



CareerSource Broward

Workforce Innovation and Opportunity Act

Local and Regional Workforce Plan

January 1, 2025 – December 31, 2028

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Date Submitted: October 2, 2024.

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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 Lightcast 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.

As of September 2024, the U.S. economy is displaying resilience, with strong growth and improving inflation conditions. The second quarter of 2024 saw GDP growth revised up to 3%, driven by robust consumer spending and business investment. Consumer spending, in particular, has been stronger than expected, helping to fuel economic activity, while inflation, as

measured by the Consumer Price Index (CPI), has dropped below 3%, signaling a cooling from the highs seen in previous years. However, the labor market is showing signs of weakening. The U.S. unemployment has risen to 4.2%, the highest level in recent years, and revisions suggest fewer jobs were created in the past year than initially reported. Despite this, the Federal Reserve recently began cutting interest rates and it is expected possibly more later this year to support growth. As inflationary pressures have eased significantly, with the core Personal Consumption Expenditures (PCE) index now close to the Federal Reserve's 2% target, giving room for rate cuts, forecasts for economic growth for 2024 is expected to reach around 2.4%, but risks remain from geopolitical conflicts and potential trade issues.

As of 2024, Broward County, Florida, continues to experience a period of economic growth and resilience, supported by key sectors like trade, tourism, and logistics. The county's economy benefits significantly from Port Everglades, which plays a vital role in job creation and revenue generation. In fiscal year 2023, the port saw a 12% increase in local jobs, contributing positively to the regional economy.

Tourism remains a major economic driver, with Broward's hospitality and cruise industries anchored by the large number of tourists visiting Fort Lauderdale and the surrounding areas. Sustainable growth initiatives are also underway, focusing on diversifying the economy and boosting sectors such as technology, healthcare, and real estate. Broward's fiscal health is further supported by robust county budgets for infrastructure, public safety, and environmental sustainability projects, which continue to attract investments and improve the quality of life in the region.

The job market in Broward County has remained resilient over the past two years with unemployment hovering around 3.5%. Job postings have fallen from a peak in July 2021 but remain strong at levels prior to the COVID-19 pandemic. However, like much of Florida, Broward faces challenges related to housing affordability and inflation pressures. Despite these challenges, the outlook remains optimistic, with continued investments in infrastructure and business expansion supporting economic growth.

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 have established an Education and Industry Consortium, which meets quarterly. We consult with the consortium on issues relating to education and employer needs.

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, Retail and Construction to partner with trade and professional associations expanding its service delivery to employers.

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 (IRT) are assembled for special needs individuals. Each center has a Disability Specialist assigned to assist these customers with using the assistive technology, or to schedule an interpreter as needed. 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 improving 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 the plan available to the public on its website for 30 days beginning on 9/27 with notice advising the community of the public hearing to solicit their comments on CSBD's WIOA Local Workforce Plan.

A public meeting was held on 9/27, pursuant to an advertised notice. Present at the public meeting was Quality Assurance and Executive Office staff. There were no public comments from that meeting.

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 held a strategic planning "retreat" to solicit ideas for the plan in April 2024. 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 9/27, 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. CSBD also held a public meeting on 9/27 to receive public comment and input.

- The Plan was presented to the BWDB One-Stop Services Committee at a publicly noticed meeting on 10/1.
- The Plan was presented to the BWDB Executive Committee at a publicly noticed meeting on 10/14.
- The Plan was presented for approval to the combined CSBD Council of Elected Officials and BWDB at a publicly noticed meeting on 10/31.

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 then breaks 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 at a regularly scheduled joint meeting held after the planning session for approval. 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 – Tim Ryan, 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: Heiko Dobrikow

Represents: Hospitality Industry

Title: Executive Vice President, Las Olas Company, General Manager of the Riverside Hotel

Mailing Address: 620 E. Las Olas Boulevard, Fort Lauderdale, FL 33301

Phone: (954) 377-0940

Email: hdobrikow@riversidehotel.com

Term: 1/2023 to 1/2025.

- (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: 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.

- (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, 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 used our committee structure as the venue for getting stakeholder input for the Plan. Stakeholders were invited to one of the following BWDB Committees:

- 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 also held a planning "retreat" to solicit ideas for the plan in April 2024. 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, 2022, with two one-year renewals for a total of three years. The current agreement is from October 1, 2024, to September 30, 2025.

- 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 three 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 7-16 to 7-22-2022. 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.

A Review Committee consisting of BWDB members met on 8/8/22 to hear from the proposer and to evaluate, rate, and rank the proposal.

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 8/15/22 meeting and then moved the recommendation to the full Board and Council of Elected Officials for approval at their regularly scheduled meeting held, 8/25/22. A subrecipient agreement was entered into with the winning proposer, Workforce Guidance Associates, LLC, on 10/1/22, 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 OS 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. Often TAA clients are dual enrolled into dislocated worker programs.
- **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. CSBD is one of the top workforce boards using the Federal Bonding Program in the state. While not co-located, Second Chance is technologically connected through its grant recipient, OIC of South Florida. Individuals access Second Chance through referrals or through the website.
 - **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** – There is not a local YouthBuild Program in Region 22.
 - **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, 2024, with a contract-end date of June 30, 2025. 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. Fort Lauderdale Independence Training & Education (FLITE) Center – Contract originated on July 1, 2024, with a contract end date of June 30, 2025. 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, 2024, with a contract end date of June 30, 2025. 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, 2024, with a contract end date of June 30, 2025. 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, 2024, with a contract end date of June 30, 2025. 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. Harmony Development Center (HDC) - Contract originated on July 1, 2024, with a contract end date of June 30, 2025. HDC was added as an additional provider for the out-of-school youth program in the 2024-2025 program year. HDC is a CBO that serves at-risk youth. HDC is funded to provide intense case management to WIOA-eligible out-of-school youth who are vulnerable.
7. Tutoring – Contract originated on July 1, 2024, with a contract end date of June 30, 2025. Tutoring services are currently being provided through SBBC via their subcontractors.
8. Summer Youth Work Experience Programs – Contract originates on October 1, 2024, with a contract end date of September 30, 2025. CSBD combines funds provided by the Children’s Services Council of Broward (CSC) and various local units of government to serve an estimated 1,200 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, 2024, through June 30, 2025.

Out-of-school youth services will be provided by SBBC, FLITE, HANDY, CIL, and HDC effective July 1, 2024, through June 30, 2025.

- 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, 2024, with a contract-end date of June 30, 2025. 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. Fort Lauderdale Independence Training & Education (FLITE) Center – Contract originated on July 1, 2024, with a contract end date of June 30, 2025. 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, 2024, with a contract end date of June 30, 2025. 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, 2024, with a contract end date of June 30, 2025. 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, 2024, with a contract end date of June 30, 2025. 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. Harmony Development Center (HDC) - Contract originated on July 1, 2024, with a contract end date of June 30, 2025. HDC was added as an additional provider for the out-of-school youth program in the 2024-2025 program year. HDC is a CBO that serves at-risk youth. HDC is funded to provide intense case management to WIOA-eligible out-of-school youth who are vulnerable.

CSBD continues to be a provider of youth services directly through the one-stop. CSBD will offer the same services as current providers do for out-of-school youth under the Traditional Full-Service Model.

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.

CSBD added several case managers to specifically address youth customers in the one-stop and those of the selected providers to ensure the expenditure of its funds. 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 1,800 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. HDC was also added as a provider for the out-of-school youth program in the 2024-2025 program year.

CSBD continues to be a provider of youth services directly through the one-stop. CSBD will offer the same services as current providers do for out-of-school youth under the Traditional Full-Service Model. 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**

CSBD uses multiple economic, demographic and labor market indicators and data including forecast modeling to assess and analyze emerging industry sectors, occupations and talent development needs, including those in-demand. This includes information and data provided by a procured economist, using tools such as Lightcast 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 and 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.

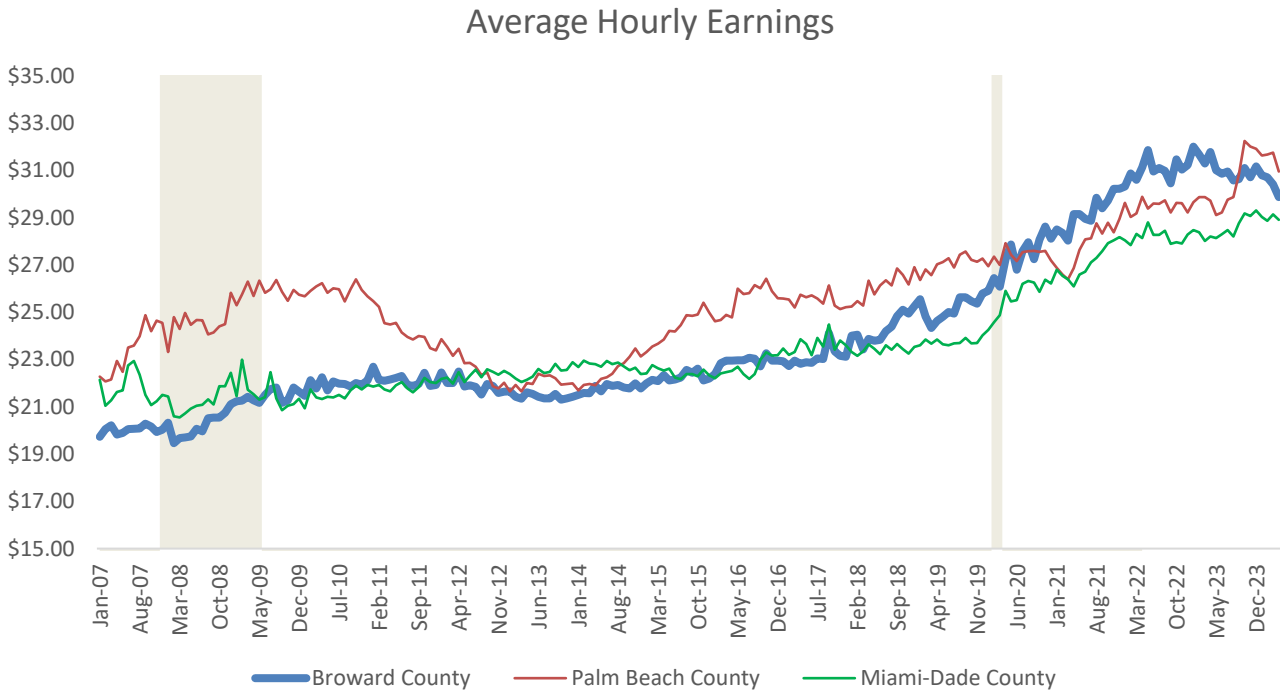
With regard to current economic conditions, as of September 2024, the U.S. economy is displaying resilience, with strong growth and improving inflation conditions. The second quarter of 2024 saw GDP growth revised up to 3%, driven by robust consumer spending and business investment. Consumer spending, in particular, has been stronger than expected, helping to fuel economic activity, while inflation, as measured by the Consumer Price Index (CPI), has dropped below 3%, signaling a cooling from the highs seen in previous years. However, the labor market is showing signs of weakening. The U.S. unemployment has risen to 4.2%, the highest level in recent years, and revisions suggest fewer jobs were created in the past year than initially reported. Despite this, the Federal Reserve recently began cutting interest rates and it is expected possibly more later this year to support growth. As inflationary pressures have eased significantly, with the core Personal Consumption Expenditures (PCE) index now close to the Federal Reserve's 2% target, giving room for rate cuts, forecasts for economic growth for 2024 is expected to reach around 2.4%, but risks remain from geopolitical conflicts and potential trade issues.

As of 2024, Broward County, Florida, continues to experience a period of economic growth and resilience, supported by key sectors like trade, tourism, and logistics. The county's economy benefits significantly from Port Everglades, which plays a vital role in job creation and revenue generation. In fiscal year 2023, the port saw a 12% increase in local jobs, contributing positively to the regional economy.

Tourism remains a major economic driver, with Broward's hospitality and cruise industries anchored by the large number of tourists visiting Fort Lauderdale and the surrounding areas. Sustainable growth initiatives are also underway, focusing on diversifying the economy and boosting sectors such as technology, healthcare, and real estate. Broward's fiscal health is further supported by robust county budgets for infrastructure, public safety, and environmental sustainability projects, which continue to attract investments and improve the quality of life in the region.

The job market in Broward County has remained resilient over the past two years with unemployment hovering around 3.5%. Job postings have fallen from a peak in July 2021 but remain strong at levels prior to the COVID-19 pandemic. However, like much of Florida, Broward faces challenges related to housing affordability and inflation pressures. Despite these challenges, the outlook remains optimistic, with continued investments in infrastructure and business expansion supporting economic growth.

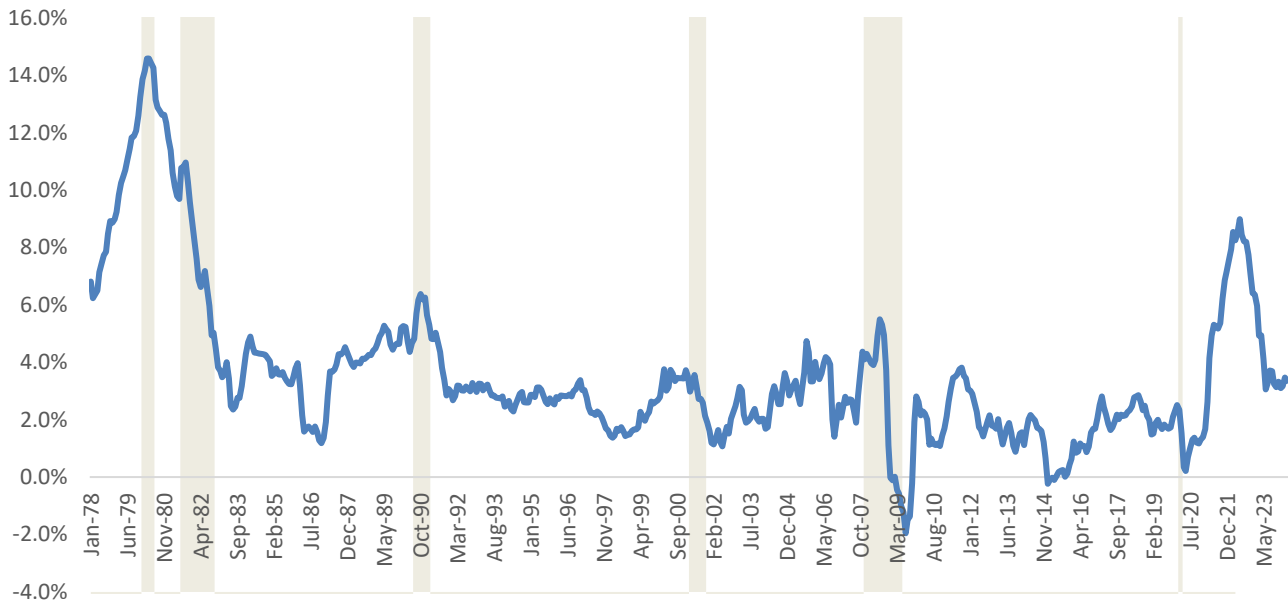
Tracking average annual wages is critical to understanding the relative health of a region's economy as well as its industrial mix. The chart below provides the monthly average wage for Broward, Palm Beach, and Miami-Dade counties.



Source: FloridaCommerce

The average hourly earnings trend has been increasing for all three regions; however, it has pulled back or remained stable over the last year. The last twelve-month average wages have provided Broward County with an average wage close to \$61,480.

Annual Inflation Consumer Price Index (CPI)



Source: St. Luis Federal Reserve Economic Data (FRED)

As the Federal Reserve intended, interest rates started increasing in March of 2022. This monetary policy was designed to combat inflation, which peaked in the third quarter of 2022. Since then, inflation has fallen, and interest rates have remained high relative to recent history. As the Federal Reserve recognized inflation going in the direction of near 2%, it recently cut interest rates and will likely cut them more to avoid a deep recession.

The comparison of annual inflation (CPI) from 2022 to the current date in 2024 shows a notable decline. Specifically, in 2022, the inflation rate spiked sharply, peaking at over 9%. This period was characterized by significant economic disruptions due to the COVID-19 pandemic, which led to supply chain issues, increased consumer demand, and expansive fiscal and monetary policies aimed at economic recovery. Factors such as rising energy prices, supply shortages, and increased consumer spending also contributed to the inflationary pressures.

As of August 2024, the inflation rate has declined from its 2022 pre-pandemic peak. The rate is now around -2.5%, indicating a significant reduction from the heights of 2022. The decrease in inflation can be attributed to several factors, including:

- Stabilization of supply chains and improved production capacities.
- Tightening of monetary policies by central banks, including interest rate hikes, aimed at controlling inflation.
- A reduction in the demand-pull inflationary pressures as economic conditions normalize.

Despite the reduction, however, inflation remains slightly higher than the typical 2% target rate, suggesting ongoing vigilance is required to manage inflationary trends.

With regard of existing and emerging in-demand industries and occupations in Broward County, see the data in the below charts from the FloridaCommerce as of June 2024.

JOBS BY INDUSTRY					
WORKFORCE DEVELOPMENT AREA 22 - BROWARD COUNTY					
NAICS Code	NAICS Title	Employment			Percent Growth
		2023	2031	Growth	
	Total, All Industries	973,072	1,033,237	60,165	6.2
11	Agriculture, Forestry, Fishing & Hunting	582	601	19	3.3
111	Crop Production	420	449	29	6.9
112	Animal Production	83	97	14	16.9
113	Forestry and Logging	4	5	1	25.0
114	Fishing, Hunting and Trapping	13	15	2	15.4
115	Agriculture & Forestry Support Activity	62	35	-27	-43.5
21	Mining	76	68	-8	-10.5
212	Mining (except Oil and Gas)	35	28	-7	-20.0
213	Support Activities for Mining	41	40	-1	-2.4
23	Construction	49,490	50,184	694	1.4
236	Construction of Buildings	11,691	12,221	530	4.5
237	Heavy and Civil Engineering Construction	4,166	4,583	417	10.0
238	Specialty Trade Contractors	33,633	33,380	-253	-0.8
31	Manufacturing	29,859	30,380	521	1.7
DUR	<i>Durable Goods Manufacturing</i>	19,217	19,360	143	0.7
321	Wood Product Manufacturing	642	677	35	5.5
327	Nonmetallic Mineral Product Mfg	1,345	1,654	309	23.0
331	Primary Metal Manufacturing	174	175	1	0.6
332	Fabricated Metal Product Manufacturing	3,264	3,108	-156	-4.8
333	Machinery Manufacturing	2,305	2,373	68	3.0
334	Computer and Electronic Product Mfg	2,823	2,665	-158	-5.6
335	Electrical Equipment and Appliances	614	634	20	3.3
336	Transportation Equipment Manufacturing	2,093	2,325	232	11.1
337	Furniture and Related Product Mfg	2,300	2,083	-217	-9.4
339	Miscellaneous Manufacturing	3,657	3,666	9	0.2
NONDUR	<i>Non-Durable Goods Manufacturing</i>	10,642	11,020	378	3.6
311	Food Manufacturing	1,585	1,720	135	8.5
312	Beverage & Tobacco Product Manufacturing	1,017	1,073	56	5.5
313	Textile Mills	202	212	10	5.0
314	Textile Product Mills	362	280	-82	-22.7
315	Apparel Manufacturing	295	358	63	21.4
316	Leather and Allied Product Manufacturing	18	20	2	11.1
322	Paper Manufacturing	58	57	-1	-1.7
323	Printing and Related Support Activities	2,485	2,433	-52	-2.1
324	Petroleum & Coal Products Manufacturing	101	136	35	34.7
325	Chemical Manufacturing	3,597	3,772	175	4.9
326	Plastics & Rubber Products Manufacturing	922	959	37	4.0

JOBS BY INDUSTRY (cont.)

WORKFORCE DEVELOPMENT AREA 22 - BROWARD COUNTY

NAICS Code	NAICS Title	Employment			Percent Growth
		2023	2031	Growth	
1021	Trade, Transportation and Utilities	207,977	214,910	6,933	3.3
42	<i>Wholesale Trade</i>	54,514	57,085	2,571	4.7
423	Merchant Wholesalers, Durable Goods	30,784	32,828	2,044	6.6
424	Merchant Wholesalers, Nondurable Goods	20,095	21,005	910	4.5
425	Electronic Markets and Agents/Brokers	3,635	3,252	-383	-10.5
44	<i>Retail Trade</i>	111,123	115,521	4,398	4.0
441	Motor Vehicle and Parts Dealers	16,166	17,208	1,042	6.4
442	Furniture and Home Furnishings Stores	3,000	3,497	497	16.6
443	Electronics and Appliance Stores	4,842	4,601	-241	-5.0
444	Building Material & Garden Supply Stores	7,378	8,081	703	9.5
445	Food and Beverage Stores	23,346	24,261	915	3.9
446	Health and Personal Care Stores	8,836	8,981	145	1.6
447	Gasoline Stations	2,833	2,532	-301	-10.6
448	Clothing and Clothing Accessories Stores	10,690	9,745	-945	-8.8
451	Sporting Goods/Hobby/Book/Music Stores	3,232	3,036	-196	-6.1
452	General Merchandise Stores	18,065	21,089	3,024	16.7
453	Miscellaneous Store Retailers	5,743	5,143	-600	-10.4
454	Nonstore Retailers	6,992	7,347	355	5.1
48	<i>Transportation and Warehousing</i>	41,461	41,613	152	0.4
481	Air Transportation	15,144	15,534	390	2.6
483	Water Transportation	1,782	1,622	-160	-9.0
484	Truck Transportation	3,970	4,061	91	2.3
485	Transit and Ground Passenger Transport	1,362	1,487	125	9.2
487	Scenic and Sightseeing Transportation	284	324	40	14.1
488	Support Activities for Transportation	6,722	6,854	132	2.0
492	Couriers and Messengers	6,249	6,176	-73	-1.2
493	Warehousing and Storage	5,678	5,307	-371	-6.5
51	Information	21,150	24,066	2,916	13.8
511	Publishing Industries	5,507	6,869	1,362	24.7
512	Motion Picture & Sound Recording Ind	2,155	2,450	295	13.7
515	Broadcasting (except Internet)	1,210	1,425	215	17.8
517	Telecommunications	6,069	5,916	-153	-2.5
518	ISPs, Search Portals, & Data Processing	5,244	6,287	1,043	19.9
519	Other Information Services	965	1,119	154	16.0
1023	Financial Activities	74,143	81,018	6,875	9.3
52	<i>Finance and Insurance</i>	48,888	53,537	4,649	9.5
522	Credit Intermediation & Related Activity	15,699	17,182	1,483	9.4
523	Financial Investment & Related Activity	4,548	4,932	384	8.4
524	Insurance Carriers & Related Activities	28,511	31,245	2,734	9.6
525	Funds, Trusts & Other Financial Vehicles	130	178	48	36.9
53	<i>Real Estate and Rental and Leasing</i>	25,255	27,481	2,226	8.8
531	Real Estate	20,077	22,048	1,971	9.8
532	Rental and Leasing Services	5,085	5,331	246	4.8
533	Lessors, Nonfinancial Intangible Assets	93	102	9	9.7

JOBS BY INDUSTRY (cont.)

WORKFORCE DEVELOPMENT AREA 22 - BROWARD COUNTY

NAICS Code	NAICS Title	Employment			Percent Growth
		2023	2031	Growth	
1024	Professional and Business Services	174,506	192,205	17,699	10.1
54	<i>Professional and Technical Services</i>	75,899	88,023	12,124	16.0
55	<i>Management of Companies and Enterprises</i>	9,916	10,352	436	4.4
56	<i>Administrative and Waste Services</i>	88,691	93,830	5,139	5.8
561	Administrative and Support Services	85,772	90,654	4,882	5.7
562	Waste Management and Remediation Service	2,919	3,176	257	8.8
1025	Education and Health Services	118,228	128,003	9,775	8.3
61	<i>Educational Services</i>	23,022	26,305	3,283	14.3
62	<i>Health Care and Social Assistance</i>	95,206	101,698	6,492	6.8
621	Ambulatory Health Care Services	55,875	60,216	4,341	7.8
622	Hospitals	13,394	13,715	321	2.4
623	Nursing and Residential Care Facilities	11,363	11,056	-307	-2.7
624	Social Assistance	14,574	16,711	2,137	14.7
1026	Leisure and Hospitality	95,656	102,290	6,634	6.9
71	<i>Arts, Entertainment, and Recreation</i>	13,631	13,787	156	1.1
711	Performing Arts and Spectator Sports	4,135	4,553	418	10.1
712	Museums, Parks and Historical Sites	502	477	-25	-5.0
713	Amusement, Gambling & Recreation Ind	8,994	8,757	-237	-2.6
72	<i>Accommodation and Food Services</i>	82,025	88,503	6,478	7.9
721	Accommodation	10,862	10,397	-465	-4.3
722	Food Services and Drinking Places	71,163	78,106	6,943	9.8
81	Other Services, Ex. Public Admin	32,927	34,908	1,981	6.0
811	Repair and Maintenance	9,741	10,438	697	7.2
812	Personal and Laundry Services	11,886	13,021	1,135	9.5
813	Membership Organizations & Associations	11,300	11,449	149	1.3
90	Government	103,846	107,557	3,711	3.6
910	Federal Government	7,508	7,244	-264	-3.5
920	State Government	7,895	7,855	-40	-0.5
930	Local Government	88,443	92,458	4,015	4.5
	Self Employed and Unpaid Family Workers, All Jobs	64,632	67,047	2,415	3.7

(b) The employment needs of employers in existing and emerging in-demand industry sectors and occupations⁵ (20 CFR 679.560(a)(1)(ii)).

Data in the below charts is from the FloridaCommerce as of June 2024.

FASTEST-GROWING INDUSTRIES						
WORKFORCE DEVELOPMENT AREA 22 - BROWARD COUNTY						
Rank	NAICS Code	NAICS Title	Employment			Percent Growth
			2023	2031	Growth	
1	511	Publishing Industries	5,507	6,869	1,362	24.7
2	327	Nonmetallic Mineral Product Mfg	1,345	1,654	309	23.0
3	518	ISPs, Search Portals, & Data Processing	5,244	6,287	1,043	19.9
4	515	Broadcasting (except Internet)	1,210	1,425	215	17.8
5	452	General Merchandise Stores	18,065	21,089	3,024	16.7
6	442	Furniture and Home Furnishings Stores	3,000	3,497	497	16.6
7	541	Professional and Technical Services	75,899	88,023	12,124	16.0
8	519	Other Information Services	965	1,119	154	16.0
9	624	Social Assistance	14,574	16,711	2,137	14.7
10	611	Educational Services	23,022	26,305	3,283	14.3
11	512	Motion Picture & Sound Recording Ind	2,155	2,450	295	13.7
12	336	Transportation Equipment Manufacturing	2,093	2,325	232	11.1
13	711	Performing Arts and Spectator Sports	4,135	4,553	418	10.1
14	237	Heavy and Civil Engineering Construction	4,166	4,583	417	10.0
15	531	Real Estate	20,077	22,048	1,971	9.8
16	722	Food Services and Drinking Places	71,163	78,106	6,943	9.8
17	524	Insurance Carriers & Related Activities	28,511	31,245	2,734	9.6
18	812	Personal and Laundry Services	11,886	13,021	1,135	9.5
19	444	Building Material & Garden Supply Stores	7,378	8,081	703	9.5
20	522	Credit Intermediation & Related Activity	15,699	17,182	1,483	9.4

INDUSTRIES GAINING THE MOST NEW JOBS						
WORKFORCE DEVELOPMENT AREA 22 - BROWARD COUNTY						
Rank	NAICS Code	NAICS Title	Employment			Percent Growth
			2023	2031	Growth	
1	541	Professional and Technical Services	75,899	88,023	12,124	16.0
2	722	Food Services and Drinking Places	71,163	78,106	6,943	9.8
3	561	Administrative and Support Services	85,772	90,654	4,882	5.7
4	621	Ambulatory Health Care Services	55,875	60,216	4,341	7.8
5	930	Local Government	88,443	92,458	4,015	4.5
6	611	Educational Services	23,022	26,305	3,283	14.3
7	452	General Merchandise Stores	18,065	21,089	3,024	16.7
8	524	Insurance Carriers & Related Activities	28,511	31,245	2,734	9.6
9	624	Social Assistance	14,574	16,711	2,137	14.7
10	423	Merchant Wholesalers, Durable Goods	30,784	32,828	2,044	6.6
11	531	Real Estate	20,077	22,048	1,971	9.8
12	522	Credit Intermediation & Related Activity	15,699	17,182	1,483	9.4
13	511	Publishing Industries	5,507	6,869	1,362	24.7
14	812	Personal and Laundry Services	11,886	13,021	1,135	9.5
15	518	ISPs, Search Portals, & Data Processing	5,244	6,287	1,043	19.9
16	441	Motor Vehicle and Parts Dealers	16,166	17,208	1,042	6.4
17	445	Food and Beverage Stores	23,346	24,261	915	3.9
18	424	Merchant Wholesalers, Nondurable Goods	20,095	21,005	910	4.5
19	444	Building Material & Garden Supply Stores	7,378	8,081	703	9.5
20	811	Repair and Maintenance	9,741	10,438	697	7.2

OCCUPATIONS GAINING THE MOST NEW JOBS

WORKFORCE DEVELOPMENT AREA 22 - BROWARD COUNTY

Rank	SOC Code	SOC Title	Employment			Job Openings				2022 Median Hourly Wage (\$)*	Education	
			2023	2021	Percent Growth	Growth	Exits	Transfers	Total		LMEC**	BLS**
1	53-7065	Stockers and Order Fillers	16,654	18,654	12.0	2,000	9,049	15,007	26,056	15.18	HS	HS
2	35-3023	Fast Food and Counter Workers	15,988	17,636	10.3	1,648	14,583	14,491	30,722	12.9	NR	NR
3	11-1021	General and Operations Managers	20,203	21,816	8.0	1,613	3,861	10,706	16,180	43.61	B	B
4	23-1011	Lawyers	9,334	10,939	17.2	1,605	2,043	1,737	5,385	50.43	D	D
5	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	15,220	16,523	8.6	1,303	8,818	8,912	19,033	13.4	HS	NR
6	41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial, and Travel	12,265	13,331	8.7	1,066	2,896	8,107	12,069	29.24	B	HS
7	33-9032	Security Guards	11,279	12,313	9.2	1,034	5,689	7,290	14,013	14.13	HS	HS
8	25-2021	Elementary School Teachers, Except Special Education	5,936	6,933	16.8	997	1,728	1,998	4,723	60,827.00	B	B
9	13-1161	Market Research Analysts and Marketing Specialists	5,266	6,226	18.2	960	1,330	3,161	5,451	33.72	B	B
10	13-2011	Accountants and Auditors	10,413	11,354	9.0	941	2,652	4,837	8,430	37.08	B	B
11	41-2031	Retail Salespersons	29,979	30,878	3.0	899	15,643	19,725	36,267	14.17	HS	NR
12	13-1111	Management Analysts	6,128	6,955	13.5	827	1,878	2,865	5,570	36.99	B	B
13	23-2011	Paralegals and Legal Assistants	3,450	4,215	22.2	765	1,278	2,033	4,076	29.05	A	A
14	25-2031	Secondary School Teachers, Except Special and Career/Technical Education	5,038	5,788	14.9	750	1,241	1,678	3,669	61,925.00	B	B
15	37-3011	Landscaping and Groundskeeping Workers	8,500	9,199	8.2	699	3,380	5,838	9,917	16.34	NR	NR
16	15-1232	Computer User Support Specialists	5,328	6,004	12.7	676	1,066	2,413	4,155	24.63	PS	SC
17	11-3031	Financial Managers	3,758	4,403	17.2	645	800	1,630	3,075	64.93	B	B
18	11-9111	Medical and Health Services Managers	3,153	3,784	20.0	631	776	1,395	2,802	49.95	B	B
19	25-9045	Teaching Assistants, Except Postsecondary	3,885	4,470	15.1	585	1,992	1,902	4,479	29,586.00	SC	SC
20	53-2031	Flight Attendants	4,749	5,321	12.0	572	2,664	2,806	6,042	64,467.00	HS	HS
21	29-1141	Registered Nurses	19,902	20,462	2.8	560	5,176	4,009	9,745	38.4	B	B
22	35-1012	First-Line Supervisors of Food Preparation and Serving Workers	6,210	6,732	8.4	522	2,612	5,473	8,607	18.45	HS	HS
23	31-9092	Medical Assistants	5,282	5,795	9.7	513	2,045	4,097	6,655	18.02	PS	PS
24	49-9071	Maintenance and Repair Workers, General	11,621	12,096	4.1	475	3,892	5,276	9,643	18.37	HS	HS
25	25-2022	Middle School Teachers, Except Special and Career/Technical Education	2,802	3,263	16.5	461	814	942	2,217	50,614.00	B	B
26	35-2021	Food Preparation Workers	5,479	5,910	7.9	431	4,073	3,870	8,374	14.65	NR	NR
27	41-3031	Securities, Commodities, and Financial Services Sales Agents	3,658	4,086	11.7	428	850	1,792	3,070	29.12	B	B
28	29-1171	Nurse Practitioners	1,237	1,654	33.7	417	263	329	1,009	51.74	M	M
29	13-1071	Human Resources Specialists	6,471	6,885	6.4	414	1,589	3,413	5,416	30.08	B	B
30	13-1082	Project Management Specialists	5,409	5,820	7.6	411	1,030	2,564	4,005	40.11	B	B
31	47-2061	Construction Laborers	7,036	7,444	5.8	408	2,057	3,592	6,057	18.05	NR	NR
32	25-2011	Preschool Teachers, Except Special Education	2,638	3,043	15.4	405	1,052	1,388	2,845	13.77	A	A
33	31-1120	Home Health and Personal Care Aides	5,605	6,010	7.2	405	3,766	3,254	7,425	12.87	HS	HS
34	11-9141	Property, Real Estate, and Community Association Managers	5,281	5,679	7.5	398	1,846	1,692	3,936	30.31	B	HS
35	53-3032	Heavy and Tractor-Trailer Truck Drivers	7,096	7,467	5.2	371	2,707	4,121	7,199	22.73	PS	PS
36	39-9011	Childcare Workers	5,089	5,433	6.8	344	3,083	3,958	7,385	13.87	HS	HS
37	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1,866	2,200	17.9	334	589	907	1,830	23.13	B	B
38	53-3031	Driver/Sales Workers	3,919	4,251	8.5	332	1,519	2,312	4,163	13.8	HS	HS
39	31-9091	Dental Assistants	2,680	3,003	12.1	323	1,249	1,997	3,569	18.31	PS	PS
40	53-3033	Light Truck Drivers	7,366	7,681	4.3	315	2,797	4,258	7,370	18.19	HS	HS
41	15-1211	Computer Systems Analysts	2,446	2,754	12.6	308	513	939	1,760	47.22	B	B
42	29-2052	Pharmacy Technicians	3,303	3,600	9.0	297	992	1,495	2,784	18.02	PS	HS
43	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	14,542	14,836	2.0	294	5,695	10,772	16,761	15.41	NR	NR
44	41-2021	Counter and Rental Clerks	2,966	3,246	9.4	280	1,450	1,589	3,319	16.61	NR	NR
45	43-6013	Medical Secretaries and Administrative Assistants	5,592	5,859	4.8	267	2,610	2,662	5,539	18.01	SC	HS
46	13-1081	Logisticians	954	1,214	27.3	260	233	523	1,016	24.22	B	B
47	29-2010	Clinical Laboratory Technologists and Technicians	3,500	3,758	7.4	258	924	1,076	2,258	29.85	A	B
48	13-1041	Compliance Officers	2,930	3,186	8.7	256	727	1,217	2,200	31.1	B	B
49	13-1151	Training and Development Specialists	2,481	2,732	10.1	251	659	1,239	2,149	29.76	B	B
50	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	5,598	5,840	4.3	242	1,491	2,758	4,491	31.85	SC	HS

OCCUPATIONS GAINING THE MOST NEW JOBS

WORKFORCE DEVELOPMENT AREA 22 - BROWARD COUNTY

Rank	SOC Code	SOC Title	Employment			Job Openings				2022 Median Hourly Wage (\$)*	Education	
			2023	2021	Percent Growth	Growth	Exits	Transfers	Total		LMEC**	BLS**
51	47-2031	Carpenters	6,547	6,787	3.7	240	1,838	3,124	5,202	22.69	PS	HS
52	11-9021	Construction Managers	3,131	3,361	7.3	230	606	1,374	2,210	52	B	B
53	11-9051	Food Service Managers	3,396	3,621	6.6	225	1,009	2,385	3,619	32.33	SC	HS
54	21-1021	Child, Family, and School Social Workers	1,315	1,538	17.0	223	373	682	1,278	22.26	B	B
55	13-2072	Loan Officers	2,147	2,361	10.0	214	457	948	1,619	27.72	B	B
56	27-3031	Public Relations Specialists	2,549	2,761	8.3	212	530	1,326	2,068	28.78	B	B
57	49-3023	Automotive Service Technicians and Mechanics	5,269	5,481	4.0	212	1,484	2,725	4,421	22.74	PS	PS
58	15-1231	Computer Network Support Specialists	1,638	1,848	12.8	210	328	742	1,280	32.11	A	A
59	11-9032	Education Administrators, Kindergarten through Secondary	1,241	1,437	15.8	196	297	495	988	83,799.00	M	M
60	21-1093	Social and Human Service Assistants	2,113	2,298	8.8	185	826	1,176	2,187	19.65	SC	HS
61	53-7061	Cleaners of Vehicles and Equipment	2,362	2,538	7.5	176	1,056	1,748	2,980	13.84	NR	NR
62	15-1244	Network and Computer Systems Administrators	2,092	2,264	8.2	172	370	800	1,342	41.37	B	B
63	53-1047	First-Line Supervisors of Transportation and Material Moving Workers	3,642	3,814	4.7	172	1,075	2,447	3,694	27.1	SC	HS
64	53-3051	Bus Drivers, School	1,134	1,296	14.3	162	1,035	481	1,678	17.9	HS	HS
65	21-1012	Educational, Guidance, and Career Counselors and Advisors	1,474	1,632	10.7	158	390	626	1,174	24.66	M	M
66	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	3,768	3,923	4.1	155	1,151	1,707	3,013	30.89	SC	HS
67	43-1011	First-Line Supervisors of Office and Administrative Support Workers	12,937	13,090	1.2	153	4,538	6,675	11,366	28.97	SC	HS
68	49-9041	Industrial Machinery Mechanics	947	1,093	15.4	146	289	421	856	25.4	PS	HS
69	29-1021	Dentists, General	1,222	1,364	11.6	142	212	77	431	67.08	D	D
70	41-1012	First-Line Supervisors of Non-Retail Sales Workers	4,851	4,992	2.9	141	1,358	2,254	3,753	38.21	SC	HS
71	41-2011	Cashiers	20,366	20,502	0.7	136	15,701	15,131	30,968	12.69	NR	NR
72	33-9093	Transportation Security Screeners	1,045	1,172	12.2	127	367	446	940	21.8	HS	HS
73	35-2012	Cooks, Institution and Cafeteria	1,948	2,063	5.9	115	1,107	1,355	2,577	13.66	NR	NR
74	29-1127	Speech-Language Pathologists	669	777	16.1	108	159	187	454	40.08	M	M
75	29-1292	Dental Hygienists	829	932	12.4	103	295	160	558	37.28	A	A
76	37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1,531	1,627	6.3	96	436	873	1,405	21.69	SC	HS
77	11-3012	Administrative Services Managers	1,487	1,581	6.3	94	403	610	1,107	48.65	B	B
78	27-1026	Merchandise Displayers and Window Trimmers	909	1,002	10.2	93	359	536	988	15.03	SC	HS
79	29-1051	Pharmacists	2,026	2,119	4.6	93	353	295	741	63.92	D	D
80	51-1011	First-Line Supervisors of Production and Operating Workers	2,250	2,343	4.1	93	664	1,234	1,991	29.66	SC	HS
81	11-9151	Social and Community Service Managers	751	843	12.3	92	212	341	645	35.66	B	B
82	29-1123	Physical Therapists	1,222	1,312	7.4	90	247	196	533	43.05	D	D
83	11-3121	Human Resources Managers	955	1,044	9.3	89	232	432	753	59.45	B	B
84	37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	1,814	1,903	4.9	89	743	956	1,788	21.03	HS	HS
85	47-2073	Operating Engineers and Other Construction Equipment Operators	1,355	1,443	6.5	88	399	740	1,227	22.56	HS	HS
86	35-1011	Chefs and Head Cooks	1,353	1,436	6.1	83	390	1,095	1,568	24.81	A	HS
87	29-2072	Medical Records Specialists	1,323	1,403	6.0	80	396	381	857	22.8	PS	PS
88	43-5061	Production, Planning, and Expediting Clerks	1,447	1,527	5.5	80	468	849	1,397	22.93	SC	HS
89	51-6011	Laundry and Dry-Cleaning Workers	1,071	1,146	7.0	75	677	581	1,333	12.31	NR	NR
90	29-2043	Paramedics	841	915	8.8	74	140	235	449	23.12	PS	PS
91	33-2011	Firefighters	2,363	2,435	3.0	72	504	1,028	1,604	32.32	PS	PS
92	11-3071	Transportation, Storage, and Distribution Managers	1,001	1,072	7.1	71	197	484	752	44.91	B	HS
93	47-2111	Electricians	4,407	4,478	1.6	71	1,214	2,402	3,687	23.95	PS	HS
94	53-7051	Industrial Truck and Tractor Operators	3,360	3,425	1.9	65	908	2,161	3,134	17.92	NR	NR
95	49-3093	Tire Repairers and Changers	604	659	9.1	55	172	393	620	14.53	HS	HS
96	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	1,289	1,342	4.1	53	351	607	1,011	25.89	PS	HS
97	11-3051	Industrial Production Managers	628	679	8.1	51	117	254	422	49.11	B	B
98	13-2020	Property Appraisers and Assessors	422	463	9.7	41	164	133	338	24.18	B	B
99	17-2141	Mechanical Engineers	579	618	6.7	39	98	189	326	42.88	B	B
100	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3,526	3,565	1.1	39	865	1,808	2,712	23.06	PS	PS

JOBS BY OCCUPATION

WORKFORCE DEVELOPMENT AREA 22 - BROWARD COUNTY

SOC Code	SOC Title	Employment			Job Openings				2022 Median Hourly Wage (\$)*	Education	
		2023	2021	Percent Growth	Growth	Exits	Transfers	Total		LMCC**	BLS**
00-0000	Total, All Occupations	973,072	1,033,237	6.2	60,165	385,656	538,803	984,624	-	-	-
11-0000	Management Occupations	67,752	73,722	8.8	5,970	15,548	31,555	53,073	-	-	-
11-1000	Top Executives	23,793	25,338	6.5	1,545	4,743	11,886	18,174	-	-	-
11-1011	Chief Executives	3,518	3,448	-2.0	-70	864	1,152	1,946	84.00	B	B
11-1021	General and Operations Managers	20,203	21,816	8.0	1,613	3,861	10,706	16,180	43.61	B	B
11-1031	Legislators	72	74	2.8	2	18	28	48	61,792.00	B	B
11-2000	Advertising, Marketing, Promotions, Public Relations, and Sales Managers	5,630	6,122	8.7	492	1,084	2,856	4,432	-	-	-
11-3000	Operations Specialties Managers	12,036	13,726	14.0	1,690	2,508	5,415	9,613	-	-	-
11-3012	Administrative Services Managers	1,487	1,581	6.3	94	403	610	1,107	48.65	B	B
11-3013	Facilities Managers	536	574	7.1	38	129	231	398	44.50	B	B
11-3031	Financial Managers	3,758	4,403	17.2	645	800	1,630	3,075	64.93	B	B
11-3051	Industrial Production Managers	628	679	8.1	51	117	254	422	49.11	B	B
11-3071	Transportation, Storage, and Distribution Managers	1,001	1,072	7.1	71	197	484	752	44.91	B	HS
11-3121	Human Resources Managers	955	1,044	9.3	89	232	432	753	59.45	B	B
11-9000	Other Management Occupations	26,293	28,536	8.5	2,243	7,213	11,398	20,854	-	-	-
11-9021	Construction Managers	3,131	3,361	7.3	230	606	1,374	2,210	52.00	B	B
11-9032	Education Administrators, Kindergarten through Secondary	1,241	1,437	15.8	196	297	495	988	83,799.00	M	M
11-9041	Architectural and Engineering Managers	382	406	6.3	24	64	158	246	79.34	B	B
11-9051	Food Service Managers	3,396	3,621	6.6	225	1,009	2,385	3,619	32.33	SC	HS
11-9111	Medical and Health Services Managers	3,153	3,784	20.0	631	776	1,395	2,802	49.95	B	B
11-9141	Property, Real Estate, and Community Association Managers	5,281	5,679	7.5	398	1,846	1,692	3,936	30.31	B	HS
11-9151	Social and Community Service Managers	751	843	12.3	92	212	341	645	35.66	B	B
11-9199	Managers, All Other	5,470	5,901	7.9	431	1,389	2,170	3,990	58.86	B	B
13-0000	Business and Financial Operations Occupations	69,166	75,673	9.4	6,507	17,728	33,180	57,415	-	-	-
13-1000	Business Operations Specialists	47,207	51,583	9.3	4,376	12,068	23,488	39,932	-	-	-
13-1020	Buyers and Purchasing Agents	3,039	2,957	-2.7	-82	889	1,503	2,310	30.11	B	B
13-1041	Compliance Officers	2,930	3,186	8.7	256	727	1,217	2,200	31.10	B	B
13-1071	Human Resources Specialists	6,471	6,885	6.4	414	1,589	3,413	5,416	30.08	B	B
13-1081	Logisticians	954	1,214	27.3	260	233	523	1,016	24.22	B	B
13-1082	Project Management Specialists	5,409	5,820	7.6	411	1,030	2,564	4,005	40.11	B	B
13-1111	Management Analysts	6,128	6,955	13.5	827	1,878	2,865	5,570	36.99	B	B
13-1151	Training and Development Specialists	2,481	2,732	10.1	251	659	1,239	2,149	29.76	B	B
13-1161	Market Research Analysts and Marketing Specialists	5,266	6,226	18.2	960	1,330	3,161	5,451	33.72	B	B
13-1199	Business Operations Specialists, All Other	6,489	7,125	9.8	636	1,761	3,325	5,722	29.95	B	B
13-2000	Financial Specialists	21,959	24,090	9.7	2,131	5,660	9,692	17,483	-	-	-
13-2011	Accountants and Auditors	10,413	11,354	9.0	941	2,652	4,837	8,430	37.08	B	B
13-2020	Property Appraisers and Assessors	422	463	9.7	41	164	133	338	24.18	B	B
13-2072	Loan Officers	2,147	2,361	10.0	214	457	948	1,619	27.72	B	B
13-2099	Financial Specialists, All Other	817	887	8.6	70	188	352	610	25.76	B	B
15-0000	Computer and Mathematical Occupations	27,580	32,957	19.5	5,377	5,283	11,787	22,447	-	-	-
15-1200	Computer Occupations	26,224	31,186	18.9	4,962	4,965	11,242	21,169	-	-	-
15-1211	Computer Systems Analysts	2,446	2,754	12.6	308	513	939	1,760	47.22	B	B
15-1231	Computer Network Support Specialists	1,638	1,848	12.8	210	328	742	1,280	32.11	A	A
15-1232	Computer User Support Specialists	5,328	6,004	12.7	676	1,066	2,413	4,155	24.63	PS	SC
15-1244	Network and Computer Systems Administrators	2,092	2,264	8.2	172	370	800	1,342	41.37	B	B
15-2000	Mathematical Science Occupations	1,356	1,771	30.6	415	318	545	1,278	-	-	-
17-0000	Architecture and Engineering Occupations	8,828	9,567	8.4	739	2,107	3,443	6,289	-	-	-
17-1000	Architects, Surveyors, and Cartographers	978	1,065	8.9	87	262	323	672	-	-	-
17-1022	Surveyors	242	260	7.4	18	64	85	167	28.27	B	B
17-2000	Engineers	5,442	5,969	9.7	527	1,031	1,848	3,406	-	-	-
17-2141	Mechanical Engineers	579	618	6.7	39	98	189	326	42.88	B	B
17-3000	Drafters, Engineering Technicians, and Mapping Technicians	2,408	2,533	5.2	125	814	1,272	2,211	-	-	-
17-3021	Aerospace Engineering and Operations Technologists and Technicians	68	72	5.9	4	20	35	59	28.39	A	A
17-3031	Surveying and Mapping Technicians	317	343	8.2	26	106	222	354	21.51	A	HS
19-0000	Life, Physical, and Social Science Occupations	4,568	4,942	8.2	374	847	2,704	3,925	-	-	-
19-1000	Life Scientists	996	1,049	5.3	53	154	501	708	-	-	-
19-1021	Biochemists and Biophysicists	86	97	12.8	11	14	48	73	39.10	D	D
19-1022	Microbiologists	23	25	8.7	2	4	13	19	24.12	M	B
19-2000	Physical Scientists	713	782	9.7	69	113	403	585	-	-	-
19-2041	Environmental Scientists and Specialists, Including Health	336	371	10.4	35	60	197	292	29.77	B	B
19-3000	Social Scientists and Related Workers	1,106	1,212	9.6	106	229	477	812	-	-	-
19-3022	Survey Researchers	78	87	11.5	9	15	45	69	30.21	M	M
19-4000	Life, Physical, and Social Science Technicians	1,368	1,491	9.0	123	279	1,070	1,472	-	-	-
19-5000	Occupational Health and Safety Specialists and Technicians	385	408	6.0	23	72	253	348	-	-	-
21-0000	Community and Social Service Occupations	12,488	13,769	10.3	1,281	4,155	6,005	11,441	-	-	-
21-1000	Counselors, Social Workers, and Other Community and Social Service Specialists	10,407	11,606	11.5	1,199	3,405	5,020	9,624	-	-	-
21-1012	Educational, Guidance, and Career Counselors and Advisors	1,474	1,632	10.7	158	390	626	1,174	24.66	M	M
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1,866	2,200	17.9	334	589	907	1,830	23.13	B	B
21-1021	Child, Family, and School Social Workers	1,315	1,538	17.0	223	373	682	1,278	22.26	B	B
21-1093	Social and Human Service Assistants	2,113	2,298	8.8	185	826	1,176	2,187	19.65	SC	HS
21-1099	Community and Social Service Specialists, All Other	366	399	9.0	33	125	205	363	24.51	B	B
21-2000	Religious Workers	2,081	2,163	3.9	82	750	985	1,817	-	-	-
21-2011	Clergy	876	905	3.3	29	299	364	692	24.94	M	B
23-0000	Legal Occupations	13,936	16,389	17.6	2,453	3,679	4,242	10,374	-	-	-
23-1000	Lawyers, Judges, and Related Workers	9,644	11,257	16.7	1,613	2,113	1,801	5,527	-	-	-
23-1011	Lawyers	9,334	10,939	17.2	1,605	2,043	1,737	5,385	50.43	D	D
23-2000	Legal Support Workers	4,292	5,132	19.6	840	1,566	2,441	4,847	-	-	-
23-2011	Paralegals and Legal Assistants	3,450	4,215	22.2	765	1,278	2,033	4,076	29.05	A	A

JOBS BY OCCUPATION (cont.)

WORKFORCE DEVELOPMENT AREA 22 - BROWARD COUNTY

SOC Code	SOC Title	Employment			Job Openings				2022 Median Hourly Wage (\$)*	Education	
		2023	2021	Percent Growth	Growth	Exits	Transfers	Total		LMEC**	BLS**
25-0000	Educational Instruction and Library Occupations	36,166	40,924	13.2	4,758	13,976	14,148	32,882	-	-	-
25-1052	Chemistry Teachers, Postsecondary	49	52	6.1	3	18	15	36	106,550.00	D	D
25-2000	<i>Preschool, Elementary, Middle, Secondary, and Special Education Teachers</i>	19,913	23,099	16.0	3,186	5,926	7,350	16,462	-	-	-
25-2011	Preschool Teachers, Except Special Education	2,638	3,043	15.4	405	1,052	1,388	2,845	13.77	A	A
25-2021	Elementary School Teachers, Except Special Education	5,936	6,933	16.8	997	1,728	1,998	4,723	60,827.00	B	B
25-2022	Middle School Teachers, Except Special and Career/Technical Education	2,802	3,263	16.5	461	814	942	2,217	50,614.00	B	B
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	5,038	5,788	14.9	750	1,241	1,678	3,669	61,925.00	B	B
25-3000	<i>Other Teachers and Instructors</i>	5,843	6,808	16.5	965	3,357	2,733	7,055	-	-	-
25-4022	Librarians and Media Collections Specialists	657	691	5.2	34	318	216	568	29.77	M	M
25-9000	<i>Other Educational Instruction and Library Occupations</i>	5,587	6,437	15.2	850	2,723	2,540	6,113	-	-	-
25-9045	Teaching Assistants, Except Postsecondary	3,885	4,470	15.1	585	1,992	1,902	4,479	29,586.00	SC	SC
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	16,488	17,709	7.4	1,221	5,379	8,302	14,902	-	-	-
27-1000	<i>Art and Design Workers</i>	5,798	6,112	5.4	314	1,936	2,765	5,015	-	-	-
27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	148	156	5.4	8	63	65	136	18.63	B	B
27-1019	Artists and Related Workers, All Other	114	121	6.1	7	48	50	105	13.42	SC	NR
27-1026	Merchandise Displayers and Window Trimmers	909	1,002	10.2	93	359	536	988	15.03	SC	HS
27-1027	Set and Exhibit Designers	60	61	1.7	1	15	29	45	-	B	B
27-2000	<i>Entertainers and Performers, Sports and Related Workers</i>	3,717	4,050	9.0	333	1,586	1,995	3,914	-	-	-
27-3000	<i>Media and Communication Workers</i>	4,632	5,007	8.1	375	1,240	2,360	3,975	-	-	-
27-3031	Public Relations Specialists	2,549	2,761	8.3	212	530	1,326	2,068	28.78	B	B
27-4000	<i>Media and Communication Equipment Workers</i>	2,341	2,540	8.5	199	617	1,182	1,998	-	-	-
29-0000	Healthcare Practitioners and Technical Occupations	59,091	62,640	6.0	3,549	14,623	14,053	32,225	-	-	-
29-1000	<i>Healthcare Diagnosing or Treating Practitioners</i>	37,345	39,335	5.3	1,990	8,560	6,586	17,136	-	-	-
29-1021	Dentists, General	1,222	1,364	11.6	142	212	77	431	67.08	D	D
29-1051	Pharmacists	2,026	2,119	4.6	93	353	295	741	63.92	D	D
29-1123	Physical Therapists	1,222	1,312	7.4	90	247	196	533	43.05	D	D
29-1127	Speech-Language Pathologists	669	777	16.1	108	159	187	454	40.08	M	M
29-1141	Registered Nurses	19,902	20,462	2.8	560	5,176	4,009	9,745	38.40	B	B
29-1171	Nurse Practitioners	1,237	1,654	33.7	417	263	329	1,009	51.74	M	M
29-1292	Dental Hygienists	829	932	12.4	103	295	160	558	37.28	A	A
29-2000	<i>Health Technologists and Technicians</i>	20,049	21,448	7.0	1,399	5,641	6,995	14,035	-	-	-
29-2010	Clinical Laboratory Technologists and Technicians	3,500	3,758	7.4	258	924	1,076	2,258	29.85	A	B
29-2034	Radiologic Technologists and Technicians	1,204	1,241	3.1	37	266	260	563	30.36	A	A
29-2043	Paramedics	841	915	8.8	74	140	235	449	23.12	PS	PS
29-2052	Pharmacy Technicians	3,303	3,600	9.0	297	992	1,495	2,784	18.02	PS	HS
29-2061	Licensed Practical and Licensed Vocational Nurses	3,090	3,114	0.8	24	990	1,011	2,025	24.67	PS	PS
29-2072	Medical Records Specialists	1,323	1,403	6.0	80	396	381	857	22.80	PS	PS
29-9000	<i>Other Healthcare Practitioners and Technical Occupations</i>	1,697	1,857	9.4	160	422	472	1,054	-	-	-
31-0000	Healthcare Support Occupations	25,813	27,561	6.8	1,748	13,245	18,181	33,174	-	-	-
31-1120	Home Health and Personal Care Aides	5,605	6,010	7.2	405	3,766	3,254	7,425	12.87	HS	HS
31-1131	Nursing Assistants	6,621	6,548	-1.1	-73	3,448	4,459	7,834	15.83	PS	PS
31-9000	<i>Other Healthcare Support Occupations</i>	12,615	13,914	10.3	1,299	5,609	9,693	16,601	-	-	-
31-9091	Dental Assistants	2,680	3,003	12.1	323	1,249	1,997	3,569	18.31	PS	PS
31-9092	Medical Assistants	5,282	5,795	9.7	513	2,045	4,097	6,655	18.02	PS	PS
33-0000	Protective Service Occupations	29,281	30,996	5.9	1,715	12,355	15,514	29,584	-	-	-
33-1000	<i>Supervisors of Protective Service Workers</i>	3,708	3,841	3.6	133	926	1,362	2,421	-	-	-
33-2000	<i>Firefighting and Prevention Workers</i>	2,498	2,575	3.1	77	551	1,083	1,711	-	-	-
33-2011	Firefighters	2,363	2,435	3.0	72	504	1,028	1,604	32.32	PS	PS
33-3000	<i>Law Enforcement Workers</i>	8,128	8,316	2.3	188	2,077	3,374	5,639	-	-	-
33-9000	<i>Other Protective Service Workers</i>	14,947	16,264	8.8	1,317	8,801	9,695	19,813	-	-	-
33-9032	Security Guards	11,279	12,313	9.2	1,034	5,689	7,290	14,013	14.13	HS	HS
33-9093	Transportation Security Screeners	1,045	1,172	12.2	127	367	446	940	21.80	HS	HS
35-0000	Food Preparation and Serving Related Occupations	73,728	80,287	8.9	6,559	51,915	61,410	119,884	-	-	-
35-1011	Chefs and Head Cooks	1,353	1,436	6.1	83	390	1,095	1,568	24.81	A	HS
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	6,210	6,732	8.4	522	2,612	5,473	8,607	18.45	HS	HS
35-2000	<i>Cooks and Food Preparation Workers</i>	22,973	25,136	9.4	2,163	14,211	16,274	32,648	-	-	-
35-2012	Cooks, Institution and Cafeteria	1,948	2,063	5.9	115	1,107	1,355	2,577	13.66	NR	NR
35-2021	Food Preparation Workers	5,479	5,910	7.9	431	4,073	3,870	8,374	14.65	NR	NR
35-3000	<i>Food and Beverage Serving Workers</i>	33,937	36,995	9.0	3,058	26,396	31,739	61,193	-	-	-
35-3023	Fast Food and Counter Workers	15,988	17,636	10.3	1,648	14,583	14,491	30,722	12.90	NR	NR
37-0000	Building and Grounds Cleaning and Maintenance Occupations	34,366	36,725	6.9	2,359	17,290	20,890	40,539	-	-	-
37-1000	<i>Supervisors of Building and Grounds Cleaning and Maintenance Workers</i>	3,345	3,530	5.5	185	1,179	1,829	3,193	-	-	-
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	1,814	1,903	4.9	89	743	956	1,788	21.03	HS	HS
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1,531	1,627	6.3	96	436	873	1,405	21.69	SC	HS
37-2000	<i>Building Cleaning and Pest Control Workers</i>	22,600	23,485	6.5	1,425	12,604	12,838	26,867	-	-	-
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	15,220	16,523	8.6	1,303	8,818	8,912	19,033	13.40	HS	NR
37-2012	Maids and Housekeeping Cleaners	5,654	5,625	-0.5	-29	3,397	2,936	6,304	13.86	NR	NR
37-3000	<i>Grounds Maintenance Workers</i>	8,961	9,710	8.4	749	3,507	6,223	10,479	-	-	-
37-3011	Landscaping and Groundskeeping Workers	8,500	9,199	8.2	699	3,380	5,838	9,917	16.34	NR	NR
39-0000	Personal Care and Service Occupations	24,053	26,054	8.3	2,001	13,985	20,590	36,576	-	-	-
39-1000	<i>Supervisors of Personal Care and Service Workers</i>	2,482	2,669	7.5	187	981	1,524	2,692	-	-	-
39-2000	<i>Animal Care and Service Workers</i>	1,990	2,431	22.2	441	1,185	1,996	3,622	-	-	-
39-3000	<i>Entertainment Attendants and Related Workers</i>	3,554	3,817	7.4	263	2,997	4,133	7,393	-	-	-
39-3012	Gambling and Sports Book Writers and Runners	28	27	-3.6	-1	12	26	37	13.26	HS	HS
39-5000	<i>Personal Appearance Workers</i>	4,667	5,084	8.9	417	2,266	3,014	5,697	-	-	-
39-6000	<i>Baggage Porters, Bellhops, and Concierges</i>	529	541	2.3	12	241	423	676	-	-	-
39-9000	<i>Other Personal Care and Service Workers</i>	10,197	10,857	6.5	660	5,961	8,955	15,576	-	-	-
39-9011	Childcare Workers	5,089	5,433	6.8	344	3,083	3,958	7,385	13.87	HS	HS

JOBS BY OCCUPATION (cont.)

WORKFORCE DEVELOPMENT AREA 22 - BROWARD COUNTY

SOC Code	SOC Title	Employment			Job Openings				2022 Median Hourly Wage (\$)*	Education	
		2023	2021	Percent Growth	Growth	Exits	Transfers	Total		LMEC**	BLS**
41-0000	Sales and Related Occupations	122,065	127,373	4.3	5,308	55,227	73,086	133,621	-	-	-
41-1000	<i>Supervisors of Sales Workers</i>	14,430	14,556	0.9	126	4,524	7,485	12,135	-	-	-
41-1011	First-Line Supervisors of Retail Sales Workers	9,579	9,564	-0.2	-15	3,166	5,231	8,382	22.48	SC	HS
41-1012	First-Line Supervisors of Non-Retail Sales Workers	4,851	4,992	2.9	141	1,358	2,254	3,753	38.21	SC	HS
41-2000	<i>Retail Sales Workers</i>	55,535	56,989	2.6	1,454	33,933	37,914	73,301	-	-	-
41-2011	Cashiers	20,366	20,502	0.7	136	15,701	15,131	30,968	12.69	NR	NR
41-2021	Counter and Rental Clerks	2,966	3,246	9.4	280	1,450	1,589	3,319	16.61	NR	NR
41-2031	Retail Salespersons	29,979	30,878	3.0	899	15,643	19,725	36,267	14.17	HS	NR
41-3000	<i>Sales Representatives, Services</i>	25,010	27,048	8.1	2,038	7,076	14,142	23,256	-	-	-
41-3031	Securities, Commodities, and Financial Services Sales Agents	3,658	4,086	11.7	428	850	1,792	3,070	29.12	B	B
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Sv	12,265	13,331	8.7	1,066	2,896	8,107	12,069	29.24	B	HS
41-4000	<i>Sales Representatives, Wholesale and Manufacturing</i>	13,389	14,169	5.8	780	3,787	7,288	11,855	-	-	-
41-9000	<i>Other Sales and Related Workers</i>	13,701	14,611	6.6	910	5,907	6,257	13,074	-	-	-
43-0000	Office and Administrative Support Occupations	147,471	146,688	-0.5	-783	64,430	81,003	144,650	-	-	-
43-1000	<i>Supervisors of Office and Administrative Support Workers</i>	12,937	13,090	1.2	153	4,538	6,675	11,366	-	-	-
43-1011	First-Line Supervisors of Office and Administrative Support Workers	12,937	13,090	1.2	153	4,538	6,675	11,366	28.97	SC	HS
43-2000	<i>Communications Equipment Operators</i>	385	328	-14.8	-57	166	177	286	-	-	-
43-3000	<i>Financial Clerks</i>	18,801	18,613	-1.0	-188	8,868	8,967	17,647	-	-	-
43-3021	Billing and Posting Clerks	2,660	2,697	1.4	37	1,033	1,411	2,481	19.95	HS	HS
43-3031	Bookkeeping, Accounting, and Auditing Clerks	11,696	11,593	-0.9	-103	6,241	5,220	11,358	21.39	SC	SC
43-3071	Tellers	1,456	1,400	-3.8	-56	526	741	1,211	17.66	HS	HS
43-4000	<i>Information and Record Clerks</i>	51,071	52,251	2.3	1,180	23,040	33,623	57,843	-	-	-
43-4031	Court, Municipal, and License Clerks	967	995	2.9	28	435	455	918	21.37	SC	HS
43-4171	Receptionists and Information Clerks	8,689	8,679	-0.1	-10	4,316	5,170	9,476	15.14	HS	HS
43-4199	Information and Record Clerks, All Other	829	867	4.6	38	331	466	835	18.59	HS	HS
43-5000	<i>Material Recording, Scheduling, Dispatching, and Distributing Workers</i>	13,749	12,932	-5.9	-817	4,468	6,688	10,339	-	-	-
43-5032	Dispatchers, Except Police, Fire, and Ambulance	1,319	1,322	0.2	3	438	640	1,081	18.80	HS	HS
43-5051	Postal Service Clerks	308	205	-33.4	-103	105	81	83	27.02	HS	NR
43-5052	Postal Service Mail Carriers	1,879	1,247	-33.6	-632	482	486	336	25.81	HS	NR
43-5061	Production, Planning, and Expediting Clerks	1,447	1,527	5.5	80	468	849	1,397	22.93	SC	HS
43-5071	Shipping, Receiving, and Inventory Clerks	5,486	5,253	-4.2	-233	1,781	2,945	4,493	17.56	HS	HS
43-6000	<i>Secretaries and Administrative Assistants</i>	25,645	24,709	-3.6	-936	11,354	12,222	22,640	-	-	-
43-6011	Executive Secretaries and Executive Administrative Assistants	3,644	3,328	-8.7	-316	1,330	1,881	2,895	28.88	SC	HS
43-6012	Legal Secretaries and Administrative Assistants	1,424	1,313	-7.8	-111	630	723	1,242	21.16	SC	HS
43-6013	Medical Secretaries and Administrative Assistants	5,592	5,859	4.8	267	2,610	2,662	5,539	18.01	SC	HS
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Execu	14,985	14,209	-5.2	-776	6,784	6,956	12,964	19.07	HS	HS
43-9000	<i>Other Office and Administrative Support Workers</i>	24,883	24,765	-0.5	-118	11,996	12,651	24,529	-	-	-
43-9021	Data Entry Keyers	1,226	1,064	-13.2	-162	488	652	978	17.19	HS	HS
43-9061	Office Clerks, General	20,158	20,107	-0.3	-51	10,160	10,136	20,245	18.17	HS	HS
43-9081	Proofreaders and Copy Markers	51	58	13.7	7	33	29	69	17.55	B	B
45-0000	Farming, Fishing, and Forestry Occupations	780	790	1.3	10	322	670	1,002	-	-	-
45-1000	<i>Supervisors of Farming, Fishing, and Forestry Workers</i>	133	137	3.0	4	50	105	159	-	-	-
45-2000	<i>Agricultural Workers</i>	607	610	0.5	3	253	529	785	-	-	-
45-3000	<i>Fishing and Hunting Workers</i>	15	17	13.3	2	8	11	21	-	-	-
45-4000	<i>Forest, Conservation, and Logging Workers</i>	25	26	4.0	1	11	25	37	-	-	-
47-0000	Construction and Extraction Occupations	42,179	43,381	2.8	1,202	11,761	21,370	34,333	-	-	-
47-1000	<i>Supervisors of Construction and Extraction Workers</i>	5,598	5,840	4.3	242	1,491	2,758	4,491	-	-	-
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	5,598	5,840	4.3	242	1,491	2,758	4,491	31.85	SC	HS
47-2000	<i>Construction Trades Workers</i>	32,896	33,881	3.0	985	8,981	16,498	26,464	-	-	-
47-2031	Carpenters	6,547	6,787	3.7	240	1,838	3,124	5,202	22.69	PS	HS
47-2061	Construction Laborers	7,036	7,444	5.8	408	2,057	3,592	6,057	18.05	NR	NR
47-2073	Operating Engineers and Other Construction Equipment Operators	1,355	1,443	6.5	88	399	740	1,227	22.56	HS	HS
47-2111	Electricians	4,407	4,478	1.6	71	1,214	2,402	3,687	23.95	PS	HS
47-2152	Plumbers, Pipefitters, and Steamfitters	2,605	2,563	-1.6	-42	685	1,397	2,040	23.96	PS	HS
47-3000	<i>Helpers, Construction Trades</i>	1,366	1,318	-3.5	-48	363	927	1,242	-	-	-
47-4000	<i>Other Construction and Related Workers</i>	2,089	2,109	1.0	20	868	1,051	1,939	-	-	-
47-4011	Construction and Building Inspectors	1,149	1,127	-1.9	-22	586	523	1,087	32.32	PS	HS
47-5000	<i>Extraction Workers</i>	230	233	1.3	3	58	136	197	-	-	-

JOBS BY OCCUPATION (cont.)

WORKFORCE DEVELOPMENT AREA 22 - BROWARD COUNTY

SOC Code	SOC Title	Employment			Job Openings				2022 Median Hourly Wage (\$)*	Education	
		2023	2021	Percent Growth	Growth	Exits	Transfers	Total		LMEC**	BLS**
49-0000	Installation, Maintenance, and Repair Occupations	43,783	45,763	4.5	1,980	13,219	21,682	36,881	-	-	-
49-1000	Supervisors of Installation, Maintenance, and Repair Workers	3,768	3,923	4.1	155	1,151	1,707	3,013	-	-	-
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	3,768	3,923	4.1	155	1,151	1,707	3,013	30.89	SC	HS
49-2000	Electrical and Electronic Equipment Mechanics, Installers, and Repairers	5,378	5,659	5.2	281	1,575	3,078	4,934	-	-	-
49-3000	Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	12,065	12,678	5.1	613	3,398	6,046	10,057	-	-	-
49-3023	Automotive Service Technicians and Mechanics	5,269	5,481	4.0	212	1,484	2,725	4,421	22.74	PS	PS
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	1,289	1,342	4.1	53	351	607	1,011	25.89	PS	HS
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	508	545	7.3	37	136	266	439	26.74	PS	HS
49-3093	Tire Repairers and Changers	604	659	9.1	55	172	393	620	14.53	HS	HS
49-9000	Other Installation, Maintenance, and Repair Occupations	22,572	23,503	4.1	931	7,095	10,851	18,877	-	-	-
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3,526	3,565	1.1	39	865	1,808	2,712	23.06	PS	PS
49-9041	Industrial Machinery Mechanics	947	1,093	15.4	146	289	421	856	25.40	PS	HS
49-9071	Maintenance and Repair Workers, General	11,621	12,096	4.1	475	3,892	5,276	9,643	18.37	HS	HS
49-9092	Commercial Divers	81	84	3.7	3	24	44	71	24.27	PS	PS
49-9098	Helpers—Installation, Maintenance, and Repair Workers	698	714	2.3	16	313	366	695	16.95	HS	HS
49-9099	Installation, Maintenance, and Repair Workers, All Other	1,852	1,966	6.2	114	551	1,011	1,676	18.55	HS	HS
51-0000	Production Occupations	28,067	28,455	1.4	388	10,501	16,007	26,896	-	-	-
51-1000	Supervisors of Production Workers	2,250	2,343	4.1	93	664	1,234	1,991	-	-	-
51-1011	First-Line Supervisors of Production and Operating Workers	2,250	2,343	4.1	93	664	1,234	1,991	29.66	SC	HS
51-2000	Assemblers and Fabricators	5,925	5,657	-4.5	-268	2,057	3,277	5,066	-	-	-
51-2090	Miscellaneous Assemblers and Fabricators	4,527	4,234	-6.5	-293	1,532	2,516	3,755	15.34	HS	HS
51-3000	Food Processing Workers	2,355	2,585	9.8	230	1,113	1,537	2,880	-	-	-
51-4000	Metal Workers and Plastic Workers	3,134	3,175	1.3	41	895	1,823	2,759	-	-	-
51-4121	Welders, Cutters, Solderers, and Brazers	1,278	1,285	0.5	7	321	794	1,122	22.49	PS	HS
51-6000	Textile, Apparel, and Furnishings Workers	2,772	2,926	5.6	154	1,634	1,349	3,137	-	-	-
51-6011	Laundry and Dry-Cleaning Workers	1,071	1,146	7.0	75	677	581	1,333	12.31	NR	NR
51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	23	23	0.0	0	12	13	25	-	HS	HS
51-8000	Plant and System Operators	1,050	976	-7.0	-74	282	517	725	-	-	-
51-8031	Water and Wastewater Treatment Plant and System Operators	722	663	-8.2	-59	204	332	477	25.74	PS	HS
51-9000	Other Production Occupations	8,487	8,734	2.9	247	3,093	5,167	8,507	-	-	-
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	2,173	2,148	-1.2	-25	749	1,383	2,107	20.63	PS	HS
53-0000	Transportation and Material Moving Occupations	85,423	90,872	6.4	5,449	38,081	58,981	102,511	-	-	-
53-1000	Supervisors of Transportation and Material Moving Workers	3,803	3,976	4.5	173	1,122	2,553	3,848	-	-	-
53-1041	Aircraft Cargo Handling Supervisors	161	162	0.6	1	47	106	154	29.89	HS	HS
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	3,642	3,814	4.7	172	1,075	2,447	3,694	27.10	SC	HS
53-2000	Air Transportation Workers	8,088	8,627	6.7	539	3,753	4,981	9,273	-	-	-
53-2031	Flight Attendants	4,749	5,321	12.0	572	2,664	2,806	6,042	64,467.00	HS	HS
53-3000	Motor Vehicle Operators	26,247	28,438	8.3	2,191	11,995	14,431	28,617	-	-	-
53-3031	Driver/Sales Workers	3,919	4,251	8.5	332	1,519	2,312	4,163	13.80	HS	HS
53-3032	Heavy and Tractor-Trailer Truck Drivers	7,096	7,467	5.2	371	2,707	4,121	7,199	22.73	PS	PS
53-3033	Light Truck Drivers	7,366	7,681	4.3	315	2,797	4,258	7,370	18.19	HS	HS
53-3051	Bus Drivers, School	1,134	1,296	14.3	162	1,035	481	1,678	17.90	HS	HS
53-4000	Rail Transportation Workers	105	102	-2.9	-3	27	54	78	-	-	-
53-4031	Railroad Conductors and Yardmasters	25	22	-12.0	-3	4	12	13	-	HS	HS
53-5000	Water Transportation Workers	1,049	1,022	-2.6	-27	272	665	910	-	-	-
53-5031	Ship Engineers	130	118	-9.2	-12	32	85	105	44.37	PS	PS
53-6000	Other Transportation Workers	3,849	4,043	5.0	194	1,833	2,808	4,835	-	-	-
53-7000	Material Moving Workers	42,282	44,664	5.6	2,382	19,079	33,489	54,950	-	-	-
53-7051	Industrial Truck and Tractor Operators	3,360	3,425	1.9	65	908	2,161	3,134	17.92	NR	NR
53-7061	Cleaners of Vehicles and Equipment	2,362	2,538	7.5	176	1,056	1,748	2,980	13.84	NR	NR
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	14,542	14,836	2.0	294	5,695	10,772	16,761	15.41	NR	NR
53-7065	Stockers and Order Fillers	16,654	18,654	12.0	2,000	9,049	15,007	26,056	15.18	HS	HS

- (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
- Retail Trade
- Leisure and Hospitality
- Construction
- Transportation and Warehousing
- Aviation
- Marine

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).

Retail Trade

- Occupations: Retail Salespersons, First-Line Supervisors of Retail Sales Workers, Cashiers, and Customer Service Representatives.
- Skills: Customer service, sales techniques, inventory management, communication, problem-solving.
- Credentials/Licenses: Generally, no specific licenses are required, but retail management certifications can be beneficial.

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.

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, AAE, AP, Drone Pilot, and CPL certifications and licenses.
- Marine: USCG, MMC, SAMS, and NAMS licenses.

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.

In addition, Carol Hylton, CSBD's President/CEO, was recently appointed to 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 15-20%
- 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 10-15%
- 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 5-10%
- 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. Retail Trade

- Expected Growth by 2031: Approximately 2-5%
- Rationale: The retail sector is experiencing slower growth due to the rise of e-commerce and changing consumer behavior. However, there will still be growth in niche markets and experiential retail.

5. Leisure and Hospitality

- Expected Growth by 2031: Approximately 10-15%
- Rationale: Post-pandemic recovery, increased travel, and tourism, as well as a growing interest in dining and entertainment experiences, support growth in this sector.

6. Construction

- Expected Growth by 2031: Approximately 5-10%
- 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.

7. Transportation and Warehousing

- Expected Growth by 2031: Approximately 10-15%
- 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.

8. Aviation

- Expected Growth by 2031: Approximately 4-6%
- 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.

9. Marine

- Expected Growth by 2031: Approximately 2-4%
- 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.

Sources and Methodology

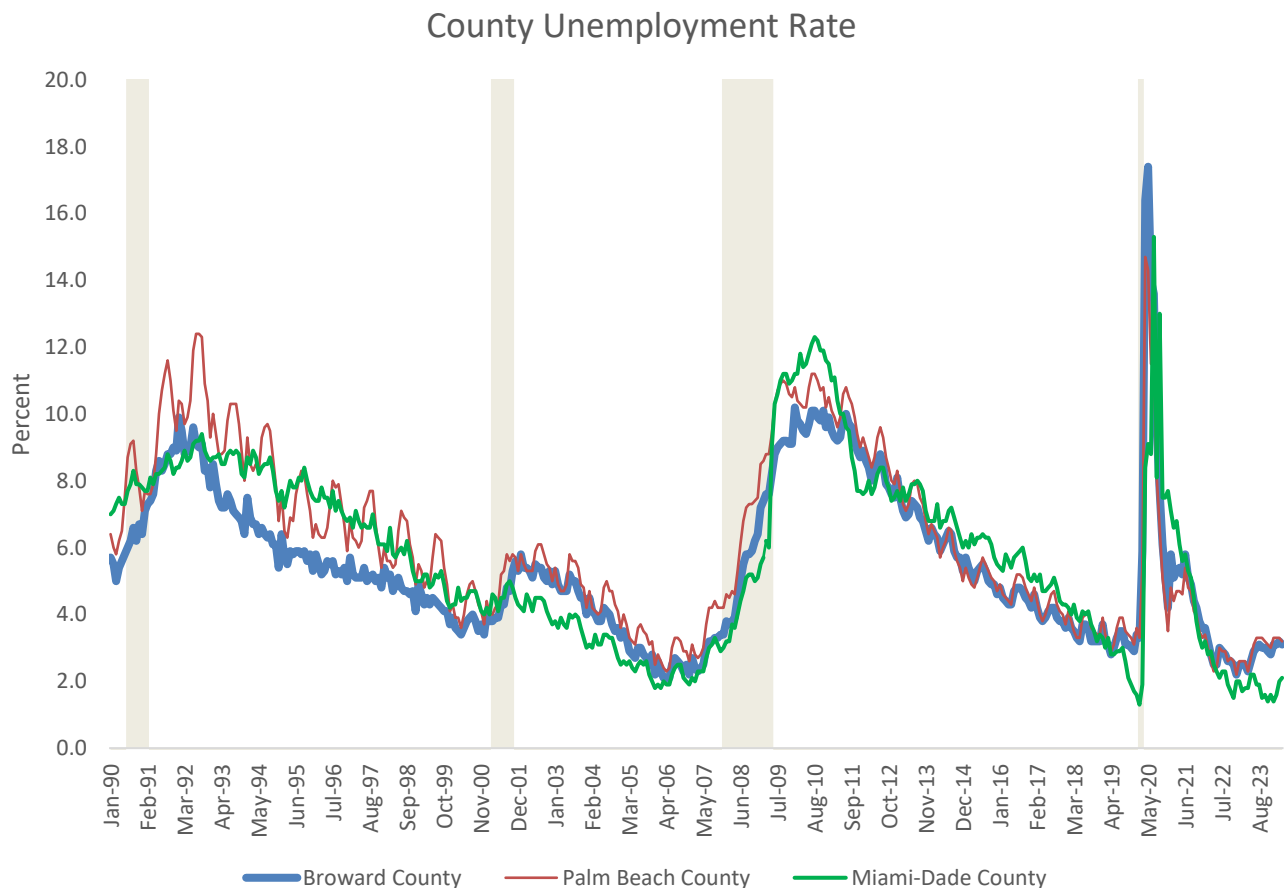
These growth projections are based on historical data, current trends, and analyses from:

- 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.

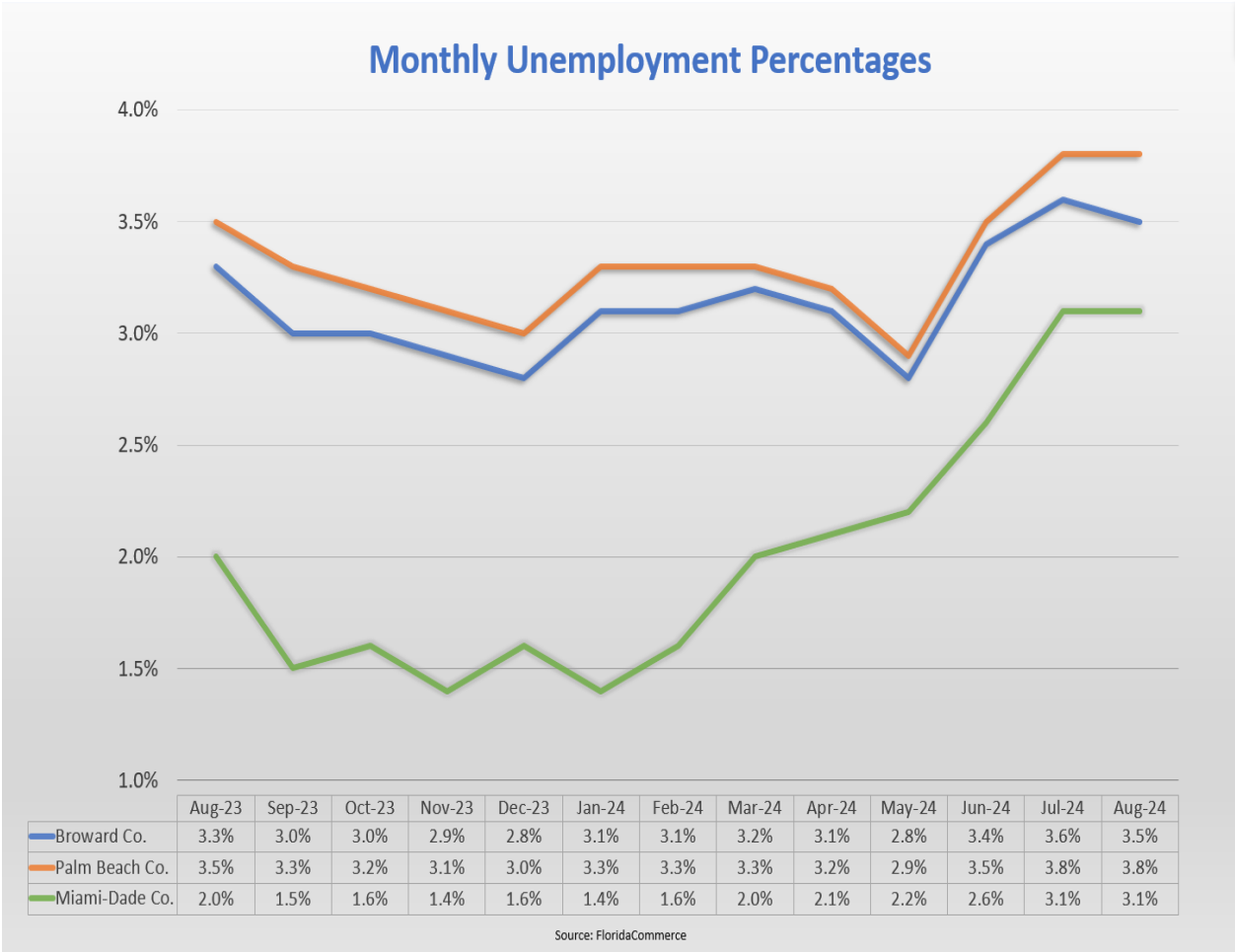
- (3) An analysis of the workforce in the regional area, including current labor force employment and unemployment data, information on labor market trends, the educational and skill levels of the workforce, including individuals with barriers to employment and current skill gaps (WIOA § 108(b)(1)(C)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

The unemployment rate remains low and many employers continue to find it very difficult to obtain and retain talent. Total job openings are still at a level higher than the total unemployed. According to the U.S. Bureau of Labor Statistics, the national quit rate in the United States remained unchanged at 2.1% in June of 2024. The job quits rate in the United States averaged 2.0% from 2000 until 2024, reaching an all-time high of 3.0% in November of 2021, and a record low of 1.2% in August of 2009.

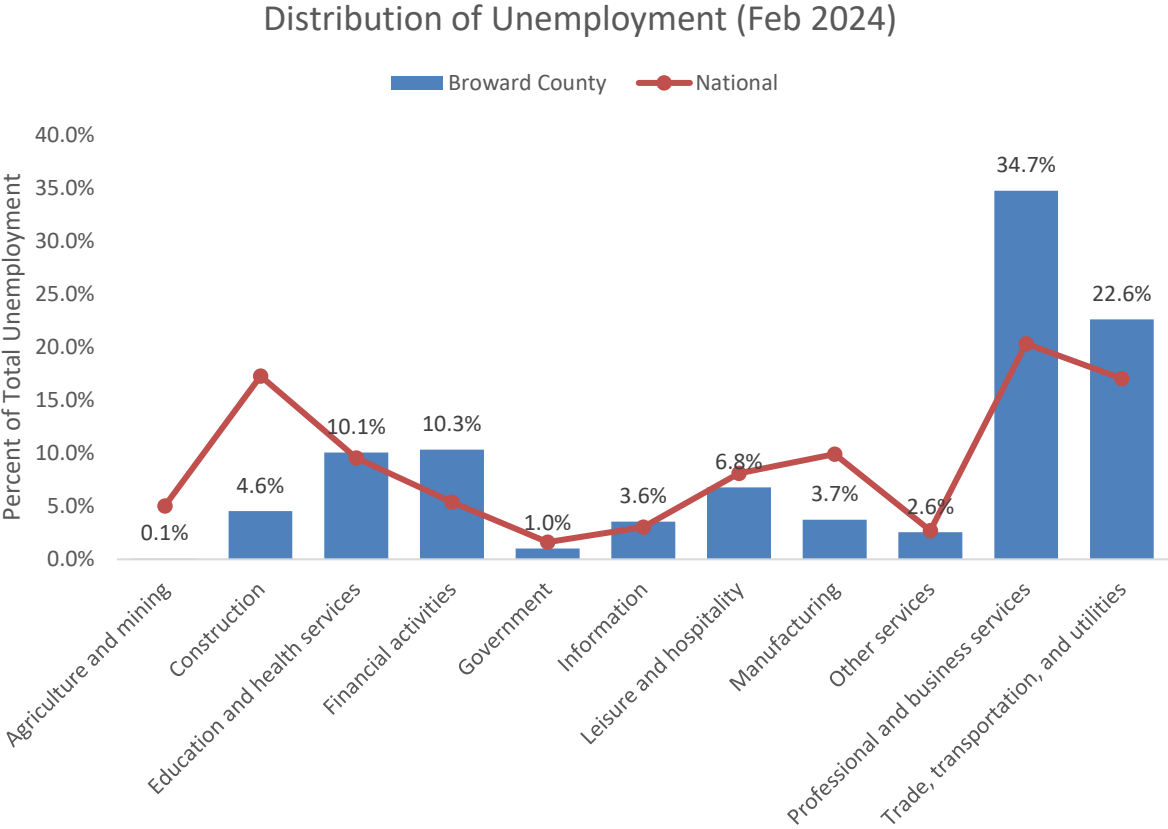
The chart below displays the monthly unemployment rate for Broward (blue), Palm Beach (orange), and Miami-Dade (green) counties over the last 33 years. Broward’s unemployment rate is consistent with that of its neighboring counties.



As of August 2024, for Broward, the trend is slightly hovering around 3.5%. This rate was a 0.2 percentage point greater than the region’s year-ago rate of 3.3%. This uptick in unemployment is consistent with trends observed in the broader tri-county area, including Palm Beach and Miami-Dade counties, where unemployment rates also increased by 0.3% and 1.1%, respectively, from their year-ago rates. However, Miami-Dade has remained the lowest unemployment rate in the region at 3.1%.



The chart below shows the distribution of employment by industry. The orange-reddish line with markers represents the U.S. distribution of unemployment, while the blue bars display Broward County's percentage of total unemployment.



Source: Lightcast, Inc.

The above chart reflects that manufacturing currently makes up nearly 10% of the roughly 6.6 million total unemployed in the U.S. In Broward County, manufacturing is only 3.7% of the roughly 34,116 unemployed. Construction is also well below the national average (17.3%), at just 4.6% of all unemployed in Broward County. It is worth noting that unemployment is distributed in Broward County to 'Professional and business services,' 'Trade, transportation, and utilities,' and 'Financial activities' at rates higher than the national average.

Demographic Overview: In June 2024, it was estimated that 1.941 million people resided in Broward County compared to 1.955 million in 2019. This decline is expected to continue for the next five years, as estimates have total population growth fall 3%, to 1.89 million by 2029. A similar population decline is also expected in Miami-Dade County, but not in Palm Beach County.

However, Broward County is projected to experience a shift in its demographic base over the next several years. By 2029, the Hispanic population is projected to become the dominate ethnic group within the county, with the Asian population growing as well. Perhaps the more meaningful shift through 2029 is the growth in the 70 and up age cohort. The cohort is projected to grow by about 21% to over 280,000 and make-up roughly 15% of the county’s total population in 2029. The greying of the population will likely have significant impacts to the requisite services demanded throughout the county, such as increased healthcare and a possible softening in demand for childcare services.

County Population by Age Cohort, June 2024

Age Bracket	Broward County		Palm Beach County		Miami-Dade County	
	2024 Population	2029 Population	2024 Population	2029 Population	2024 Population	2029 Population
Under 15	334,657	289,512	230,854	223,941	447,015	380,036
15-24 years	223,265	219,392	164,528	171,736	322,285	312,544
25-39 years	383,402	341,670	262,505	252,044	552,913	476,896
40-54 years	299,213	387,581	271,206	282,683	571,429	531,500
55-69 years	368,991	368,115	293,831	296,856	477,965	505,792
70+	231,649	280,139	271,881	330,366	316,530	345,320
Total	1,941,177	1,886,409	1,494,805	1,557,626	2,688,137	2,552,088

Source: <https://www.neilsberg.com/insights/-county-fl-population-by-age/>

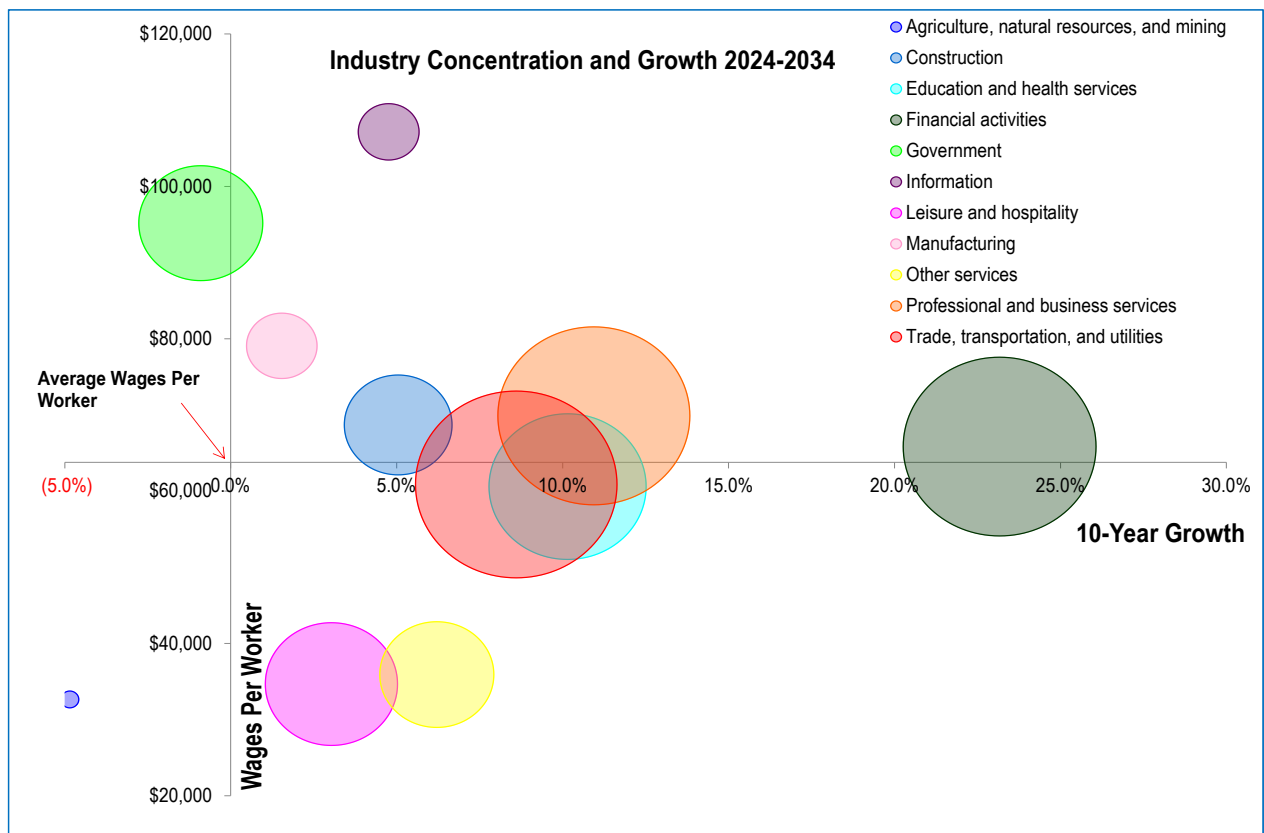
Labor Force and Industry Overview: As of June 2024, Broward County’s labor force was 1,096,445, up 6,968 (+0.6 percent) over the year. There were 36,805 unemployed residents in the region.

Labor force participation is an important indicator of a region’s economic health. The rate measures the working-age population, specifically what percentage is currently in the labor force that is available and willing to work. The indicator does not include those who are retired or otherwise are no longer seeking employment. According to the following charts, Broward County has a 4.5% greater labor force participation rate than Miami-Dade County and a 7.6% larger labor force than Palm Beach County, despite having similar age distributions, and offers potential employers a larger relative workforce from which to draw labor.

Labor Force Participation

	Broward County	Palm Beach County	Miami-Dade County
Labor Force	1,094,428	783,252	1,402,527
Employed	1,060,285	757,791	1,379,706
Unemployed	34,143	25,461	22,821
Not in Labor Force	493,304	494,733	776,441
Labor Force Participation Rate	68.9%	61.3 %	64.4%

Broward County has approximately 1.4 million jobs (including self-employed estimates). The chart below highlights the county's industry employment, average earnings, and forecasted job growth over the next 10 years.



Source: Lightcast, Inc.

For Broward County, the largest circle (red) represents 'Trade, transportation, and utilities.' Given tourism in the region, retail trade accounts for roughly two-thirds of this industry. This diverse industry overall pays roughly the county average wage and is expected to grow about 8.6% over the next 10 years. 'Professional and business services' (orange) is the second largest industry,

currently employing almost 260,000 jobs in the county. Pay is above Broward County’s average and expected to grow more than 10% over the next decade.

Industry growth is expected to be over 20% in financial activities over the next decade. This is followed by growth in ‘Professional and business services,’ ‘Education and health services,’ and ‘Trade, transportation, and utilities.’ Further research into these industries provides 10-year growth for:

- Scheduled Air Transportation at 25.0%,
- Computer System Design Services at 18.57%,
- Financial Investments Activities at 32.4%,
- Medical Offices of Health Practitioners at 26.5%.

Occupation Supply and Demand: Given the growth and wages from the industries provided above, a deeper analysis will focus on detailed industries that also align with CareerSource Broward’s “High-Growth Industries.” These industries identified in the chart below account for roughly 21% of all Broward County jobs and are expected to add nearly 65,000 net new jobs over the next decade.

Detailed Industry Growth

Financial activities	2024 Jobs	10-Yr Job Growth	Percent Change	Avg. Earnings/Job
Other Financial Investment Activities	55,625	17,993	32.4%	\$53,868
Activities Related to Real Estate	48,990	12,795	26.1%	\$47,509
Lessors of Real Estate	41,210	10,563	25.6%	\$61,189
Education and health services	2024 Jobs	10-Yr Job Growth	Percent Change	Avg. Earnings/Job
Offices of Other Health Practitioners	20,262	5,376	26.5%	\$47,956
Officers of Physicians	24,785	1,051	4.2%	\$122,426
Elementary and Secondary Schools	10,053	531	5.3%	\$47,518
Home Health Care Services	26,279	3,711	14.1%	\$30,264
Continuing Care / Assisted Living Facilities	7,335	1,131	15.4%	\$36,760

Trade, transportation, and utilities	2024 Jobs	10-Yr Job Growth	Percent Change	Avg. Earnings/Job
Scheduled Air Transportation	13,504	3,376	25.0%	\$117,783
Clothing Stores	10,322	639	6.2%	\$29,994
Professional and business services	2024 Jobs	10-Yr Job Growth	Percent Change	Avg. Earnings/Job
Management and Technical Consulting	26,876	4,458	16.6%	\$74,242
Computer Systems Design Services	16,546	3,073	18.6%	\$115,649

The following table is sorted by occupations expected to have the most openings in Broward County over the next seven years. This includes job openings due to replacement (jobs due to retirement, turnover, or termination) and new job hires (expansion of business). Most of these jobs fall under retail trade, and leisure and hospitality.

Top 20 Occupations by Total Job Openings

Occupations	Avg. Annual Openings	Median Hourly Earnings	Current Job Postings
Retail Salespersons	4,533	\$14.17	2,536
Fast Food and Counter Workers	3,840	\$12.90	1,078
Stockers and Order Fillers	3,257	\$15.18	346
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,379	\$13.40	775
General and Operations Managers	2,023	\$43.61	1,037
Security Guards	1,752	\$14.13	773
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1,509	\$29.24	1,033
Landscaping and Groundskeeping Workers	1,240	\$16.34	209
Registered Nurses	1,218	\$38.40	3,003
Maintenance and Repair Workers, General	1,205	\$18.37	1,100

Top 20 Occupations by Total Job Openings (Cont.)

Occupations	Avg. Annual Openings	Median Hourly Earnings	Current Job Postings
First-Line Supervisors of Food Preparation and Serving Workers	1,076	\$18.45	579
Accountants and Auditors	1,054	\$37.08	690
Food Preparation Workers	1,047	\$14.65	230
Home Health and Personal Care Aides	928	\$12.87	357
Childcare Workers	923	\$13.87	177
Light Truck Drivers	921	\$18.19	12
Heavy and Tractor-Trailer Truck Drivers	900	\$22.73	865
Medical Assistants	832	\$18.02	880
Construction Laborers	757	\$18.05	149
Flight Attendants	755	\$32.23	4

The next table includes the top occupations by net new jobs (expansion of business). This table includes some jobs from 'Leisure and Hospitality,' but also from Professional and Business Services, and Financial Activities.

Top 20 Occupations by Net New Jobs

Occupations	Total Jobs Gained	Median Hourly Earnings	Current Job Postings
Stockers and Order Fillers	2,000	\$15.18	346
Fast Food and Counter Workers	1,648	\$12.90	1,078
General and Operations Managers	1,613	\$43.61	1,037
Lawyers	1,605	\$50.43	686
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,303	\$13.40	775
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1,066	\$29.24	1,033

Top 20 Occupations by Net New Jobs (Cont.)

Security Guards	1,034	\$14.13	773
Elementary School Teachers, Except Special Education	997	\$30.41	279
Market Research Analysts and Marketing Specialists	960	\$33.72	591
Accountants and Auditors	941	\$37.08	690
Retail Salespersons	899	\$14.17	2,536
Management Analysts	827	\$36.99	243
Paralegals and Legal Assistants	765	\$29.05	695
Secondary School Teachers, Except Special and Career/Technical Education	750	\$30.96	544
Landscaping and Groundskeeping Workers	699	\$16.34	209
Computer User Support Specialists	676	\$24.63	463
Financial Managers	645	\$64.93	874
Medical and Health Services Managers	631	\$49.95	1,029
Teaching Assistants, Except Postsecondary	585	\$14.79	475
Flight Attendants	572	\$32.23	4

The following chart provides the top declining occupations in terms of net new jobs for Broward County. Some of these occupations in this table and previous table are potentially in this figure, as the number of job openings per year is high. However, over the next decade they are expected to see the overall number of jobs in these occupations decline. This is likely due to automation/robotics and the use of Artificial Intelligence. Over time, more workers in these occupations will be resigning or laid off and not replaced.

Top Declining Occupations by Net New Jobs

Occupations	Total Jobs Lost	Median Hourly Earnings	Current Job Postings
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	(776)	\$19.07	1,805
Postal Service Mail Carriers	(632)	\$25.81	0
Executive Secretaries and Executive Administrative Assistants	(316)	\$28.88	278
Miscellaneous Assemblers and Fabricators	(293)	\$15.34	54
Shipping, Receiving, and Inventory Clerks	(233)	\$17.56	472
Data Entry Keyers	(162)	\$17.19	137
Legal Secretaries and Administrative Assistants	(111)	\$21.16	39
Postal Service Clerks	(103)	\$27.02	22
Bookkeeping, Accounting, and Auditing Clerks	(103)	\$21.39	1,125
Buyers and Purchasing Agents	(82)	\$30.11	349
Nursing Assistants	(73)	\$15.83	233
Chief Executives	(70)	\$84.00	112
Water and Wastewater Treatment Plant and System Operators	(59)	\$25.74	40
Tellers	(56)	\$17.66	140
Office Clerks, General	(51)	\$18.17	259
Plumbers, Pipefitters, and Steamfitters	(42)	\$23.96	115
Maids and Housekeeping Cleaners	(29)	\$13.86	756
Inspectors, Testers, Sorters, Samplers, and Weighers	(25)	\$20.63	316
Construction and Building Inspectors	(22)	\$32.32	136
First-Line Supervisors of Retail Sales Workers	(15)	\$22.48	1,413

Educational Attainment: With respect to the region’s educational attainment, Broward and Miami-Dade are similar in the demographic distribution with two exceptions: Miami-Dade has a significantly higher percentage of their population with less than a high school education, and Broward has a significantly higher percentage of their population with at least some college. Palm Beach County, however, has a greater percentage of its population having either a bachelor’s degree or a graduate degree.

Quality of Life: Broward County currently suffers from affordable housing and childcare issues. As the housing market has exploded since the pandemic, the cost of purchasing a home in the county has become out of reach for many working families. The data suggest housing prices should begin to ease as mortgage interest rates increase and rents begin to stabilize; however, many first-time buyers are still priced out of the market. Childcare costs are also putting pressure on working families as Broward County is reported to have the most expensive childcare in the state.

- (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 below, 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. 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. CSBD's President/CEO is co-chair of the Economic Mobility Committee.

- (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 six (6) 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 six (6) 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.

Broward County leads the state in the number of approved 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. Further, in the event CSBD receives funds from the FloridaCommerce for an Apprenticeship Navigator, we would utilize a dedicated staff member to engage employers and the local apprenticeship coordinator with 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. 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.

On March 14, 2024, CSBD, in partnership with the Broward County School Board, hosted the inaugural Worlds of Work (WOW) event at the Amerant Bank Arena. With over 600 scholars in attendance, the event was 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 participated 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. Hundreds of employer representatives were also onsite presenting the immersive exhibits and engaging the students. CSBD plans to host WOW annually. 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-Peyser 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. Often TAA clients are dual enrolled into dislocated worker programs.
- **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. CSBD is one of the top workforce boards using the Federal Bonding Program in the state. While not co-located, Second Chance is technologically connected through its grant recipient, OIC of South Florida. Individuals access Second Chance through referrals or through the website.
- **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** – There is not a local YouthBuild Program in Region 22.
- **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
- CareerScope
- 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
- 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 Lightcast and Employ Florida, 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 Lightcast to ensure we have training programs in the key industry sectors to meet the needs of the employers. If an occupation is in demand that CSBD does offer training, CSBD staff utilizes Lightcast to research the schools that offer the training and approach the schools to apply to be on the Eligible Training Provider List (ETPL).

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 75% straight-time wage reimbursement for all employers, including those with 251 or more employees located in a distressed zip code or opportunity tax zone. As job seekers work close to their homes, especially in distressed communities, it makes sense to offer this type of reimbursement to these employers instead of basing it on 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, 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 is in the process of making staff qualified again 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 dropout 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 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.

- 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 readiness.
- 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 is reserving the opportunity to define additional assistance for purposes of the 5% window.

(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:

2024 BWDB Self-Sufficiency Wage Level Chart

Family Size	Self-Sufficiency Wage Level for WIOA Eligibility for Adult Training Services	Standard Applied
1	\$59,150	HUD Standard (80%)
2	\$67,550	HUD Standard (80%)
3	\$78,416	200% LLSIL (LWDB-22)
4	\$96,803	200% LLSIL (LWDB-22)
5	\$114,234	200% LLSIL (LWDB-22)
6	\$133,619	200% LLSIL (LWDB-22)
7	\$148,414	200% LLSIL (Metro)
8	\$167,206	200% LLSIL (Metro)

(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 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: <ol style="list-style-type: none"> a. An English language learner, <u>OR</u> b. Recipients of public assistance, federal, state or local, <u>OR</u> c. Other low-income individuals defined as: <ol style="list-style-type: none"> 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, <u>OR</u> d. Individuals who are considered basic skills deficient.

2.	<p>Individuals who are not veterans or eligible spouses, who are WIOA eligible and who have one of the following barriers:</p> <ul style="list-style-type: none"> a. An English language learner, <u>OR</u> b. Recipients of public assistance, federal, state or local, <u>OR</u> c. Low-income individuals defined as: <ul style="list-style-type: none"> 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, <u>OR</u> d. Individuals who are considered basic skills deficient.
3.	<p>Veterans and eligible spouses who are WIOA eligible and who do not have any of the barriers in the list below, including:</p> <ul style="list-style-type: none"> 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.	<p>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 <u>BWDB Self-Sufficiency Wage Level Chart</u> or who have any one of the barriers in the list below.</p> <ul style="list-style-type: none"> a. An English language learner, <u>OR</u> b. Recipients of public assistance, federal, state or local, <u>OR</u> c. Another low-income individual defined as: <ul style="list-style-type: none"> 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, <u>OR</u> d. Individuals who are considered basic skills deficient.
5.	<p>Adults who are WIOA eligible and who do not have any barriers.</p>

(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 Twitter and Facebook, to market to employers. CSBD uses industry intermediaries and holds affinity-type employer forums. From January 1, 2023, to December 31, 2023, CSBD served nearly 13,000 employers, providing them a total of 55,663 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 75% straight-time wage reimbursement for all employers, including those with 251 or more employees that are located in a distressed zip code or opportunity tax zone. As job seekers work close to their homes, especially in distressed communities, it makes sense to offer this 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 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 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.

(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 and is still following up on inquiries by employers who attended.

(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 has recently added AI to its website and its ChatBot, Sam, is being 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 two 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, specifically through an Apprenticeship Navigator, in the event CSBD receives funds from the FloridaCommerce, and would utilize a dedicated staff member to engage employers and the local apprenticeship coordinator 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.

Recently, one of CSBD's youth providers was awarded a YouthBuild Program Grant and we will be partnering 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 is working on a 2-Gen approach, which will allow 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.

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

CSBD approved and obligated nearly \$254,000 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. Often, TAA clients are dual enrolled into dislocated worker programs.
- 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. CSBD is one of the top workforce boards using the Federal Bonding Program in the state. While not co-located, Second Chance is technologically connected through its grant recipient, OIC of South Florida. Individuals access Second Chance through referrals or through the website.
- 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 – There is not a local YouthBuild Program in Region 22.
- 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.
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 Career Scope, Metrix, 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 75% straight-time wage reimbursement for all employers, including those with 251 or more employees that are located in a distressed zip code or opportunity tax zone. As job seekers work close to their homes, especially in distressed communities, it makes sense to offer this type of reimbursement to these employers instead of basing it on job seekers’ characteristics, which could be discriminatory.

- (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 Career Scope and 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 the GREAT Committee, Prosperity Broward and other committees of the Greater Fort Lauderdale Alliance. 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. CSBD’s President/CEO is also the co-chair of the Economic Mobility Committee Pillar of the Prosperity Partnership. We also work closely with the Broward County Office of

Economic 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 Board member. 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.

(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 Lightcast 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, 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.

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 Lightcast 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 is universally accessible, customer-centered, and training is career-driven. Our trained workforce professionals provide assistance with workforce-related activities, such as career exploration, job search, job preparation, and career development services, which may include the provision of labor market information, resume development or editing, interview training, comprehensive employment assessments, and navigating Employ Florida for self-directed job searches; as well as interagency referrals to other WIOA Title I career services. Additionally, all customers also have access to our Resource Rooms for the use of 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. Following 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 referral(s). Job seekers may also access training services, such as occupational skills training, OJT, private sector training programs, skills upgrading and retraining, job readiness training, and other

customized employment 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 through the job club curriculum, during the one-on-one assessment when participants are considering occupational skills training, and it 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 (i.e., Hope Florida); and

CSBD is a proud partner of the HOPE Florida Initiative. Hope Florida serves single parents, individuals on government assistance, youth aging out of foster care, individuals with unique abilities and their families, Florida seniors, juvenile justice youth, 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 23-24, CSBD received over 100 referrals, and over 30 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 23-24 negotiated state performance goals:

Measures	PY 23-24 Performance Goals
Adults:	
Employed 2nd Quarter After Exit	83.0%
Employed 4th Quarter After Exit	80.0%
Median Wage 2nd Quarter After Exit	\$7,800
Credential Attainment Rate	72.0%
Measurable Skills Gains	60.0%
Dislocated Workers:	
Employed 2nd Quarter After Exit	75.0%
Employed 4th Quarter After Exit	83.0%
Median Wage 2nd Quarter After Exit	\$9,800
Credential Attainment Rate	75.0%
Measurable Skills Gains	60.0%
Youth:	
Employed 2nd Quarter After Exit	75.0%
Employed 4th Quarter After Exit	74.0%
Median Wage 2nd Quarter After Exit	\$2,900
Credential Attainment Rate	65.6%
Measurable Skills Gains	52.0%
Wagner-Peyser:	
Employed 2nd Quarter After Exit	65.0%
Employed 4th Quarter After Exit	62.0%
Median Wage 2nd Quarter After Exit	\$5,600

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.

- (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 23-24, 77.4% of youth attained a measurable skills gain; the goal is 52%.
- b. Youth that attended post-secondary education;
Of the 101 youth who exited the program during the first three quarters of the 2023-2024 program year, 15 youth attended post-secondary education.
- c. Youth that participated in occupational skills training;
During the 2023-2024 program year, 72 youth participated in occupational skills training.
- d. ISY who participated in work experience opportunities; and
During the 2023-2024 program year, 96 out-of-school youth and 124 in-school youth participated in work experience opportunities.
- e. Youth that earned an industry-recognized credential.
The negotiated performance goal for the 2023-2024 program year is 65.6% and, according to the data released by FloridaCommerce for the 3rd Quarter of PY 23-24, 88.4% 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 REQUIREMENTS

LWDBs in an identified planning region will have to work together to formulate a regional plan as an addendum to each of their local plans. Once identified, planning regions will remain in effect if federal and state requirements for planning regions continue to be met. With each submission of the regional plan to the state, the respective LWDBs and chief local elected official(s) will certify that the requirements to be identified as a planning region continue to be met. The regional plan must include:

- (1) Names of the LWDBs that comprise the planning area.** ([Administrative Policy 123: Regional Planning Area Identification and Requirements](#))
- (2) Description of how the planning region shares a single labor market, shares a common economic development area, and possesses federal and non-federal resources, including appropriate education and training institutions, to administer activities under WIOA, subtitle B.** ([Administrative Policy 123: Regional Planning Area Identification and Requirements](#))
- (3) Analysis of regional and local population centers, commuting patterns, industrial composition, location quotients, labor force conditions, and geographic boundaries.** ([Administrative Policy 123: Regional Planning Area Identification and Requirements](#))
- (4) Description of the established regional service strategies using cooperative service delivery agreements that include but are not limited to:**
 - (a) Consistent eligibility standards and enrollment processes.
 - (b) Common training and coordination of supportive service offerings, as appropriate.
 - (c) Common technology tools and sharing of data within tools outside of Employ Florida.
- (5) Description of sector strategies for existing and emerging in-demand sectors or occupations. (20 CFR 679.560(a)(1)(ii))**
 - (a) How will the planning region convene or support the convening of regional employers, foundations, institutions and other stakeholders to create or maintain sector partnerships?

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

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

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

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

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

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

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

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

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

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

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

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

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

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

With CareerSource South Florida, CareerSource Broward will be submitting its Regional Planning Area Designation Request to CareerSource Florida. Upon approval, a Regional Plan will be developed among both areas, which can be accessed under Attachment L as part of this Local Plan.

END OF LOCAL AND REGIONAL WORKFORCE PLAN



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EXECUTION of LOCAL and REGIONAL WORKFORCE PLAN

We, the undersigned, hereby endorse and support the execution of this local plan for LWDB 22.

Carol Hylton

Carol Hylton, President/CEO

11/13/2024

Date

Heiko Dobrikow

Heiko Dobrikow, BWDB Chair

11/13/2024

Date

Josh Levy

Mayor Josh Levy, Chair, CSBD Council of Elected Officials

11/13/2024

Date