



**Broward Workforce Development Board
Employer Services Committee**
Monday, August 3, 2026
12:30 p.m. – 2:00 p.m.

Zoom Meeting ID: 886 6480 8895
Zoom Password: 517311
Zoom Call-In: +1 646 876 9923

MEETING MINUTES

**CareerSource Broward Boardroom
2890 West Cypress Creek Road, Ft. Lauderdale, FL 33309**

The committee was reminded of the conflict-of-interest provision

ATTENDEES IN-PERSON / VIA ZOOM: Michael Goldstein, Denise Jordan, Marie Suarez, Maribel Feliciano, Paul Farren and Francois Leconte, who chaired the meeting.

STAFF: Carol Hylton, Kimberly Bryant, Tony Ash, and Sonia Harriott.

PRESENTATION

Charlene Pou, Regional Director for Apprenti, discussed the value of registered apprenticeships.

Tony Ash introduced Ms. Pou and provided a brief overview of her background and experience in workforce development and registered apprenticeships.

Ms. Pou discussed Registered Apprenticeship Programs (RAP) as an earn-and-learn model that employers can use to recruit, train, and retain talent. She noted that apprenticeships extend beyond the traditional skilled trades and can address hard-to-fill positions and skills gaps across industries, including technology, healthcare, advanced manufacturing, and emerging fields such as artificial intelligence. She explained that apprentices receive paid on-the-job training, mentorship, related technical instruction, and a nationally recognized credential.

Denise Jordan inquired about who qualifies for RAPs and how employers determine whether an employee or job candidate is appropriate for an apprenticeship program. Ms. Pou explained that apprenticeships can be used to train new hires and existing employees and are particularly useful for employers seeking to address hard-to-fill positions, skills gaps, or high turnover.

Paul Farren asked whether RAPs must follow national guidelines.

Ms. Pou explained that programs must be registered at the state or federal level and include structured on-the-job training, mentorship, related technical instruction, and a nationally recognized credential.

Michael Goldstein asked whether employers may provide their own training. Ms. Pou confirmed that employers with the necessary expertise may provide the related technical instruction or use an established training provider.

Mr. Ash noted that Doug Saenz serves as CSBD's Apprenticeship Navigator and highlighted how his assistance to a local locksmith company enabled the company to register two apprenticeship programs with the state. Ms. Pou noted that she has been working with Mr. Saenz to expand registered apprenticeship opportunities.

Mr. Leconte commended Ms. Pou on the presentation and thanked her for the information.

APPROVAL OF MINUTES

Approval of the Minutes of the 5/4 Employer Services Committee meeting.

On a motion by Paul Farren and seconded by Denise Jordan, the Employer Services Committee unanimously approved the minutes of the 5/4 meeting.

NEW BUSINESS

1. Employer Services Committee (ESC) Strategic Planning Matrix PY 26/27

Considered the approval of the ESC Strategic Planning Matrix. On 4/23, the Board held its annual planning session during which workgroups discussed strategic goals and objectives for the upcoming year. The Board approved the goals and objectives on 5/28 and staff have distributed them among the Board committees. Benchmarks for accomplishing goals are developed and tracked by each committee in a strategic planning matrix. Staff has developed proposed next steps and benchmarks for the committee to review.

Francois Leconte introduced the item, then Tony Ash reviewed the Matrix updates. He highlighted continued outreach to promote the AI Playbook, the development of a practical guide to assist small employers in establishing internship programs, and plans to expand awareness of Registered Apprenticeships through job fairs and industry forums.

Mr. Leconte asked if the internship guidebook would be tailored towards small businesses. Mr. Ash said that it would.

Maribel Feliciano offered to assist CSBD with outreach to businesses registered with Broward County to increase awareness of CSBD's workforce services.

On a motion by Marie Suarez and seconded by Paul Farren, the Employer Services Committee unanimously approved the updates to the Strategic Planning Matrix.

2. Updating the AI Playbook

CareerSource Broward's AI Playbook for Small & Medium-Sized Businesses was launched in the Spring to much success. Based on Board feedback and employer meetings, it was suggested that CSBD explore ways to keep the information up to date. The Committee is asked to approve and provide input on the proposed strategies intended to maintain the effectiveness of the AI Playbook.

Mr. Leconte introduced the item, and Mr. Ash reviewed the proposed strategies for keeping the AI Playbook current as AI technology evolves, many of which came from the Board Planning Session. The strategies include refreshing AI tools and resources as necessary, holding an AI Summit, adding interactive learning enhancements to the Playbook, such as quizzes or knowledge tests, and collaborating with education partners to explore incorporating the Playbook into existing AI coursework.

Mr. Goldstein supported a collaborative approach to the proposed AI Summit and suggested leveraging existing educational resources, including LinkedIn Learning, to provide employers with additional learning opportunities within the Playbook. Marie Suarez and Ms. Feliciano agreed with Mr. Goldstein's suggestion to pool partner resources and expertise.

Mr. Leconte thanked Mr. Goldstein, Ms. Suarez, and Ms. Feliciano for their comments and suggestions.

On a motion by Maribel Feliciano and seconded by Paul Farren, the Employer Services Committee unanimously approved the recommended strategies.

3. On-the-Job Training (OJT) Contract with 2Lyons Aerospace

Considered the approval of the entry into an OJT contract with 2Lyons Aerospace to train up to five (5) employees. Participants will receive occupational training for aviation and aerospace positions aligned with the employer's workforce needs. The contract will provide up to 90% reimbursement of participants' wages while in training, totaling up to \$60,000 through June 2027. Because Board Member Vanessa Cantave serves as President of 2Lyons Aerospace, a 2/3 vote of the Board will be required.

Tony Ash reviewed the recommendation and noted that the OJT will assist 2Lyons Aerospace in developing talent for aviation and aerospace occupations while supporting the company's continued growth in Broward County. Mr. Ash highlighted that OJT is an effective workforce solution that allows employers to train new employees to their specific operational needs while reducing onboarding costs.

On a motion by Paul Farren and seconded by Michael Goldstein, the Employer Services Committee unanimously approved entering into an OJT training contract with 2Lyons Aerospace.

4. Workforce Topics for PY 26/27 Industry Employer Forums

CSBD regularly convenes industry employer forums to gather input from employers on workforce trends, challenges, and opportunities. Committee members are asked to provide strategic direction on the workforce topics that should drive future forum discussions, ensuring they remain relevant, timely, and valuable to employers. Staff will incorporate committee feedback in planning the employer forums.

Mr. Leconte introduced the item. Mr. Ash reviewed the recommendation.

Ms. Suarez expressed support for Registered Apprenticeships as a focus of the Hospitality Employer Forum. Ms. Feliciano noted that challenges in recruiting apprentices were recently discussed at Senator Geller's Building Trades meeting, and agreed that Registered Apprenticeships are a timely topic for the industry forums. Mr. Goldstein and Ms. Jordan also supported Registered Apprenticeships as a focus for the forums.

Mr. Leconte asked staff to send him the registration information for the Hospitality Employer Forum being held on 8/5.

On a motion by Denise Jordan and seconded by Maribel Feliciano, the Employer Services Committee unanimously approved the proposed four workforce topics for the PY 2026/27 Industry Employer Forums.

REPORTS

1. Report on the Chambers - Greater Fort Lauderdale (GFLCC) and Greater Hollywood (GHCC) Contract Renewals and Performance

CSBD contracts with the GFLCC and the GHCC for business intermediary services to increase their members' awareness of our business services. This is to report on 1) the renewal contracts for the GFLCC in the amount of \$50,000 and the GHCC in the amount of \$45,000 for the CSBD Fiscal Year 26/27 and 2) the performance activities for each of the Chambers.

Mr. Ash provided an update on the Chamber partnerships. He noted that the Chambers continue to expand employer awareness of our services through industry forums, networking events, outreach campaigns, and direct engagement with their members. Mr. Ash thanked the Chambers for their continued partnership and noted that CSBD looks forward to building on these efforts during the upcoming year. Marie Suarez asked if we will be meeting to discuss the renewal contracts. Ms. Hylton replied yes, staff will be coordinating these meetings in the near future.

2. Sector Job Fair - Healthcare

On 5/5, CSBD hosted a Healthcare Industry Job Fair at the Central One-Stop Center, featuring employers with healthcare career opportunities, including Cleveland Clinic, Henderson Behavioral Health, and John Knox Village. More than 80 job seekers attended the event and met directly with hiring employers. CSBD will review placement outcomes once they become available. Both employers and job seekers provided positive feedback regarding the event.

Mr. Ash reviewed the Healthcare Industry Sector Job Fair. The healthcare job fair connected job seekers with healthcare employers, strengthened partnerships, and provided direct access to career opportunities.

Ms. Hylton noted that the approach aligned with the Board's recommendation to host smaller, sector-specific job fairs, which would enable stronger connections between employers and job seekers, resulting in a greater impact.

3. Sector Job Fair - Hospitality

CSBD held a Hospitality Industry Job Fair on 5/13 at the Central One-Stop Center, bringing together hospitality employers, including Omni Fort Lauderdale Hotel, Fort Lauderdale Marriott Harbor Beach Resort & Spa, Margaritaville Hollywood Beach Resort, and Hilton Beach House Fort Lauderdale. More than 200 job seekers attended the event to connect with employers offering a variety of career opportunities within Broward County's hospitality industry. Staff will track hiring information as it is made available.

Mr. Leconte reviewed the item.

4. Sector Job Fair - Construction

CSBD hosted a Construction Industry Job Fair on 5/21 at the Central One-Stop Center, bringing together employers, including Advanced Roofing, FG Construction, South Florida Operating Engineers, and Florida International University, with South Florida Operating Engineers and Florida International University recruiting for registered apprenticeship programs, including FIU's partnership with Moss Construction. Nearly 160 job seekers attended the event. The job fair highlighted registered apprenticeships as an important workforce pathway into the skilled trades, and both employers and job seekers provided positive feedback on the event.

Mr. Ash noted that the Construction Job Fair demonstrated how sector-based recruitment events can also promote workforce pathways, such as Registered Apprenticeships. He highlighted the opportunity for job seekers to connect directly with employers and apprenticeship programs within the industry.

5. Veterans Job Fair

CSBD held a Veterans Job Fair on 6/16 at the South One-Stop Center to connect veterans, transitioning service members, and their families with career opportunities. Twelve employers participated, and nearly 100 job seekers attended the event. Participating employers included Broward Health, Boeing, the Pembroke Pines Police Department, the Florida Department of Transportation, Hotwire Communications, and the U.S. Postal Service, among others. The job fair provided employers with access to a talented pool of candidates.

Mr. Ash indicated that the Veterans Job Fair was an opportunity to connect employers with veterans and transitioning service members whose skills and experience can translate into a variety of civilian occupations.

6. Sector Job Fair - Marine

On 6/24, CSBD hosted a targeted Marine Industry Job Fair at the Central One-Stop Center, bringing together employers including Bradford Marine, Derecktor Shipyards, the Florida Fish and Wildlife Conservation Commission, EC Ruff Marine, and the Marine Industries Association of South Florida, who recruited apprentices for their registered apprenticeship program. More than 70 job seekers attended the event to connect with employers offering career opportunities across Broward County's marine sector. Employers and job seekers alike provided positive feedback on the event.

Mr. Ash noted that the Marine Job Fair continued CSBD's sector-based approach to connecting employers with job seekers interested in industry-specific career opportunities.

7. Healthcare Industry Employer Forum

CSBD held a Healthcare Industry Employer Forum on 5/12, attended by healthcare employers and education partners. The attendees identified the need to expand training pipelines for cardiovascular technologists, radiology technicians, sterile processing technicians, and patient care technicians, as well as to strengthen AI literacy and workforce readiness across the healthcare workforce. Strategies developed focused on 1) expanding accelerated career pathways through registered apprenticeships 2) collaborating with employers and education providers to identify priority AI competencies and integrate them into workforce training programs and 3) leveraging CSBD's AI Playbook for Employers to support employer adoption and workforce readiness.

Mr. Leconte introduced the item. Mr. Ash noted that Charlene Pou served as the guest speaker at the forum and discussed how Registered Apprenticeships can assist healthcare employers in addressing workforce shortages and expanding career pathways. He added that staff will continue working with healthcare employers and

education partners to advance the strategies identified during the forum and report on progress at a future forum.

8. Marine Industry Employer Forum

CSBD, in partnership with the Greater Fort Lauderdale Chamber of Commerce, held a Marine Industry Employer Forum on 6/4, attended by marine employers and education partners. The attendees identified the need to expand workforce training opportunities, increase awareness of marine careers, and promote career advancement pathways for entry-level workers. Strategies were developed that focused on 1) expanding registered apprenticeships and stackable career pathways 2) increasing employer utilization of work-based training and 3) launching a coordinated marine careers awareness initiative to expand outreach and career exploration opportunities.

Mr. Ash noted that Registered Apprenticeships can assist marine employers in recruiting and retaining skilled talent while creating career advancement opportunities.

Ms. Jordan commended and thanked the staff for the collaboration.

9. PY 26/27 Sector-Based Job Fairs

CSBD will host sector-based job fairs throughout PY 26/27 to connect employers in Broward County's targeted industries with qualified job seekers. The job fairs will be promoted through targeted email campaigns, social media, and partnerships with Chambers of Commerce and industry associations. The schedule is subject to change, and committee members will be notified as registration information becomes available for each event.

Mr. Leconte reviewed the item.

10. Employer Services Infograph July 2025 – June 2026

CSBD hosted 103 recruitment events and job fairs during the period covered by the Infograph. Our outreach team has assisted Broward employers with approximately \$3.8 million in work-based training investments, including OJT grants, paid internships, and incumbent worker training.

Mr. Ash reviewed the Infograph. He highlighted CSBD's impact in the employer community, including services provided to more than 8,400 employers. He also highlighted employer testimonials featured in the Infograph that demonstrate the impact of CSBD's recruitment and work-based training services on local businesses.

11. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 4.5 percent in June 2026. This rate was 0.8 percentage points higher than the region's year-ago rate. In June 2026, Broward

County's unemployment rate was 0.1 percentage points lower than the State's rate. Out of a labor force of 1,074,697, down 3,903 (-0.4 percent) over the year. There were 48,855 unemployed Broward County residents. The dashboard is a value-added resource that allows businesses to make data-informed decisions.

Mr. Ash presented the unemployment data. He highlighted continued job growth in manufacturing, education/health services, and government as encouraging signs within key sectors of Broward County's economy. He noted that the dashboard provides employers with valuable information to support workforce and business decisions.

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE CHAIR

Mr. Leconte announced the expansion of his media company's studio in Sunrise and shared that the company recently received a license to expand its operations into Jacksonville. He noted that the expansions are expected to create additional employment opportunities.

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE

Ms. Jordan and Ms. Suarez commended staff on the work presented throughout the meeting and recognized the team for its continued efforts and accomplishments.

MATTERS FROM THE FLOOR

None.

MATTERS FROM THE PRESIDENT/CEO

Ms. Hylton provided an update on the Summer Youth Employment Program, noting that it is nearing completion, with nearly 1,300 youth participating. She added that some participants have received job offers as a result of their summer employment experiences.

She indicated that she just returned from the National Association of Workforce Boards (NAWB) strategic planning session. Ms. Hylton also shared our matrix template with NAWB to capture the goals and objectives developed during their session.

Ms. Hylton discussed performance recognition events were held for staff, with Board members in attendance to recognize their accomplishments. She noted that CSBD exceeded all State performance measures and that the organization's strong performance is resulting in higher benchmarks as new performance goals for us.

Ms. Hylton shared that the North Career Center lease is expiring and that CSBD will issue an RFQ to identify a broker to assist in securing a new location. She also provided an update on the Central Career Center, noting that the State has received an offer to purchase the property and if the sale goes through, they will provide sufficient time for us to relocate.

She announced that CSBD received a \$30,000 grant from the Community Foundation to assist former Spirit Airlines workers.

Ms. Hylton also announced that preparations are underway for the September All Staff Training Day.

ADJOURNMENT

1:39 P.M.

THE NEXT EMPLOYER SERVICES COMMITTEE MEETING IS SEPTEMBER 14, 2026
