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**WBEC-TV**  
BOCA RATON/FT. LAUDERDALE

&

**WKPX (FM)**  
SUNRISE, FLORIDA

**1 (877) TV BECON**

**WBEC-TV, Channel 63.1 DTV-25**  
**Boca Raton/ Fort Lauderdale, FL**

&

**WKPX (FM), Channel 203 88.5 MHz**

**Annual**  
**Equal Employment Opportunities**  
**Report**

**October 2024 – September 2025**

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

**WBEC-TV & WKPX(FM)**  
**Equal Employment Opportunities Report**  
**October 2024 - September 2025**

**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 for the reported period, as well as the number of the candidates who applied and were interviewed:

<b>Date</b>	<b>Position</b>	<b>Applied</b>	<b>Interviewed</b>
11/1/24	TV Broadcast Engineer I	16	6
1/13/25	Electronic Technician - Journeyman	6	3

The info below is the list of the recruitment sources for the positions above. The source which the hired employees learned about the respective vacancy is marked in bold:

<b>Position</b>	<b>Recruitment Source for Hired</b>
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TV Broadcast Engineer I	<b>Careers.browardschools.com (HRConnect)</b> , Indeed, LinkedIn, Broward Career Fair
Electronic Technician - Journeyman	<b>Careers.browardschools.com (HRConnect)</b> , Indeed, FaceBook

**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 of 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](http://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. In the case of the full-time position listings contained within this report, no secondary postings were deemed necessary.

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/>

### **Education Week**

[www.edweek.org](http://www.edweek.org)

### **Florida Engineering Society**

[www.fleng.org](http://www.fleng.org)

### **Great School Jobs**

<http://greatschooljobs.com>

### **IFMA - International Facility Management Association**

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

### **iHireBroadcasting**

[www.ihirebroadcasting.com](http://www.ihirebroadcasting.com)

### **Indeed**

[www.indeed.com](http://www.indeed.com)

### **LinkedIn**

[www.linkedin.com](http://www.linkedin.com)

### **Miami Herald and el Nuevo Herald**

[www.careerbuilder.com](http://www.careerbuilder.com)

### **Monster Jobs**

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

### **National Association of Broadcasters**

[www.nab.org](http://www.nab.org)

### **Palm Beach Post**

[www.palmbeachpost.com](http://www.palmbeachpost.com)

[m](#)

### **School Social Work Association of America**

[www.sswaa.org](http://www.sswaa.org)

### **Society of Broadcast**

### **Engineers**

<http://sbe.org>

### **Sun-Sentinel Newspaper**

[www.careerbuilder.com](http://www.careerbuilder.com)

### **TV Jobs**

[www.tvjobs.com](http://www.tvjobs.com)

## **Recruitment Initiatives**

### **Participation in job fairs:**

When appropriate, Administrative staff participate 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:

#### **CareerSource State of the Workforce Career Fair**

January 29, 2025

#### **Sheridan Technical College Career Fair**

April 16, 2025

#### **Fort Lauderdale Career Fair**

May 28, 2025

#### **Broward County Public Schools Career Fair**

July 16, 2025

#### **Back to School Career Fair**

July 22, 2025

## **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 the school 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. This past year there were 4 student executive producers and 6-8 additional student producers that worked with the student executive producers.

**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 several 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. There were 4 student interns last year working on Sports Blitz duties.

**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. There were 3 student interns last year working on Short Cuts duties.

**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. There were 19 student interns that worked on the production of the show this past year.

**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. There were 16 student interns that worked on various productions this past year.

**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. BECON-TV had 11 student interns this past summer.

**Equipment Library for Students:** BECON-TV and Short Cuts/BTN are proud to provide students with access to a wide range of professional production equipment, much of it generously donated by our sponsors, partners, and the very brands that create this gear. From cameras and lighting to audio and support equipment, students can borrow the tools they need to bring their stories to life at no cost. This program makes it possible for young filmmakers, broadcast journalists and media creators to gain hands-on experience with industry-standard equipment that many would not otherwise have access to. Last year alone, approximately 250 different student crews borrowed gear, giving them the resources to create, experiment, and grow as future media professionals. Of the 250 different student crews that borrowed equipment, about 100 of them received an individual lesson from a BECON TV Executive Producer teaching them how to use the equipment and were given insight and advice on production techniques.

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.

**TV Station Tours:** BECON-TV offers tours of our TV station to schools and civic organizations by one of our Executive Producers. The tour groups are given an overview of the BECON-TV Broadcast and Production Operations. Below are the tours that were given during this period:

- 10/25/24 BECON-TV hosted Broward School District teachers attending workshop
- 10/30/24 BECON-TV hosted Boca Raton High - teacher & students
- 10/31/24 BECON-TV hosted Boca Raton High - teacher & students
- 12/12/24 BECON-TV hosted Renaissance Elementary - teacher, & students
- 12/19/24 BECON-TV hosted Davie Elementary - teacher, chaperones, & students
- 01/30/25 BECON-TV hosted Tropical Elementary - teacher, chaperones & students
- 02/21/25 BECON-TV hosted Individual teacher tour request
- 04/22/25 BECON-TV hosted City of Hollywood Leadership Media Day

**School Visits/Lessons:** Through our TV program Short Cuts, BECON-TV visited **10 BCPS** schools and TV/Film/media production classes and **23** schools in total this past year and over **45** individual classes- giving lessons and workshops impacting a total of approximately 1000+ students. BECON-TV also presented workshops/lessons for high school and middle school students and teachers at **7** different events and conferences. Including for the National Academy of Television Arts and Sciences Suncoast Chapter, The Florida Scholastic Press Association District and State Conferences and the Student Television Network convention for approximately **400+** students.