

Hans Dorval, Ed.D.

| () | Dr.Dorval@outlook.com

Palm Beach County Board of County Commissioners

301 N. Olive Avenue
West Palm Beach, FL 33401

RE: Letter of Intent – County Administrator Position

Dear Honorable Members of the Board,

I am writing to formally express my intent to be considered for the position of **County Administrator** for Palm Beach County. As a mission-driven public servant, executive strategist, and systems-level thinker, I am prepared to lead one of Florida's most dynamic counties with a deep commitment to operational excellence, equity, and community-centered governance.

With more than 15 years of progressive leadership in public administration, workforce development, education, and government operations, I have consistently demonstrated the capacity to build, scale, and sustain initiatives that promote economic mobility, fiscal responsibility, and cross-sector collaboration. Currently, I serve as the **Senior Workforce Training and Development Coordinator** for Broward County's Office of Economic and Small Business Development. I manage apprenticeship and workforce investment programs across a portfolio exceeding \$1 billion in federal and local funding. My efforts have directly contributed to regional strategies that reduce poverty, close equity gaps, and increase employment in high-growth sectors.

I hold a Doctorate in Organizational Leadership with a concentration in Human Resource Development. I am a practitioner of Improvement Science—using this framework to co-design data-informed solutions with stakeholders, ensuring that policies and programs are impactful and responsive. My leadership philosophy is rooted in adaptive servant leadership, collaborative governance, and systems improvement. These principles have allowed me to effectively work with elected officials, legal teams, economic development partners, municipal governments, and community-based organizations to drive results.

Palm Beach County is at a pivotal moment in its history, and I am inspired by the opportunity to help shape its future. I believe the next County Administrator must possess operational acumen, political astuteness, cultural competency, vision, and a heart for public service. As a South Florida native of Haitian descent, I understand the unique fabric of this region and bring a voice that reflects its diversity, resilience, and untapped potential.

I welcome the opportunity to discuss further how my experience, leadership, and commitment align with your strategic vision for Palm Beach County. Thank you for considering my candidacy. I am ready to serve with integrity, innovation, and excellence.

With sincere intent,

Dr. Hans Dorval, Ed.D.

Dr. Hans Dorval

– () – Dr.Dorval@outlook.com

SUMMARY

Dynamic higher education and community development professional with a proven track record in strategic workforce development, program innovation, and economic mobility initiatives. Adept at designing research-based workforce programming that fosters cultural intelligence, inclusiveness, and equity in employment and education. Extensive experience in portfolio project management, workforce leadership, and data-driven decision-making, ensuring measurable improvements in workforce training, apprenticeship expansion, and job placement outcomes. As an Improvement Science Guru, leveraging evidence-based methodologies, continuous process improvement, and performance metrics to drive operational efficiency, workforce program success, and systemic change. Recognized for integrating improvement science principles into workforce strategy, creating scalable solutions that bridge skills gaps, enhance economic growth, and increase employment opportunities.

Key Skills & Competencies

- **Bilingual Advocacy & Community Engagement:** Fluent in Haitian Creole, serving as a cultural liaison and advocate for marginalized and underrepresented communities, ensuring equitable access to education, workforce training, and economic mobility opportunities.
- **Innovative Curriculum Development & Dynamic Presentation:** Designed and delivered high-impact workforce training programs, equipping diverse learners with real-world skills in entrepreneurship, career readiness, and industry-specific competencies.
- **Strategic Project Management & Seamless Onboarding:** Led multi-million-dollar workforce initiatives, streamlining onboarding processes to efficiently integrate apprentices, employees, and workforce trainees into job placements.
- **Expertise in Enterprise & Governmental Systems:** Proficient in CID, Workday, Microsoft Office Suite, Banner, CRM (Customer Relationship Management), ERP (Enterprise Resource Planning), SAP Employee Central Sustainability Tracking, FAFSA, and PeopleSoft, B2G, Periscope, LCP Tracker, optimizing operational efficiency and data-driven decision-making.
- **High-Impact Training & Development:** Specializing in conflict resolution, soft skills enhancement, onboarding methodologies, growth mindset implementation, and improvement science, fostering a resilient, adaptable workforce.
- **Improvement Science Guru:** Applied evidence-based improvement strategies to drive organizational efficiency, workforce program success, and systemic change, utilizing data analytics and continuous process improvement to enhance workforce outcomes.
- **Workforce Training & Job Development:** Designed and facilitated workforce development programs that have successfully placed over 1,000 job seekers in high-demand industries, ensuring sustainable employment and career growth.
- **Enrollment & Student Retention Expertise:** Extensive experience in domestic and international enrollment processes, including visa, residency, and immigration compliance, achieving record-high student retention rates.
- **Interdepartmental Collaboration & Bottleneck Resolution:** As a cross-functional

strategist, I dismantle siloed communication barriers between departments to enhance program effectiveness and efficiency.

- **Educational Consultancy & Program Design:** Provided expert guidance in developing customized educational programs, driving measurable improvements in student success and workforce readiness.
- **Mentorship & Volunteer Network Development:** Built and sustained large-scale mentorship and volunteer initiatives, empowering individuals to achieve career milestones and community impact.
- **Performance Gap Analysis & Continuous Improvement:** Conducted data-driven performance evaluations, identifying gaps in workforce training and education programs and implementing targeted solutions to optimize outcomes.
- **Government Contract Administration & Compliance:** Managed complex government contracts, ensuring full compliance with federal, state, and county procurement standards, securing funding, and expanding workforce initiatives.
- **Learning Program Design & Implementation:** Proven ability to assess organizational training needs, design competency-based learning initiatives, and implement scalable programs that enhance workforce performance, support employee development, and align with strategic goals.

PROFESSIONAL EXPERIENCE

Workforce Training and Development

- **Federal and County Workforce Initiatives:** Led strategic workforce development programs aligned with Workforce Innovation and Opportunity Act (WIOA) guidelines and Broward County economic growth objectives, impacting over 5,000 job seekers annually.
- **Construction Apprenticeship and Workforce Investment Programs:** Managed National Apprenticeship Act-funded apprenticeship programs, collaborating with Broward County Construction Program to create pathways for over 500 apprentices, addressing the local skilled labor shortage.
- **Broward County Workforce Investment Programs:** Partnered with Broward County leadership to expand training initiatives in construction, healthcare, IT, and skilled trades, aligning programs with economic growth strategies to ensure long-term sustainability and job placement success.
- **Program Development and Expansion:** Spearheaded workforce investment programs targeting high-demand industries, successfully launching four new apprenticeship tracks and increasing participant enrollment by 40%.
- **Contract Solicitation, Legal Compliance, and Administration:** Oversaw contract development, solicitation, and administration, ensuring compliance with county procurement policies, federal labor laws, and Equal Employment Opportunity (EEO) standards. Managed contracts exceeding \$799,000 in federally funded initiatives.
- **Policy Development and Advocacy:** Provided expertise on the Fair Labor Standards Act (FLSA), Davis-Bacon Act, and state labor laws, advising county leadership on compliance, contract oversight, and risk mitigation, influencing policies that improved contractor hiring practices.
- **Federal and State Reporting:** Managed workforce program evaluations and compliance reports for the U.S. Department of Labor (DOL), Florida Department of Economic

Opportunity (DEO), and local workforce boards, ensuring a 100% compliance rate in audits.

- **Grant Acquisition and Program Expansion:** Secured over \$1 million in federal and state funding to sustain and scale workforce training programs, ensuring fiscal responsibility and program sustainability.
- **Strategic Partnerships:** Developed and strengthened relationships with CareerSource Florida, Broward County Economic Development, municipal partners, and private-sector employers, establishing legal agreements and MOUs to support workforce initiatives and increase placement rates by 35%.

Instruction and Presenting

- **Workforce Training Instruction:** Delivered federally aligned workforce development curricula, focusing on employability skills, entrepreneurship, and job placement strategies, training over 1,000 job seekers annually.
- **Broward County Schools Career Education:** Conducted career readiness presentations across all Broward County high schools, educating students on career pathways, military service, skilled trades, post-secondary education, and entrepreneurship, impacting over 10,000 students countywide.
- **Customized Legal and Compliance Training:** Designed training workshops covering federal workforce policies, labor laws, and contractor compliance regulations, educating over 200 employers and program administrators.
- **Public Speaking and Advocacy:** Represented workforce development programs at local, state, and national conferences, advocating for workforce policy improvements and economic mobility initiatives.
- **Community Engagement:** Provided keynote speeches and career development workshops to K-12 students, adult learners, and community organizations, ensuring accessibility to career advancement opportunities.

Project Management

- **Portfolio Project Management:** Oversaw six major workforce programs, including Promise Neighborhood Federal Grant and Broward UP, managing a \$799,000 budget for economic mobility initiatives, digital inclusion, and workforce training.
- **Federal Program Oversight:** Ensured adherence to WIOA, Federal Acquisition Regulations (FAR), and other federal statutes in workforce development projects, securing funding and ensuring regulatory compliance.
- **Contract and Grant Compliance:** Supervised contracts under federally funded workforce programs, ensuring alignment with federal procurement processes and contractual obligations, leading to a 15% increase in program efficiency.
- **Workforce Program Auditing and Risk Management:** Conducted internal audits to ensure compliance with federal and county workforce regulations, providing risk assessments and corrective action plans that mitigated compliance risks by 40%.
- **Performance Metrics and Reporting:** Implemented data-driven strategies to track program performance, improving participant job placement rates by 30% and increasing employer engagement by 25%.

Leadership

- **Adaptive Situational Servant Leadership:** Applied an adaptive leadership model, responding to changing workforce needs, empowering teams, and fostering strong stakeholder engagement.

- County and Federal Workforce Leadership: Directed county-wide workforce initiatives in collaboration with federal agencies, securing funding and ensuring regulatory compliance across multiple programs.
- Legislative Advocacy: Engaged with local and state lawmakers to advocate for workforce legislation, apprenticeship expansion, and economic development initiatives for underserved communities, contributing to two new workforce policies supporting job training initiatives.
- Cross-Agency Leadership: Led interdepartmental collaboration with economic development, education, and social services agencies, ensuring alignment of workforce programs with broader financial goals.
- Mentorship and Team Development: Supervised and mentored teams of workforce specialists and project managers, fostering leadership skills and enhancing program outcomes.
- Educational Outreach Leadership: Designed and led workforce education programs for K-12, college students, and adult learners, ensuring alignment with local labor market demands and policy initiatives.

Case Management

- Integrated Case Management in Workforce Programs: Developed and implemented case management models for all workforce programs, ensuring wraparound services for participants in apprenticeship, reentry, and economic mobility initiatives.
- Workforce Case Management and Compliance: Managed case files for workforce participants, ensuring compliance with HIPAA, FERPA, and employment regulations, with complete documentation and accountability.
- Interagency Collaboration: Coordinated workforce services with government agencies, legal advisors, and community partners, assisting participants facing legal or employment barriers and facilitating over 300 successful reentry job placements for justice-involved individuals.
- Individualized Workforce Development Plans: Designed and implemented customized career pathways, helping 85% of participants achieve employment or advanced training within six months.

PROFESSIONAL EXPERIENCE

Broward County Government	11/2024- Present
<i>Office of Economic and Small Business Development</i>	
<i>Senior Workforce Training and Development Coordinator</i>	
Broward College, Fort Lauderdale, FL	
<i>Community Support Coordinator</i>	10/2023-11/2024
<i>Career Pathway Navigator</i>	4/2020-10/2023
<i>Admissions Officer</i>	4/2018-4/2020
Boys and Girls Club of Broward County, Site Coordinator	1/2017-8/2017
Broward County Public Schools, Teacher	12/2015-1/2018
International Education Corporation, Associate Director of Admissions	5/2013-12/2015
Kaplan University, Student Success Advisor	9/2011-5/2013
Workforce One Northside Youth Co-Op, Job Developer	5/2010-9/2011

PROFESSIONAL & CIVIC ENGAGEMENT

Phi Beta Sigma Incorporated, Member 4/2006-Present

Alpha Eta Chapter Incorporated Inducted/ Graduate Chapter: Gamma Gamma Sigma

Entrepreneurial Learning Initiative, Certified Entrepreneurial Mindset Facilitator 4/2020-Present

Association of Training Development (ATD), Member 4/2023-Present
Toast Masters

EDUCATION

Doctor of Education - Barry University, Organizational Leadership, specialized in Human Resource Development, *Dissertation in Practice: The Career Pathway Navigators Personalized Approach*

Master of Public Administration - Kaplan University

Bachelor of Science in Health Science - Florida A&M University