

# Meeting the needs of the business community

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# Role of the local Board

- Private Sector Lead (Chair and Majority)
  - C-level executives
  - Representative of local employers
  - Nominated by business groups
- Dual customer approach
  - Business is the primary customer
- Find out what the customer needs
- Broker of community services
  - Education and Training
  - Support services

# Serving Business Needs

- Business needs are changing at exponential rates
- Many of the most desirable jobs didn't exist 5 years ago.
- We are educating today for jobs that don't exist yet.  
Chamber estimates that for kids entering school 80% of jobs they will have do not exist yet.
- Employers are the customer of our products.

# Meeting Employer Needs (con't)

- LMI (Salary info and job descriptions) and surveys
- Certify occupations in demand
- Linkage with Economic Development
  - Working with Chambers, Community and Economic Development partners and Industry Associations.
- Intermediaries
- Industry Forums
- Career Fairs (general and specific) and on site recruitments
- Job postings and review of job listings
- Use of skills testing like TORQ and E-Skills

# Assuring Training meets Employer needs

- Review ITA training providers to assure training is relevant and has an ROI
- Performance
  - Reporting to FETPIP
  - Tracking training related placements
- Industry based and Customized training
  - On the Job Training
  - Incumbent Worker Training (state and local)
  - Classroom sized training

# So what do they need?

- Some occupational skills depending on region and economy e.g. coding, construction skills, welding, machining, nurses and other health care professionals.
- Soft skills (essential skills, job retention and advancement skills). Soft Skills consortium
- Company specific training
  - Internships and how to do internships
  - Internship portal (local and state) and “tool box”
- Hybrid jobs require hybrid degrees.

# Partnership with DOE

- 5 different groups
  - VR, CTACE, State colleges, ELC, K12
- Represented on the LWIB and committees
- Local directors serve on ELC (including committees)
- We are a funder especially for disadvantaged and talent recruiters for instructional and non instructional staff

# Vocational Rehabilitation

- Co-location in one center
- Chapter 31 veterans services
- Employment Network under Ticket To Work
- Vendor agreement
- Partnership plus
- Pre-placement training
- Work Incentive Program Assistance
- Disability Employment Initiative, SFBLN, Disability Employer Seminars and Connections (Disability Resources) Events

# Career Technical Adult and Community Education and High Schools

- Individual Training Accounts for poor and barriered
- Operates in School (200) and Out of School (155) Programs
- School Career fairs
- Interviewing Skills (high schools)
- Brace advisors monthly meetings
- SYEP site
- Work with school board on “dropout definition” under WIOA

# Broward College

- ITA
- Department of Commerce (entrepreneurial training)
- 150 Out of School Youth
- Trained placement staff on placement strategies and EFM
- Conveners to connect with employers needing training
- Manufacturing Job Fair (several times)
- Internship portal employer tool kit
- Membership on employer advisory committees

# K-12

- Incumbent training program for teaching certificate (100) and have done it several times over the last 10 years.
- Onsite recruitments for Bus Drivers
- Instructional personnel job fair
- Membership on many committees from soft skills to Graduation Rates of Black Males
- Presented at career fairs
- Work Experience for youth in career academies