



**Broward Workforce Development Board
Employer Services Committee**
Monday, May 5, 2025
12:30 p.m. – 2:00 p.m.

Zoom Meeting ID: 870 0958 5509
Zoom Password: 282159
Zoom Call-In: +1 646 876 9923

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

This meeting is being held in person.
This meeting is also accessible via a Zoom video conference.

PROTOCOL FOR TELEPHONE/ZOOM MEETING

1. Please state your name when making or seconding a motion. Such as “I move the item, and your name – “Jane Doe.” Please also identify yourself when asking a question.
2. Put your phone/microphone on mute when not speaking. Don’t forget to take it off when you wish to speak. Telephone users must press *6 to mute or unmute yourself.
3. Votes in the affirmative should be “aye” and in opposition should be “no” (delays in responding sometimes make it difficult to determine the intent of the vote).
4. Please be in a quiet area free of background noise, so we may hear you clearly when you are speaking. When using Zoom, please make sure the background is appropriate or choose one of their virtual backgrounds.
5. If you are calling and must leave the call, please don’t put your phone on hold. In some cases, we will get music or recorded messages and we will not be able to conduct business.
6. If you are using your phone for audio, please identify yourself on the screen and state the last 4 digits of the number you are calling from.
7. Please note the chat function has been disabled.

The Committee is 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.

MEETING AGENDA

IDENTIFICATION AND INTRODUCTION OF ANY UNIDENTIFIED CALLERS

PRESENTATION

Manufacturing Career Pathways Video

This video showcases the various opportunities available in the manufacturing industry and highlights careers in Welding Fabrication, Injection Molding, Quality Assurance, and Manufacturing Production due to their high demand and gaps in talent pipelines. Education and Industry Consortium Chair Matt Rocco and the South Florida Manufacturing Association participated in the production of the video.

APPROVAL OF MINUTES

Approval of the Minutes of the 3/10 Employer Services Committee meeting.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Minutes of the 3/10 meeting

Pages 9 – 14

NEW BUSINESS

1. AI Playbook for CEOs and Business Owners

Consideration of approval to procure an entity to develop a guide/playbook targeted toward our small and medium employers in Broward County who are seeking guidance in order to implement and use AI in their businesses. If approved we would set aside \$25,000 to accomplish this objective and would solicit quotes from our public and private university systems.

RECOMM	Approval
ACTION	Motion for Approval
EXHIBIT	Memo #18 – 24 (BR)

Pages 15 – 16

2. Preparing Americans for High-Paying Skilled Trade Jobs of the Future

On 4/23, the White House issued an Executive Order (EO), “Preparing Americans for High-Paying Skilled Trade Jobs of the Future” to address workforce shortages in the skilled trades. The EO is seeking to have federal workforce programs help 1) expand registered apprenticeship programs and 2) encourage the recognition of alternative credentials. CSBD’s Apprenticeship Navigator is actively working with employers and training providers to increase apprenticeship opportunities in alignment with these goals. Discussion on how CSBD can meet these goals to promote these objectives.

RECOMM	Dependent on Discussion
ACTION	Motion for Approval
EXHIBIT	Executive Order - Preparing Americans for High-Paying Skilled Trade Jobs of the Future

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3. Veterans Employment

The Florida Veterans Employment Act provides businesses with a one-time \$5,000 corporate tax credit for each veteran they hire, and an additional \$5,000 for hiring veterans with service-connected disabilities. Employers may also receive national recognition through the HIRE Vets Medallion Program for their commitment to veteran hiring and retention. CSBD’s Local Veterans Employment Representatives actively promote these incentives and assist employers with connecting to veteran talent. We are asking the committee for input on strategies to further engage employers.

RECOMM	Dependent on Discussion
ACTION	Motion for Approval
EXHIBIT	None

REPORTS

1. Artificial Intelligence Incumbent Worker Training Grant

In March, CSBD was awarded \$300,000 from FloridaCommerce to assist eligible incumbent workers whose jobs are at risk due to automation and AI advancements with upskilling and reskilling to retain employment. We are marketing the training program to employers through social media, targeted eblasts, and with our Chamber and industry association partners. We currently have over \$179,000 in training grants in the pipeline, and additional interested employers are preparing applications.

ACTION	None
EXHIBIT	None

2. Worlds of Work (WOW) Youth Career Exploration Event

CSBD, in partnership with the School Board of Broward County, hosted the 2nd Annual WOW Youth Career Exploration event on 3/10 at the Amerant Bank Arena for 9th and 10th-grade students who were able to experience a broad spectrum of career pathways through hands-on and virtual reality immersive exhibits. The exhibits were provided by our education and employer community and included interactive FBI crime scene activities, culinary activities, airplane simulators, 3D digital models and designs, respiratory mannequins, patient simulators, robots, web development, cyber security projects, drones, a 100+ ft. construction crane, a fire engine, an ambulance, and various police vehicles. Feedback from students and exhibitors has been very positive.

ACTION None
EXHIBIT [2025 WOW Video](#)

3. Learn Work Win Healthcare Industry Event

On 4/16, CSBD hosted the second of three Learn Work Win career events at the South One-Stop Center. This event spotlighted two healthcare industry experts from Memorial Healthcare who shared an informative presentation about career paths in the industry. The event was attended by over 60 job seekers. After the presentation, a mini job fair was held where Broward Health, Dermcare, and other employers recruited for positions. Job seekers also met with success coaches to discuss training opportunities through our ITA scholarships.

ACTION None
EXHIBIT None

4. Upcoming Employer Industry Forums

These events provide a valuable opportunity to convene the business community, education partners, and economic development stakeholders to collaboratively address workforce challenges in Broward County's targeted industries. Forums are planned for the 1) marine, 2) healthcare, 3) manufacturing, 4) construction, 5) hospitality, and 6) aviation sectors, with each session focused on sharing insights, identifying talent needs, and strengthening industry-aligned solutions including addressing the impacts of artificial intelligence on the workforce. Committee members are encouraged to promote the forums within their networks. Each forum will be marketed through a combination of social media, targeted email campaigns, and partnerships with the Chambers of Commerce and industry associations to ensure robust business participation. Registration information will be shared with the members as we get closer to each event.

ACTION None
EXHIBIT Schedule of 2025 Employer Forums

5. Report on Technology Industry Employer Forum

CSBD, in collaboration with the Greater Hollywood Chamber of Commerce, held a technology industry employer forum on 3/19. The objectives of the forum are to 1) discuss best practices, skill gaps, talent shortages, and training needs, and 2) identify actionable strategies to improve the local technology talent pipeline. Employers identified critical skill gaps in AI, cybersecurity, and cloud computing, as well as a need for stronger soft skills. To address these gaps, some of the strategies discussed in the forum that we are working to implement were 1) develop AI-focused training, 2) explore employer-led technology boot camps, and 3) expand mentorship through paid internships.

ACTION None
EXHIBIT Memo #14 – 24 (BR)

Pages 21 – 23

6. Apprenticeship Fair in May

CSBD is hosting an Apprenticeship Fair on 5/15 at the South One-Stop Center to connect job seekers with hands-on career opportunities in high-demand fields like construction, manufacturing, and more. Our Apprenticeship Navigator will be on-site to help employers and job seekers understand just how accessible and impactful registered apprenticeship programs can be. The event is being promoted through targeted email campaigns, social media outreach, and community partner networks to ensure strong attendance and engagement.

ACTION None
EXHIBIT [Job Seeker Flyer](#)

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7. CSBD Awarded the Laurie Moran Partnership Award

We are proud to announce that last month, CSBD was honored with the prestigious Laurie Moran Partnership Award at The Forum 2024, the National Association of Workforce Boards' annual conference attended by workforce boards from across the country. This national award recognizes outstanding collaboration, and CSBD was selected for our strategic partnerships with the Greater Fort Lauderdale Chamber of Commerce and the Greater Hollywood Chamber of Commerce. Executive Vice President of Operations Mark Klinecicz accepted the award on behalf of President/CEO Carol Hylton. This recognition underscores the power of partnership in advancing workforce development and economic prosperity. Photos from the award ceremony are linked in our social media post below.

ACTION None
EXHIBIT [Social Media Announcement](#)

8. Tobacco Free Florida

CSBD supports the state's efforts to reduce tobacco use among Floridians by promoting Tobacco Free Florida (TFF), a statewide program aimed at reducing tobacco use through education, prevention, and cessation support to our employers and job seekers. We created informational materials with a QR code and provided it to employers to share with their employees for a referral to TFF for assistance. We also share information on social media and collaborate with the Chambers, industry associations, and community partners to inform the business community. We have referred nearly 150 individuals to TFF for assistance.

ACTION None
EXHIBIT [Tobacco Free Florida Flyer](#)

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9. 2025 Paychecks For Patriots Job Fair

CSBD staff recently met with City of Tamarac officials, including Mayor Michelle Gomez, to debrief last year's record-breaking event and explore opportunities for continued partnership. The city expressed strong support for this year's job fair and offered to assist with 1) securing additional parking near the event venue and providing a shuttle service 2) providing a security firm to support crowd flow and safety and 3) reserving the nearby library as added space for employers. These enhancements will help ensure a smooth, safe, and successful experience for both employers and job seekers.

ACTION None
EXHIBIT None

10. Employer Services Infograph April 2024 – March 2025

CSBD's Employer Services Infograph was created to convey information about the delivery of our services to employers quickly and clearly through visual elements. The infograph is ideal for enhancing our storytelling and increasing the shareability of content across various platforms. CSBD hosted 65 recruitment events and job fairs during the period covered by the infograph. Also, through the outreach team, CSBD assisted Broward employers with more than \$4.7 million in work-based training investments, including OJT grants, paid internships, and incumbent worker training.

ACTION Review
EXHIBIT CSBD Employer Services Infograph

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11. Congratulations to Lori Wheeler

We are proud to share BWDB and ESC member Lori Wheeler, Vice President of the Marine Industries Association of South Florida, recently graduated from Leadership Florida's Cornerstone Class 42. Leadership Florida brings together influential leaders from across the state to engage in meaningful dialogue and drive positive change in their communities. Lori's participation highlights the caliber of leadership represented on our Board and strengthens the connection between workforce development and key industries in our region. Please join us in congratulating her on this outstanding achievement!

ACTION None
EXHIBIT None

12. Broward County Unemployment and Economic Dashboard

The unemployment rate in Broward County was 3.3 percent in March 2025. This rate was 0.4 percentage points higher than the region's year-ago rate. In March 2025, Broward County's unemployment rate was 0.2 percent less than the State's rate. Out of a labor force of 1,086,217, up 3,739 (+0.3 percent) over the year, there were 35,362 unemployed Broward County residents. The dashboard is a value-added resource, allowing businesses the ability to make data-informed decisions.

ACTION None
EXHIBITS Broward County Labor Market Information
[CareerSource Broward Dashboard](#)

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MATTERS FROM THE EMPLOYER SERVICES COMMITTEE CHAIR

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE

MATTERS FROM THE FLOOR

MATTERS FROM THE PRESIDENT/CEO

ADJOURNMENT

THE NEXT EMPLOYER SERVICES COMMITTEE MEETING IS AUGUST 4, 2025



**Broward Workforce Development Board
Employer Services Committee**
Monday, March 10, 2025
12:30 p.m. – 2:00 p.m.

Zoom Meeting ID: 828 0355 5047
Zoom Password: 154028
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 provisions.

ATTENDEES IN-PERSON / VIA ZOOM: Michael Goldstein, Denise Jordan, Vanessa Roc-Cantave, Lori Wheeler, Paul Farren, and Francois Leconte who chaired the meeting.

STAFF: Carol Hylton, Tony Ash, Ron Moffett, and Sonia Harriott.

APPROVAL OF MINUTES

Approval of the Minutes of the 1/13 meeting.

Francois Leconte introduced the minutes and asked if anyone had any questions or changes. Hearing none, Mr. Leconte asked for a motion to approve.

On a motion by Denise Jordan and seconded by Paul Farren, the Employer Services Committee unanimously approved the minutes of the 1/13 meeting.

NEW BUSINESS

1. AI's Transformative Influence and Actions to Address Its Impact

Considered approval of the actions needed to address the impact of Generative Artificial Intelligence (AI) on our business community. AI's transformative influence on employer processes is happening now. We know that many of our current workforce will need new skills and may experience job displacement. It is critical to work with employers as they embrace the efficiencies and effectiveness of AI's power to revolutionize their workplaces and help them upskill their workforce to avoid or minimize displacement. The committee is asked to share their perspectives on this important issue.

Mr. Leconte introduced the item. Tony Ash provided an overview of how AI is impacting various industries based on research conducted. He asked the committee for their input on the impacts on their respective industries and for potential strategies to address the impacts. He added that the committee is asked for approval to incorporate the feedback in the discussion at the Board Planning Session in April.

Michael Goldstein stated that his company had held 14 Microsoft events this year to educate businesses on using AI. He added that companies must delve deeper than simply learning how to enter prompts but must have a plan for implementing AI to drive performance in their organizations. Mr. Goldstein stated the importance of building policies around the use of AI within companies. He cautioned against free versions, citing security risks such as data breaches when sensitive information is uploaded.

Vanessa Roc-Cantave shared that as a small business owner, she utilizes AI to assist with employee evaluations, job postings, and business writing. She added that her business has employees whose first language is not English, so the AI tools they use are essential to improving their written communication with clients.

Carol Hylton added that BWDB Chair Jim Ryan recommended that CSBD develop an AI Guide for Employers to serve as a resource for companies that need to implement AI in their organizations. She stated that the guide would have sections related to compliance and security, reducing redundancies, HR practices such as recruiting and onboarding, and communications, to name a few. Ms. Hylton asked the committee for their feedback.

Lori Wheeler stated that the guide is a great idea, and she would like to see information included on implementation strategies and steps, specifically on how to get employees to buy in and use the AI tools that the employer has made available. She provided an example of her organization having an AI tool to help with translation for business writing for an employee for whom English was not the first language. However, the employee would not use the tool.

Denise Jordan recommended, if possible that short educational videos based on content from the AI guide be created to appeal to visual learners, as some individuals may be more receptive to watching the videos than reading the manual.

Mr. Leconte asked about the effects of the AI revolution on replacing workers. Mr. Goldstein stated that some employers will retool their workers by reskilling and upskilling them to make positive impacts in other areas of the company.

Paul Farren suggested that CSBD consider providing AI workshops to job seekers. This would be especially beneficial to individuals who reside in Broward's prosperity zip codes, who may have limited internet connectivity and have not experienced AI and its capabilities.

On a motion by Lori Wheeler and seconded by Denise Jordan, the Employer Services Committee unanimously approved the incorporation of this discussion in the Board Planning Session.

2. Industry Sessions for Job Seekers

We are asking the committee for input on ways to promote these events. CareerSource Broward will host a series of industry sessions at the One-Stop centers, offering valuable insights for job seekers. Employers and training providers will share their expertise, provide guidance, and answer questions to help job seekers successfully enter or advance in these fields. Job seekers will also have the opportunity to apply for open positions with the employers.

Mr. Leconte introduced the item. Mr. Ash stated that the events are part of our Learn Work Win series hosted in the career centers. Job seekers will gain knowledge about career pathways from a featured speaker and attend a mini, industry-related job fair after the presentation. The upcoming sessions will focus on the IT, healthcare, and hospitality industries.

Ms. Wheeler suggested partnering with the Chambers of Commerce and industry associations to market the events. She added that social media would be an effective way of reaching job seekers. Ms. Wheeler added that when it is time to hold the event for the marine industry, her organization, MIAAF, can share it through its newsletter.

Mr. Leconte agreed that it is a great idea to continue leveraging social media to market the events to job seekers.

Mr. Goldstein added that he'd like to see the events shared on the job seeker marketing side with our education partners.

On a motion by Paul Farren, seconded by Lori Wheeler, the Employer Services Committee unanimously approved the committee's strategies for promoting the Learn Work Win Industry Sessions.

3. Updates to the Employer Services Committee Strategic Planning Matrix PY 24/25

Considered to review and approve the updates to the Strategic Planning Matrix.

Mr. Leconte introduced the item and invited Mr. Ash to review the staff's progress toward completing the objectives. Mr. Ash reviewed the matrix and drew specific attention to the various benchmarks and deliverables that had been achieved.

In reference to Objective 2.2, Mr. Leconte asked if we assist small businesses in connecting with venture capital firms to raise funding. Mr. Ash stated that we provide small businesses with information for the Small Business Development Center and SCORE Broward, which can assist them with accessing funding to grow their business.

Ms. Hylton added that we work closely with the Broward County Office of Economic and Small Business Development to engage small and mid-sized businesses with our services.

Mr. Leconte thanked Mr. Ash for the thorough overview.

On a motion by Vanessa Roc-Cantave and seconded by Denise Jordan, the Employer Services Committee unanimously approved the updates to the Employer Services Committee Strategic Planning Matrix for PY 24/25.

REPORTS

1. Business Intermediary Services Contracts Update

This is to report on the business intermediary activities of the Greater Fort Lauderdale and Greater Hollywood Chambers of Commerce. CareerSource Broward entered into contracts with the 2 Chambers to expand employer awareness regarding our employer-based services.

Under the contracts, we can reach large numbers of employers much quicker and more efficiently than we can by marketing to employers one at a time.

Mr. Leconte reviewed the item. Mr. Ash explained that the contracts enable us to increase our reach in the business community. He added that the partnerships have increased our visibility, as the Chambers regularly promote our information through their newsletters, email blasts, and social media channels. He added that CSBD has also partnered with the Chambers to host industry employer forums.

2. The Source Podcast

CareerSource Broward (CSBD) is thrilled to announce the launch of The Source Podcast, a bi-monthly series delivering expert insights on workforce trends, employer services, and job seeker resources! Since kicking off in January, we've recorded three podcasts 1) SYEP 2) State of the Workforce Job Fair & Business Breakfast and 3) Worlds of Work Youth Expo—and we're just getting started! Upcoming episodes will feature 1) CSBD's Sr. Manager of Career Center Services spotlighting our job seeker services in May 2) our Vice President of Business Relations discussing the power of our services to employers in July 3) BWDB Chair Jim Ryan providing leadership perspectives in September and 4) our CSBD economist offering insights on economic and workforce trends in November. With a full calendar of exciting topics ahead, The Source Podcast is your go-to for all things workforce! It is available on our social media platforms.

Mr. Leconte reviewed the item and congratulated the team on doing a great job implementing the podcasts.

3. 2nd Annual State of the Workforce Employer Breakfast and Job Fair

On 1/29, CSBD, in partnership with the Fort Lauderdale, Hollywood, and Pompano Beach Chambers of Commerce, hosted the 2nd Annual State of the Workforce Employer Breakfast and Job Fair at the Broward County Convention Center. It was a record-breaking success, bringing over 2,200 job seekers to connect with 200 local employers. We partnered with 1) Visit Lauderdale for free parking and 2) Broward County Transit for complimentary transportation from economically distressed zip codes. In addition to social media and a live radio broadcast on 102.1FM - Voice of the Caribbean, we also had television coverage! We surveyed employers about their experience at the job fair and 100% of respondents indicated they were very satisfied or satisfied with their overall experience!

Mr. Leconte reviewed the item, and a short video of the State of the Workforce was shown.

Mr. Hylton explained that we broke our attendance record with over 2,200 job seekers in attendance. We had nearly 500 individuals utilize the complimentary transit provided by Broward County. Students from Blanche Ely High School were in attendance and were featured in the TV media broadcast from the event.

Ms. Hylton added that the success of the event was included in an application for recognition by the National Association of Workforce Boards to highlight effective collaboration between workforce boards and Chambers of Commerce.

Ms. Wheeler stated she was very impressed with the event.

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

CSBD, in partnership with the School Board, will host the 2025 Worlds of Work (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 added 1) education 2) government and 3) professional services “worlds” that will include occupations in legal services, marketing and finance/banking.

Mr. Leconte reviewed the item. Ms. Hylton stated that the WOW event will host over 1,000 9th and 10th graders. She noted that the event includes twelve different worlds/industries, with over 70 exhibitors offering an immersive experience, including flight simulators, AI robots, construction equipment, and virtual reality. Ms. Hylton added that Broward Health will bring hospital simulations with mannequins, and the FBI will attend with crime scene hands-on exhibits.

5. The Source Newsletter

CSBD created a newsletter as part of our Marketing & Communications Strategic Plan for PY 24/25. The newsletter provides elected officials, community partners, employers, and stakeholders with information on signature events such as the Paychecks for Patriots Career Fair, the Summer Youth Employment Program, and the State of the Workforce Job Fair. The aim is to increase awareness of our services and highlight CSBD’s critical role in connecting employers with job seekers.

Mr. Leconte reviewed the item and asked how the newsletter is shared. Mr. Ash stated that it is distributed via e-blasts and posted on our website and social media. Ms. Hylton added that it is emailed to the Board for them to share with their colleagues.

6. Summer Youth Employment Program (SYEP) Update

Our online Summer Youth Application Portal resulted in nearly 3,300 applications from youth interested in summer employment. Approximately 1,200 youth will be enrolled and will receive an 8-week meaningful work experience earning \$14 per hour. At this time, the employer portal is open, and we are looking for private employers, not-for-profit organizations, and municipalities to become worksites for the youth over the summer. We are asking the members to distribute the link to the flyer to their network of employers to make them aware of this once-in-a-summer opportunity!

Mr. Leconte reviewed the item and invited Ms. Hylton to provide the update. Ms. Hylton stated that we are currently processing the youth applications, and the job matching component will begin next month. She encouraged the committee to share the employer flyer with their network and to consider hosting a youth themselves.

7. Unemployment Release

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.

Mr. Leconte informed that no report is available at the moment.

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE CHAIR

None.

MATTERS FROM THE EMPLOYER SERVICES COMMITTEE

Ms. Wheeler shared that the 2nd Annual MIASF Cornhole Tournament is this month, where all proceeds go to the winning team's charity of choice. She invited all the members to attend.

MATTERS FROM THE FLOOR

None.

MATTERS FROM THE PRESIDENT/CEO

Ms. Hylton reminded the committee of the Board Planning Session on 4/24 immediately after the BWDB meeting.

ADJOURNMENT

1:40 P.M.

THE NEXT EMPLOYER SERVICES COMMITTEE MEETING IS MAY 5, 2025
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Memorandum #18 – 24 (BR)

To: Employer Services Committee
From: Carol Hylton, President/CEO
Subject: AI Playbook for CEOs and Business Owners
Date: April 30, 2025

SUMMARY

Consideration of approval to procure an entity to develop a guide / playbook targeted toward our small and medium employers in Broward County who are seeking guidance in order to implement and use AI in their businesses. If approved we would set aside \$25,000 to accomplish this objective and would solicit quotes from our public and private university systems.

BACKGROUND

Many small to mid-sized employers are aware that AI tools can make a difference in their bottom line but are uncertain about how to use AI to their advantage.

Around the country forums such as Wisconsin's 2024 AI Leadership Blueprint, which provided a workbook designed to help business leaders implement AI strategies effectively, are taking place.

DISCUSSION

To assist our local small and medium-sized employers while simultaneously taking advantage of the opportunity to introduce them to our services, including upgrading the skills of their current workforce, we would like to procure an expert in the field of AI through one of our public or private university systems to develop a guide. The guide would serve as a playbook or resource for businesses. This issue was discussed in the Employer Services Committee and Education and Industry Consortium meetings and their feedback is incorporated into the specifications for the guide. We would set aside \$25,000 toward this initiative.

If approved, we would issue a Request for Quotes (RFQ) and require:

1. A project work plan and timeline.

2. A stakeholder engagement strategy.
3. A written summary of the stakeholders' meetings.
4. That there be at least three stakeholder engagement sessions with local CEOs and business owners, to ensure the guide is responsive to the local business community.
5. Real-life examples and case studies of practical applications of AI across industries and co-opting employee use of AI tools.
6. AI in Human Resources practices such as recruiting, and onboarding.
7. Using AI to address communications.
8. Workforce alignment strategies for upskilling, reskilling, and minimizing displacement taking into consideration redundancies.
9. Decision-making models and implementation roadmaps adaptable by company size and maturity.
10. Draft and final versions of the AI Playbook in digital format.
11. Risk and ethics frameworks, security including legal and workforce-related considerations.
12. Hosting 3 post-delivery briefings or workshops with employers and CSBD staff.
13. Presentation of final deliverables to CSBD leadership.

This effort aligns with the Employer Services Committee's mission to guide employer services strategy and enhances CSBD's value to the business community.

RECOMMENDATION

Approve the issuance of an RFQ as described above.



PRESIDENTIAL ACTIONS

PREPARING AMERICANS FOR HIGH-PAYING SKILLED TRADE JOBS OF THE FUTURE

Executive Orders

April 23, 2025

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered:

Section 1. Purpose. To maximize my Administration's historic investments in America's reindustrialization and economic growth, my Administration will fully equip the American worker to produce world-class products and implement world-leading technologies. My Administration will also consolidate and streamline fragmented Federal workforce development programs that are too disconnected from propelling workers into secure, well-paying, and high-need American jobs.

Sec. 2. Policy. It is the policy of the United States to optimize and target Federal investments in workforce development to align with our country's reindustrialization needs and equip American workers to fill the growing demand for skilled trades and other occupations. My Administration will further protect and strengthen Registered Apprenticeships and build on their successes to seize new opportunities and unlock the limitless potential of the American worker.

Sec. 3. Comprehensive Worker Investment and Development Strategy. Within 90 days of the date of this order, the Secretary of Labor, the Secretary of Commerce, and the Secretary of Education shall review all Federal workforce development programs and submit to the Assistant to the President for Domestic Policy and the Director of the Office of Management and Budget a report setting forth strategies to help the American worker. That report shall identify the following:

(a) Opportunities to integrate systems and realign resources to address critical workforce needs and in-demand skills of emerging industries and companies investing in the United States as determined, to the extent permissible by law, by prospective employers. The report shall include:

- (i) administrative reforms to agency policies and programmatic requirements;
- (ii) process improvements to better the experience for program participants; and
- (iii) recommendations to further restructure and consolidate programs.

(b) Federal workforce development and education programs, or related spending within these programs, that are ineffective or otherwise fail to achieve their desired outcomes. Each identified program should be accompanied by a proposal to reform the program, redirect its funding, or eliminate it.

(c) Available statutory authorities to promote innovation and system integration in pursuit of better employment and earnings outcomes for program participants.

(d) Opportunities to invest in the upskilling of incumbent workers to meet rapidly evolving skill demands of their industries, including the use of Artificial Intelligence in the workplace.

(e) Strategies to identify alternative credentials and assessments to the 4-year college degree that can be mapped to the specific skill needs of prospective employers.

(f) Efficiencies to streamline information collection, including through:

- (i) harmonizing performance measures;
- (ii) reducing the burden on grantees; and
- (iii) ensuring that performance outcomes are measured using the most reliable data sources.

Sec. 4. Expanding Registered Apprenticeships. Within 120 days of the date of this order, the Secretary of Labor, the Secretary of Commerce, and the Secretary of Education shall submit to the Assistant to the President for Domestic Policy and the Director of the Office of Management and Budget a plan to reach and surpass 1 million new active apprentices. That plan shall identify the following:

(a) Avenues to expand Registered Apprenticeships to new industries and occupations, including high-growth and emerging sectors.

(b) Measures to scale this proven model across the country, improve its efficiency, and provide consistent support to program participants.

(c) Opportunities, including through the Carl D. Perkins Career and Technical Education (Perkins V) Act and Federal student aid, to enhance connections between the education

system and Registered Apprenticeships.

Sec. 5. Delivering Unprecedented Transparency and Accountability. The Secretary of Labor, the Secretary of Commerce, and the Secretary of Education shall improve transparency on the performance outcomes of workforce development programs and credentials supported through Federal investments, including earnings and employment data, for all Federal workforce development programs.

Sec. 6. General Provisions. (a) Nothing in this order shall be construed to impair or otherwise affect:

(i) the authority granted by law to an executive department or agency, or the head thereof; or

(ii) the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.

(b) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.

(c) This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

DONALD J. TRUMP

THE WHITE HOUSE,

April 23, 2025.

Employer Industry Forums for 2025

Date	Forum	Time	Venue
5/29	Marine	8:00-10:00	Greater Fort Lauderdale Chamber of Commerce 512 NE 3rd Ave, Fort Lauderdale, FL 33301
6/3	Healthcare	8:30-10:30	Admin Office 2890 W. Cypress Creek Road, FL 33309
6/11	Manufacturing	8:00-10:00	Admin Office 2890 W. Cypress Creek Road, FL 33309
6/17	Construction	8:00-10:00	Greater Fort Lauderdale Chamber of Commerce 512 NE 3rd Ave, Fort Lauderdale, FL 33301
7/16	Hospitality	8:00-10:00	Greater Hollywood Chamber of Commerce 330 N Federal Hwy, Hollywood, FL 33020
11/4	Aviation	8:30-10:30	Admin Office 2890 W. Cypress Creek Road, FL 33309

Memorandum #14 – 24 (BR)

To: Employer Services Committee
From: Carol Hylton, President/CEO
Subject: Report on Technology Industry Employer Forum
Date: April 24, 2025

SUMMARY

CareerSource Broward (CSBD), in collaboration with the Greater Hollywood Chamber of Commerce (GHCC), held a technology industry employer forum on 3/19. The objectives of the forum were to 1) discuss best practices, skill gaps, talent shortages, and training needs and 2) identify actionable strategies to improve the local technology talent pipeline. Employers identified critical skill gaps in AI, cybersecurity, and cloud computing, as well as a need for stronger soft skills. To address these gaps, some of the strategies discussed in the forum were 1) to develop AI-focused training, 2) to explore employer-led technology boot camps, and 3) to expand mentorship through paid internships.

BACKGROUND

On 3/19, CSBD and GHCC held an employer forum for the technology industry. The forum convened industry stakeholders to discuss workforce development challenges and opportunities.

The objectives of the forum were to:

1. Discuss skill gaps, talent shortages, and training needs in the technology sector.
2. Identify strategies to address workforce gaps and strengthen the pipeline for high-demand technology careers.

DISCUSSION

Thirty (30) individuals representing employers, educational institutions, and community partners attended the forum. A diverse group of employer representatives, including LAN Info Tech and Hotwire Communications were in attendance.

Barbara Cevieux, CSBD's technology intermediary, opened the forum with a welcome and provided an overview of CSBD and the conditions of the local labor market. After

the presentation, Glen Benjamin of LAN Info Tech and David Moadab of Solutions Squad co-facilitated a roundtable discussion on 1) the impacts of AI to the workforce and 2) current skills gaps and training needs.

The discussion covered the highly automatable roles most at risk of being disrupted by AI: administrative, data entry, and repetitive manufacturing. Reskilling solutions include encouraging workers in these fields to transition into AI-augmented roles such as Data Analysts. Additionally, training in AI tools (e.g., ChatGPT, Microsoft Copilot) should be offered to help workers enhance productivity rather than be replaced.

The following tables provide a summary of the identified skill gaps, training needs, and strategies:

Skill Gaps
Skilled professionals in artificial intelligence, data science, and analytics to meet emerging business needs.
Candidates with credentials and practical experience in cybersecurity protocols and threat prevention.
Skills related to cloud infrastructure management and DevOps practices.
Stronger soft skills like communication, problem-solving, and adaptability.

Strategies for CSBD
<p>1. AI and Emerging Tech Training—Work with public and private trainers to align training programs with employer demands in AI, machine learning, and data sciences by:</p> <ul style="list-style-type: none"> a. Conducting needs assessments with employers in the technology industry. b. Attending curriculum advisory meetings with education providers to share the results of the needs assessment. c. Reporting updated program alignment and training provider commitments to forum attendees.
<p>2. Technology Bootcamps— Explore opportunities to train new workers and upskill current workers in AI.</p> <ul style="list-style-type: none"> a. Engage with education partners to discuss the feasibility of offering AI boot camps. b. Promote the AI training through our grant opportunities and possible ITAs, if eligible. c. Using social media <ul style="list-style-type: none"> • Share data about how AI will affect entry-level roles. • Promote careers with no degree required, accelerated training, and promote real-time vacancies for these skills.
<p>3. Paid Internship—Promote mentorship through internship opportunities that connect students and job seekers with experienced professionals in the technology industry.</p>
<p>4. Lack of soft skills in both employees and job seekers.</p> <ul style="list-style-type: none"> a. Encourage schools to refer students to CareerSource Broward’s Soft Skills Training. b. Inform employers of CSBD’s soft skills workshops and encourage them to promote to all potential candidates.

CSBD is already promoting IWTs for AI training. In addition to the \$300,000 grant, we are encouraging our regular IWTs to use AI training as well.

RECOMMENDATION

None. For information purposes only.



CareerSource
BROWARD

A proud partner of the
AmericanJobCenter
network

JOIN US FOR THE REGISTERED APPRENTICESHIP FAIR

DISCOVER CAREER PATHWAYS
IN HIGH-DEMAND INDUSTRIES!



Thursday, May 15, 2025
10:00 AM – 12:00 PM

CareerSource Broward South
7550 Davie Road Extension
Hollywood, FL 33024

ARE YOU READY TO KICK-START YOUR CAREER?

Attend the **Registered Apprenticeship Fair** and explore exciting career opportunities in industries that offer hands-on training, competitive wages, and long-term growth potential.

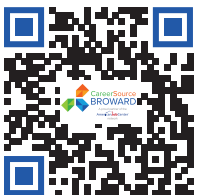
WHAT TO EXPECT:

- ✓ Meet top employers and apprenticeship sponsors
- ✓ Learn about "earn-while-you-learn" career pathways
- ✓ Network with industry professionals

WHY APPRENTICESHIP?

Apprenticeships offer hands-on experience and competitive salaries. Upon completion, you can earn **\$50K–\$80K+** annually, depending on your industry and role. Start your journey to a high-demand career today!

Don't Miss Out! Register Today To Secure Your Spot!



Visit: bit.ly/csbd-raf



The initiative referenced by this flyer is paid for by 100% federal funds through a grant totaling \$2,128,992. An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this document may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711.

QUITTING TOBACCO
ISN'T EASY.

FINDING HELP SHOULD BE.

CareerSource Broward, in partnership with Tobacco Free Florida and Nova Southeastern University, are working together to promote a healthier workforce and put you on the path to a tobacco free future!



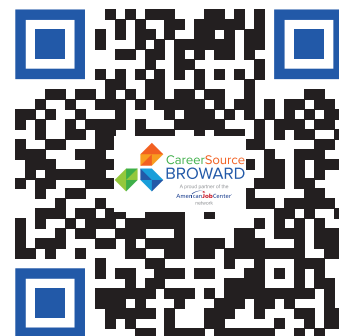
Take advantage now of the tools and services available at no cost to help you on your quit journey!

- ✓ FREE – Nicotine replacement patches, gum, or lozenges* mailed directly to you. *(if medically appropriate for those 18 years of age or older)
- ✓ FREE – expert-led sessions
- ✓ More than DOUBLE your chance of success!

To Get Started, Visit:

bit.ly/csbdtffr

SCAN QR CODE



Find us on:



APR 2024 - MAR 2025

EMPLOYER TESTIMONIAL



Adtalem Global Education – Chamberlain & Walden University - Terelle Peterson – Business Development Consultant – *"CareerSource Broward gave us the assistance we needed to expand our reach and fill key positions that had been open for months. By participating in their large-scale job fairs and posting on EmployFlorida, we were able to connect with hundreds of qualified candidates. We're immensely thankful for the support in helping us reach more people across Broward County."*

11,758 EMPLOYERS SERVED



37,406

Business services provided to employers, such as: labor market information, candidate referrals, recruitment & job fairs

24,585

New Job Openings Posted in Employ Florida

\$4,749,921
WORK-BASED TRAINING INVESTMENTS

On-the-Job Training (OJT) Program - **\$192,448**
Skills Upgrade Incumbent Worker Training (IWT) - **\$163,308**
Adult and Youth Paid Internships - **\$4,394,165**

65 Job fairs and custom recruitment events conducted, connecting employers with job seekers throughout Broward County

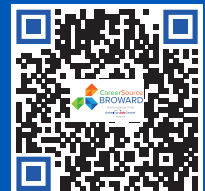
EMPLOYER TESTIMONIAL



JAFCO – Jewish Adoption and Family Care Options - David Rudolf - Director of Human Resources – *"CareerSource Broward made our recruitment process so much easier. We needed to hire 15 Summer Youth Counselors, and they helped us reach a wide pool of qualified applicants by advertising the positions and hosting a dedicated hiring event at one of their career centers. We received access to interview space and a computer room for candidates to complete online applications saved us time, energy, and resources. It was a seamless and effective way to connect with potential hires."*

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Overview of the CareerSource Broward Region
Not Seasonally Adjusted
April 18, 2025

- The unemployment rate in the CareerSource Broward region (Broward County) was 3.3 percent in March 2025. This rate was 0.4 percentage point greater than the region's year ago rate of 2.9 percent. The region's March 2025 unemployment rate was 0.2 percentage point lower than the state rate of 3.5 percent. The labor force was 1,086,217, up 3,739 (+0.3 percent) over the year. There were 35,362 unemployed residents in the region.

Fort Lauderdale-Pompano Beach-Sunrise Metro Division

- In March 2025, nonagricultural employment in the Fort Lauderdale-Pompano Beach-Sunrise MD was 932,900, an increase of 8,400 jobs (+0.9 percent) over the year.
- The Other Services (+4.7 percent); Trade, Transportation, and Utilities (+1.9 percent); Government (+1.9 percent); Leisure and Hospitality (+1.5 percent); and Manufacturing (+1.3 percent) industries grew as fast or faster in the metro area than statewide over the year.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the second highest annual job growth compared to all the metro areas in the state in the Trade, Transportation, and Utilities (+3,800 jobs) and Other Services (+1,700 jobs) industries.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the second fastest annual job growth rate compared to all the metro areas in the state in the Other Services (+4.7 percent) industry.
- The Fort Lauderdale-Pompano Beach-Sunrise MD had the third highest annual job growth compared to all the metro areas in the state in the Leisure and Hospitality (+1,500 jobs) industry.
- The industries gaining jobs over the year were Trade, Transportation, and Utilities (+3,800 jobs); Education and Health Services (+2,400 jobs); Government (+2,100 jobs); Other Services (+1,700 jobs); Leisure and Hospitality (+1,500 jobs); and Manufacturing (+400 jobs).
- The industries losing jobs over the year were Professional and Business Services (-2,100 jobs); Financial Activities (-700 jobs); Information (-600 jobs); and Construction (-100 jobs).

Note: All data are subject to revision.

Source: Florida Department of Commerce, Bureau of Workforce Statistics and Economic Research.

Unemployment Rates (not seasonally adjusted)	Mar-25	Feb-25	Mar-24
CareerSource Broward (Broward County)	3.3%	3.5%	2.9%
Florida	3.5%	3.7%	3.1%
United States	4.2%	4.5%	3.9%

Nonagricultural Employment by Industry (not seasonally adjusted)	Ft. Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division				Florida			
	Mar-25	Mar-24	change	percent change	Mar-25	Mar-24	change	percent change
Total Employment	932,900	924,500	8,400	0.9	10,079,700	9,947,100	132,600	1.3
Mining and Logging	#N/A	#N/A	#N/A	#N/A	5,700	5,700	0	0.0
Construction	53,500	53,600	-100	-0.2	653,400	645,200	8,200	1.3
Manufacturing	32,300	31,900	400	1.3	434,400	428,700	5,700	1.3
Trade, Transportation, and Utilities	207,000	203,200	3,800	1.9	2,010,800	1,981,500	29,300	1.5
Wholesale Trade	55,800	53,600	2,200	4.1	404,800	395,900	8,900	2.2
Retail Trade	109,800	107,300	2,500	2.3	1,165,400	1,153,700	11,700	1.0
Transportation, Warehousing, and Utilities	41,400	42,300	-900	-2.1	440,600	431,900	8,700	2.0
Information	19,800	20,400	-600	-2.9	160,000	159,200	800	0.5
Financial Activities	73,600	74,300	-700	-0.9	688,900	684,400	4,500	0.7
Professional and Business Services	171,500	173,600	-2,100	-1.2	1,618,500	1,612,700	5,800	0.4
Education and Health Services	124,200	121,800	2,400	2.0	1,572,600	1,526,500	46,100	3.0
Leisure and Hospitality	101,700	100,200	1,500	1.5	1,353,900	1,354,100	-200	0.0
Other Services	37,900	36,200	1,700	4.7	389,100	379,200	9,900	2.6
Government	111,300	109,200	2,100	1.9	1,192,400	1,169,900	22,500	1.9

Population	2024	2023	change	percent change
CareerSource Broward (Broward County)	2,037,472	2,002,786	34,686	1.7
Florida	23,372,215	22,904,868	467,347	2.0

Average Annual Wage	2023	2022	change	percent change
CareerSource Broward (Broward County)	\$69,239	\$66,749	\$2,490	3.7
Florida	\$66,447	\$63,783	\$2,664	4.2

Note: All data are subject to revision.

Source: Florida Department of Commerce, Bureau of Workforce Statistics and Economic Research.