
MEETING MINUTES

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

**Partnership Meeting #258
Thursday, October 31, 2024
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: Zac Cassidy, Dr. Ben Chen, Keith Costello, Paul Farren, Dr. Howard Hepburn, Rufus James, Dr. Lisa Knowles, Kevin Kornahrens, Francois Leconte, Dawn Liberta, Felipe Pinzon, Catherina Rozario, Jim Ryan, Mark Schaunaman, Rick Shawbell, Shane Strum, Bob Swindell, Marjorie Walters, and Heiko Dobrikow, who chaired the meeting.

Guests: Eugen Bold, Juan Saavedra, Daniel Harper, Yvette McCullough, Andy Winter, Kaitlyn Jensen, Jewelisia Thomas, Kristy Farina, Devin Silverman, Evelyn Gonzalez, Lorraine Andersson

Staff: Carol Hylton, Ron Moffett, Mark Klinecicz, Rochelle Daniels, Kaminnie Kangal, Kim Bryant, and Samantha Vazquez. Yushika Florence, Deborah Nunez, Johnie Beckford, Kasia Kossak, Maurice Gardner, Michael Bateman, and Rosamond Parker-Pickett.

MISSION MOMENT

Board Chair Heiko Dobrikow recognized Neena Rowe, CSBD's 2024 Workforce Professional Champion of the Year. As a Re-employment Service Eligibility Success Coach at the central office, stating that she embodies the essential qualities of a workforce professional, including dedication, compassion, knowledge, and community advocacy.

Ms. Rowe then thanked the Board and shared her appreciation for her role at CSBD, which she described as rooted in compassion and teamwork.

Mr. Dobrikow presented Ms. Rowe with a plaque honoring her as Workforce Professional of the Year.

Keith Costello added that, as an employer, he admires Ms. Rowe's dedication. He describes her as an engaged and passionate team member whose example brings great value to the organization, workforce, and community.

PRESENTATIONS

Heiko Dobrikow introduced the new Healthcare Career Pathways video and expressed gratitude to the staff for scripting and creating the content, as well as to Broward Health and Memorial Healthcare System for contributing their facilities, staff, and resources to the project. He welcomed and thanked healthcare partners Devin Silverman, Executive Director of Talent Acquisition for Broward Health, Evelyn Gonzalez, Career Navigator at Broward Health, Lorraine Andersson, Workforce Development Manager at Memorial Healthcare System; and Board member Shane Strum, President and CEO of Broward Health and Interim CEO of Memorial Healthcare System.

Mr. Dobrikow presented certificates to the healthcare employer representatives in appreciation of their collaboration and contributions.

Mr. Dobrikow then introduced Daniel Harper, Senior Management Analyst Supervisor at Florida Commerce, and members of his team to present CSBD's financial and programmatic performance. They covered key funding expenditure requirements, highlighting that CSBD consistently exceeded financial benchmarks for direct client services and Individual Training Accounts (ITAs). Along with achieving high marks on WIOA's primary indicators of performance, CSBD notably earned a strong "A" letter grade, making it one of the top-performing workforce boards in the state.

After the presentation, Keith Costello inquired about the purpose of the funding from a national emergency grant listed in the budget. Daniel Harper clarified that this funding is provided through WIOA and is allocated when the state experiences a natural disaster, such as a hurricane.

In closing, Heiko Dobrikow requested the CSBD staff to stand and be recognized, applauding their dedication and high performance. He commended the team for their hard work and thanked Florida Commerce for the report.

APPROVAL OF MINUTES

Approval of the minutes of the 8/22 BWDB meeting #257.

On a motion made by Jim Ryan and seconded by Rick Shawbell, the BWDB unanimously approved the minutes of the 8/22 meeting #257.

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

1. Monthly Performance Report

The State is delayed in providing the data we use for the Monthly Performance Report. We have contacted FloridaCommerce and they have informed us that they are working to update the information and as soon as it is available, we will be notified.

2. Letters of Support

Letters of support were written for 1) Wolfcreek Consulting Inc.'s Quick Response Training grant 2) Community Foundation of Broward's application for the Florida Children's Initiative and 3) Junior Achievement of South Florida's application for the U.S. Department of Labor's YouthBuild program.

On a motion made by Keith Costello and seconded by Bob Swindell, the BWDB unanimously approved the Consent Agenda of 10/31.

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. Compensation Study

Considered approval of the 2024 Compensation Study recommendations which propose 1) a 3% adjustment to the salary ranges 2) an adjustment to the wages of twelve (12) CSBD and Integrative Staffing Group staff whose salaries are either below the starting salary for the range or per the study needed to be aligned to reflect the current market for the positions, at a cost of \$25,059 and 3) creation of an annual retirement benefit for senior management who have worked for CSBD or our staffing company for at least 7 years. Currently, 9 senior management staff will qualify at a cost of \$28,000. Based on an analysis of actual expenditures through the first quarter of this year sufficient budget in both program and administrative categories is available to fund the Study recommendations at a total of \$53,059. Approved at the 10/9 Organizational Resources and 10/14 Executive Committee meetings. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, efficiency, technology, and relevancy.)*

Heiko Dobrikow asked Kevin Kornahrens, Chair of the Organizational Resource Committee to present the item.

Mr. Kornahrens reviewed the item and the recommendations.

Francois Leconte inquired if inflation had been factored into the study. Ms. Hylton answered, "Yes," the consultant did consider the effects of inflation in developing her recommendations.

Tara Williams asked if the figures shown represented the total cost. Mr. Dobrikow confirmed that it is the total cost of the changes being recommended.

On a motion made by Francois Leconte and seconded by Dr. Lisa Knowles, the BWDB unanimously approved the 2024 Compensation Study recommendations which propose 1) a 3% adjustment to the salary ranges 2) an adjustment to the wages of twelve (12) CSBD and ISG staff whose salaries are either below the starting salary for the range or per the study needed to be aligned to reflect the current market for the positions, at a cost of \$25,059 and 3) creation of an annual retirement benefit for senior management who have worked for CSBD or our staffing company for at least 7 years at a cost of about \$28,000.

2. Accept Summer Youth Employment Program (SYEP) Funds for 2025

Considered the acceptance of 1) \$4,277,213 from the Children's Services Council to serve 913 youth and 2) \$385,000 from Broward County to serve 83 youth for a total of 996 youth and \$4,662,213. Youth are ages 16-18 years old and economically disadvantaged. Broward County funds will be targeted for youth who have had contact with the Juvenile Justice system and/or reside in one of the six distressed zip codes. As the County is awarding CSBD funds they have no conflict of interest. The SYEP will provide each youth with three days of

employability skills training and an eight-week meaningful summer work experience. The application portal for youth will go live on 12/2. Approved at the 9/23 Youth and 10/14 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, older workers and ex-offenders).)*

Heiko Dobrikow asked Dawn Liberta, Chair of the Youth Committee, to present the item.

Ms. Liberta reviewed the item and stated that it is a great program.

On a motion made by Zac Cassidy and seconded by Mark Schaunaman, the BWDB unanimously approved the acceptance of 1) \$4,277,213 from the Children's Services Council to serve 913 youth and 2) \$385,000 from Broward County to serve 83 youth for a total of 996 youth and \$4,662,213.

3. Accept Non-Custodial Parent Grant Funds

Considered the acceptance of \$785,000 from FloridaCommerce to serve 65 non-custodial parents who are unemployed or underemployed and have difficulty meeting child support obligations. The goal of the program is to provide job training and employment that leads to self-sufficiency. CSBD is renewing a Memorandum of Understanding with the Florida Department of Revenue to share contact information on parents who are in arrears with child support payments. Approved at the 10/1 One-Stop Services and 10/14 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, older workers and ex-offenders).)*

Heiko Dobrikow asked Rick Shawbell, Chair of the One-Stop Services Committee, to present the item.

Mr. Shawbell reviewed the item and recommendations.

On a motion made by Keith Costello and seconded by Dr. Howard Hepburn, the BWDB unanimously approved the acceptance of \$785,000 from FloridaCommerce to serve 65 non-custodial parents.

4. Accept Disaster Recovery Funds

Considered the acceptance of \$500,000 in WIOA National Dislocated Worker Grant funds from FloridaCommerce. These funds provide temporary jobs to assist with humanitarian aid, and restoration activities to assist with disaster relief and can also be used to provide career services and training to eligible participants. The grant runs through 6/30/26. Approved at the 10/14 Executive Committee meeting. *(This is in alignment with the Board goal to improve the sustainability of the workforce system through increased funding, efficiency, technology, and relevancy.)*

Heiko Dobrikow asked Carol Hylton to present the item, which she did. Referring to Keith Costello's earlier inquiry, Ms. Hylton explained that the funds being accepted are an example of national emergency grant funds, which are typically received in response to natural disasters such as hurricanes or flooding. She noted that these funds are allocated to support various recovery efforts and reminded the Board of the flooding that occurred at the beginning of the summer, which prompted the award of these funds.

On a motion made by Rick Shawbell and seconded by Paul Farren, the BWDB unanimously approved the acceptance of \$500,000 in WIOA National Dislocated Worker Grant funds from FloridaCommerce.

5. CareerSource Broward (CSBD) WIOA Local Plan for Program Years 2025 – 2028

Considered the approval of CSBD's 2025 – 2028 4 Year Strategic Plan as required under the Workforce Innovation and Opportunity Act (WIOA). Every 4 years, local boards, together with their chief local elected officials, are required to submit a local Strategic Plan that describes how they will deploy workforce services and invest resources in their local areas. The Plan is required to be aligned with the State's Plan and must be available for a 30-day comment period. We advertised the opportunity for public review and comment in two local newspapers and on our website. Comments received will be brought to the Board. We also held a publicly noticed meeting on 9/27 to allow community input. Approved at the 10/1 One-Stop Services and 10/14 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, and providing information and intelligence to stakeholders with feedback from the community.)*

Heiko Dobrikow asked Rick Shawbell to present the item.

Mr. Shawbell reviewed the item and the recommendations.

Mr. Dobrikow asked Rochelle Daniels if she wished to add anything further. Ms. Daniels added the plan describes the performance metrics CSBD aims to achieve, including state letter grades, federal benchmarks, and welfare transition program goals. She noted that the 30-day public comment period yielded no responses but remains open for ongoing feedback.

Francois Leconte inquired which newspapers were used to announce the public comment period. Carol Hylton responded that the advertisements were placed in the West Side Gazette and Sun Sentinel and also posted on our website. Mr. Dobrikow congratulated the team on the comprehensive and well-structured plan.

On a motion made by Rick Shawbell and seconded by Dawn Liberta, the BWDB unanimously approved CSBD's WIOA Local Plan for Program Years 2025 – 2028.

REPORTS

1. Paychecks for Patriots Hiring Event

CSBD will host its annual Paychecks for Patriots Veterans Hiring Fair on 11/14 at the Tamarac Community Center which is being provided free of charge by the City under the guidance of Mayor Michelle Gomez. The first hour of the event will be reserved for veterans and family members of veterans. The School Board will also be providing transportation for students who are nearing graduation from the Technical Colleges. The event is being marketed to job seekers and employers through social media, radio advertisements, flyer distribution to community partners, advertising in the career centers, and word of mouth.

Heiko Dobrikow asked Francois Leconte, Chair of the Employer Services Committee, to present the item. Mr. Leconte shared that, to date, approximately 650 job seekers have already registered for the event.

Mr. Dobrikow noted that the event had outgrown the previous event location and that it gets bigger each year. He added that it's encouraging to see over 650 job seekers already signed up for the upcoming event.

2. State of the Workforce Breakfast and Job Fair

CSBD, in partnership with the chambers of commerce of Fort Lauderdale, Hollywood, and Pompano Beach and the Port Everglades Association, is participating in the State of the Workforce event on 1/29/25 at the Broward County Convention Center (BCCC). The event includes a networking breakfast where attendees will learn about the latest workforce trends and a Job Fair hosted by CSBD. The BCCC is providing the venue free of charge and parking for attendees, including job seekers, is being provided courtesy of Visit Lauderdale. CSBD is also partnering with Broward County Transit to provide complimentary transportation to job seekers from economically distressed zip codes. Marketing to employers and job seekers for the event will be executed through 1) targeted digital advertisements through geofencing 2) social media and 3) e-blasts.

Heiko Dobrikow asked Ron Moffett to present the item. Mr. Moffett shared preparations are progressing well, with a project plan in place and interest already received from the school board and technical colleges, who last year brought buses with graduating youth to the event. He noted that the steering committee would be meeting tomorrow, 11/1, to ensure all arrangements remain on track. Mr. Moffett added that the team would also leverage connections made at the upcoming Paychecks for Patriots event to promote the job fair to both employers and job seekers.

3. U.S. Small Business Association

CSBD held a meeting with Edward Fears, Director of the U.S. Small Business Administration's (SBA) Office of Disaster Recovery & Resiliency Field Operations Center who flew in from his Atlanta-based office. The purpose was to discuss partnering to support small businesses during times of disaster. SBA agreed to 1) have exhibits at CSBD job fairs 2) conduct Zoom presentations to employers at future Workforce Wednesday events and 3) provide materials to CSBD regarding disaster loans and resources, which we added to our website on a landing page for employers.

Heiko Dobrikow asked Carol Hylton to present the item.

Ms. Hylton reviewed the item.

4. CSBD All Staff Training Day

On 9/6, CSBD held its annual All Staff Training Day. Heiko Dobrikow gave an inspired welcome that energized the team. Breakout sessions covered subjects such as 1) change management 2) leading from within 3) Predictive Index and 4) included a gamified experience developed by staff called "CSBD Feud" for in-depth training on WIOA. Guest speakers Sheri Brown Grosvenor, VP of Community Impact, Community Foundation, Ojetter Smalls, Director of Member Experience and Engagement, Greater Hollywood Chamber, and Evelyn Gonzalez, Career Navigator, Broward Health provided employer testimonials and Eugen Bold, representing Commissioner Tim Ryan, underscored the impact on our customers. Staff unanimously gave a "high five" rating for the event!

Heiko Dobrikow asked Carol Hylton to present the item and praised the team's efforts in organizing the CSBD All Staff Training Day and bringing together high-performing staff members

for a day of recognition and motivation. Ms. Hylton thanked Mr. Dobrikow for his kind words and shared a video showcasing the event and expressed that the day was a meaningful celebration of the staff's dedication.

5. CSBD Value Proposition Calculators

In response to a Board recommendation, CSBD created two calculators 1) On-the-Job Training and 2) Paid Internship/Work Experience. These web-based/mobile responsive tools enable employers to input information about their work-based training or internship requirements and instantly receive an estimate of the value added to their bottom line by engaging CSBD in these services. Employers can adjust the input data to explore various scenarios and calculate different return on investment possibilities.

Heiko Dobrikow asked Mark Klincewicz to present the item. Mr. Klincewicz explained that the development of these calculators was driven by the Board's directive to shift from a "no cost" or "free" messaging to a value proposition approach. He demonstrated the calculators on the website, highlighting how they help employers see the return on investment from partnering with CSBD.

Mr. Dobrikow shared that he recently presented the calculators at the Broward County Tourism Coalition Council meeting, which allowed about 60 hospitality and tourism professionals to see the direct impact on their bottom lines. He also mentioned that Tony Ash recently used the tool with David Coddington from Bob Swindell's team, effectively demonstrating the value of CSBD's services to an employer.

6. CSBD Letter to the Maritime Industry Leaders

At the 9/16 Education and Industry Consortium meeting, guest speaker Bert Fowles, VP Marketing and Sales of IGY Marinas and Chair of the US Superyacht Association, suggested CSBD pen a letter acknowledging the important contributions of the Marine industry to our local economy. We sent a draft of the letter to Board member Lori Wheeler who provided input. The letter is an important reminder that we welcome the opportunity to serve the employers in this industry and encourages them to engage CSBD and the Marine Industries Association of South Florida to access employment services to 1) address skill gaps and 2) improve the talent pipeline and training needed for career pathways. Approved at the 9/30 Employer Services Committee meeting.

Heiko Dobrikow introduced the item and asked Ron Moffett if he had anything else to add.

Mr. Moffett explained that the document serves as a strategic "handshake" with the industry. He noted that CSBD staff would be attending the Fort Lauderdale International Boat Show to distribute the letter and introduce CSBD's services to increase awareness within the industry.

7. Eligible Training Provider (ETP) Performance

CSBD conducted its semi-annual analysis of ETP performance and found that all training programs are in compliance with the Board-mandated 70% training-related placement rate.

Heiko Dobrikow asked Ron Moffett to present the item.

Mr. Moffett reviewed the item.

8. WIOA Youth Provider Performance for Program Year (PY) 23/24

For program year (PY) 23/24 that ended on 6/30, CSBD, funded four (4) Out-of-School (OSY) and two (2) In-School Youth (ISY) programs. During their time enrolled in the programs the youth received case management, career pathway planning, occupational skills training and job readiness preparation. This Youth Performance Report provides the Youth Committee with provider performance as required under their agreements and in accordance with the Workforce Innovation and Opportunity Act (WIOA). Overall, the providers were successful during the year.

Heiko Dobrikow asked Dawn Liberta to present the item.

Ms. Liberta reviewed the item.

Rochelle Daniels added that CSBD is satisfied with the current provider performance, stating all providers have met both enrollment and performance goals, as reflected in the state reports.

9. Chamber Contract Renewals

CSBD has renewed its contracts with the 1) Greater Hollywood Chamber of Commerce for up to \$55,000 and 2) Greater Fort Lauderdale Chamber of Commerce for up to \$65,000 which serve as business intermediaries and promotes our work-based training services to their members. The chamber staff will develop commitments for work-based training in OJTs, internships, and incumbent worker training contracts. CSBD has been pleased with the services provided. The contracts will be through 9/30/25. In accordance with the governing boards' policy, we report single-item purchases of \$10,000 or more.

Heiko Dobrikow asked Carol Hylton to present the item. Ms. Hylton emphasized the value of the Chamber contracts, highlighting how beneficial they are due to the Chambers' extensive memberships and consistent promotion of CSBD's work-based training services. She stated that, with the addition of value proposition calculators, the Chambers are now equipped with enhanced resources to advocate for CSBD, frequently providing the organization with a platform at meetings and through their newsletters.

Mr. Dobrikow added that the partnership with the Chambers is vital for maintaining a strong connection to the business community, particularly small businesses, which often have the greatest need for CSBD's support. He commended the effectiveness of this collaboration in expanding awareness of CSBD's services across the local business landscape.

10. CSBD Panel Discussion at the State Workforce Professional Development Summit

As leaders in innovative workforce development, CSBD conducted a breakout panel discussion led by Carol Hylton, Barbara Cevieux, and Marie Suarez, President of the Greater Hollywood Chamber of Commerce, moderated by Mark Klinecicz at the annual State conference in Orlando. The topic focused on our successful partnership with Chambers of Commerce to further local workforce development. The session was jam packed with all levels of workforce professionals eager to learn how we coordinated the success of our Inaugural State of the Workforce Breakfast and Job Fair.

Heiko Dobrikow asked Carol Hylton to summarize the experience. Ms. Hylton shared that the Summit in Orlando gave CSBD the opportunity to showcase their successful partnerships with Chambers of Commerce in a panel discussion. Following the panel discussion, CSBD presented a video that highlighted the multifaceted collaboration with the Chambers.

11. **Workforce Professional Development Proclamation**

Mr. Eugene Bold from Commissioner Tim Ryan's office presented CSBD with a Proclamation signifying September 2024 as Workforce Development Month in recognition of the impact the professionals at CSBD have on job seekers and employers in Broward County. The presentation was made during the CSBD Hospitality and Tourism Industry Forum held on 9/18 hosted by Marie Suarez, CEO of the Greater Hollywood Chamber of Commerce, and the honorable Josh Levy, Mayor of the City of Hollywood who welcomed the attendees and spoke of CSBD's contributions to the business community and getting Broward back to work.

Heiko Dobrikow presented the item, acknowledging the Workforce Professional Development Proclamation. With Commissioner Ryan's upcoming retirement, Mr. Dobrikow highlighted the significance of his support and invited Eugen Bold to share remarks on his behalf.

Eugen Bold, representing Commissioner Ryan, expressed gratitude to Carol Hylton and the entire CSBD staff for their consistent dedication across all levels. He relayed Commissioner Ryan's commitment to CSBD and commended the organization's leadership and its role in advancing collaboration within the community.

Mr. Dobrikow thanked Mr. Bold and requested he convey CareerSource Broward's appreciation to Commissioner Ryan.

12. **CSBD Hosts Broward County Public Schools**

CSBD will host a Career Champions meeting at our South Career Center on Wednesday, 11/6. The Champions help students prepare for life after high school. We will showcase the marine and healthcare videos to gain more exposure for these industries. A tour of the center will follow 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 our recent Education and Industry Consortium meeting.

Heiko Dobrikow asked Carol Hylton to present the item. Ms. Hylton noted that approximately 50 career champions will be in attendance. She added that a similar initiative is being planned for BRACE advisors, that will take place at a different date and location.

13. **Florida Impact Honoree**

We are proud to announce that Heiko Dobrikow, our Board Chair, will be honored with the Florida Impact Award by the News Service of Florida on 12/10 in Tallahassee. This prestigious award recognizes Florida leaders who have made a significant difference in their communities and the state through corporate social responsibility. Mr. Dobrikow's dedication to servant leadership within his business and beyond has led to this well-deserved recognition. We are honored to celebrate this accomplishment with him!

Carol Hylton congratulated Heiko Dobrikow on his achievement. Mr. Dobrikow expressed his appreciation to the staff and Board.

14. **Board Member Recognition**

Cynthia Sheppard has notified CSBD that she is retiring after many years of service from the Board.

15. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 3.6 percent in July 2024. This rate was 0.5 percentage points higher than the region's year-ago rate. In July 2024, Broward County's unemployment rate was 0.2 percent less than the State's rate. Out of a labor force of 1,095,776, up 7,081 (+0.7 percent) over the year, there were 39,130 unemployed Broward County residents. The dashboard is a value-added resource allowing businesses the ability to make data-informed decisions. CSBD recently added a new economic indicator tile to the dashboard, Inflation Rate. The data presented for this tile tracks the annual inflation rate (change in general price levels) over the previous 12 months.

Heiko Dobrikow shared that he recently used the dashboard as a storytelling tool during an interview with Invest Greater Fort Lauderdale to convey insights into the local workforce. He pointed out features such as the 3.4% unemployment rate, a new inflation tile that can also assist with budget planning, and metrics showing job growth across sectors like trade, transportation, and health services.

MATTERS FROM THE CAREERSOURCE BROWARD COUNCIL OF ELECTED OFFICIALS

Eugen Bold shared that Commissioner Tim Ryan is planning to attend the December Board meeting. He also announced that Commissioner Ryan will be honored for his lifetime of public service on November 12th at 11:30 a.m. at the Broward County Commission meeting. Mr. Bold extended an open invitation for board members to attend this event.

Carol Hylton indicated that Vice Mayor Beam Furr will be replacing Commissioner Ryan on the Council. Commissioner Ryan will be recognized at December's meeting and Vice Mayor Furr will also be in attendance.

MATTERS FROM THE BROWARD WORKFORCE DEVELOPMENT BOARD CHAIR

Heiko Dobrikow reminded the Board of the ongoing toy drive, encouraging members to bring a toy to any of the one-stop centers or to the next Board meeting on December 12th.

He also announced that Board members would receive a personal invitation from him to attend "Christmas on Las Olas" on December 3rd at the rooftop terrace of the 788 building. He encouraged everyone to join, along with a guest, to celebrate the year's accomplishments and connect with other community leaders.

MATTERS FROM THE BOARD

Dr. Lisa Knowles commended Carol Hylton and the team, highlighting the significance of receiving an "A" letter grade and emphasizing the achievement that CSBD is among the leaders in performance.

Ms. Hylton thanked Dr. Knowles for her acknowledgment and indicated she would pass on the accolades to the entire team.

MATTERS FROM THE FLOOR

None.

MATTERS FROM THE PRESIDENT/CEO

Carol Hylton shared that Bob Swindell invited her, along with Tara Williams and Sandra Einhorn, to have a panel discussing the "benefits cliff" and ways to address it. She noted that the conversation was so engaging that it went off schedule due to the panelists' passion for the topic. Afterward, they continued discussions with stakeholders, including the Federal Reserve, which is exploring policy changes to mitigate the impact of the benefits cliff.

Mr. Swindell added that their partnership with the Federal Reserve Bank of Atlanta began with the Prosperity Broward initiative, aimed at enhancing economic mobility. Swindell highlighted that Raphael Bostic, President of the Atlanta Federal Reserve Bank, regards Broward County as a national benchmark in tackling economic mobility and benefits cliff issues.

Ms. Hylton added that an aviation industry forum will be held on November 7th.

ADJOURNMENT 1:44 p.m.

<p><i>THE DATE OF THE NEXT BROWARD WORKFORCE DEVELOPMENT BOARD/CAREERSOURCE BROWARD COUNCIL MEETING IS DECEMBER 12, 2024.</i></p>
--