
MEETING MINUTES

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

**Partnership Meeting #260
Thursday, February 27, 2025
CareerSource Broward Boardroom
2890 West Cypress Creek Road, 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 Dean Trantalis, Mayor Beam Furr, Mayor Josh Levy, Zac Cassidy, Dr. Ben Chen, Keith Costello, Heiko Dobrikow, Paul Farren, Michael Goldstein, Frank Horkey, Dr. Lisa Knowles, Kevin Kornahrens, Francois Leconte, Dawn Liberta, Catherina Rozario, Mark Schaunaman, Richard Shawbell, Shane Strum, Bob Swindell, Marjorie Walters, Lori Wheeler, Tara Williams, and Jim Ryan, who chaired the meeting.

Guests: Anthony Brunson, Clay Miller, Cynthia Sheppard, Charlie Sheppard, and Tameka Thomas

Staff: Carol Hylton, Ron Moffett, Mark Klinecicz, Rochelle Daniels, Tony Ash, Kim Bryant, Kaminnie Kangal, Dania McKinson, Gil Valme and Samantha Vazquez.

PRESENTATION

Board Chair Jim Ryan presented Mark Schaunaman and Cynthia Sheppard with plaques in recognition of their years of service to the Board and he thanked them for their contributions to workforce development in Broward County.

Mr. Schaunaman reflected on his time with the Board, emphasizing the importance of collaboration and the impact of CareerSource Broward (CSBD) in connecting job seekers with opportunities. He thanked the Board and staff for their dedication.

Ms. Sheppard shared that during her tenure, what stood out most to her was the culture of respect and professionalism among Board members and that decisions prioritized the best interests of the community. She expressed gratitude for the opportunity to serve on the Board.

Mr. Ryan invited President Carol Hylton to provide additional remarks. Ms. Hylton thanked Mr. Schaunaman and Ms. Sheppard for their leadership and partnership, emphasizing their impact on advancing CSBD's mission.

MISSION MOMENT

Jim Ryan showed a video recapping the 2nd Annual State of the Workforce Business Breakfast and Job Fair. Afterward, Mr. Ryan reflected on the success of the State of the Workforce Breakfast and Job Fair. He highlighted that over 200 employers and 2,200 job seekers participated and recognized the Fort Lauderdale, Hollywood, and Pompano Chambers of Commerce for their role in making the event possible. He commended Heiko Dobrikow for taking the lead during the networking breakfast.

Mr. Ryan acknowledged Visit Lauderdale for providing free parking and Broward County Transit for arranging dedicated transportation, which enabled over 400 job seekers from the economically distressed areas to attend. He praised the event's seamless execution, highlighting the CSBD team's efforts in guiding attendees throughout the event, including the use of innovative program booklets and the event app.

Heiko Dobrikow echoed Mr. Ryan's appreciation for the staff's role in making the event a success.

APPROVAL OF MINUTES

Approval of the minutes of the 12/12/24 BWDB meeting #259.

On a motion made by Keith Costello and seconded by Frank Horkey, the BWDB unanimously approved the minutes of the 12/12/24 meeting #259.

CONSENT AGENDA

Consent Agenda items 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

1. Monthly Performance Report

The performance for December is provided. The data reflects that within the Big 6 Regions, CSBD is in a two-way tie for 1st in WIOA Entered Employment Rate (EER), ranks 1st in Welfare Transition All Family Participation, and ranks 2nd in Wagner Peyser EER, Veterans EER and Welfare Transition Two Parent Participation.

2. Letters of Support

Letters of support were written for 1) Healthy Mothers, Healthy Babies Coalition 2) Early Learning Coalition's application to the City of Hollywood for their school readiness program 3) United Way's application for the Homeless Veterans Reintegration Project 4) Harmony Development Center's application to the Children's Services Council for the HEAL program and Quick Response Training grant applications for 5) Align1 Services, LLC 6) Kelly Kronenberg, P.A., and 7) Pixels on Target, LLC.

On a motion made by Frank Horkey and seconded by Lori Wheeler, the BWDB/CSBD Council of Elected Officials unanimously the Consent Agenda of 2/27.

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 hand 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.

NEW BUSINESS

1. Anthony Brunson, P.A. Audit for FY 23/24 Presentation

Considered the acceptance of the Audit Report for the period ending 9/30/24. Anthony Brunson, PA, has completed its draft Audit Report for the 23/24 CareerSource Broward fiscal year. The audit is clean and has an unqualified opinion. There are no findings or management recommendations. Approved at the 2/10 combined Executive and Audit Committee meeting. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

Jim Ryan introduced Anthony Brunson, to present the FY 23/24 Audit Report. Mr. Brunson reported that the audit was clean, with an unmodified opinion, and contained no findings or management recommendations. Mr. Brunson expressed that the results are certainly a testament to the efforts of CSBD staff and commended them for their financial management and compliance with accounting principles.

On a motion made by Keith Costello and seconded by Francois Leconte, the BWDB/CSBD Council of Elected Officials unanimously approved the Audit Report for the period ending 9/30/24.

2. Set Aside in the General Fund for Capital Reserve

Considered the acceptance of the Audit Committee's recommendation to include capital expenditures as part of the current set-aside of \$250,000 in the Contingency Reserve in the General Fund. Capital expenditures are returned to the General Fund through depreciation charged to the grants; therefore, this will not reduce the overall set-aside amount but allow us to use the funds if needed. Mayor Trantalis requested that the Audit committee discuss budgeting funds for capital improvements to cover costs incurred in maintaining the 2890 West Cypress Creek Building. Approved at the 2/10 combined Executive and Audit Committee meeting. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

Jim Ryan asked Zac Cassidy, Chair of the Audit Committee, to present the item. Mr. Cassidy reviewed the item that came before the Audit Committee and discussed the rationale supporting the recommendation. There was no further discussion.

On a motion made by Mayor Josh Levy and seconded by Mayor Beam Furr, the BWDB/CSBD Council of Elected Officials unanimously approved the recommendation to include capital expenditures as part of the current set-aside of \$250,000 in the Contingency Reserve in the General Fund.

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

Considered approving a SYEP contract with the School Board of Broward County (SBBC) through 9/30/28. The SYEP contracts are non-financial; entities agree to serve as host work sites for the youth. CSBD is the youths' employer of record. Because Board Member Dr. Howard Hepburn is employed by the SBBC, he will need to declare a conflict of interest, and a 2/3 vote of the Board members present at a Board meeting with an established quorum is required. Approved at the 11/18 Youth and 2/10 combined Executive and Audit 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.)*

Jim Ryan asked Dawn Liberta, Chair of the Youth Committee, to present the item. Ms. Liberta reviewed the recommendation and noted that Dr. Howard Hepburn has a conflict of interest regarding this item as he is employed by SBBC. Ms. Liberta announced that even though Dr. Hepburn was not in attendance, he would be required to submit a conflict-of-interest form. There was no further discussion.

On a motion made by Heiko Dobrikow and seconded by Lori Wheeler, the BWDB/CSBD Council of Elected Officials unanimously approved a SYEP contract with the SBBC through 9/30/28.

4. Summer Youth Work Experience Contract with Broward County

Considered approving a SYEP contract with Broward County through 9/30/29. The SYEP contracts are non-financial; entities agree to serve as host work sites for the youth. CSBD is the youths' employer of record. Because Board Members Sandy-Michael McDonald and Tara Williams are employed by Broward County, a 2/3 vote of the Board members present at a Board meeting with an established quorum is required. Approved at the 11/18 Youth and 2/10 combined Executive and Audit 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.)*

Jim Ryan asked Dawn Liberta to present the item. Ms. Liberta reviewed the recommendation and noted that both Tara Williams and Sandy Michael McDonald have a conflict of interest as both are employed by the County.

Tara Williams declared her conflict of interest and she abstained from the discussion and vote and completed a conflict-of-interest form at the meeting.

Mr. Ryan stated that Sandy Michael-McDonald was not in attendance but will be required to submit a conflict-of-interest form. There was no further discussion.

On a motion made by Heiko Dobrikow and seconded by Francois Leconte, the BWDB/CSBD Council of Elected Officials unanimously approved a SYEP contract with Broward County through 9/30/29.

5. Accept City of Pompano Beach Career Pathways Funds

Considered the acceptance of \$199,948 from the City of Pompano Beach to fund work experience opportunities for up to 18 Pompano Beach residents. The funds will be used to address skill gaps in the city's workforce by providing targeted work-based training opportunities in high-demand trades such as 1) electrical 2) welding 3) carpentry 4) HVAC and 5) plumbing. In addition to paid internships, participants will receive financial assistance to purchase attire, tools, and other materials related to the internship. CSBD's outreach team will work with prime contractors to identify internship opportunities and facilitate job placement. Approved at the 1/13 Employer Services and 2/10 combined Executive and Audit Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

Jim Ryan asked Francois Leconte, Chair of the Employer Services Committee, to present the item. Mr. Leconte reviewed the recommendation. Carol Hylton indicated that funding resulted from a CSBD center tour with City of Pompano Beach officials.

On a motion made by Paul Farren and seconded by Zac Cassidy, the BWDB/CSBD Council of Elected Officials unanimously approved the acceptance of \$199,948 from the City of Pompano Beach.

6. Accept Supplemental Nutrition Assistance Program (SNAP) Funds

Considered the acceptance of \$204,018 from FloridaCommerce to serve customers receiving food assistance. The goal of the SNAP is to help customers secure employment and/or training services. Participants are referred to us by the Department of Children and Families to participate in work activities as a condition to continue receiving benefits. Approved at the 11/5 One-Stop Services and 2/10 combined Executive and Audit Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

Jim Ryan asked Rick Shawbell, Chair of the One-Stop Services Committee, to present the item. Mr. Shawbell reviewed the recommendation. There was no further discussion.

On a motion made by Rick Shawbell and seconded by Heiko Dobrikow, the BWDB/CSBD Council of Elected Officials unanimously approved the acceptance of \$204,018 from FloridaCommerce to serve customers receiving food assistance.

7. Accept Welfare Transition Program (WTP) Funds

Considered the acceptance of supplemental WTP award of \$200,000 from FloridaCommerce. These funds will be used to help Welfare Transition participants gain and/or retain employment through assistance with 1) job skills training 2) job search and 3) support services and 4) for youth at risk with summer youth employment. Approved at the 2/10 combined Executive and Audit Committee meeting. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, technology and relevancy.)*

Jim Ryan asked Rick Shawbell to present the item. Mr. Shawbell reviewed the item and stated his support of the recommendation to accept this supplemental award of WTP funds.

There was no further discussion.

On a motion made by Rick Shawbell and seconded by Francois Leconte, the BWDB/CSBD Council of Elected Officials unanimously approved the acceptance of additional WTP funds in the amount of \$200,000 from FloridaCommerce.

8. Transfer of WIOA Dislocated Worker Funds to WIOA Adult Funds

Considered approving the transfer of up to \$1,500,000 from the Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker funding stream to the WIOA Adult funding stream. WIOA allows local boards 100% transferability between the two funding streams. We are seeing more adult-eligible customers than dislocated workers. These funds will be used to provide adult customers with employment services that include 1) occupational skills training 2) work experience 3) Incumbent Worker Training and 4) On-the-Job Training. Approved at the 1/28 One Stop Services and 2/10 combined Executive and Audit 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.)*

Jim Ryan asked Rick Shawbell to present the item. Mr. Shawbell stated that this transfer is allowable under WIOA. He added that the recommendation is based on CSBD's monitoring of the budget and expenditures and that the transfer of funds will allow us to serve the maximum number of customers. There was no further discussion.

On a motion made by Rick Shawbell and seconded by Mayor Dean Trantalis, the BWDB/CSBD Council of Elected Officials unanimously approved the transfer of up to \$1,500,000 from the WIOA Dislocated Worker funding stream to the WIOA Adult funding stream.

9. Program Year (PY) 24/25 Revised Budget

Considered approval of the annual update from the preliminary budget presented in June. This is the adjusted budget based on the final grant awards we received. The formula grants for PY 24/25 total \$16,152,373 an increase of \$24,754 from the planning numbers presented in June as we received slightly more formula funds than anticipated. Dedicated grants total \$12,960,002, an increase of \$1,600,634. Our total available budget is \$29,112,375 (\$16,152,373 + \$12,960,002) for PY 24/25. Approved at the 1/28 One Stop Services and 2/10 combined Executive and Audit 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.)*

Jim Ryan asked Rick Shawbell to introduce and present the item. Mr. Shawbell reviewed the budget with the members.

Carol Hylton reminded the Board that CSBD maintains administrative costs at 9%, below the 10% statutory limit, in accordance with the Board's request. Francois Leconte inquired whether maintaining administrative costs below 10% allows for competitive staff compensation. Ms. Hylton responded that the admin rate primarily covers human resources and fiscal operations, while all other staffing costs are allocated under program funding. She affirmed that CSBD is able to maintain competitive compensation within this structure and noted that if adjustments become necessary, the matter will be brought back for Board consideration.

On a motion made by Rick Shawbell and seconded by Keith Costello, the BWDB/CSBD Council of Elected Officials unanimously approved the revised annual budget.

REPORTS

1. Upcoming 2025 Board Planning Session

The 2025 Board Planning Session is scheduled for 4/24 following a short board meeting as we have done in previous years. Workgroup thought questions will include topics covering 1) local labor market conditions 2) steps we should take based on the effect of AI on the labor force 3) the silver tsunami and 4) WIOA reauthorization.

Jim Ryan reviewed the item and invited Carol Hylton to provide additional remarks.

Ms. Hylton stated that, as we customarily do, guests have been invited to participate. She noted that 1) Matt Rocco, President of the South Florida Manufacturers Association 2) Mark Wilson, President of the Florida Chamber 3) Kirk Brown, CEO of HANDY and 4) Dr. Henry Mack III, Nominee for Assistant Secretary, Employment and Training Administration, U.S. Department of Labor will be joining us for the Board Planning Session.

Mayor Dean Trantalis requested that we include research on the impact of undocumented workers leaving the workforce for discussion. He noted that an aggressive push to remove undocumented workers could lead to significant workforce shortages, particularly in certain industries, and raised the question of how CSBD could support employers facing these potential gaps.

Ms. Hylton responded that staff will research how these workforce shifts may impact Broward County employers. She stated that if workforce deficits arise due to these changes, CSBD can explore additional ways to assist businesses affected by labor shortages by using our work-based training programs to assist employers to gain the talent they need.

Heiko Dobrikow added that small businesses with fewer than 10 employees are not required to use E-Verify, and it would be important to assess how many such employers in Broward County might currently rely on undocumented workers. He suggested this be examined as part of the discussion at the planning session. Mr. Ryan agreed, stating that these workforce changes could also impact the families of these workers and create broader economic challenges.

Frank Horkey inquired if potential federal funding cuts could impact CSBD's programs. Ms. Hylton shared that when funding freezes were initially proposed, there was uncertainty regarding our funding status. However, the State confirmed that WIOA funding remains stable for the current program year. She added that changes could occur with the next program year, and CSBD will monitor developments closely. She also noted that unemployment rates influence WIOA funding formulas, which could further impact future allocations.

Keith Costello shared that he recently met with members of the House and Senate in Washington, D.C., where similar questions were raised. He stated that lawmakers currently do not have clear answers, as many deciding factors remain unresolved.

2. General Fund Balance

As we reported to the governing boards, the General Fund balance was \$1,278,905 as of 6/30/24. From 7/1/24 through 12/31/24, we realized revenues of \$137,514 and incurred expenditures of \$83,525. The General Fund balance as of 12/31/24 is \$1,332,894. Of this amount \$566,681 is held in reserve leaving a balance of \$766,213.

Jim Ryan asked Zac Cassidy to present the item. Mr. Cassidy reviewed the memo with the members.

Frank Horkey inquired if we needed to transfer funds to cover salaries or whether this was already reflected in the budget. Carol Hylton confirmed that this allocation is included in Chart 2 under "Board Approved Budget Items" on page 43 of the agenda backup.

3. Budget vs. Actual Expenditure Report

Pursuant to Board request we report on Budget vs Actual expenditures. Each year we budget to spend 100% of our grants. CSBD receives some of its funds based on its program year which is 7/1 – 6/30 and some of its funds based on the federal fiscal year 10/1 – 9/30 which is also the CSBD fiscal year. While WIOA Youth, Wagner Peyser, and Veterans expenditures appear low, we have plans to expend the funds. For SNAP, we have adjusted the budget accordingly to bring it into alignment.

Jim Ryan asked Zac Cassidy to present the item. Mr. Cassidy reviewed the report with the members. Mr. Ryan then invited Carol Hylton to provide additional comments.

Carol Hylton reported that youth program expenditures are at 34% at the mid-year mark. While this appears slightly low, she explained that two of the youth programs serve in-school participants. We expect expenditures to increase in the coming months as spending for work experience typically begins around this time of year. Ms. Hylton also addressed the Wagner-Peyser funding, indicating that it is due to CSBD's request to the State to carry forward funds from the previous program year to support a potential relocation at the One Stop Center located on Oakland Park Blvd. Since the move has not yet occurred, the funds remain available and are expected to be utilized before the end of the program year.

4. Property & General Liability Insurance Report

This is to report on the 24/25 insurance coverage for CSBD. We received quotes from multiple carriers in each category but are remaining with our current carriers as they offered the lowest rates which are as follows: 1) Commercial general liability, Nautilus Insurance Company Inc., \$71,589 2) Commercial Property and Windstorm coverage for the Cypress Creek Office, Frontline Insurance Unlimited, \$61,774 3) Commercial Property and Windstorm coverage for the career center offices, Lloyds of London, \$11,688 4) Window coverage for the North Center as required by the lease, US Plate Glass Insurance Co., \$1,610 5) Electronic Data Processing, AGCS Marine Insurance Company, \$15,206 and 6) Umbrella coverage, Scottsdale Insurance Co., \$7,572. Please note that while our general liability insurance premium increased by \$13,857, our commercial property insurance premium decreased by \$26,377 this year. Each policy is under \$100,000.

Jim Ryan asked Zac Cassidy to present the item which he did.

Mayor Dean Trantalis inquired about the coverage provided under CSBD's commercial property insurance, specifically whether it includes hazard, fire, and windstorm coverage. Rochelle Daniels, General Counsel, clarified that windstorm coverage is not included in standard commercial property insurance and must be purchased separately. She explained that the \$61,774 allocation for the Cypress Creek administrative building covers both commercial property and windstorm insurance, while an additional \$11,688 is allocated for commercial property and windstorm coverage for the career center offices.

Mayor Trantalis asked whether all CSBD locations have impact windows. Ms. Daniels confirmed that the administrative building has impact windows, as they were installed during renovations. However, our other centers where we are renting do not have impact windows. Carol Hylton clarified that while CSBD's general liability insurance premium increased by \$13,857, the commercial property insurance premium decreased by \$26,377.

5. Update on Worlds of Work (WOW) Youth Career Exploration Event

CSBD, in partnership with the School Board, will host the 2025 WOW on 3/11 at the Amerant Bank Arena. WOW is an immersive experiential learning event where youth in the 9th and 10th grades will learn about in-demand career pathways that align with their interests. New this year, we are adding 1) education 2) government and 3) professional services "worlds" that will include occupations in legal services, marketing and finance/banking.

Jim Ryan asked Dawn Liberta to present the item. Dawn Liberta encouraged Board members

to attend this upcoming WOW event on 3/11, stating that those who have not attended before would be amazed by the interactive exhibits and hands-on experiences. She commended CSBD staff for their exceptional work in organizing the event.

Carol Hylton shared that WOW will feature approximately 60 immersive exhibits. Representatives from local governments, including Miramar, Sunrise, and Oakland Park, will be present, along with agencies such as the FBI and FPL. She expressed appreciation that several Board members will not only be attending but also serving as exhibitors.

6. The Children's Services Council (CSC) Monitoring Report

The CSC of Broward County conducted an administrative and fiscal review of the CSBD 2024 summer program, and we were commended for having no findings.

Jim Ryan expressed his appreciation for an excellent monitoring report and congratulated staff.

7. Taylor Hall Miller Parker, (THMP) P.A. Program Monitoring - Report #3

THMP conducted program monitoring for the period 3/15/24 through 7/26/24. They reviewed a total of 177 files consisting of 6,998 elements. There were 5 findings and 14 observations. This equates to an error rate of .07%, or less than 1%. All findings and observations were corrected except where cases were closed and no further action could be taken.

Jim Ryan asked Ron Moffett to present the report. Mr. Moffett requested that the Chair allow him to review this and the following four reports at the same time. Mr. Ryan gave permission to do so. Mr. Moffett went over the reports, highlighting the various monitoring periods, the high number of files and elements reviewed, and the extremely low error rate, which in several cases equated to 0%. Mr. Ryan expressed his appreciation for the excellent monitoring reports and congratulated the staff.

8. Cherry Bekaert LLP Financial Monitoring - Report #3 for PY 2024

Cherry Bekaert conducted financial monitoring for the period 3/1/24 through 6/30/24. Cherry Bekaert reviewed a total of 809 elements during the review period. There were no findings or observations for a 0% error rate.

9. Cherry Bekaert LLP Financial Monitoring - Report #1 for PY 2025

Cherry Bekaert conducted fiscal monitoring for the period 7/1/24 through 9/30/24. Cherry Bekaert reviewed a total of 1,047 elements during the review period. There were no findings or observations for a 0% error rate.

10. FloridaCommerce PY 22/23 Financial and Programmatic Monitoring Report

FloridaCommerce conducted its annual fiscal and programmatic monitoring for the review period of 4/1/22 to 3/31/23 and issued its report on 8/15/24. There were 1) zero (0) fiscal findings, observations, and technical assistance items, equating to a 0% error rate, and 2) a total of 200 program files consisting of 4,637 elements were reviewed, with seven (7) program findings and two (2) other non-compliance issues identified, equating to an error rate of .15%, less than 1%. All findings and other non-compliance issues were corrected except where cases were closed, and no further action could be taken.

11. FloridaCommerce Financial Monitoring Report

FloridaCommerce conducted its annual fiscal monitoring for the review period of 10/1/22 to 9/30/23 and issued its report on 11/14/24. The scope of the financial review included an examination of CSBD's internal controls, financial management systems, procurements, contract management processes, sub-recipient monitoring, cost allocations, payroll, disbursement testing, and reporting and reconciliation of financial data. In all areas,

FloridaCommerce determined that CSBD has appropriate processes, procedures, and controls in place and that they are properly implemented. There were zero (0) findings, non-compliance issues, or observations.

12. CSBD Infograph January 2024 – December 2024

CSBD's Infograph was created to convey information quickly and clearly through visual elements about the delivery of our services to employers, community stakeholders and job seekers. During the period covered, CSBD hosted 177 recruitment events and job fairs, assisted Broward employers with nearly \$4.9 million in work-based training and provided over \$5 million in scholarships for training. The infograph has been distributed throughout Broward County including 1) our community partners 2) Public Information Officers and 3) the Broward Legislative Delegation.

Carol Hylton shared that during her recent attendance at the National Association of Workforce Boards (NAWB) conference, she presented CSBD's infograph, which was well received by other workforce directors.

Jim Ryan expressed his enthusiasm for the infograph, stating that it serves as a valuable resource not only for engaging with legislators but also for networking with potential employers and industry colleagues. He emphasized that the document effectively highlights key performance metrics, including employer engagement, funding allocations, and testimonials, making it a useful and accessible summary of CSBD's impact.

13. CSBD Hosts Broward County Public Schools

CSBD hosted a meeting with over 50 School Board Career Champions at our South Career Center on Wednesday, 11/6. The Champions help students prepare for life after high school. We showcased the marine and healthcare videos to gain more exposure for these industries. A tour of the center followed the meeting as it is important that they see first-hand the job seeker services CSBD offers to students and their parents. The idea for this collaboration stemmed from an Education and Industry Consortium meeting.

Carol Hylton explained that the strategy behind the initiative is to engage career champions by familiarizing them with CSBD's mission and services and showcasing the industry videos that have been developed.

14. Heiko Dobrikow Honored

Board Member Heiko Dobrikow, General Manager and Executive Vice President of Riverside Hotel & Las Olas Company, was recognized in Florida Trend's January 2025 edition as one of the "People to Know in Florida." This recognition highlights his leadership and profound impact on Florida's business and tourism landscape. Congratulations, Heiko!

Jim Ryan introduced the item and asked all of the members to join him in congratulating Heiko Dobrikow on receiving this recognition.

15. Michael Goldstein Honored

Board Member Michael Goldstein, President and CEO of LAN Infotech, was awarded the 2024 Soteria Award as the Most Trusted Managed Service Provider in North America at the Titans of the Industry Awards Gala on 12/4. This award recognizes his leadership, client satisfaction, and innovative IT solutions. Congratulations, Michael!

Jim Ryan introduced the item and asked all of the members to join him in congratulating Michael Goldstein on his award.

16. Sandy-Michael McDonald Honored

Board Member Sandy-Michael McDonald, Director of the Office of Economic and Small Business Development for Broward County, will receive the 2024 Visionary Award from the Greater Hollywood Chamber of Commerce at The Diplomat Beach Resort's Business Excellence Awards on 2/28. Congratulations, Sandy!

Jim Ryan introduced the item and asked all of the members to join him in congratulating Sandy-Michael McDonald on his award.

17. Broward County Unemployment and Economic Dashboard

There is no report this month due to "benchmarking" which happens each year at this time when the previous year's statistics are "trued up." The January report will be issued on March 17th. February labor statistics for Florida will be released on March 28th. CSBDs Economic and Workforce Dashboard allows website visitors to review the current and historical economic and workforce status of Broward County. The dashboard is a value-added resource allowing businesses and those looking to move to Broward the ability to make data-informed decisions.

Jim Ryan asked Mark Klincewicz, Executive VP of Operations, to present the item. Mr. Klincewicz shared that inflation appears to be stabilizing, housing prices have begun to level off, and the cruise industry set a record in December with over 600,000 passengers.

Heiko Dobrikow noted that while the economy remains strong, there is an 11.6% labor supply-demand deficit, meaning job openings are outpacing available workers, a trend expected to continue through the summer. He also mentioned that more than 1,000 new hotel rooms are expected to open in the next three years, increasing workforce demands. Mr. Dobrikow emphasized the need for technology-driven solutions to address labor shortages and noted that workforce housing efforts will take time to make a significant impact.

MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL OF ELECTED OFFICIALS - None.

MATTERS FROM THE BROWARD WORKFORCE DEVELOPMENT BOARD CHAIR

Jim Ryan reflected on his recent walkthrough as a job seeker at one of our One-Stop centers, registering in the system to better understand the customer experience. He found the process insightful and identified areas for improvement, particularly noting that EmployFlorida, the State platform could benefit from enhancements to improve the end user experience.

Mr. Ryan went on to emphasize the need to prepare for AI's impact on the workforce, stating that automation will affect jobs across multiple sectors, from frontline roles to professional industries. He highlighted the importance of working with academia and civic leaders to understand and address these workforce disruptions. He also stressed the need to enhance financial literacy education for youth, ensuring that young workers understand how to manage and invest their earnings effectively. He noted that events like the upcoming WOW event help to support this effort. Lastly, he expressed his enthusiasm for serving as Board Chair and thanked the Immediate Past Chair, Heiko Dobrikow, for his leadership, particularly in driving momentum for the State of the Workforce event. He commended the CSBD staff for their role in making that event a success and looked forward to collaborating with the Board members in the years ahead.

MATTERS FROM THE BOARD

Dawn Liberta announced that Healthy Mothers, Healthy Babies is hosting its 32nd Annual Mother's Day Luncheon, with tickets and sponsorships available on their website.

Francois Leconte informed the Board that his company has undergone a name change and will now operate as Findal Media and Technology Group.

Mr. Dobrikow also praised the staff for their outstanding performance in the recent audit and monitoring reports, emphasizing the complexity of CSBD's operations and the potential for errors.

He noted that the "whistle clean" audit reflects the organization's high standards and strong leadership under Carol Hylton. He expressed his pride in the team's dedication and commitment to excellence.

MATTERS FROM THE FLOOR - None.

MATTERS FROM THE PRESIDENT/CEO

Carol Hylton congratulated Dawn Liberta and Healthy Mothers, Healthy Babies for receiving a \$726,000 award from a major pharmaceutical company to support the Mahogany Project, which provides critical health resources to high-risk pregnant women in Broward County.

She reported that CSBD recently held its staff planning session, where employees engaged in discussions on increasing the use of technology and improving operational efficiency.

She shared that Mayor Joyce Davis of Dania Beach recently toured a CSBD One-Stop center and expressed interest in expanding our partnership. As a result of the visit, Dania Beach has committed \$50,000 to SYEP.

Carol Hylton announced that CSBD is planning to implement an electronic timesheet system for SYEP participants, enhancing payroll efficiency. She also highlighted CSBD's efforts to teach youth fiscal responsibility through issued bank cards, reducing reliance on check-cashing services. This financial literacy lesson is integrated into the program's three-day employability skills training. CSBD expects to serve 1,165 youth this year out of 3,300 applicants and is working to maximize participation.

Ms. Hylton further encouraged Board members to attend the upcoming WOW Youth Career Exploration Event on 3/11 and the Board Planning Retreat on 4/24.

ADJOURNMENT 1:21

<p><i>THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE BROWARD COUNCIL MEETING IS APRIL 24, 2025.</i></p>
