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## **MEETING MINUTES**

### **BROWARD WORKFORCE DEVELOPMENT BOARD, INC. & CAREERSOURCE BROWARD COUNCIL OF ELECTED OFFICIALS**

**Partnership Meeting #234  
Thursday, May 27, 2021  
Ft. Lauderdale, FL 33309**

The Board and Council are reminded of the conflict of interest provisions. In declaring a conflict, please refrain from voting or discussion and declare the following information: 1) your name and position on the Board 2) the nature of the conflict and 3) who will gain or lose as a result of the conflict. Please also fill out form 8B prior to the meeting whether or not you are able to attend the meeting if you have a conflict with any agenda items.

**Attendees: Mayor Josh Levy, Commissioner Tim Ryan, Mayor Dean Trantalis, Gary Arenson, Josie Bacallao, Michael Carn, Zac Cassidy, Kristen Cavallini-Soothill, Dr. Ben Chen, Dr. Mildred Coyne, Heiko Dobrikow, Paul Farren, Cynthia Gaber, Frank Horkey, Dr. Lisa Knowles, Francois Leconte, Dawn Liberta, Ismael Martinez, Mayor Frank Ortis, James Payne, Sam Robbin, Jim Ryan, Richard Shawbell, Cynthia Sheppard, Bob Swindell, Marjorie Walters, and Janet Wincko**

**Guests: Gloria Payton, Catherine Minnis, Lynn Goldman, and Jason Kruszka**

**Staff: Carol Hylton, Ron Moffett, Tony Ash, Rochelle Daniels, Amy Winer, Michael Bateman, Christine Azor, Gil Valme, and Kim Bryant**

### **MISSION MOMENT**

Gloria Payton, a Veterans Program participant, provided the mission moment.

### **APPROVAL OF MINUTES**

Approval of the minutes of 3/25/21 Partnership Meeting #233.

**On a motion made by Heiko Dobrikow and seconded by Rick Shawbell, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved the minutes of the 3/25/21 Partnership meeting #233.**

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## CONSENT AGENDA

Consent Agenda items are items that may not need individual discussion and may be voted on as one item. Any member wishing to discuss an item may move to have it considered individually.

### ACCEPTANCE OF CONSENT AGENDA

On a motion made by Mayor Frank Ortis and seconded by Mayor Dean Trantalis, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved the Consent Agenda of 5/27/21.

#### **1. Accept Additional WIOA Dislocated Worker Funds**

Considered acceptance of \$28,438 in WIOA Dislocated Worker funds for the current Program Year, 20-21. Funds will be used to provide assessments, referrals to training and placement. Approved at the 5/4 One Stop Services and 5/10 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations veterans, youth, individuals with disabilities, and ex-offenders).*

#### **2. Committee Summary**

Summary of actions taken at the following meetings:

Employer Services Committee	5/3/21
One Stop Services Committee	5/4/21
Executive Committee	5/10/21

#### **3. Monthly Performance Report**

The performance for the month of March was provided. March's data reflects that within the Big 7 Regions CSBD is in a three-way tie for 1<sup>st</sup> in WIOA Entered Employment Rate (EER), ranks 1<sup>st</sup> in Wagner Peyser EER and WTP Two-Parent Participation, ranks 2<sup>nd</sup> in Veterans EER, WTP EER, and WTP All-Family Participation. (Since the end of March 2020, participants for WTP have been on a waiver and not required to participate; therefore, the reported performance is only applicable to months when there was reported activity.)

#### **4. Letter of Support**

A letter of support was written for Village South, Inc. for their application for the Community Foundation of Broward – “Be Bold Prize” proposal.

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## REGULAR AGENDA

*These are items that the Council and Board will discuss individually in the order listed on the Agenda. Individuals who wish to participate in these discussions may do so merely by raising their hands during the discussion and being recognized by the Chair. The Chair will determine the order in which each individual will speak and the length of time allotted.*

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## **NEW BUSINESS**

### **1. Updated Master Agreement Between DEO and CareerSource Broward**

Considered approval of the Master Agreement between DEO and CSBD to meet the state deadline of 5/27/21. The Agreement sets forth the terms and conditions under which the State is sub-granting the WIOA formula grants to the local workforce areas. This was approved last year by the CSBD governing boards; however, DEO has reviewed a number of provisions and has modified or deleted them based upon local area comments. Some of the material changes are 1) allows the continuity of the contract for the annual audit beyond five years as long a different partner is assigned to the engagement and 2) removes the requirement for level II background checks. Approved at the 5/10 Executive committee meeting. *(This is in alignment with the Board goal to maintain our role as workforce development leaders through advocacy by the Board, collaboration, providing information and intelligence to stakeholders with feedback from the community.)*

Carol Hylton stated that DEO has made some changes to several provisions of the Master Agreement. For example, one of the changes allows for the continuity of the contract for the annual audit beyond five years as long as a different partner is assigned to the engagement and also removes the requirement for level II background screening for staff.

**On a motion made by Marjorie Walters and seconded by Jim Ryan, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved the updated Master Agreement between DEO and CSBD.**

### **2. Summer Youth Work Experience Contract With Riverside Hotel**

Considered approval of a Summer Youth Employment Program (SYEP) contract with Las Olas Company dba Riverside Hotel for summer 2021. Riverside Hotel has requested eight youth. The SYEP contracts are non-financial; entities agree to serve as host work sites for the youth. CSBD is the youths' employer of record. Because Board member, Heiko Dobrikow, is employed by the Riverside Hotel a 2/3 vote of the Board members present at a meeting with an established quorum is required. Approved at the 5/4 One Stop Services and 5/10 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations veterans, youth, individuals with disabilities, and ex-offenders.)*

Ms. Hylton stated the youth are paid by CSBD which is the employer of record. She thanked Heiko Dobrikow for supporting our SYEP.

Heiko Dobrikow declared a conflict of interest for this item as he is employed by the Riverside Hotel. He abstained from voting and will be required to submit a conflict of interest form.

**On a motion made by Mayor Dean Trantalis and seconded Dr. Lisa Knowles, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved a Summer Youth Work Experience contract with Riverside Hotel by a 2/3 vote of the seated quorum.**

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### **3. Work Experience Contract With Broward Education Foundation (BEF)**

Considered approval of a Workforce Innovation and Opportunity Act Youth Work Experience (WEX) contract with the BEF for PY 21-22. The WEX contract is non-financial as CSBD is the employer of record. Because Board Chair, Frank Horkey, is a member of the BEF Board, a 2/3 vote of the Board members present at a meeting with an established quorum is required. Approved at the 5/4 One Stop Services and 5/10 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations veterans, youth, individuals with disabilities, and ex-offenders.)*

Because Board Chair, Frank Horkey, is a member of the BEF Board the item was turned over to Janet Wincko, Vice-Chair. Frank Horkey declared a conflict of interest for this item. He abstained from voting and will be required to submit a conflict of interest form.

**On a motion made by Dr. Ben Chen and seconded by Sam Robbin, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved the WIOA Youth Work Experience Contract with BEF by a 2/3 vote of the seated quorum.**

### **4. April 2021 Planning Session**

The Board held its annual planning meeting on 4/22 via Zoom. There were 31 attendees. Following welcoming remarks by the Chair, Frank Horkey, and President/CEO, Carol Hylton, Congressman Ted Deutch opened the planning session with insights into the new administration's plans for workforce development and infrastructure. Attendees were then divided into two workgroups to discuss various thought questions. Once approved, the goals and objectives will be incorporated into the matrices of the various board committees for the upcoming year. The Board term limits and meeting schedule will be passed to an Ad Hoc Organizational Resources Committee to be appointed by the Chair. Their recommendations will be brought back to the Governing Boards. Approved at the 5/10 Executive Committee meeting. *(This is in alignment with the Board goal to 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.)*

Carol Hylton provided a summary of the virtual session. She stated the two groups were chaired by Bob Swindell and Jim Ryan.

She provided an update indicating that legislation was recently passed specifying 8-year term limits with staggered terms for board members starting 7/1. Recommendations from the Ad Hoc Organizational Resources Committee will go to the governing boards for approval. All other strategies identified during the planning session will be sent to the committees to develop action steps and benchmarks to implement throughout the year. The planning session evaluation responses indicated the Board was very satisfied.

Heiko Dobrikow and Dr. Mildred Coyne reported out on the strategies their groups developed during the breakout sessions.

Frank Horkey stated that this was a great planning session.

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**On a motion made by Mayor Dean Trantalis and seconded by Gary Arenson, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved the April 2021 Planning Session Report.**

**5. New State Policy Affecting WIOA Performance Measures**

Following a review by the USDOL, DEO is changing the way in which participant activities are recorded. Local area ability to manage participant exits will be reduced. DEO is recommending all local areas exit cases prior to 6/30, based upon their 1) longevity in the system 2) minimal progress, or 3) evidence of disengagement. This will limit the impact on performance to 1 year instead of 2 years when the changes to Employ Florida take effect and can result in sanctions. We have done an analysis of the caseloads and this will minimally affect adult/dislocated worker performance but it is anticipated it will impact youth performance. CSBD is implementing nine (9) strategies with the providers to support the youth who will be exited into follow-up services. Youth will receive 12 months of case management, supportive services, and referrals to community resources. Consideration to approve actions necessary to comply with DEO guidance. Approved at the 5/4 One Stop Services and 5/10 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations veterans, youth, individuals with disabilities, and ex-offenders.)*

Ms. Daniels stated these coding changes will affect performance. She advised that local areas will be subject to sanctions for failing to meet a performance measure two (2) years in a row beginning next year.

She explained that exiting participants who have been in the program for more than a year or those who are making minimal progress will have a significant impact on our youth measures and they need to be exited in accordance with the state guidance.

She said that the employment measures are likely to be affected in PY 21-22, while the education measures are more likely to impact performance in PY 22-23 because they are longitudinal. Rochelle stated that we have been meeting with the youth providers to minimize the impact on the youth participants.

Youth exited will still receive case management, supportive services, and referrals to the community resources. Lastly, Ms. Daniels stated that we will be changing the contracts next year so they are better aligned to the state policy.

Dr. Ben Chen inquired if the state is changing the performance for the youth. Rochelle Daniels responded that the performance measures are not changing; the state will be changing how local boards report out.

Dr. Chen asked if CSBD spoke to other boards to see what they were doing. Ms. Daniels stated that all 24 boards met together with the state regarding the changes and while it is not ideal all the boards are heeding the guidance from DEO.

Ms. Hylton added that DEO is allowing us the opportunity to create and implement strategies for an off-ramp so we can move forward in a way that works best for us and our participants.

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**On a motion made by Gary Arenson and seconded by Dr. Ben Chen, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved the new State Policy Affecting WIOA Performance Measures.**

**6. PY 21 – 22 Broward College (BC) Out of School (OSY) Contract Renewal**

Considered approving the renewal of the BC OSY contract for PY 21–22 in an amount not to exceed of \$540,000, subject to negotiation to serve 120 youth. This is the same amount as last year. This is the 2<sup>nd</sup> renewal under the current contract. Because Board member, Dr. Mildred Coyne, is employed by BC and Board member, Francois LeConte, serves on the BC Business Advisory Committee this recommendation must be approved by a 2/3 vote of the Board members present with an established quorum at a Board meeting. Approved at the 5/4 One Stop Services and 5/10 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations veterans, youth, individuals with disabilities, and ex-offenders).*

Rochelle Daniels stated that Broward College's youth program experienced a difficult year and we are working together and have a good plan in place for next year as we exit the youth. She noted that there is no increase in the contract.

Dr. Mildred Coyne declared a conflict of interest for this item as she is employed by Broward College. She abstained from discussion and voting and will be required to submit a conflict of interest form.

Francois Leconte was present earlier during the meeting but was not present when this item was considered. It was noted that he had a conflict of interest for this item, as he serves on the BC Business Advisory Committee. He will be required to submit a conflict of interest form.

**On a motion made by Heiko Dobrikow and seconded Gary Arenson, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved the PY 21 – 22 BC OSY Contract Renewal by a 2/3 vote of the seated quorum.**

**7. PY 21 – 22 School Board of Broward County (SBBC) OSY Contract Renewal**

Considered approving the renewal of the SBBC OSY contract for PY 21 – 22, not to exceed \$600,000, and subject to negotiation to serve 135 youth. This is an increase of \$50,000 to cover the cost of a 1) recruiter and 2) master tutors. As only school board personnel have access to student records, the recruiter will be able to recruit for both the SBBC and BC. The master tutors are needed to work with youth to better prepare them to pass the GED exam. This is the 2<sup>nd</sup> renewal under the current contract. Because Board member, James Payne, is employed by the SBBC, this recommendation must be approved by a 2/3 vote of the Board members present with an established quorum at a Board meeting. Approved at the 5/4 One Stop Services and 5/10 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations veterans, youth, individuals with disabilities, and ex-offenders).*

Ms. Daniels stated we worked with the SBBC to develop a plan that will exit youth who were not continuing with their GED. This will allows us to focus on new enrollments similar to BC.

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We will be adding a recruiter position to the SBBC contract. This employee will have access to the SBBC's student records, and will identify youth appropriate for the SBBC and the BC programs to assist with BC's recruitment efforts. To strengthen the program's design we are also adding master tutors as they are needed to work with youth to better prepare them to pass the GED exam.

James Payne declared a conflict of interest for this item as he is employed by SBBC. He abstained from discussion and voting and will be required to submit a conflict of interest form.

**On a motion made by Gary Arenson and seconded Jim Ryan, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved the PY 21 – 22 SBBC OSY contract renewal by a 2/3 vote of the seated quorum.**

#### **8. PY 21 – 22 Navigator OSY Contract Renewals**

Considered approving PY 21 – 22 renewals for the 3 OSY Navigator programs. The providers have submitted funding requests that are all subject to negotiation upon governing boards' approval as we traditionally do. The amounts that are increases from last year are as follows 1) Helping Abused Neglected Disadvantaged Youth \$130,750 2) The Fort Lauderdale Independent Training and Education \$234,794 and 3) The Center for Independent Living Broward for up to \$60,000. This is the 2<sup>nd</sup> renewal under the current contracts. Approved at the 5/4 One Stop Services and 5/10 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward County community services (social services and education) to maximize employment and work opportunities for targeted populations veterans, youth, individuals with disabilities, and ex-offenders).*

Ms. Daniels stated that these agencies work with foster care, victims of human trafficking, and abused, neglected, and disadvantaged youth. We are recommending renewal of their contracts.

**On a motion made by Paul Farren and seconded by Marjorie Walters, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved PY 21 – 22 Navigator OSY contract renewals.**

#### **9. PY 21 – 22 First Staff DBA EmpHire Staffing, Inc., Contract Renewal**

Considered the renewal of the First Staff dba EmpHire Staffing, Inc. contract for PY 21-22. EmpHire staffs our one-stop career centers. They were selected as a result of a Request for Proposals released in PY 17 - 18. They meet all of our financial and personnel requests and work to keep benefit and insurance costs contained. Their fee remains the same as last year at \$66.50 per employee, per pay period for a total fee of approximately \$183,274 based on the current payroll. This is the 3<sup>rd</sup> and last renewal under the current procurement. Approved at the 5/4 One Stop Services and 5/10 Executive Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, efficiency, and relevancy.)*

Ron Moffett stated that there is no increase to the contract at \$66.50 per employee and we do not pay for vacancies. We have had a great partnership with them so we recommend the renewal for the third and final time under the current procurement.

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**On a motion made by Gary Arenson and seconded by Heiko Dobrikow, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved the PY 21 – 22 First Staff DBA EmpHire Staffing, Inc., contract renewal.**

**10. One-Stop Operator Contract Renewal**

Considered 1) renewing the contract with Workforce Guidance Associates, LLC to continue as the One-Stop Operator and 2) budget up to \$56,000. This is the same amount as last year. CSBD is pleased with the work Ms. Jackson has accomplished thus far and we are recommending continuing our contract with Workforce Guidance Associates, LLC. This is the 2<sup>nd</sup> and last renewal under the current procurement. Approved at the 5/4 One Stop Services and 5/10 Executive Committee meetings. *(This is in alignment with the Board goal to maintain our role as workforce development leaders through advocacy by the Board, collaboration, providing information and intelligence to stakeholders with feedback from the community.)*

Ron Moffett stated that Nadine Jackson has done a great job and we are happy with her. There is no increase to this renewal and this is the second and final renewal under the current procurement for Workforce Guidance Associates, LLC.

**On a motion made by Marjorie Walters and seconded by Mayor Dean Trantalis, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved the One-Stop Operator contract renewal.**

**11. PY 21 – 22 Preliminary Budget**

Considered approval of the PY 21-22 preliminary budget. The Preliminary Budget being presented reflects an overall decrease of 4.9% largely due to reduced carryforward funds. The total amount of formula and carryforward that we project to be available in PY 21-22 is \$19,229,696 as compared to \$20,218,995 actual in PY 20-21. The budget is allocated to address the local recovery efforts from the COVID – 19 pandemic, continues to emphasize investments in customer training, and getting the unemployed back to work. Approved at the 5/4 One Stop Services and 5/10 Executive Committee meetings. *(This is in alignment with the Board goal to align Broward's services to improve the sustainability of the workforce system through increased funding, efficiency, and relevancy.)*

Carol Hylton provided the committee with an overall summary, explained the considerations that went into the budget, and reviewed the budget for each of the various categories using a PowerPoint presentation. Ms. Hylton explained when making budget recommendations, we consider the local recovery efforts, the labor shortage, and the focus on providing hybrid (both in-person and virtual) services. Expenditures are aligned with the Board's goals and key business initiatives. Our focus is on services to special populations, and making investments in participant training including rapid credentialing and short-term programs to get people back to work.

Carol further explained there is a set-aside for our external program and fiscal monitors. The board recommended that we ask the Audit Committee to consider and recommend the number of monitoring visits to contract for given our nearly error-free monitoring reports. She closed by stating that our Administrative Rate is maintained at 9%, which is pursuant to the Board's directive.



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Commissioner Tim Ryan inquired how we calculated the increase to our region for PY 21 – 22 for the WIOA youth. Ms. Hylton responded that the State formula is based on a number of factors including each region’s poverty level and local labor market indicators such as the local area’s relative share of unemployed, long-term unemployed, and mass layoffs.

Commissioner Ryan asked what outreach was done within municipalities during COVID-19. Ms. Hylton responded that we reached out to all municipalities and have contracted with all the municipalities that responded.

Ms. Daniels added that we reach out every three years to municipalities to get disaster and hurricane relief. When the COVID monies came in we emailed all the municipalities to give them temporary workers.

Dr. Ben Chen inquired how we are going to spend the SYEP funds. Ms. Hylton responded that it was challenging but through our efforts we are almost at our goal. We still need about 75 jobs. The School Board and the Boys and Girls Club have reduced the number of kids they usually take each summer. We have strategies we are implementing to increase the number of slots available.

**On a motion made by Heiko Dobrikow and seconded by Dr. Ben Chen, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved PY 21-22 preliminary budget.**

## **12. Port Everglades Navigation Improvement Project**

In late April, we received a request from Board member Sam Robbin, who is also Chair of the Greater Fort Lauderdale Alliance for a letter in support of Broward County’s Fiscal Year 2022 request for \$32 million for the Port Everglades Navigation Improvement Project. This funding will be used to initiate coral relocation plans and also facilitate continued progress on the U.S. Coast Guard Station. Approved at the 5/10 Executive Committee meeting. *(This is in alignment with the Board goal to 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.)*

Ms. Hylton stated that the Port Everglades Navigation Improvement Project came to us in late April. The letter will go to the Port Director, Mr. Daniels and will be forwarded to our Washington Congressional Delegation. She explained that since staff is prohibited from lobbying, this support letter would need to be approved by the governing boards.

**On a motion made by Commissioner Tim Ryan and seconded by Sam Robbin, the Broward Workforce Development Board, Inc./CareerSource Broward Council of Elected Officials unanimously approved the Port Everglades Navigation Improvement Project letter of support.**

## **REPORTS**

### **1. Local Employer Awareness and Satisfaction Survey Results**

Results of the 2021 Employer Awareness and Satisfaction Survey and outline of the initiatives to address various components are presented. Every two years, CSBD conducts a survey to measure employers 1) awareness of CSBD and 2) customer satisfaction. With respect to

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recruitment events, 92% of employers that held an event with CSBD were either very satisfied/satisfied with the quality of service received from the staff and the candidates. This year we increased the number of employers we survey by engaging our economic development partners, the Greater Fort Lauderdale Alliance and various Chambers of Commerce, to share the survey with companies that work with them. Eighty percent of the employers that responded heard of CSBD. This is an affirmation that our social media and marketing campaigns are effective.

Tony Ash stated this year we increased the number of employers we surveyed by engaging our economic development partners, the Greater Fort Lauderdale Alliance and various Chambers of Commerce to share the survey with companies that they work with and who have not worked with us in the past.

Ms. Hylton advised that in previous years the survey had been done through Employ Florida and sent only to those employers that have worked with us. This year we wanted to test the community to see if they are aware of us and so we sent the survey to those who are not in Employ Florida. We found the results are similar but we had a broader reach. Eighty percent (80%) of the employers that responded heard of CSBD. This is an affirmation that our social media and marketing campaigns are effective.

## **2. Hospitality Employment Task Force**

CSBD convened a task force to address the shortage of workers in the local hospitality industry based on feedback received from employers in the industry. Over 30 industry representatives attended the meeting involving transportation, education, and childcare partners. They developed several strategies to address the talent shortage including 1) developing a CSBD marketing campaign to invite new workers to the industry 2) connecting Broward College and School Board with employers to conduct informational sessions targeting students in their hospitality programs and 3) surveying former workers to determine how to attract them back to the industry. The survey has been sent to over 4,000 customers in Employ Florida and to hospitality employers for distribution to their previous workers in three languages (English, Spanish, and Haitian-Creole). The results of the survey are due back the end of May.

Mr. Ash provided an overview of the strategies to address the talent shortage, including developing a CSBD marketing campaign to invite new workers to the industry.

Mayor Dean Trantalis brought up that at the last meeting we discussed we had more employers than customers attend the job fair, and if it was a matter of more outreach needed?

Ms. Hylton responded that it's not that we're not getting the word out. The issue is that people are reluctant go back to the hospitality industry which is the situation statewide. We convened the hospitality task force to identify reasons and to develop strategies to change that.

Ms. Hylton cited an international study done by Florida Atlantic University that surveyed approximately 4,000 former employees. Some of the reasons cited for not returning to the industry were that former workers felt the industry was very quick to furlough their workers, the low wages, and caregiving responsibilities and the fear of contracting Covid-19.

Mr. Dobrikow stated there are also childcare issues. Employees could not come back to work because schools were closed. Also, the seasonal staff was not ready to come back to work. On top of that, the employees that are on work visas could not travel because of the

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international travel restrictions. Hopefully once the waiver and unemployment benefits expire employees will return to work.

Ms. Hylton stated that we discussed with the task force the opportunity to do a marketing campaign about the benefits of working in the hospitality industry and a local survey of former workers. We are connecting Broward College and the School Board with employers to conduct informational sessions targeting students in their hospitality programs and surveying former workers to determine how to attract them back to the industry. We will re-convene the task force after the survey is returned to develop additional strategies based on the data.

Mayor Levy inquired if we were able to bring Broward County Transit into the conversation. He further asked if we can create childcare hubs next to the transit hubs. Ms. Hylton responded that we did invite transportation to the task force meeting but they indicated they are aware and considering a pilot later in the year. Ms. Hylton further noted that we spoke to employers about considering having onsite childcare, offering child care subsidies, flexible work schedules and tuition reimbursement.

James Payne stated that they created an on line web page with active job application links to increase awareness for graduates and students looking for part-time employment or summer jobs.

Mr. Arenson inquired what we are going to do with the survey. Ms. Hylton responded that the survey results will be brought back to the task force to review and develop strategies, which will be brought to the Employer Services Committee and reported to the governing Boards.

### **3. U.S. Small Business Administration Restaurant Revitalization Fund**

The American Rescue Plan Act established the Restaurant Revitalization Fund to provide funding to help restaurants and other eligible businesses keep their doors open. The application opened on 5/3 and CSBD with assistance from the Employer Services Committee has already implemented strategies to provide outreach to employers to educate them about this opportunity.

### **4. Directors & Officers (D&O) Insurance with Employment Practices Liability**

The Board has authorized the President/CEO to make the purchase of D&O Insurance with a report to the governing boards each year. The current policy for D&O and Employment Practices Liability Insurance is expiring. Our current carrier, Philadelphia Insurance, was the only response received to our agent's request for quotes. The cost of the policy is \$12,142, which is \$2,758 more than last year's premium of \$9,384. The Employment Practices Liability deductible is increased from \$10,000 to \$25,000. As the cost of the policy is in excess of \$10,000 it is being reported to the governing boards.

Rochelle Daniels stated that our deductible has increased and our premium is higher due to a couple of claims a couple of years ago.

### **5. Broward College Aspen Prize**

Broward College has received a national award designating it as a Finalist with Distinction for the 2021 Aspen Prize - the second-highest ranking that is awarded by the prestigious Aspen Institute. This is the second time the college has earned recognition as a Finalist with Distinction and the fourth time the college has been named a top-ten institution. Awarded

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every two years since 2011, the Aspen Prize recognizes outstanding institutions selected from more than 1,000 community colleges nationwide.

Dr. Coyne thanked CSBD for putting this on the agenda. BC is honored to be a Finalist with Distinction for the 2021 Aspen Prize. It is like the academy of awards for colleges.

**6. Board Member Resignation**

Dr. Steven Tinsley has notified CSBD he is resigning from the board. He has accepted employment with the City of Oakland Park.

**7. Broward County Unemployment**

The unemployment rate in Broward County was 5.3 percent in April 2021. This rate was 11.1 percentage points lower than the region's year ago rate. In April 2021, Broward County's unemployment rate was 0.4 percentage point lower than the national rate (5.7 percent). Out of a labor force of 1,029,678, there were 55,078 unemployed Broward County residents.

Ms. Hylton advised that Broward County's unemployment rate was 5.3% percent in April which was the same as last month. She noted that the hospitality and restaurant industries gained 36,000 jobs over the year. She further noted that trade, transportation, utility, and education gained as well.

**MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL**

None

**MATTERS FROM THE BOARD**

None

**MATTERS FROM THE FLOOR**

None

**MATTERS FROM THE PRESIDENT/CEO**

Ms. Hylton stated that Michelle Dennard, CareerSource Florida, met with the Florida Restaurant and Lodging Association and put out an outreach plan for the local boards, it appears they used many of the strategies developed by the taskforce we convened.

A number of our board members have inquired when we are coming back in person. We are conducting a Board survey and will get the results in June and will share the outcome to the Board.

**ADJOURNMENT 2:05 PM**

***THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE BROWARD COUNCIL MEETING IS SCHEDULED FOR 6/24/21 AT 12:00 P.M. to 2:00 P.M.***