation, such as an individual with a disability, CSBD one-stop staff may refer customers to BCT's TOPS (Transportation Options Program) program. Both the need and lack of resources must be documented.

CSBD issues specific denomination VISA cards and reloadable cards for support services. The Senior Vice President of Finance is the administrator. The Finance Department is responsible for maintaining an adequate supply of cards and cash from which to draw funds. Customers in need of child care are referred to the Department of Children and Families for TANF and the Welfare Transition Program.

(7) Individuals with Disabilities: Describe service strategies the LWDB has in place or will develop that will improve meeting the needs of customers with disabilities as well as other population groups protected under Section 188 of WIOA and 29 CFR Part 38.

All one-stop centers are compliant with the Americans with Disabilities Act (ADA). Each center has a Disability Specialist assigned to assist these customers using the assistive technology or to schedule an interpreter, and an Integrated Resource Team (IRT) are assembled for special needs individuals. as needed. CSBD assistive tools include screen readers, screen magnifiers, bigger keyboards, and a specialized mouse. Staff is trained annually on disability etiquette and serving customers with disabilities. CSBD has a contracted provider to conduct sign-language interpreter services for hearing-impaired customers and foreign-language interpreting services for customers with Limited English Proficiency. These services can be scheduled or accessed on demand.

We partner with VR and the Division of Blind services to continuously increase opportunities for those with disabilities. We seek out the input of VR and the Division of Blind Services whenever the opportunity arises and through the many events and committees on which we are jointly represented. In addition, a Disability Program Employment Specialist coordinates activities to ensure accessibility in the one-stop centers and in our programs. CSBD is one of 17 Florida LWDBs designated as Employment Networks by the Social Security Administration, enabling our participation in the federally funded Ticket to Work program.

CSBD has a very successful TTW Program that serves customers with disabilities between 18 and 64 who receive SSI or SSDI. The program is at no cost and voluntary, and helps people with disabilities move toward financial independence; connect with services and support; improve their earning potential; and prepare them for long-term success in the workplace. If a customer with a disability is not eligible for the TTW Program, they are served like everyone else in our centers. CSBD has various assistive technologies in the centers to help customers with various needs.

Through Ticket to Work, recipients of Social Security Disability Insurance and/or Supplemental Security Income receive priority assistance, such as job search, career planning, and skill building, to enhance their efforts to find and retain a job and work toward self-sufficiency.

The CSBD Equal Opportunity Officer is focused on ensuring access for all customers and has staff that annually monitor our one-stop centers for ADA compliance. Further, a visit is made to every new training and youth service provider to ensure they are accessible for people with disabilities.

(8) Linkage with Unemployment Insurance (referred to as Reemployment Assistance in Florida) programs: Describe strategies and services used in the local area to strengthen linkages between the one-stop delivery system and the Reemployment Assistance program (WIOA § 134(c) and 20 CFR 679.560(b)(3)(iv)).

Resource room staff in the career one-stop centers is trained to assist customers with Reemployment Assistance (RA) applications, claiming their weeks, and identifying issues customers may have to address with FloridaCommerce on the Connect system. All three one-stop career centers have direct-dial lines to FloridaCommerce to assist customers with claims issues.

Reemployment Assistance claimants selected to participate in the Reemployment Services and Eligibility Assessment program receive one-on-one career coaching from a success coach. During these sessions, staff provides:

- Support in the development of an Employability Development Plan, which includes an Objective Assessment;
- Customized career and labor market information;
- Enrollment in the Wagner-Peyser Employment Service; and
- Information and access to other services and resources that support the claimant's return to work.

(9) Highest Quality of Services to Veterans and Covered Persons: Describe the LWDB's strategies and policies for providing veterans and covered persons with the highest quality of service at every phase of services offered. Policies must be implemented to ensure eligible veterans and covered persons are aware of their entitlement to priority of service, the full array of programs and services available to them, and applicable eligibility requirements for those programs and/or services.

Veterans and other covered persons receive priority of service for all employment and training programs funded in whole or in part by the U.S. Department of Labor (DOL) in accordance with 38 U.S.C.§4215, 20 C.F.R. Part 1010, and 20 C.F.R.§680.650. Priority of Service implementation policy guidance is found in TEGL 10-09 and VPL 07-09.

WIOA Final Rules discuss priority and special populations for Adult and Dislocated worker programs. Pursuant to USDOL ETA guidance in TEGL 19-16, CSBD will prioritize barriered individuals seeking adult services in the order listed below as directed by the TEGL.

Priority Rank	Definition of Individuals who fall within the Priority Rank
1.	Veterans and eligible spouses who are WIOA eligible **and** who are also: a. An English language learner, OR b. Recipients of public assistance, federal, state or local, OR c. Other low-income individuals defined as: i. An individual receiving or who, in the past 6 months, has received federal, state, or local public assistance ii. A disabled individual whose own income meets the definition of low income regardless of family income iii. Individuals working less than full-time who are seeking full-time employment and who are economically disadvantaged iv. Employed individuals who, following an assessment, are deemed to be in a position that is inadequate with respect to their skills and training, OR d. Individuals who are considered basic skills deficient.

2.	Individuals who are **not** veterans or eligible spouses, who are WIOA eligible **and** who have one of the following barriers: a. An English language learner, OR b. Recipients of public assistance, federal, state or local, OR c. Low-income individuals defined as: i. An individual receiving or who, in the past 6 months, has received federal, state, or local public assistance ii. A disabled individual whose own income meets the definition of low income regardless of family income iii. Individuals working less than full-time who are seeking full-time employment and who are economically disadvantaged iv. Employed individuals who following an assessment, are deemed to be in a position that is inadequate with respect to their skills and training, OR d. Individuals who are considered basic skills deficient.
3.	Veterans and eligible spouses who are WIOA eligible **and** who do **not** have any of the barriers in the list below, including: a. Military spouses who have lost employment as a direct result of relocation to accommodate a permanent change in the duty station of the spouse. b. Military spouses who are a dependent spouse of a member of the Armed Forces on active duty whose family income is significantly reduced, as determined by the State or local area, because of a deployment, a call or order to active duty, a permanent change of station, or the service-connected death or disability of the service member. c. Military spouses who are unemployed or underemployed and are experiencing difficulty in obtaining or upgrading employment.
4.	Priority populations established by the CSBD governing boards who are individuals with a family income that does not exceed the definition of Self-Sufficiency Wage Level for WIOA Eligibility for Adult Services as listed in the BWDB Self-Sufficiency Wage Level Chart **or** who have any one of the barriers in the list below. a. An English language learner, OR b. Recipients of public assistance, federal, state or local, OR c. Another low-income individual defined as: i. An individual receiving or who, in the past 6 months, has received federal, state or local public assistance ii. A disabled individual whose own income meets the definition of low income regardless of family income iii. Individuals working less than full-time who are seeking full-time employment and are economically disadvantaged iv. Employed individuals who following an assessment are deemed to be in a position that is inadequate with respect to their skills and training, OR d. Individuals who are considered basic skills deficient.
5.	Adults who are WIOA eligible **and** who do **not** have any barriers.

(10) Entities Carrying Out Core Programs and Combined State Plan Partner Programs: Describe how the LWDB works with entities carrying out core and combined state plan partner programs to:

(a) Expand access to employment, training, education and supportive services for eligible individuals, particularly eligible individuals with barriers to employment; (20 CFR 679.560(b)(2)(i)

(b) Facilitate the development of career pathways and co-enrollment, as appropriate, in core programs; (20 CFR 679.560(b)(2)(ii) and

(c) Improve access to activities leading to a recognized postsecondary credential (including a portable and stackable credential that is an industry-recognized certificate or certification) (WIOA § 108(b)(3) and 20 CFR 679.560(b)(2)(iii), to include credentials contained on Florida's Master Credentials List.

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

A key goal of the CSBD governing boards is to coordinate services with respect to mutual participants and to strengthen referrals among the partner programs. Since a one-stop operator has been selected by the CSBD governing boards, the one-stop operator is charged with scheduling meetings on an on-going basis with the core and legislative partners to further these goals and make them part of our everyday standard operation and to help meet our mission and vision.

As the core partners also share performance measures with CSBD, a special assignment for the one-stop operator is to strategize with the core partners on how to assist each other in the delivery of the performance measures.

Strategies include:

1. Referrals to the WIOA adult program following adult participants' attainment of a GED through an Adult and Family Literacy Act (AEFLA) program.
2. Identifying adult referrals between Vocational Rehabilitation / Services for the Blind and Wagner Peyser / WIOA.
3. Sharing information, which is done easily between WIOA and Wagner Peyser. Through FERPA agreements, information can be shared between WIOA and our AEFLA as well as other education partners. A strategy for sharing information with Vocational Rehabilitation also exists for common customers. As common participants are also shared with the other legislative one-stop partners, methods for sharing information with them is a goal of the workforce delivery system.
4. Identifying specific services provided by the core programs, which are needed by participants, so that such services can be identified, referred and co-enrolled for them.

The BWDB coordinates with the local school board to identify and support programs that prepare students for internships or post-secondary education opportunities. Post-secondary education opportunities are identified through coordination with post-secondary education institutions, the State, and the BWDB to identify educational and workforce investment activities geared toward preparation for occupations that are determined to be in demand locally. Additionally, each year a publicly noticed meeting is held to obtain community input on our local workforce area's Target Occupations List. CSBD staff also researches career

pathways in our sector strategies to develop career lattices for employers and job seekers. Once completed, these career lattices are provided to the community, the youth programs and posted on the CSBD website. When appropriate, customers are co-enrolled to facilitate career pathways and improve access to activities leading to recognized post-secondary credential, including a credential that is an industry-recognized certificate or certification, portable, and stackable.

(11) Employer Engagement: Describe strategies and services used in the local area to:

(a) Facilitate engagement of employers in workforce development, including small employers and employers in in-demand industry sectors and occupations; (20 CFR 679.560(b)(3(i)) and

(b) Support a local workforce development system that meets the needs of businesses in the local area. (20 CFR 679.560(b)(3(ii))

(c) Utilize community-based information related to educational programs and industry needs contained in the quarterly reports submitted to the LWDB by the local area's education and industry consortium. (CareerSource Florida Strategic Policy 2023.09.19.A.2)

Such strategies and services may include the implementation of initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathways initiatives, U.S. Chamber of Commerce Foundations' Talent Pipeline Management, utilization of effective business intermediaries, and other business services and strategies designed to meet the needs of regional employers. These initiatives must support the strategies described above.

For a) through c) above, CSBD implements outreach efforts to local employers, including small employers and employers with in-demand occupations, through engaging various Chambers of Commerce, the Greater Ft. Lauderdale Alliance, various networking events, surveys and one-on-one meetings. CSBD also utilizes eblast and social media sites, such as LinkedIn, Instagram, X and Facebook, to market to employers. CSBD uses industry intermediaries and holds affinity-type employer forums. From July 1, 2025 to June 30, 2026, CSBD served more than 8,400 employers, providing them a total of 32,267 services.

Specifically, CSBD provides work-based training services to employers, such as OJT, IWT, Work Experience, Internships, and Customized Training, which are described below:

- OJT- CSBD assists the employer with the costs of training new hires and existing employees in order to upgrade the employee's skills. CSBD reimburses a portion of the employee's wage during the training period outlined in the training plan. OJT reimbursement rate is 90% straight–time wage reimbursement for employers of any size, and 100% for employers located in or employing current residents within designated Opportunity Zones. As job seekers work close to their homes, especially in distressed communities, it makes sense to offer this of type of reimbursement to these employers instead of basing it on a job seeker's characteristics, which could be discriminatory.
- IWT- Designed to offset am employer's training cost for upgrading the skills of their existing workforce. CSBD pays a percentage of the training cost. CSBD sets aside 20% of its combined local adult and dislocated worker funds for IWT.
- Work Experience/Internship – Designed to enable job seekers to gain exposure to the world-of-work and its requirements, while simultaneously giving the employer an opportunity to gauge the job seeker's competency and identify any skill gaps that need

to be addressed for a successful hire. However, CSBD chooses not to provide Transition Work Experience at this time, but reserves the right to do so in the future.

- Customized Training – Designed to meet the special requirement of a business or a group of businesses with the commitment by the business to employ the individual upon successful completion of the training. The purpose of this program is to provide training activities that will increase employment and occupational skill attainment of participants to improve the quality of the workforce and enhance the skills, productivity, and competitiveness of the business community.

In addition, CSBD:

- Expands public information and marketing to employers.
- Engages businesses and training providers in the review and development of the Targeted Occupations List.
- Employs all the work-based training options under WIOA.
- Assists Welfare Transition participants in gaining self-sufficiency by providing meaningful work experience as a host-site for CSBD's Community Service / Work Experience program; this also affords some additional assistance to employers.
- Provides employer workshops on topics that we believe will be of interest to employers (e.g., How to Get the Most out of Employ Florida, Hiring and Retaining Job Seekers with Disabilities, What Can Workforce Do for You, etc.)
- Responds to employer needs by:
  - Hosting onsite recruitments, mass recruitments, and job fairs
  - Coordinating rapid response events at the employer's location
  - Posting jobs and matching and screening candidates to fill those jobs.

Pursuant to the Reimagining Education and Career Help (REACH) Act, CSBD created an Education and Industry Consortium (EIC), whose members were appointed by the local workforce board chair. These members represent various key industries in the county, specifically IT, healthcare, hospitality, manufacturing, aviation, marine, and K-12 and post-secondary education. The purpose of the EIC is to convene local leaders who can provide information about education and workforce needs and opportunities to businesses and job seekers. EIC quarterly reports are submitted to the Broward Workforce Development Board to align educational programming with industry needs at the local level. The EIC's list of members, agendas and quarterly reports can be found on the CSBD's website here:

https://careersourcebroward.com/about-us/education-and-industry-consortium.

(12) Enhancing Apprenticeships: Describe how the LWDB enhances the use of registered apprenticeships to support the local economy and comply with CareerSource Florida Strategic Policy 2019.02.13.A.1 – Registered Apprenticeship Strategic Policy. Describe how the LWDB and apprenticeship navigators work with industry representatives, education partners, and local businesses to develop registered apprenticeships, in collaboration with apprenticeship training representatives from the Florida Department of Education and other partners.

Describe strategies and operations that promote and support statewide apprenticeship goals that include, but are not limited to:

(a) Increasing total number of new apprentices and pre-apprentices per year.

- CSBD supports the use of Registered Apprenticeship (RA) Programs to enhance employment opportunities for job seekers. At employer forums and during meetings of

employer associations and taskforces, we frequently talk about the benefits of creating registered apprenticeships.

- We have worked and continue to work with a number of employers with whom we have entered into Registered Apprenticeship OJT contracts using "upgrade OJT" as a tool and defraying the employer's cost for their apprentice wages.
- CSBD meets periodically with the public Technical Colleges, which provide classes for various apprenticeships, to see how we can partner to expand apprenticeship opportunities.
- CSBD's board of directors has three member representatives from organized labor, including the JATC, all of whom work with us on promoting apprenticeship opportunities.
- CSBD markets the benefits of apprenticeship programs to job seekers in person and through various social media at industry councils and job fairs.
- We recently worked with the Marine Industry, which has launched a new apprenticeship program, by developing a video that describes the benefits of participating in an apprenticeship. The video is being circulated to all of the high schools and technical schools, and can be found through a link on our CSBD website.
- CSBD hosted an Apprenticeship Summit during the last Local Plan cycle.
- CSBD added a dedicated Apprenticeship Navigator to support the development and expansion of registered apprenticeships in Broward County. This position strengthens coordination with employers, apprenticeship sponsors, and the Florida Department of Education, while assisting employers through the Registered Apprenticeship Program application process.

(b) Increasing total number of registered apprenticeship programs and program occupations.

As can be seen from the above, Registered Apprenticeship Upgrade OJT opportunities is one of the critical options in our tool box of employer and job seeker options. Our close partnership with the School Board of Broward County and with Broward College provides access to the education component of the apprenticeship curricula and links us to the employers who are hiring the apprentices so we can benefit from our OJT program.

Apprenticeship has also been the topic of discussion among the members of our Education and Industry Consortium. The reports of their meetings are shared with the BWDB and are posted on our website so that employers visiting the website know that CSBD is apprenticeship friendly. Further, CSBD added AI to its website and its ChatBot, Sam, has been educated to respond to inquiries about apprenticeship.

CSBD presents RA as an option for employers who need to build their talent pipelines and refers interested employers to the local Florida Department of Education Apprenticeship Training Representative to start the RA program application process. In addition, CSBD collaborates with the industry associations in our targeted industries to identify employers with training needs that can be addressed through registered apprenticeships.

CSBD also conducts presentations and makes employers aware of existing registered apprenticeship programs at CSBD's employer forums as a method for employers to develop the talent pipeline while addressing their skills and training gaps in their workforce.

CSBD's approach to enhancing apprenticeships focuses on creating deep relationships with industry and businesses to support their engagement in designing and implementing this talent development effort. CSBD provides structured support for the development of new apprenticeship efforts, including coordinating with the FloridaCommerce. Recently, we

facilitated the development of four apprenticeship programs and, to continue with these efforts, CSBD plans to launch a campaign aimed at educating local employers about the benefits of registered apprenticeship programs. This could include presentations at industry forums, webinars, and one-on-one meetings with key stakeholders in sectors like construction, IT, healthcare, and manufacturing. CSBD will continue to assess opportunities to engage industries in apprenticeship development efforts in partnership with the Florida Department of Education to assist with increasing new registered apprenticeship programs in the area.

(c) Increasing total number of registered pre-apprenticeship programs.

CSBD receives non-federal funds to operate a summer work experience program. CSBD uses this platform to educate youth regarding their career pathway choices, which include occupations offering apprenticeships, so that youth can be exposed to the benefits of apprenticeships.

Further, two of CSBD's youth providers were awarded a YouthBuild Program Grant, which we partnered to assist with the work experience component for the pre-apprentices in the Youth Build Program.

CSBD also conducts an annual Worlds of Work Career Exploration Event targeting high school 9th and 10th graders, which employers offering apprenticeships in in-demand occupations participate, including the traditional trade apprenticeship representatives.

CSBD developed a 2-Gen approach that allowed us to provide materials on apprenticeships and our other services to parents when they bring in their youth for SYEP eligibility determination or we distribute occupational information to youth that can be shared with their parents.

(d) Expanding registered apprenticeships and pre-apprenticeships into healthcare, advanced manufacturing, aviation and aerospace, information technology, and other emerging industries.

1) CSBD assisted Broward Health with creating their new Biomedical Technician Registered Apprenticeship Program.

2) Assisted an IT employer with creating and registering an apprenticeship program for Computer Support Specialists.

3) Assisted Big Lock and Key with developing two, first-of-its-kind locksmith registered apprenticeship programs in Broward County.

(e) Supporting apprentices with WIOA services to support the on-the-job learning, related instruction and supportive services.

CSBD approved and obligated over $522,000 in OJT funding support for registered apprenticeship training.

In addition to the above, CSBD supports the use of registered apprenticeships to enhance employment opportunities for job seekers. CSBD's board of directors has three member representatives from organized labor, including the JATC, all of whom work with us on promoting apprenticeship opportunities.

In PY 18-19, CSBD was awarded two CareerSource Florida Apprenticeship Grants: one was a pre-apprenticeship training in construction, and the other was apprenticeship training in the IT industry. Thirty-five (35) youth completed pre-apprenticeship training in administration, construction, culinary arts, and horticulture. CSBD also placed seven (7) individuals in a construction apprenticeship program with the Fort Lauderdale Housing Authority. In PY 19- 20, CSBD was awarded an apprenticeship grant from CareerSource Florida in the Marine Industry.

In PY 21-22, CSBD partnered with local industry associations and employers to provide on-the-job training funding for apprentices in the marine and construction industries. CSBD also hosted an Apprenticeship Summit to further promote apprenticeship programs. Also, local apprenticeship programs are promoted to job seekers as a career pathway through the CSBD website page for training opportunities, flyers in the career centers, and career planning with our knowledgeable Success Coaches. CSBD matches eligible and interested job seekers to participating employers' open job orders. CSBD will continue to assess opportunities to engage industries in apprenticeship development efforts, specifically through an Apprenticeship Navigator.

DESCRIPTION OF THE LOCAL ONE-STOP DELIVERY SYSTEM

(1) General System Description: Describe the one-stop delivery system in your local area, including the roles and resource contributions of one-stop partners (WIOA §108(b)(6)).

(a) Describe how WIOA core partners and combined state plan partners contribute to the LWDB's planning and implementation efforts. If any core or required partner is not involved, explain the reason.

All of the required WIOA partners is included in the local one-stop system; however, they are not all collocated. CSBD system of one-stop centers provides a full array of employment services and connects customers to work-related training and education. CSBD provides quality career services, education and training, and supportive services that customers need to get good jobs and stay employed. In addition, CSBD helps businesses find skilled workers and access, and other employer-related services, including OJT and interns for their current workforce.

Below is a list of the one-stop partners and a description of their roles. With respect to resource contributions, our one-stop is organized using a mall approach for the contribution of resources. Partners that are collocated pay their proportionate share of the square footage they occupy and the related common area.

The following describes the roles of the partners in the one-stop system:

- Adults, Dislocated Workers and Youth - are served in the one-stop centers. The WIOA Adult / Dislocated Worker programs, together with Wagner-Peyser universal labor exchange services, form the heart of our one-stop system. Some OSY not served by our youth providers are also able to access services and training through the one-stop system. WIOA provides direct placement, ITA training, work-based learning opportunities, and support services. Our one-stop partners are very familiar with the services. WIOA pays their fair share of costs.

- Temporary Assistance for Needy Families (TANF) and Supplemental Nutrition Assistance Employment and Training (SNAP) Programs – TANF is co-located in our centers, while SNAP is co-located in our comprehensive one-stop center. Allocations are made by the State to support these programs at the local level. TANF/SNAP pays their fair share of costs.

- Wagner-Peyser – together with WIOA forms the nucleus of the workforce system, offering universal services, which allow for further assessment and referral to WIOA, as well as all of our partner services. Wagner Peyser provides universal services, assists customers in the resource room, helps with registering for Employ Florida, and refers to other partner programs as necessary. From recruitments to job fairs, our renowned Professional Placement Network and dedicated Veteran's services, all individuals entering the one-stop have the opportunity to begin in resource rooms accessing job search tools, online assessments, and workshops targeted at helping customers find not just a job but the right job. Wagner-Peyer is our one-stop partner's entry to coordinating with our employer customers. Wagner-Peyser has been collocated since the inception of the Workforce Investment Act and helps to support the one-stop infrastructure by paying its fair share of the infrastructure.

- Vocational Rehabilitation (VR) – is co-located in our South One-Stop Career Center. We have a strong coordinative relationship with VR. Because of CareerSource Broward's strong emphasis on services to customers with disabilities through our Ticket to Work program, we collaborate and coordinate on the services to this high priority population. All our one-stop centers have a process in place to refer customers. VR is represented on the BWDB, contributes to our planning, and contributes to the infrastructure through rent and common area costs in the South One-Stop Career Center.

- Senior Community Service Employment Program (SCSEP) – the SCSEP programs co-locate in the South One-Stop Career Center, leasing space from us and providing program services and cross-referrals between our programs. Through work experience opportunities, older workers also assist in the resource room, as needed, in all three of our one-stop career centers. While not co-located, a second SCSEP provider, Urban League of Palm Beach, is technologically connected and contributes to the infrastructure by paying for its presence on the CSBD website.

- Adult Education and Family Literacy Act Programs (AEFLA) – Is solely delivered by the Career Technical Adult and Community Education (CTACE) Division of the Broward County School Board. At this time, AEFLA does not have a presence in the one-stop; however, we have a strong referral system in place for individuals needing to acquire a high school credential or needing to upgrade their literacy skills before they can qualify for training. AEFLA is represented on the BWDB by the Superintendent of the Broward County School Board and contributes to our planning. CSBD currently contracts with CTACE to serve both OSY needing a GED or ISY needing a high school diploma. While not co-located, AEFLA is technologically connected and contributes to the infrastructure by paying for its presence on the CSBD website. Individuals access AEFLA through one of the CSBD programs or through the website.

- Career and Technical Education – is delivered through the School Board of Broward County. (Please see information on CTACE above). CTACE programs are on our

Eligible Training Provider List. They are represented on the BWDB by the Superintendent of the Broward County School Board and contributes to our planning, together with the Broward College, and are two of our key partners in the provision of training to our participants and contribute to our planning.

- Trade Adjustment Assistance Act (TAA) Program – We provide these services through state staff co-located in the one-stop.

- Jobs for Veterans Grant – Veterans services are provided at all one-stop center locations. Through an allocation of state funds, they pay their fair share of infrastructure and operating costs. We are also connected with the Veterans Symposium, which is a Veterans service collaborative with Mission United, a nationally renowned Veteran service initiative.

- Community Service Block Grant (CSBG) – Services are delivered through Family Success Centers located throughout Broward County. Broward County is represented on our Council of Elected Officials, on the Board, and contributes to our planning. As we serve many of the same participants, we meet to discuss the types of support services offered to avoid duplication of services and have an ongoing relationship, which allows us to refer customers needing emergency services and weatherization. In the past, Broward County through CSBD contributed to our Summer Youth Employment Program, allowing us to serve additional youth through other funding streams. While not co-located, CSBG is technologically connected and contributes to the infrastructure by paying for its presence on the CSBD website. Individuals access CSBD through case manager referrals or through the website.

- Department of Housing and Urban Development (HUD) – there is no HUD employment and training program currently operating in our workforce development area.

- Reemployment Assistance – is co-located in our center and pays their fair share of costs.

- Second Chance Act – our OSY providers recruit and target youth who are on probation, received a civil citation, or are exiting the jails.

- Migrant and Seasonal Farmworker (MSFW) Program - CSBD does not receive Migrant and Seasonal Farmworker funds. Farming is no longer a significant occupation in Broward County. From time to time, an individual will visit on of our centers for services and, once eligibility is established, we provide WIOA services.

- Job Corps – There is not a local Job Corps Program in Region 22.

- YouthBuild – CSBD actively connects customers to its contracted youth providers, Junior Achievement of South Florida and HANDY, seamlessly cross-referring eligible participants into their respective, federally funded YouthBuild programs.

- Native American Programs – CareerSource Broward has reached out to the Seminole Tribe, which is in our workforce area, many times during the course of implementing Workforce Investment Act/WIOA programs; however, they have chosen not to participate. Through outreach they are aware that our one-stop services are available

to the tribal members, if they wish to access the system. The Seminole Tribe operates the very successful Hard Rock Guitar Hotel. CSBD does coordinate job fairs for that hotel and casino when requested.

(b) Identify any optional/additional partners included in the local one-stop delivery system and how their inclusion in the local system achieves state and local strategies, operations and performance outcomes.

There are no additional partners included in the local one-stop delivery system.

(2) Customer Access: Describe actions taken by the LWDB to fully implement CareerSource Florida Strategic Policy 2021.09.15.A.1 – Availability of Services to Floridians and promote maximum integration of service delivery through the one-stop delivery system for both business customers and job seekers.

(a) Describe how entities within the one-stop delivery system, including one-stop operators and one-stop partners, comply with the Americans with Disabilities Act regarding physical and programmatic accessibility of facilities, programs and services, technology and materials for individuals with disabilities, including providing staff training and support for addressing needs of individuals with disabilities. Describe how the LWDB incorporates feedback received during consultations with local Independent Living Centers on compliance with Section 188 of WIOA (WIOA §108(b)(6)(C)).

The CSBD EO Officer is responsible for ensuring accessibility in the centers. The EO Officer has staff that annually reviews the one-stop centers using an accessibility assessment. CSBD employs a Disability Program Employment Specialist to provide one-on-one service delivery to those that are in our TTW Program and assist with establishing an Integrated Resource Team (IRT), as needed, if a customer requires extra assistance, to ensure the appropriate staff meets the needs of the customer. The IRT approach involves diversified service systems coordinating services and leveraging funding in order to meet the needs of an individual jobseeker with a disability. IRTs provide the opportunity for comprehensive, wrap-around services on behalf of an individual with a disability or other challenges to employment by bringing together diverse programs and services that meet the needs of a particular job seeker. CSBD also has a Disability Specialist in each of the one-stop centers to assist employers, staff, and customers with using the assistive technology and resources in the community or to schedule an interpreter for a customer. CSBD has various assistive technologies to assist a variety of customer needs, such as screen readers, screen magnifiers, bigger keyboards, a specialized mouse, etc. Staff is trained on an annual basis on providing services with disability etiquette and properly serving customers with disabilities.

In the past, the Center of Independent Living indicated they have been satisfied with CSBD's efforts with serving disabled individuals within our local area both through career center physical accommodations and through staff training, dedicated disability staff, and inclusion of a local organization serving the disabled population through the one-stop partner system.

(b) Describe how entities within the one-stop delivery system use principles of universal design in their operation.

The CSBD brand provides standardized services in each of its three career centers. Job seekers and employers receive a consistent customer experience from the signage to the delivery of services, to the application of our policies and practices.

Equitable Use:

All customers who visit our career centers are welcomed and assisted with their needs. The career centers are set up so that when a customer enters there is a reception desk and a kiosk sign-in system for a customer to register in to the center. If a customer is not able to use the kiosk, a staff member at the reception desk can assist them.

Flexibility in Use:

The resource room is at the front of the career center so all customers have access to the equipment without having to travel too far within the center. There is a computer in each center's resource room that has assistive/adaptive technology and is designed to accommodate a wide range of individual preferences and abilities.

Simple and Intuitive Use:

Information is provided to customers in an easy, understandable way. They are asked throughout the process if they understand the information provided to them. CSBD has an on-demand interpreter service for those customers that either need foreign language interpretation or sign-language interpretation assistance.

Perceptible Information:

Signs are posted throughout the center informing customers of various departments, disability equipment, and training/workshops rooms. These signs are both written and pictorial. If customers are not sure what they need to do or understand necessary information, staff is always there to guide the customers.

Tolerance for Error:

The centers are designed to minimize hazards and provide warnings both visually and by sound if there is an emergency in the building. All traveled areas are kept clear so that customers with physical disabilities or wheelchair bound do not have any obstructions in their travels throughout the center.

Low Physical Effort and Size and Space for Approach and Use:

All accessibility equipment is designed to ensure customers have easy access, are comfortable, are within reach, easy to manipulate and use, regardless of the customer's body size, posture, or mobility.

(c) Describe how the LWDB facilitates access to services provided through the local delivery system, including remote areas, using technology and other means (WIOA §108(b)(6)(B) and 20 CFR 560 (b)(5)(ii)).

In accordance with CareerSource Florida Strategic Policy 2021.09.15.A.1 – Availability of Services to Floridians, CSBD:

1. Provides training to all staff on excellence in customer service and ensures all customers are aware of our customer service standards via our Customers Count Pledge, which is a part of every orientation and on posters throughout the one-stop career centers. In accordance with FloridaCommerce Workforce Policy O92 – Staff Training and Credentialing, applicable frontline staff providing direct customer service, including Business Services staff, complete FL WINS Cross Training and obtain the Florida Workforce Professional Tier I Certificate within 60 days of hire and complete a minimum of 15 hours of continuing education annually.
2. It is CSBD's policy to not turn away customers due to dress code. They are offered support services, where eligible, or customers are referred to partner organizations for appropriate clothing for job search purposes.
3. All three CSBD one-stop career centers are open Monday through Friday from 8 a.m. to 5 p.m. Upon request, CSBD can accommodate the schedules of individuals who work during regular business hours. The days and hours of operation are clearly visible on the front doors of the one-stop career center locations. In addition, we follow the holiday schedule of Broward County and signage is posted in advance notifying job seekers of an upcoming closure.
4. CSBD communicates with transparency and integrity when conveying comprehensive communication on behalf of CareerSource Florida, FloridaCommerce, and the local Board. We ensure proper branding and approved messaging are utilized. CSBD communicates for the state workforce system and supports the work to lead Floridians down a path of economic prosperity to find a better career, job opportunities, or improve their skills to compete in Florida's workforce.

CSBD is in full compliance with the requirements of the Americans with Disabilities Act. CSBD also uses technology that extends services beyond the "bricks and mortar" buildings to improve the delivery of services to virtual customers. By using the internet "online," customers who visit the CSBD webpage can access:

- Employ Florida registration
- Portals to fill out online applications and register their attendance/seat for our workshops
- Apprenticeship, high-growth industry, and scholarship training videos; and
- Web-based career exploration tools and labor market information.

Eligible customers can also access career and work-ready assessments, such as eSkills, CASAS, etc. Customers can electronically access and fill out additional forms and submit them with their electronic signature through the use of RightSignature. We provide the customer the option of meeting with his or her Success Coach virtually or in person. If it works best for the customer, we can set virtual meetings using the Zoom platform.

In these and other ways, we provide workforce services to job seekers and employers who may find it challenging to travel to a one-stop career center or who like the additional convenience of accessing one-stop services 24/7, 365 days a year. These tools are not intended to replace the services provided at the one-stop centers. Rather, they promote awareness of CSBD services, improve our brand name, and, for some, meet their immediate needs without needing to travel to one of our three one-stop career centers.

CSBD has also hired staff to go out into distressed communities to bring our information about CSBD services.-WIOA allows local boards to set the reimbursement rate for OJT up to 75%. CSBD's OJT reimbursement rate is 90% straight–time wage reimbursement for employers of any size, and 100% for employers located in or employing current residents within designated Opportunity Zones. As job seekers work close to their homes, especially in distressed communities, it makes sense to offer this type of reimbursement to these employers instead of basing it on job seekers' characteristics, which could be discriminatory.

(3) Integration of Services: Describe how one-stop career centers implemented and transitioned to an integrated, technology-enabled intake and case management information system for programs carried out under WIOA and programs carried out by one-stop career center partners (WIOA §108(b)(21)).

CSBD uses Employ Florida and the One-stop Service Tracking (OSST) systems provided by the State for case management. There is not a system that integrates, at a minimum, all WIOA partner programs. We use technology-enabled processes, such as Welfare Transition Automation and our online WIOA application, to increase accessibility and streamline the intake process. By using the internet, "online" customers can access:

- Employ Florida registration
- Portals to fill out online applications, such as our summer youth program application
- Register their attendance / seat for our workshops
- Apprenticeship, high-growth industry and scholarship training videos; and
- Web-based career exploration tools and labor market information.

Eligible customers can also access career and work ready assessments, such as eSkills. Several years ago, we transitioned to a paperless case file document management system. Customers are able to electronically access and fill out additional forms and submit them to us with their electronic signature through RightSignature and/or our electronic document management system.

(4) Sub-grants and Contracts: Describe the competitive process used by the LWDB to award sub-grants and contracts in the local area for WIOA-funded activities (WIOA §108(b)(16)).

All purchases and procurements for all programs, services and goods are done in accordance with the CSBD procurement policy, which follows the requirements and thresholds as stated in 2 CFR 200 et seq., the State's conflict of interest policy, and FS 445.007.

CSBD develops its request for proposals (RFP) based upon policies and objectives adopted by the BWDB. RFPs are reviewed and approved by the BWDB or by a committee designated to review and approve the RFP. When RFP responses are received, staff reviews proposals for responsiveness to the RFP. A BWDB Committee is appointed to review the RFPs. Review of the RFPs takes place at a publicly noticed meeting. A rating form published with the applicable RFP is used by the BWDB review committee, which makes a recommendation to the full board. The BWDB, together with the CSBD Council of Elected Officials, makes the final decision on which proposals will be funded. This represents a fair and equitable process to secure the most capable agencies to deliver services.

(5) Service Provider Continuous Improvement: Describe how the LWDB will ensure the continuous improvement of eligible providers through the system and that such providers will meet the employment needs of local employers, workers, and job seekers (WIOA §108(b)(6)(A) and 20 CFR 679.560(5)(i)).

CSBD programs are monitored throughout the program year by internal and external entities. CSBD annually monitors ITA providers. The monitoring confirms:

- FETPIP data reporting with the Commission for Independent Education (CIE)
- Florida Department of Education licenses with the CIE
- Reconfirms accreditation status
- Occupational training courses are still on the Targeted Occupations List
- Tuition and other costs from nonpublic schools are as listed in the school's catalog; and,
- Updated insurance certificates, as needed, to confirm that CSBD is listed as the third party named insured.

To continuously improve services and ensure that providers are performing at a high level, CSBD provides staff development, updates its on-boarding training manuals and/or policies and procedures, job aides, tools, forms, etc. to incorporate as new program guidance is issued. Once new or updated documentation is developed, a system is in place to ensure staff review and acknowledge that they understand the document(s), per Operations procedure - Policy, Procedure, and Program Documentation Tracking. Staff meet to review and revise monitoring tools or any needed staff training, as needed. CSBD updates and aligns its Quality Assurance (QA) monitoring tools with the State's tools. CSBD also meets with IT to explore uses of technology to enhance compliance and create additional efficiencies.

Program supervisors in the one-stop centers conduct monthly monitoring of programs. Quality Assurance and Training Coordinators at the one-stop centers also conduct regular monitoring of programs. Corrective actions are identified and implemented to address findings, as part of continuous improvement, in a database and QA Department, Operations Department management and/or Program Manager(s) check that such corrective actions were completed.

CSBD's Operations Department developed a report matrix that is used to track key performance areas. Staff regularly convene to discuss performance and corrective actions are implemented, as needed.

All contracted provider contracts have performance requirements. Their actual performance against the requirements stipulated in their contract is reported to the applicable Board Committee, the Audit and Executive Committees and to the Board and Chief Elected Officials.

COORDINATION OF SERVICES

(1) Coordination of Programs/Partners: Describe how services are coordinated across programs/partners in the one-stop career centers, including Vocational Rehabilitation, TANF, SNAP E&T, and Adult Education and Literacy activities. Specify how the local area coordinates with these programs to prevent duplication of activities and improve services to customers. 20 CFR 679.560.

Service integration aims to ensure a seamless experience for all customers, including targeted populations, by offering a comprehensive range of services delivered by cross-trained teams well-versed in the goals and requirements of each program. Frontline personnel possess in-depth knowledge of basic eligibility criteria and available services, enabling them to effectively guide customers in accessing one-stop programs and services and make informed referrals to partner programs when necessary. CSBD and its partners strive to streamline and integrate services and cross-train staff on partner programs.

CSBD coordinates and provides WIOA services by sharing participants through two-way referrals with Vocational Rehabilitation and Adult Education and Literacy and dual enrolling participants across partner programs (e.g., TANF and WIOA). This prevents duplication of efforts and provides seamless service delivery to our customers. To expand our function as strategists and community conveners to hear "the voice of the customer" on the workforce needs of Broward County, we participate in community and business initiatives to harness the expertise that exists within the local workforce area. For example, we serve on homeless advocacy and specific industry advisory committees/councils, including Prosperity Broward. The intent of our participation in these collaborative efforts is to meet local workforce area development needs, coordinate services as well as to find solutions for special populations with barriers to employment. Recommendations from the meetings move on to our governing boards, culminating in the roadmap, which are both incorporated into this workforce services plan and also into a strategic planning matrix, as applicable to each of the board's committees, so that the members can work on the objectives throughout the year.

(2) Coordination with Economic Development Activities: Describe the strategies and services that are used in the local area to better coordinate workforce development programs and economic development (20 CFR 679.560(b)(3)(iii)).

Include an examination of how the LWDB will coordinate local workforce investment activities with local economic development activities that are carried out in the local area and how the LWDB will promote entrepreneurial skills training and microenterprise services (WIOA §108(b)(5) and 20 CFR 679.550(b)(4)).

The President/CEO of the Greater Ft. Lauderdale Alliance (Alliance), which is the local economic development agency, is a Board member and also CSBD's President/CEO is a board member of the Alliance. We also work closely with the Broward County Office of Economic and Small Business Development, SCORE, the Chambers of Commerce, Hispanic Unity, and other organizations involved with economic development and entrepreneurial training.

Additional coordination comes from staying connected to Broward County's Office of Economic and Small Business Development, whose director is a member of CSBD's Employer Services Committee. CSBD also assigns intermediaries to the fastest growing and key industry sectors, providing additional business intelligence and channels of communication, leading to increased coordination.

(3) Coordination with Rapid Response: Describe how the LWDB coordinates workforce investment activities carried out in the local area with statewide rapid response and layoff aversion activities (WIOA §108(b)(8) and 20 CFR 679.560(b)(7). The description must include how the LWDB implements the requirements in CareerSource Florida Strategic Policy 2021.06.09.A.2. – Rapid Response and Layoff Aversion System and CareerSource Florida Administrative Policy 114 – Rapid Response Program Administration.

CareerSource Broward delivers Rapid Response services designed to avert or minimize the economic disruption to the local community due to employer closures, mass layoffs, disaster-related mass job dislocations, and TAA petition filings. CSBD will deliver Rapid Response services by:

- Designating a Local Rapid Response Coordinator as the primary point of contact for Rapid Response.
- Ensuring that affected workers are contacted and engaged about hiring events held by CSBD.
- Educating the affected workers about classroom and work-based training grants they may be eligible for under WIOA.
- Including the business services team to identify companies that may be in early stages of a potential mass layoff in order to implement layoff aversion strategies.
- Performing layoff aversion strategies, including but not limited to:
    - ongoing engagement and partnership with the business community.
    - assisting employers in managing reductions in workforce, which may include early identification of firms at risk of layoffs, assessment of the employer's needs, and delivery of services to address the needs.
    - developing, funding and managing incumbent worker training programs or other upskilling approaches as part of a layoff aversion strategy.
    - connecting companies to state Short-Time Compensation or other programs designed to prevent layoffs or to quickly reemploy dislocated workers; employer loan programs for employee skill upgrading; and other federal, state, and local resources as necessary to address other business needs.
    - establishing linkages with economic development activities at the federal, state, and local levels, including U.S. Department. of Commerce programs and available state and local business retention and expansion activities.
    - partnering or contracting with business-focused organizations to assess risks to companies, propose strategies to address those risks, implement services, and measure impacts of services delivered.
    - conducting analyses of the suppliers of an affected company to assess their risks and vulnerabilities from a potential closing or shift in production of their major customer.
    - coordinate with local government and non-profit organizations to plan for and respond to natural and other disasters.
    - connecting businesses and workers to short-term OJT, customized training and apprenticeship programs before or after layoff to help facilitate rapid employment.

Consistent with CareerSource Florida Workforce Policy O15 – Emergency Response and Disaster Recovery, CSBD maintains a Continuity of Operations Plan (COOP) to support continuity of workforce services during disasters and emergencies. The COOP addresses emergency operations and notifications, staff and partner communications, office closures, information technology recovery, cybersecurity, service continuity and recovery, and coordination with FloridaCommerce and local partners. CSBD's COOP is included as Exhibit II to this Local Plan (here) and will be reviewed, updated, and submitted biennially, per state requirements.

(4) **Industry Partnerships:** Describe how the LWDB identifies and collaborates with existing key industry partners in the local area. Describe how the LWDB coordinates and invests in partnership infrastructure where key industry partnerships are not yet developed (WIOA §108(b)(4)A)). The local area must describe how the following elements are incorporated into its local strategy and operational sector strategy policy. Describe how:

(a) Selected industries or sectors are driven by high-quality data (cite data source used);

CSBD works with the Greater Ft. Lauderdale Alliance, the local economic development agency, to prioritize industry clusters. Industry clusters are prioritized by reviewing various industries' hiring demands, types of business relocating to our local workforce area, and by referencing Broward County's targeted industries, CareerSource Florida's Workforce Services Plan, and Florida Chamber Foundation's Six Pillars of Florida's Future Economy™. Also, CSBD obtains data through the Education and Industry Consortium and industry-related employer forums. LMI from FloridaCommerce, Employ Florida, and JobsEQ is used to drive CSBD's sector strategies and partnerships, along with data from our Economic Dashboard on our website.

(b) Sector strategies are founded on a shared, regional vision;

Based on targeted industries by the Greater Fort Lauderdale Alliance, our local economic development partner, and Broward County, CSBD uses the information to develop partnerships with trade and professional associations in these sectors.

(c) The local area ensures that sector strategies are directed by industry;

CSBD utilizes intermediaries to engage the targeted industries of Healthcare, Technology, Marine, Aviation, Hospitality/Tourism, Manufacturing, and Construction to partner with trade and professional associations to expand its service delivery to employers in these industries. The aforementioned intermediaries were created based on emerging industry and occupation data provided to CSBD from FloridaCommerce's LMI unit and the Greater Fort Lauderdale Alliance, our local economic development partner. Further, the Board has representatives from those industries, which assist with decisions on sector-based strategies. As a result, the Board represents a cross-section of business, giving voice and serving as a source for feedback, spanning a variety of industry sectors.

(d) The local area ensures that sector strategies are aimed at strategic alignment of service delivery systems;

Through our industry intermediaries, CSBD partners with industry associations to hold job fairs specific to the industry. We invite job seekers who are training or who completed training in the specific industry to attend these job fairs. Additionally, we provide industry-related labor market information (LMI) to businesses and trade and professional associations.

CSBD also convenes industry-specific employer forums in partnership with trade and professional associations. These forums bring together employers, education and training providers, and workforce partners to identify skills gaps, emerging occupations, training needs, and other workforce challenges affecting key industry sectors. The information gathered is used to develop sector-based strategies and better align CSBD's programs and services with the needs of Broward County employers.

Also, our industry intermediaries work with the business community and education providers to ensure that CSBD's list of approved training programs meet the needs of the local industry.

CSBD's President/CEO is a board member of the Greater Fort Lauderdale Alliance, and the President/CEO of the Greater Fort Lauderdale Alliance is a Broward Workforce Development Board member. This close coordination also allows local employers to access the Quick Response and Incumbent Worker State Level Training Grants.

(e) The local area transforms services delivered to job seekers/workers and employers through sector strategies; and

Using tools, such as JobsEQ and Employ Florida, CSBD provides labor market information to sector strategy employers in our region and when targeting training opportunities for job seekers that lead to employment in those industries. CSBD also convenes industry Employer Forums to understand sector-based employment and training needs and develops service strategies around that feedback, including communicating any needed training they may desire with our ITA providers.

(f) The sector strategies are measured, improved and sustained.

CSBD tracks service delivery outcomes, such as placements, awarded training grants, ITA completion rates, and the accomplished goals set forth for our intermediaries. CSBD develops strategic initiatives that target key industry sectors based on the Board annual planning session, employer and education provider meetings throughout the year, intended to improve the service delivery to those industry sectors. Sector strategies are sustained based on state data, the data received from all our partner agencies, and local area needs, which allows the Board to identify and collaborate with the employers, training providers, and community organizations that can positively impact the local economic development of those targeted industries.

(5) Coordination with Relevant Secondary and Postsecondary Education: Describe how the LWDB coordinates relevant secondary and postsecondary education programs and activities with education and workforce investment activities (including activities related to the Credentials Review Committee, as appropriate) to coordinate strategies, enhance services, and avoid duplication of services (WIOA §108(b)(10) and 20 CFR 679.560(b)(9)).

Broward County is a one-school system district. The School Board of Broward County is also the single provider of Adult Education and Literacy in the workforce area; as a result, there are no applications to review.

The collaboration between CareerSource Broward and School Board of Broward County's Department of Career and Technical Education (CTE) stands as one of the agency's most enduring and successful partnerships. We consistently convene with the school district to discuss CTE programs and exchange insights on client needs.

Currently, the SBBC is an out-of-school youth (OSY) provider, working with eligible OSY to ensure they receive their GED. This partnership and coordination are strengthened by having Adult Literacy and Vocational Technical schools represented on our Board, which has enabled us to realize a shared vision and partner on grant applications and initiatives.

CSBD also refers adults and dislocated workers who need to work on their literacy levels or English language skills to the Adult Literacy System before they receive an ITA. In this way, the

two organizations collaborate on career pathway programs designed to help prepare low-skilled workers for jobs that support economically self-sufficient wages (e.g., cross referrals, co-enrollment, etc.).

Furthermore, CSBD works closely with other local educational providers to promote the full array of WIOA programs and services. Collateral materials are placed in our approved training providers' locations, various community-based sites and faith-based organizations throughout the county.

(6) Coordination of Transportation and Other Supportive Services: Describe how the LWDB coordinates WIOA Title I workforce investment activities with the provision of transportation assistance, including public transportation, and other appropriate supportive services in the local area (WIOA §108(b)(11) and 20 CFR 679.560(b)(10)).

CSBD coordinates WIOA and TANF activities for transportation, including public transportation and other supportive services, based upon program eligible job seeker needs and fund availability. Local policy requires that it must be determined that another resource is not available to provide such support services before using WIOA or TANF funding. As such, CSBD partners with the Broward County's Family Success Centers to help customers with emergency services, such as water and electricity bill payment and free bus passes from Broward County Transit (BCT). If a customer cannot take public transportation, such as an individual with a disability, CSBD one-stop staff may refer customers to BCT's TOPS (Transportation Options Program) program. Both the need and lack of resources must be documented

CSBD issues specific denomination VISA cards and reloadable cards for support services. The Senior Vice President of Finance is the administrator. The Finance Department is responsible for maintaining an adequate supply of cards and cash from which to draw funds. Customers in need of child care are referred to the Department of Children and Families for TANF and the Welfare Transition Program.

(7) Coordination of Wagner-Peyser Services: Describe plans, assurances, and strategies for maximizing coordination, improving service delivery, and avoiding duplication of Wagner-Peyser Act (29 U.S.C 49 et seq.) services and other services provided in the local area through the one-stop delivery system (WIOA §108(b)(12) and 20 CFR 679.560(b)(11)).

A core mission of CSBD is to offer universally accessible services to all job seekers and to ensure Veterans receive priority of service. CSBD maximizes the coordination of services provided to job seekers and employers to avoid duplication of services through the co-location of Wagner-Peyser employment services and other partner agencies in the one-stop career centers. Co-location improves efficiency and allows for functional alignment where appropriate to make service delivery seamless within each one-stop center.

Each one-stop career center ensures workforce services are universally accessible, customer-centered, and training is career-driven. Our trained workforce professionals provide support with a range of workforce-related activities, including career exploration, job search, job readiness, and career development. Services may include the provision of labor market information, resume development or editing, interview preparation, comprehensive employment assessments, and navigating Employ Florida for self-directed job searches. Customers may also be referred to additional WIOA Title I career services through interagency partnerships. In addition, all customers also have access to our Resource Rooms equipped with computers, telephones and copiers, which are all available at no cost.

Once staff greets all visitors and provides priority of service to eligible customers, they are routed to the appropriate orientation, workshop, or workforce service. New job seekers are encouraged to meet with career success coaches who provide individualized career counseling and guidance and, if needed, referrals to appropriate partner agencies to assist them in overcoming any barriers to employment. During the initial meeting with the assigned Success Coach, new job seekers are assisted with registration into Employ Florida, the development of a basic resume, recommendations to attend suitable workshops, and staff assistance with job referrals. Job seekers may also access training services, which may include occupational skills training, on-the-job training (OJT), private sector training programs, skills upgrading, retraining, and job readiness training. CSBD tracks participating job seekers to measure the effectiveness of services by participation rates and the number of workers who obtain employment.

(8) **Coordination of Adult Education and Literacy:** Describe how the LWDB coordinates WIOA Title I workforce investment activities with adult education and literacy activities under WIOA Title II. This description must include how the LWDB carries out the review of local applications submitted under Title II WIOA § 108(b)(10), consistent with WIOA sections 107(d)(11)(A) and (B)(i) and WIOA § 232 (20 CFR 679.560(b)(12)).

Broward County is a one-school system district. The School Board of Broward County is also the single provider of Adult Education and Literacy in the workforce area; as a result, there are no applications to review.

The collaboration between CareerSource Broward and the School Board of Broward County's Department of Career and Technical Education (CTE) stands as one of the agency's most enduring and successful partnerships. We consistently convene with the school district to discuss CTE programs and exchange insights on client needs.

Currently, the SBBC is an out-of-school youth (OSY) provider, working with eligible OSY to ensure they receive their GED. This partnership and coordination is strengthened by having Adult Literacy and Vocational Technical schools represented on our Board, which has enabled us to realize a shared vision and partner on grant applications and initiatives.

CSBD also refers adults and dislocated workers who need to work on their literacy levels or English language skills to the Adult Literacy System before they receive an ITA. In this way, the two organizations collaborate on career pathway programs designed to help prepare low-skilled workers for jobs that support an economically self-sufficient wage (e.g., cross referrals, co-enrollment, etc.).

(9) **Reduction of Welfare Dependency:** Describe how the LWDB coordinates workforce investment activities to reduce welfare dependency, particularly regarding how services are delivered to TANF/Welfare Transition and SNAP E&T participants, to help individuals become self-sufficient. This description must include:

(a) How the CLIFF suite of tools is used to support the case management of participants, consistent with CareerSource Florida Strategic Policy 2023.06.07.A.5;

The CLIFF suite of tools serves as a valuable resource for TANF/Welfare Transition and SNAP E&T participants. Participants benefit by having access to:

1. **Participant Assessment:** CLIFF assists in assessing participants' skills, interests, and employment goals by providing comprehensive labor market data. This enables career counselors to better understand participants' needs and aspirations.

2. **Identifying Training Needs:** CLIFF helps identify skill gaps and emerging trends in the job market. This information allows career counselors to recommend relevant training programs and certifications to participants, enhancing their employability and competitiveness in the workforce.

3. **Forecasting Career Trajectories:** Career counselors can utilize CLIFF's economic forecasting capabilities to project future job demand and industry growth. This enables participants to make informed decisions about their career paths and adapt to evolving market trends and more.

In accordance with CareerSource Florida Strategic Policy 2023.06.07.A.5, CLIFF is integrated within the TANF/Welfare Transition and SNAP E&T Programs during one-on-one assessments and is accessible via desktop links in CSBD's computer labs and resource centers.

(b) Information and data on activities related to initiatives in the local area that support the self-sufficiency of public benefit recipients; and

CSBD is a proud partner of the Florida Network Navigators Initiative. Florida Network Navigators serves single parents, individuals on public assistance, youth aging out of foster care, individuals with unique abilities and their families, justice-involved individuals, seniors, and veterans, among many others.

CSBD receives referrals from the Department of Children and Families via the Crosswalk referral system. Recipients are contacted and scheduled for an appointment. A needs assessment is conducted and, based upon the results, referrals are provided to appropriate community organizations providing emergency services for assistance, such as housing, utility bills, food assistance, and mental health needs. During PY 25-26, CSBD received over 500 referrals, and over 120 worked with a CSBD Success Coach.

(c) Strategies and services used in the local area to support co-enrollment of Welfare Transition and SNAP E&T participants into other workforce development programs. 20 CFR 675.100(h) and 20 CFR 680.620.

Both TANF and SNAP E&T are integrated and co-located in our centers. The One-Stop system integrates WT/TANF, SNAP E&T, Vocational Rehabilitation, Adult Education and Family Literacy Act, Wagner Peyser, and WIOA programs. Further, CSBD integrates several discretionary grant programs as awarded by the state and/or federal government, such as disability programs awarded through the Social Security Administration and various grants awarded by the USDOL. All these initiatives expand the universe of options available to our TANF and SNAP E&T job-seeker customers. Our resource rooms, workshops, computers, telephones, and fax equipment are available during the centers' open hours. Within the center, space is dedicated to TANF and SNAP E&T program-specific "labs," along with dedicated staff who provide employment-related coaching, customer-specific job development, and job fairs/recruitment activities and events. CSBD also provides support services, such as assistance with transportation, interviews, and work attire. If a customer is a domestic violence victim, they are referred to our local expert in domestic violence, Women in Distress (WID). WID works with the customer to develop a safety plan, which is kept confidential for the customer's protection and informs CSBD that a plan is in place. In alignment with CareerSource Florida's goal to reduce welfare dependence, follow-up and transitional services are offered to stabilize and support continued employment and to reduce recidivism.

PERFORMANCE & EFFECTIVENESS

The local workforce plan must include:

(1) The local levels of performance negotiated with the Governor and chief local elected official(s) with WIOA § 116(c), to be used to measure the performance of the local area and to be used by the LWDB for measuring the performance of the local fiscal agent (where appropriate), eligible providers under WIOA Title I Subtitle B, and the one-stop delivery system in the local area. (WIOA §108(b)(17) and 20 CFR 679.560(16)(b))

The following table reflects CSBD's PY 25-26 negotiated state performance goals:

Measures	PY 25-26 Performance Goals
Adults:	
Employed 2nd Quarter After Exit	86.0%
Employed 4th Quarter After Exit	85.0%
Median Wage 2nd Quarter After Exit	$9,000
Credential Attainment Rate	76.0%
Measurable Skills Gains	56.0%
Dislocated Workers:	
Employed 2nd Quarter After Exit	85.0%
Employed 4th Quarter After Exit	84.1%
Median Wage 2nd Quarter After Exit	$11,255
Credential Attainment Rate	81.0%
Measurable Skills Gains	80.0%
Youth:	
Employed 2nd Quarter After Exit	75.5%
Employed 4th Quarter After Exit	75.1%
Median Wage 2nd Quarter After Exit	$2,875
Credential Attainment Rate	58.3%
Measurable Skills Gains	75.0%
Wagner-Peyser:	
Employed 2nd Quarter After Exit	65.5%
Employed 4th Quarter After Exit	66.5%
Median Wage 2nd Quarter After Exit	$9,066

CSBD has a contracted provider who conducts our annual audit and separate contracted providers who monitor program and fiscal operations. The State also monitors programs and finances, and we have quality assurance staff who monitor on a frequent and ongoing basis. Quality assurance monitoring tools are updated, as needed, to align with State monitoring tools.

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

CSBD's Operations Department developed a report matrix that is used to track key performance areas. Staff regularly convene to discuss performance, and corrective actions are implemented, as needed.

Program Supervisors in the one-stop centers conduct monthly monitoring of their program. Quality Assurance and Training Coordinators at the one-stop centers conduct regular monitoring of programs. Corrective actions are identified and implemented to address findings.

To further support consistent and high-quality service delivery, CSBD ensures that frontline staff providing direct customer services meet FloridaCommerce's Tier I minimum skill standards in accordance with Workforce Policy O92 and receive basic orientation on required one-stop career center partner programs.

(2) Actions the LWDB will take toward becoming or remaining a high- performing board, consistent with the factors developed by the state board pursuant to WIOA §101(d)(6).

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

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

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

(3) How the LWDB considered feedback from one-stop career center customers when evaluating the effectiveness of its one-stop career centers.

CareerSource Broward has a robust survey system. Customer satisfaction surveys are used to assess customer experience regarding our program services and our job ready workshops. The results are shared with the one-stop career centers to promote and emphasize customer satisfaction and implement corrective actions, if needed.

(4) Actions the LWDB took to implement and assess the use and effectiveness of the following WIOA waiver(s) in effect for Florida, if applicable.

CSBD funds out-of-school and in-school youth programs and activities through providers selected following a competitive procurement. The approved providers reflect CBOs that serve a diverse youth demographic and provide a mix of services.

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

CSBD's Finance Department creates a Monthly Financial Report for staff to track budget versus expenditures. Budget corrections are made as necessary. CSBD's Operations Department uses a report matrix that tracks key performance areas. Staff regularly meet to discuss performance, and corrective actions are implemented, as needed.

(a) Waiver associated with the requirement at WIOA § 129(a)(4)(A) and 20 CFR 681.410 that State and local areas expend 75 percent of local formula youth funds on out-of-school youth. The response should include programmatic outcomes including the increase of:

a. Youth that attained a measurable skill gain;
According to data released by FloridaCommerce for the 3rd quarter of PY 25-26, 86.1% of youth attained a measurable skills gain; the goal is 75%.

b. Youth that attended post-secondary education;
Of the 61 youth who exited the program during the first three quarters of the 2025-2026 program year, 3 youth attended post-secondary education.

c. Youth that participated in occupational skills training;
During the 2025-2026 program year, 7 youth participated in occupational skills training.

d. ISY who participated in work experience opportunities; and
During the 2025-2026 program year, 42 out-of-school youth and 96 in-school youth participated in work experience opportunities.

e. Youth that earned an industry-recognized credential.
The negotiated performance goal for the 2025-2026 program year is 58.3% and, according to the data released by FloridaCommerce for the 3rd Quarter of PY 25-26, 86.1% youth earned a credential.

(b) Waiver of 20 CFR 681.550 to allow WIOA individual training accounts (ITAs) for in-school youth (ISY). The response should include programmatic outcomes, including:

CSBD has elected not to allow the use of individual training accounts for in-school youth.

a. Improved response of the LWDB and youth providers to the workforce needs of ISY;

CSBD has two contracted ISY providers who deliver employability skills training to high school seniors enrolled in the program. Youth have the opportunity to implement their newly learned skills in paid work experience program. For many youths, the internship is their first introduction to the workforce. So, the skills and support provided to these youth are instrumental in preparing them for the workforce.

b. Increased number of youth that utilized an ITA to pursue an industry-recognized post-secondary credential;

N/A

c. Increased access to and engagement of ISY in need of post-secondary education, training, and support to succeed in the labor market; and

Each in-school youth who is enrolled in the program will receive one-on-one guidance from their assigned case manager. This support continues for the youth for one year after exiting the program. During this follow-up period, the case manager can assist the youth with accessing available resources for post-secondary education, training, and extra support to succeed in the workforce.

d. Increased number of prepared youth candidates who are ready to fill high growth industry demand in the State and local area.

Services like paid internships, tutoring, career assessments, and one-on-one case management have increased the number of in-school youth program participants who are better prepared for high-demand occupations in the local workforce.

REGIONAL PLAN

CareerSource Broward (Region 22) and CareerSource South Florida (Region 23) has developed a Regional Plan, which is Attachment L to this Local Plan, and it can be viewed here:

https://careersourcebroward.com/assets/uploads/documents/Contracts/Draft-CSBD-and-CSSF-Regional-Plan_To-CSSF-and-Posted-on-Website.pdf

END OF LOCAL AND REGIONAL WORKFORCE PLAN

CareerSource Broward Administrative Office
2890 West Cypress Creek Road • Fort Lauderdale, FL 33309 • (954) 202-3830

Region 22

January 1, 2027 – December 31, 2028

Local and Regional Workforce Plan Two-Year Modification

We, the undersigned, hereby endorse and support the two-year modification of Region 22's local and regional workforce plan.

Carol Hylton — 10/25/2026

Carol Hylton, President/CEO — Date

Jim Ryan — 10/26/2026

Jim Ryan, BWDB Chair — Date

Josh Levy — 10/23/2026

Mayor Josh Levy, Chair, CSBD Council of Elected Officials — Date