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Annual
Equal Employment Opportunities
Report

October 2023 – September 2024

BROWARD EDUCATION COMMUNICATIONS NETWORK
6600 SW Nova Drive
Fort Lauderdale, Florida 33317

WBEC-TV & WKPX(FM)
Equal Employment Opportunities Report
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I. Vacancies Filled During the Period

WBEC-TV & WKPX(FM) are licensed to the School Board of Broward County, FL. The School Board Human Resource Division is responsible for overseeing Station recruitment and hiring practices. The Department of EEO is responsible for the development and the implementation of the EEO policies. These policies require that all full-time positions be advertised broadly and that searches adhere to formal and strict EEO guidelines.

The following is the list of the full-time vacancies listed during the reported period, as well as the number of the candidates who applied and were interviewed:

Date	Position	Applied	Interviewed
9/9/24	Electronic Technician – Journeyman	4 (to date)	None - ad not closed

The following is the list of the full-time vacancies listed for the reported period, as well as the recruitment sources used for each listing, the number of interviewees generated from each source and the source from which the hired employee learned about the respective vacancy:

Position	Sources & Referred interviewees (bold for source of hire)
Electronic Technician – Journeyman*	Success Factors (BCPS Recruitment System)(0)*, Indeed(0)*, LinkedIn(0)*, ZipRecruiter(0)*

* / No Interviews or hire as of time of reporting

II. Resources for Employment Vacancies' Advertising

Recruitment Sources used during the reporting period

The School Board is the largest employer in Broward County Florida, and one the largest within the state of Florida. As such, its website job listings are reviewed locally and nationally by those seeking employment, and The School District and its employment units receive a healthy number of applicants from job listings posted on its website.

School Board of Broward County, Florida

www.browardschools.com

When Job listings on the district's website fail to get sufficient numbers of applicants, the posting will be relisted on the websites of sources from the source list that are deemed relevant to the available position.

Listed below are some of the sources the School Board of Broward County has used as appropriate in the past to advertise employment vacancies in print and/or on-line in print and/or internet postings:

Chronicle of Higher Education-Chronicle Careers

<http://chronicle.com/jobs/>

DBM Job Scout

<http://dbm.careercast.com>

Education Week

www.edweek.org

Florida Engineering Society

www.fleng.org

Great School Jobs

<http://greatschooljobs.com>

IFMA - International Facility Management Association

<http://www.ifma.org/>

iHireBroadcasting

www.ihirebroadcasting.com

Indeed

www.indeed.com

LinkedIn

www.linkedin.com

Miami Herald and el Nuevo Herald

www.careerbuilder.com

Monster Jobs

<http://www.monster.com/>

National Association of Broadcasters

www.nab.org

Palm Beach Post

www.palmbeachpost.com

[m](#)

School Social Work Association of America

www.sswaa.org

**Society of Broadcast
Engineers**

<http://sbe.org>

Sun-Sentinel Newspaper

www.careerbuilder.com

TV Jobs

www.tvjobs.com

Recruitment Initiatives

Participation in job fairs:

When appropriate, Administrative staff participates in different job fairs and expos hosted or attended by the School Board Personnel and Human Resources Department. The following is a list of recruitment events that the School Board hosted or participated in:

1. July 27, 2024 – BCPS Career Fair at Western High School
2. September 30, 2024 – Broward County College & Career Fair at Nova Southeastern University

Training Programs for Employee Skill Development

Engineering Technical Skills Training Program – Available to station employees desiring to apply for Engineering positions at the station or at outside broadcast entities. Participants shadow station engineers and are trained on engineering skills essential for radio and television broadcast station operation and maintenance. Women are especially encouraged to learn engineering skills to help fulfill a shortage of female representation in the field.

Management EEO Training

Each Year the Districts Equity Team works with management in every department in the School District regarding setting goals for equity and diversity and assessing past departmental efforts. The Equity Team works with BECON Managers in keeping them up to date on internal EEO policies, practices and issues and any changes related to EEO rules and regulations.

Internships

Broward Teen News: offers television production students in district middle and high schools the opportunity in a quarterly 30-minute fast-paced, teen-produced news program featuring student activities and accomplishments. **Broward Teen News** is produced entirely by students who receive hands-on experience with the latest digital television equipment as well as showcase their talents, which include: reporting, videography, writing, and editing. The internship program is also offered through BECON.

Sports Blitz: is a sports-related 30-minute fast-paced show that highlights the spectacular athletes and events that take place in South Florida. The show provides student participants with the opportunity to produce a number of segments designed to both inform and entertain and is produced entirely by very enthusiastic students who receive hands-on experience with the latest digital television equipment as well as showcase their talents, which include: reporting, videography, writing, and editing.

Short Cuts Internship Program: offers internships in the field of Media Production and film production and the opportunity to work for our television program, Short Cuts. The program is a 30-minute television show featuring high school student-produced short films. Short Cuts gives these student filmmakers the opportunity to showcase their media creations and also offers experience with the latest digital television equipment. The internship program accepts self-motivated, creative interns, preferably with some experience in editing and production. This internship is hands-on with students expected to oversee and produce the television show. Duties include scheduling, coordinating with the schools and student filmmakers, videotaping, scriptwriting, all post-production, editing and social media marketing of the show and films.

School Duel Internship Program: offers internships in the field of Media Production and the opportunity to work for our television program, School Duel. The program is a 30-minute academic television quiz show featuring competing high schools from Miami-Dade, Broward and Palm Beach counties. The internship program accepts self-motivated, creative interns, preferably with some experience in production. This internship is hands-on, with duties including videotaping, camera operating, lighting and working with the BECON-TV crew in the taping of the show.

BECON/ McFatter Tech Partnership: The Broward Education Communications Network provides continuous training and the use of facilities in the field of Broadcast TV Production for McFatter Technical School Tv Production students. In a unique partnership with McFatter High School and Adult Education Center, BECON allows the TV Production classes to train on its state-of-the-art broadcast equipment as well as work with the crew during programs that are produced at BECON. This partnership provides an outlet for the broadcasting students to learn from professionals about the process of TV Production and use of the equipment.

CTACE/BECON-TV Paid Summer Internship Program: BECON-TV proudly serves as a host site for the BCPS CTACE (Career, Technical, Adult & Community Education) Paid Summer Internship Program. Named "Liftoff," this program is designed to prepare rising high school seniors for the professional world while supporting local businesses. It connects talented students with quality employers, offering hands-on learning experiences. At BECON-TV, interns gain practical experience in media and film production, working directly at our television station. Students are actively involved in producing content for broadcast, taking on roles such as coordinating producer, video editor, videographer, script writer, researcher, and media content creator for a variety of television programs aired on our channel.

The above-described partnerships have proved to be extremely valuable for the students involved. Students receive extensive "real world" experience that proves vital when searching for employment in this competitive field.