

CSCF ANNUAL BUDGET: July 1, 2023 – June 30, 2024

Our Agenda

01 | Full Year Budget
2023 - 2024

02 | Strategic
Priorities and
Goals

03 | Compensation
Statistics and
Costs

04 | General and
Administrative

05 | Summary

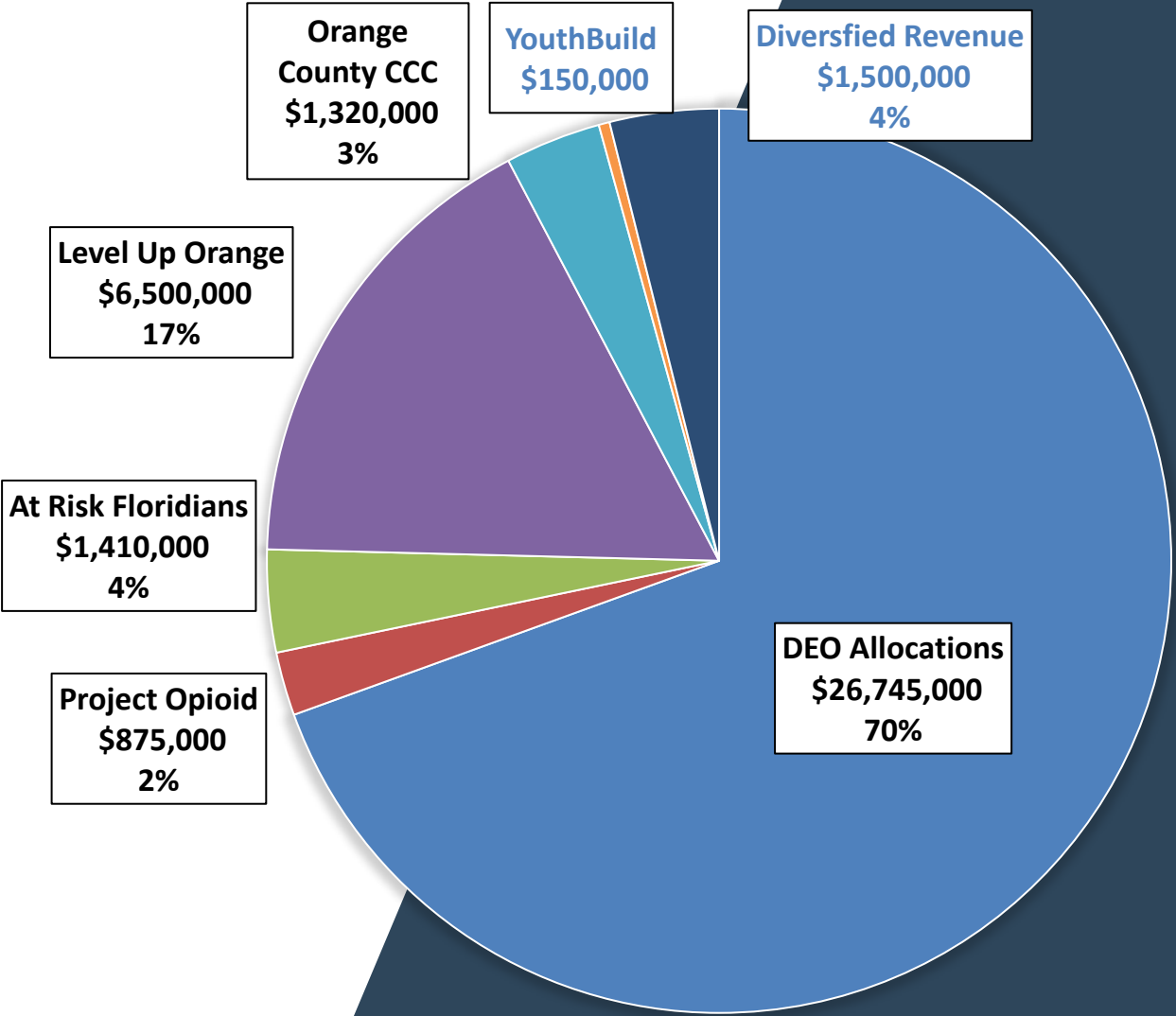
BUDGET OVERVIEW

	<u>FY 2023-24</u>	<u>FY 2022-23</u>	<u>\$ Difference</u>	<u>% Difference</u>
Reserves From Prior Year	\$20,255,000	\$27,390,961	(\$7,135,961)	
Current Year Funding Allocation - DEO	\$25,065,595	\$28,692,526	(\$3,626,931)	
Current Year Funding Awards - Non-DEO	\$3,000,000	\$6,670,000	(\$3,670,000)	
Award Total - Available Funds	\$48,470,595	\$62,753,487	(\$14,432,892)	
LESS planned Carryover For FY 24 - 25	(\$9,970,595)	(\$16,253,487)	\$6,282,892	
Total Available Funds Budgeted	\$38,500,000	\$46,500,000	(\$8,000,000)	-21.3%

REVENUE SOURCES

\$38.5 M

DEO ALLOCATIONS	
WIOA Adult	\$4,996,009
WIOA Youth	\$5,016,757
WIOA Dislocated	\$4,151,904
Wagner Peyser	\$2,100,000
Welfare Transition	\$6,987,405
SNAP	\$1,000,000
VETS	\$205,953
Re-employment Assistance	\$741,973
Other	\$1,544,999
Total DEO Allocations	\$26,745,000

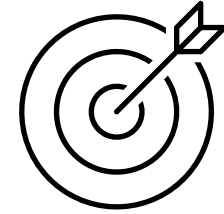


• Workforce Innovation Opportunity Act (WIOA)
• Includes WIOA Grant Funding
• The balances represent revenue projections for one fiscal year. Note, several grants have multi-year allocations.

CSCF BUDGET ALLOCATION: FULL YEAR 2023 – 2024

\$38.5M

**Administrative Cost
Target 10%**



**Projected Admin
Cost = 9%**

<u>Budget Allocations</u>	<u>Budget</u>	<u>% of Expenditures</u>
Career and Business Services		
Career Consultants	\$ 11,951,747	31.0%
Business Consultants	\$ 2,424,445	6.3%
Temporary Staffing	\$ 300,000	0.8%
Training Investment	\$ 11,120,000	28.9%
Career Seekers Support & Incentives	\$ 1,000,000	2.6%
Contracted Services	\$ 1,185,000	3.1%
Staff Development (CareerSourcers)	\$ 249,000	0.6%
Facilities, Maintenance & Related Cost	\$ 2,358,000	6.1%
Program Professional Services	\$ 345,000	0.9%
Total Career and Business Services	\$ 30,933,192	80.3%
Innovation Support and Administration		
Staff Supporting Operations	\$ 4,524,809	11.8%
Strategic Communications	\$ 638,000	1.7%
Staff Development (Executive/Leadership Development)	\$ 185,000	0.5%
IT Cost/Network Expenses	\$ 1,432,000	3.7%
Facilities, Maintenance & Related Cost	\$ 262,000	0.7%
G&A Professional Services	\$ 525,000	1.4%
Total Innovation and Administration	\$ 7,566,809	19.7%

CAREER AND BUSINESS SERVICES	
\$ 30,993,192	80.3%

INNOVATION SUPPORT & ADMINISTRATION	
\$ 7,566,809	19.7%



CSCF BUDGET ALLOCATION: YEAR-OVER-YEAR COMPARISON

<u>Budget Allocations</u>		<u>FY 2023/24</u>	<u>FY 2022/23</u>	<u>DIFFERENCE</u>
Career and Business Services				
Career Consultants		\$ 11,951,747	\$ 12,675,784	\$ (724,037)
Business Consultants		\$ 2,424,445	\$ 2,161,103	\$ 263,342
Temporary Staffing		\$ 300,000	\$ 500,000	\$ (200,000)
Training Investment		\$ 11,120,000	\$ 16,165,000	\$ (5,045,000)
Career Seekers Support & Incentives		\$ 1,000,000	\$ 1,200,000	\$ (200,000)
Contracted Services		\$ 1,185,000	\$ 2,885,000	\$ (1,700,000)
Staff Development (CareerSourcers)		\$ 249,000	\$ 258,000	\$ (9,000)
Facilities, Maintenance & Related Cost		\$ 2,358,000	\$ 2,400,000	\$ (42,000)
Program Professional Services		\$ 345,000	\$ 180,000	\$ 165,000
Total Career and Business Services		\$ 30,933,192	\$ 38,424,887	\$ (7,491,695)
Innovation Support and Administration				
Staff Supporting Operations		\$ 4,524,809	\$ 4,743,113	\$ (218,304)
Strategic Communications		\$ 638,000	\$ 800,000	\$ (162,000)
Staff Development (Executive/Leadership Development)		\$ 185,000	\$ 187,000	\$ (2,000)
IT Cost/Network Expenses		\$ 1,432,000	\$ 1,750,000	\$ (318,000)
Facilities, Maintenance & Related Cost		\$ 262,000	\$ 325,000	\$ (63,000)
G&A Professional Services		\$ 525,000	\$ 270,000	\$ 255,000
Total Innovation and Administration		\$ 7,566,809	\$ 8,075,113	\$ (508,304)
TOTAL EXPENDITURES		38,500,000	46,500,000	(8,000,000)

STRATEGIC PRIORITIES AND GOALS



CSCF Strategic Priorities



Diversify revenue streams
to create resiliency.



Identify and deliver talent
solutions for businesses
and address labor market
demands.



Deliver career solutions to
central Florida residents to
ignite their potential.



Optimize workforce
innovations to maximize
organizational value.

2023-2026 Strategy

	Goals	Outcome
Diversify Revenue Streams to Create Resiliency	<ul style="list-style-type: none">• Generate \$3M of New Diversified Revenue• Activate Organizational Structure and Strategy to Generate Non-DEO Revenue• Create and operationalize business plans for each legal entity	By year three, CSCF has built a budget that is 1/3 comprised of other non-allocated revenue.
Identify and Deliver Talent Solutions for Businesses to Address Labor Market Demands	<ul style="list-style-type: none">• Analyze current labor market demands and prioritize key industries• Create business relationships that provide recruitment with a 2:1 hire ratio• Achieve an 80% customer satisfaction rate among businesses engaged in services	CSCF is a partner of choice to key businesses.
Deliver Career Solutions to Central Florida Residents to Ignite Potential	<ul style="list-style-type: none">• Achieve a customer satisfaction rate of 80% or greater of those receiving services• Increase the number of customers served in training by 10% annually• Create and deliver career awareness activities for middle and high school students	Central Florida is the service of choice for employment and/or training services. We have a middle and high school career awareness program.
Optimize Workforce Innovations to Maximize Organizational Value	<ul style="list-style-type: none">• Create a virtual service center• Establish an advanced data maturity model that identifies trends and integrates data sets• Utilize Project Management Office (PMO) across the organization	Maximize innovation process to drive 2-3 Innovations each year. We have a fully functioning data analytics approach for internal and external business intelligence.

Diversify revenue streams to adjust for variables in federal funding



GOAL

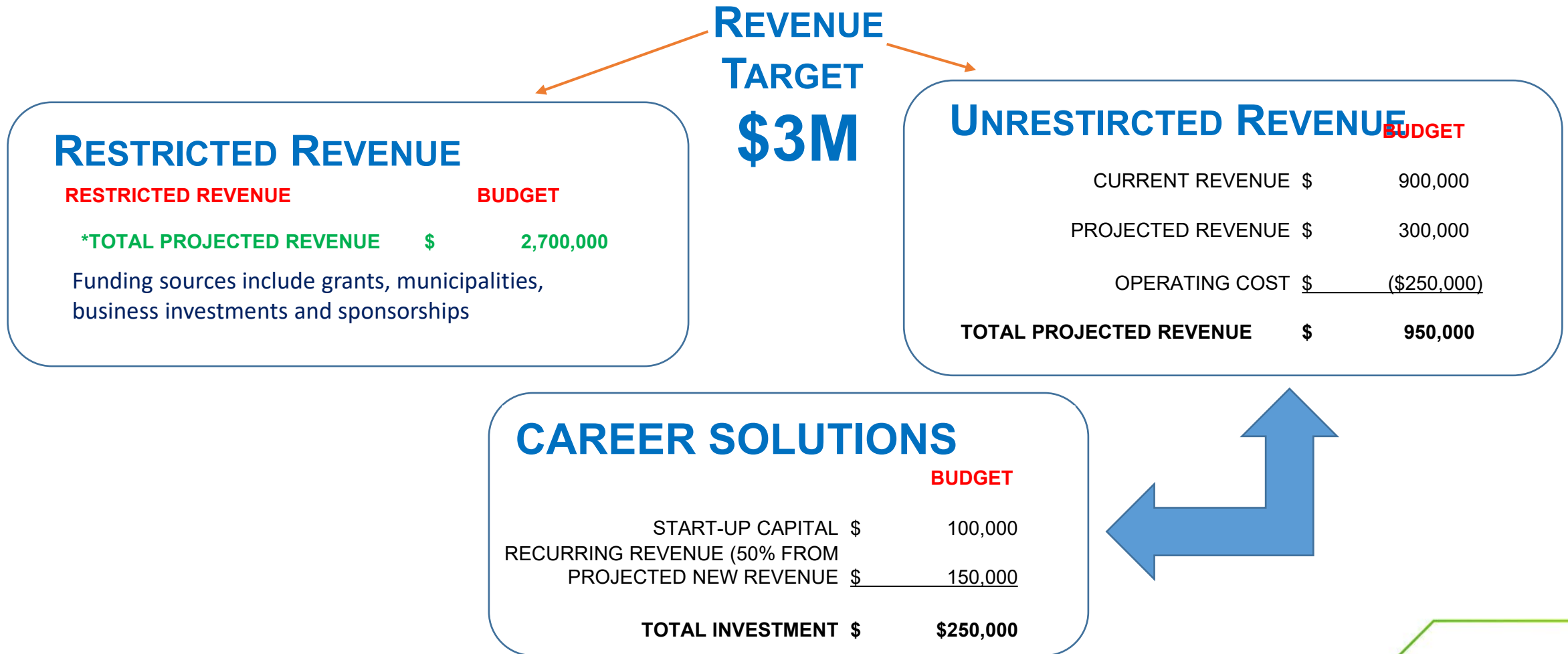
- Generate \$3M of New Diversified Revenue
- Establish Organizational Structure and Strategy to Generate Non-DEO Revenue
- Develop and Activate Plan to Invest General (unrestricted) Revenue

KEY PERFORMANCE METRICS

- Generate \$3M of New Diversified Revenue
- Activate Organizational Structure and Strategy to Generate Non-DEO Revenue
- Create and Operationalize Business Plans for Each Legal Entity

OUTCOME

By year three, CSCF has built a budget that is 1/3 comprised of other non-allocated revenue.



PROJECTED UNRESTRICTED BALANCE AT 06/30/24 - \$700K

Identify and deliver talent solutions for businesses to address



GOAL

- Analyze current labor market demands and prioritize key industries
- Create business relationships that support recruitment efforts resulting in a 2:1 hire ratio
- Achieve an 80% customer satisfaction rate among businesses engaged in services

KEY PERFORMANCE METRICS

- Increase the Number of Businesses engaged by Dedicated Business Consultants by 20%
- Actively recruit and refer twice as many qualified candidates to business
- 4,000 Qualified candidates interviewed or hired by engaged businesses

OUTCOME

CSCF is recognized as a partner of choice to key businesses.

Note: Annual Goals and Key Performance Metrics are being reviewed based on feedback from the budget workshop. Proposed adjustments to be made prior to final BOD presentation.



6,000
Businesses Impacted

4,000
Businesses Engaged



Deliver talent solutions to ignite potential

Note: Annual Goals and Key Performance Metrics are being reviewed based on feedback from the budget workshop. Proposed adjustments to be made prior to final BOD presentation.



GOAL

- Achieve a customer satisfaction rate of 80% or greater of those receiving services
- Increase the number of customers served in training by 10% annually
- Create and deliver career awareness activities for middle and high school students

KEY PERFORMANCE METRICS

- 3,000 Career Seekers Receiving CSCF Supported Training
 - Receiving Training or Credentials
 - 80% achieve a wage of > \$18 per hour

OUTCOME

Central Florida is the service of choice for career awareness and employment and/or training services.



40,000
Impacted

6,000
Placed

20,000
Engaged

3,000
Trained



Optimize workforce innovations to maximize organizational value



GOAL

- Create a virtual service center
- Establish an advanced data maturity model that identifies trends and integrates data sets
- Utilize Project Management Office (PMO) across the organization

KEY PERFORMANCE METRICS

- Maximize 2 to 3 innovations per year that become part of CSCF operations
- Implement virtual services that address gaps in service and drives sales

OUTCOME

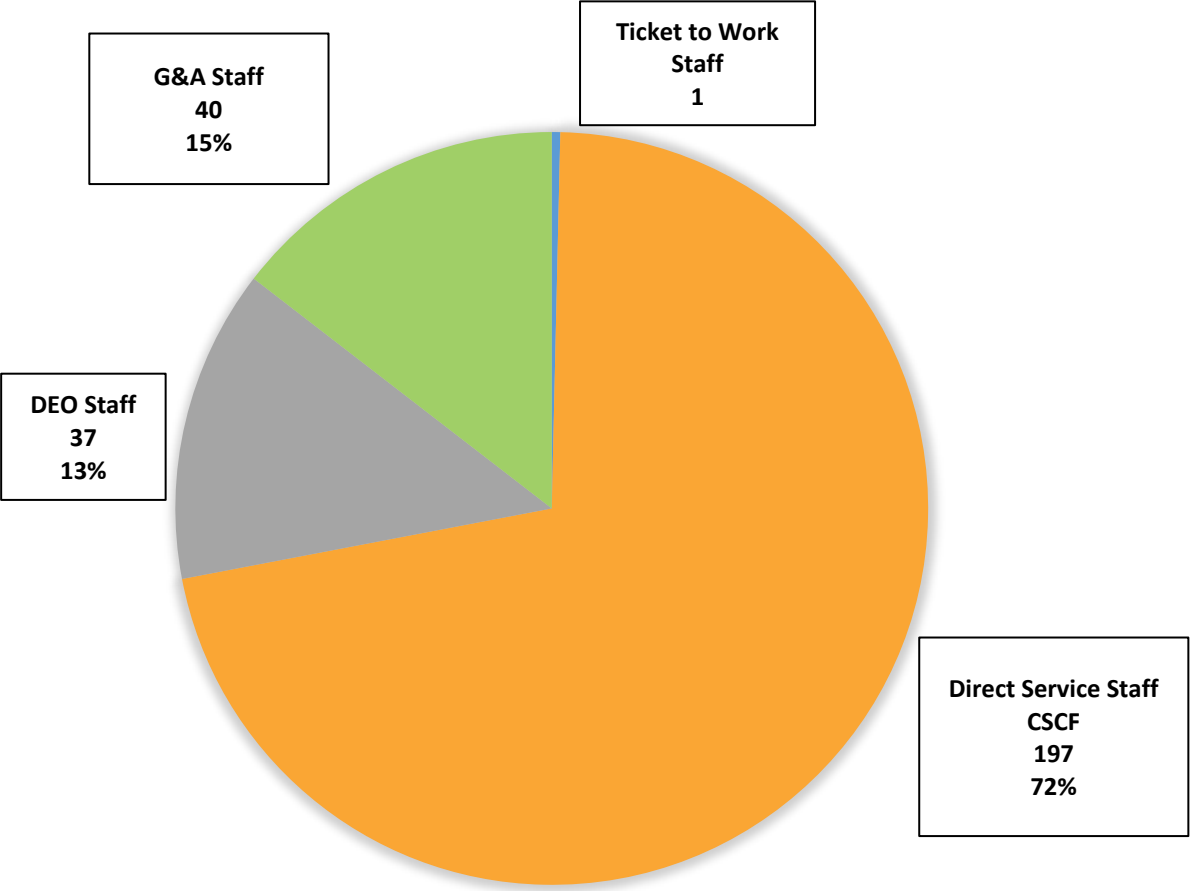
We have a functioning data analytics approach for internal and external business intelligence.



COMPENSATION STATISTICS AND COSTS

CSCF STAFF BREAKDOWN

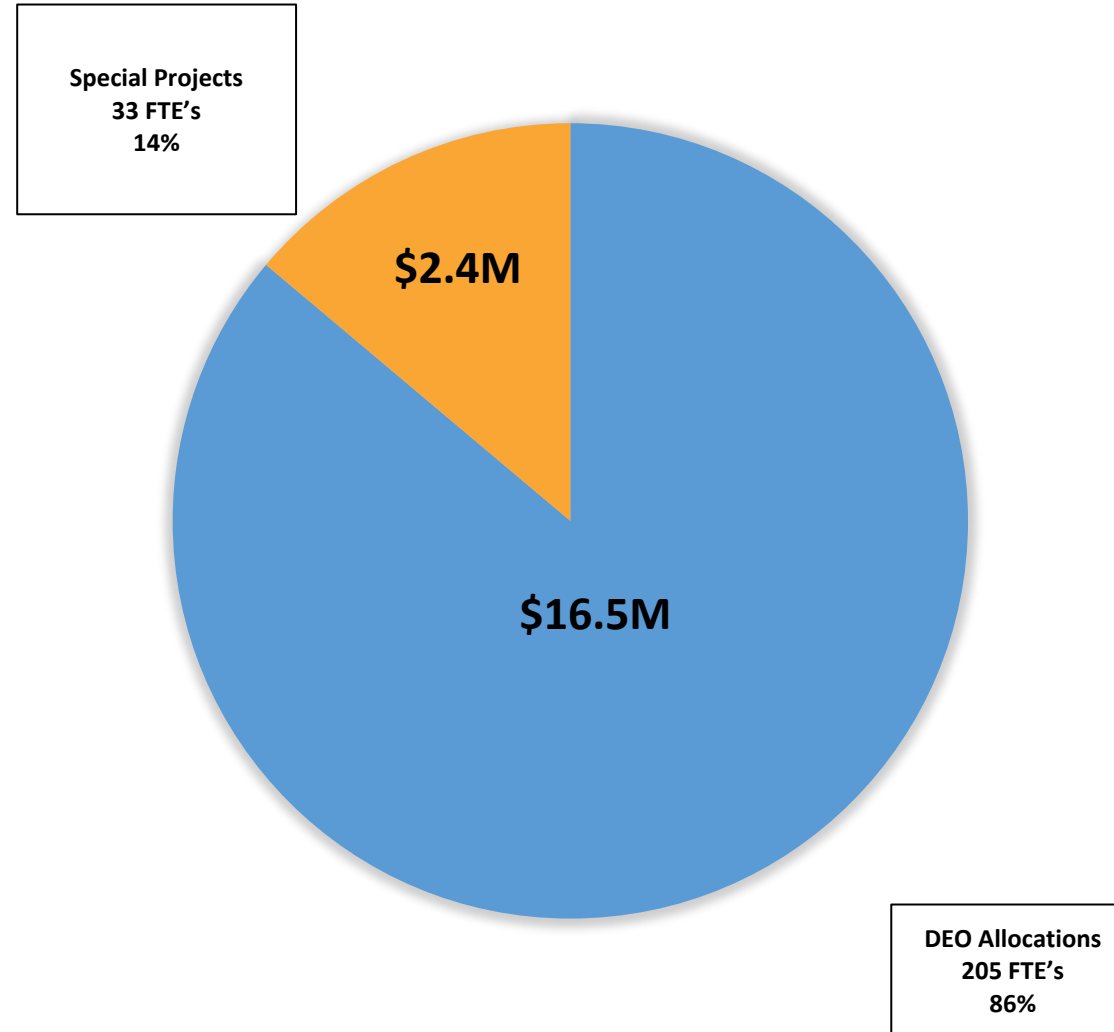
\$18.9M TOTAL COMPENSATION



- Proposed Budget for Salaries Reflects an Average 4% Merit Increase
- Individuals Awarded for Merits Will Not Exceed 5% of Salaries
- Merit Increases are Awarded Based Upon Achievement of Annual Performance Goals
- Total Compensation Includes Salaries, Taxes, and Benefits

CSCF STAFF BREAKDOWN – DEO ALLOCATION VS. SPECIAL PROJECTS

\$18.9M TOTAL COMPENSATION



CSCF STAFF & SALARY COMPARISON

	<u>FY 2023-24</u>	<u>FY 2022-23</u>	<u>FY 2021-22</u>	<u>FY 2020-21</u>	<u>FY 2019-20</u>
TOTAL STAFF	238	239	220	207	193
TOTAL COPENSAATION (CSCF Staff)	\$ 18,901,000	\$ 18,517,235	15,942,747	\$ 14,142,098	\$ 13,347,266
TEMP STAFF	\$ 300,000	\$ 568,176	\$ 391,152	\$ 320,590	\$ -
EXPENDITURES	\$ 38,500,000	\$ 45,749,043	\$ 36,603,907	\$ 42,428,874	\$ 27,492,731
% OF SALARIES TO TOTAL EXPENSES	49.9%	41.7%	44.6%	34.1%	48.5%

TRAINING SOLUTIONS

Intensive Talent Solutions

\$12.3M

GOALS

- ✓ 3,000 Career Seekers
- ✓ Training Services Offered
 - ✓ Traditional Scholarships
 - ✓ Apprenticeships
 - ✓ Internships
 - ✓ On-the-Job Training
 - ✓ Pilots for Special Populations
- ✓ \$1.2M in Subrecipient Contracted Services
 - ✓ Youth Navigators
 - ✓ Construction Training for Justice-Involved Individuals
 - ✓ Pilot Innovative Training Systems Using Technology

Career Seeker Support & Incentives

\$1M

GOALS

- ✓ 2,000 Career Seekers
 - ✓ Receive training credentialing and transportation support
 - ✓ Fees, licenses or other employment related needs
 - ✓ Youth Incentive payments
 - ✓ Average support account is \$500 per Career Seeker

GENERAL AND ADMINISTRATIVE

INNOVATION AND ADMINISTRATION: FULL YEAR 2023 – 2024

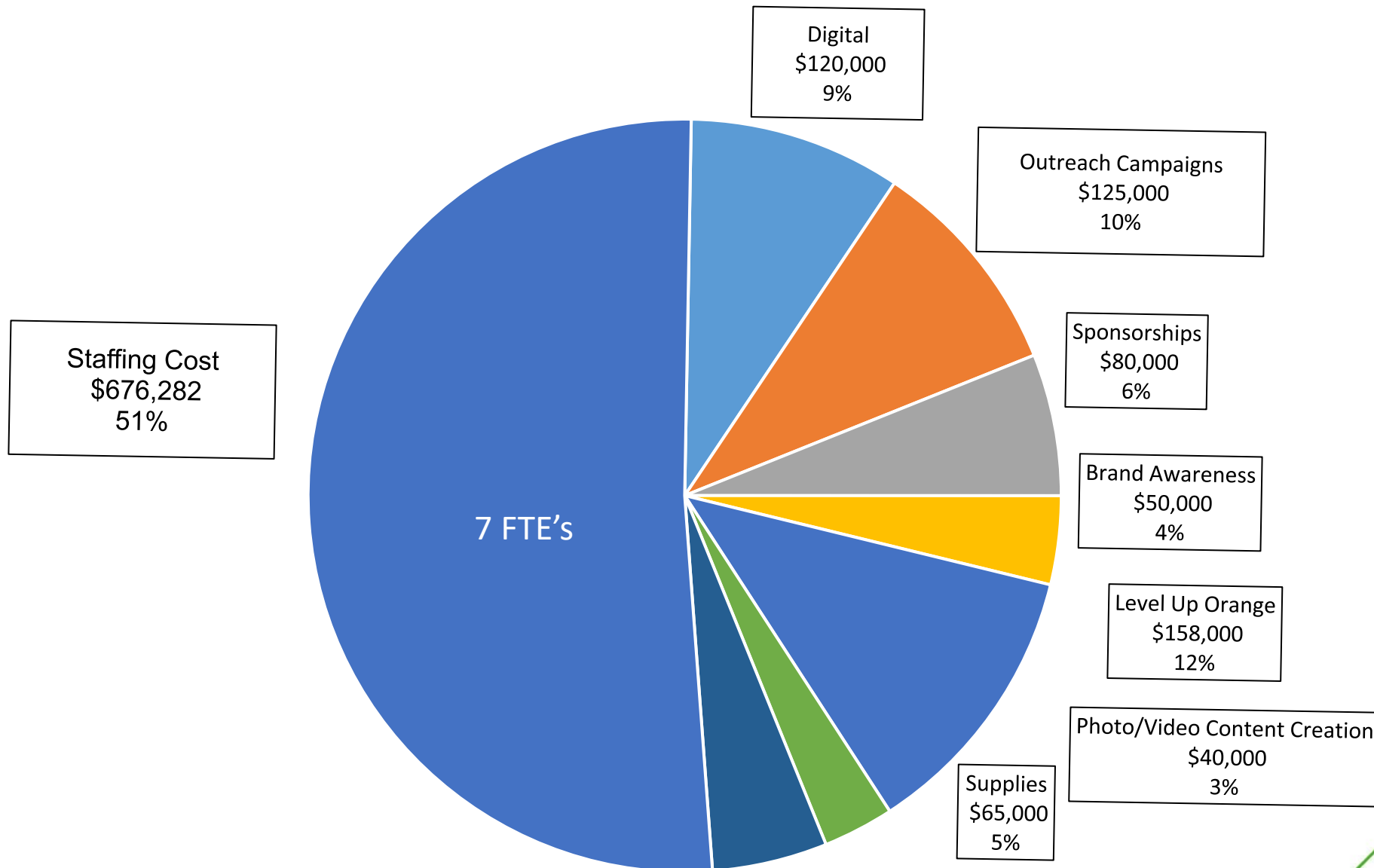
\$7.6M

Innovation Support and Administration				
Staff Supporting Operations	\$	4,524,809		11.8%
Strategic Communications	\$	638,000		1.7%
Staff Development (Executive/Leadership Development)	\$	185,000		0.5%
IT Cost/Network Expenses	\$	1,432,000		3.7%
Facilities, Maintenance & Related Cost	\$	262,000		0.7%
G&A Professional Services	\$	525,000		1.4%
Total Innovation and Administration	\$	7,566,809		19.7%
TOTAL EXPENDITURES		38,500,000		100.0%

GENERAL & ADMIN COST	
\$ 7,566,809	19.7%

COMMUNICATIONS DEPARTMENT— \$1.3M

COMMUNICATIONS STRATEGIC INITIATIVES - \$638K



MARKETING AND COMMUNICATIONS STRATEGIC OVERVIEW

Our Mission

To serve our customers and inspire through powerful storytelling and valuable content that caters to key audiences and drives successful leads.

Brand Elevation

Focus on storytelling and boosting brand awareness where it counts.

Dynamic Company Communications

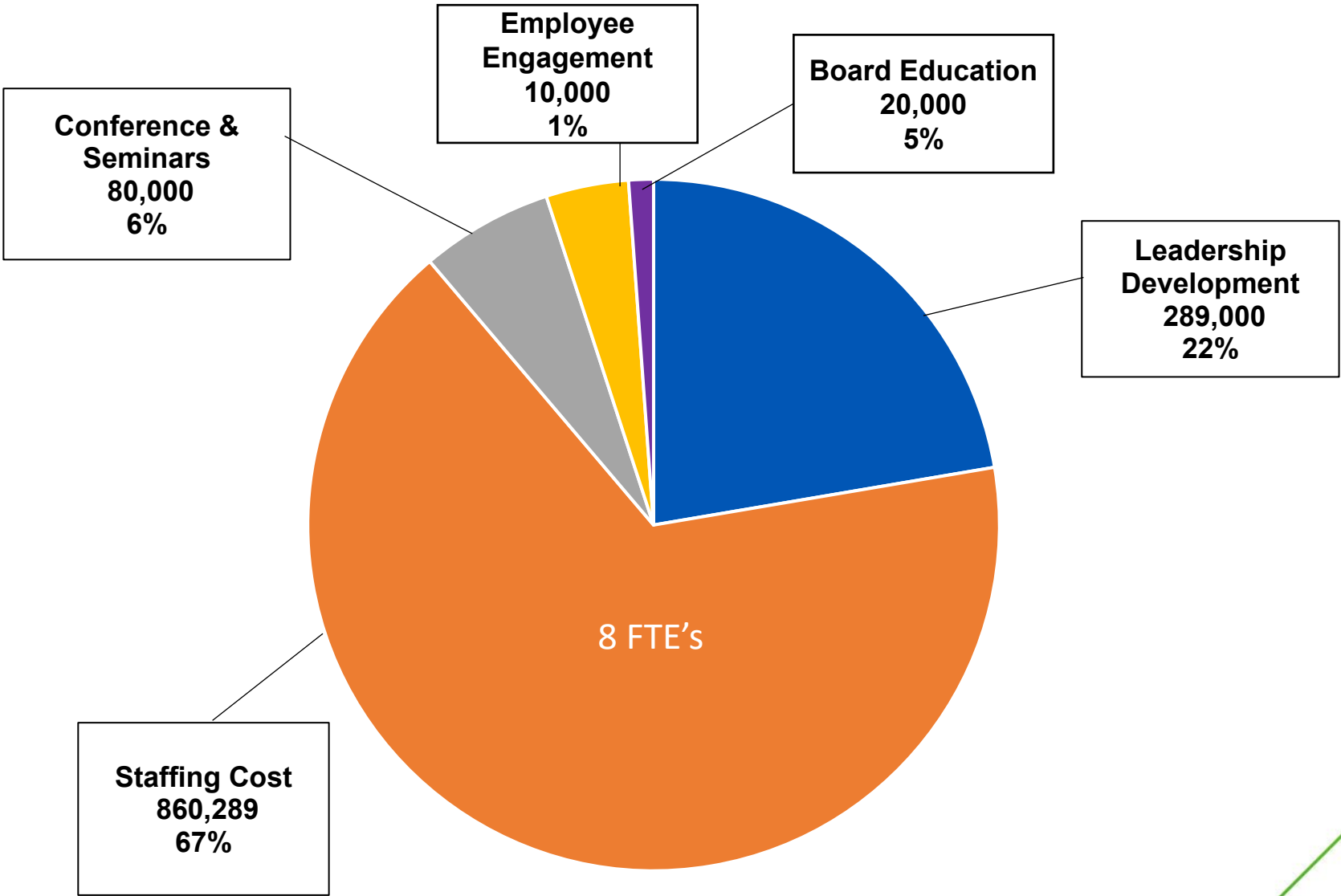
Enhance staff communication through new communication tactics that have the impact and maintain elevated culture.

New Purpose-Driven Outreach

Create new and compelling content and initiatives that speaks to our key audiences and delivers a customer journey that resonates and has impact across our marketing and communication channels.

HUMAN RESOURCES DEPARTMENT— \$1.29M

HR STRATEGIC INITIATIVES - \$434K



HUMAN RESOURCES PRIORITIES

Attract Candidates

Attract and recruit top talent as an employer of choice

Engage

Positively drive employee engagement and retention

Educate

Upskill CareerSourcers through targeted learning and development with a strong focus on management training as part of BOLD

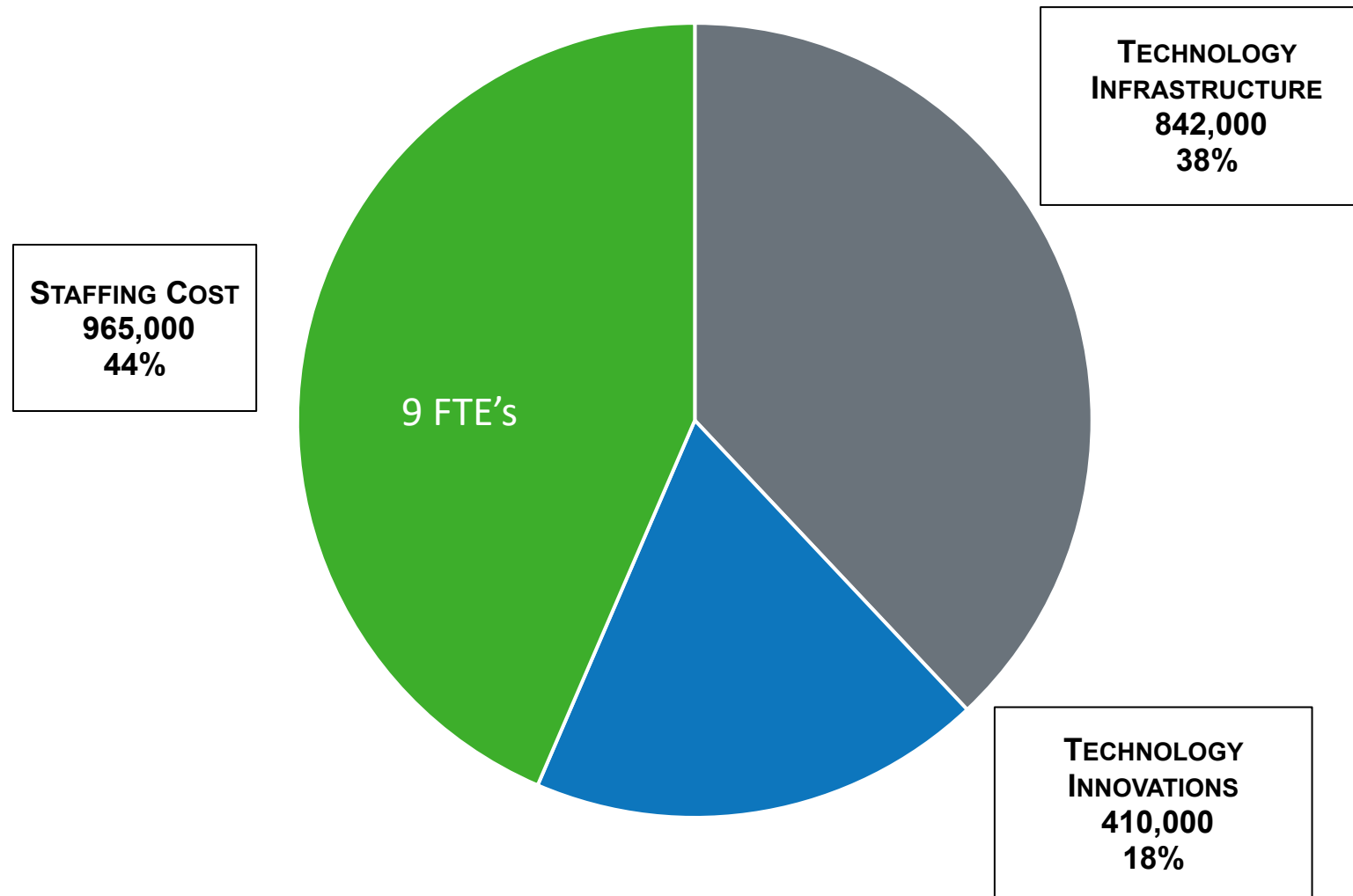
Strategize

Continue to build out our talent management strategy



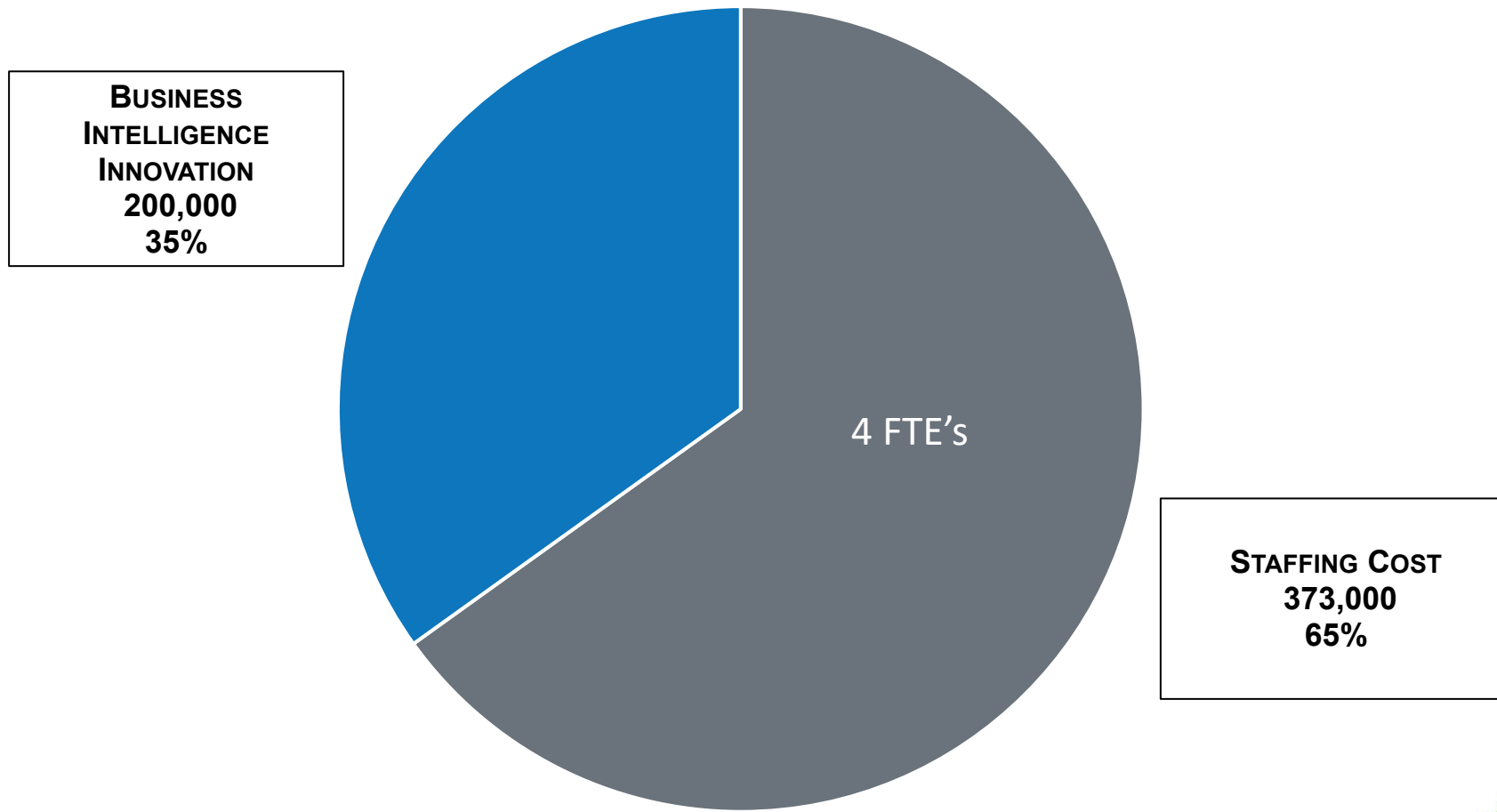
INNOVATION & TECHNOLOGY DEPARTMENT – \$2.22M

INNOVATION & TECHNOLOGY STRATEGIC
INITIATIVES - \$1.43M



BUSINESS INTELLIGENCE & INNOVATION – \$573K

INNOVATION & TECHNOLOGY STRATEGIC
INITIATIVES - \$1.452M - CONTINUED



INNOVATION AND TECHNOLOGY STRATEGY

Deliver Best-in-Class Technology Solutions (Infrastructure)

Automation

Incorporate cutting-edge automation and integration tech to streamline process, improve efficiency, and deliver seamless experiences both internally and externally.

Advanced Cybersecurity

Evolve secure platforms and advanced cybersecurity measures including threat intelligence, AI-driven anomaly detection, and real-time monitoring to proactively safeguard the CSCF Network.

Educate

Leverage serverless computing technologies to enhance the agility, scalability, and cost-efficiency of cloud-based services and virtual service tools in a hybrid working environment.

Deliver Technology & Business Intelligence Innovations

Enhance Collaboration

Implement agile methodologies and change management across CSCF with the Project Management Office (PMO) to enhance resiliency and collaboration.

Advanced Analytics

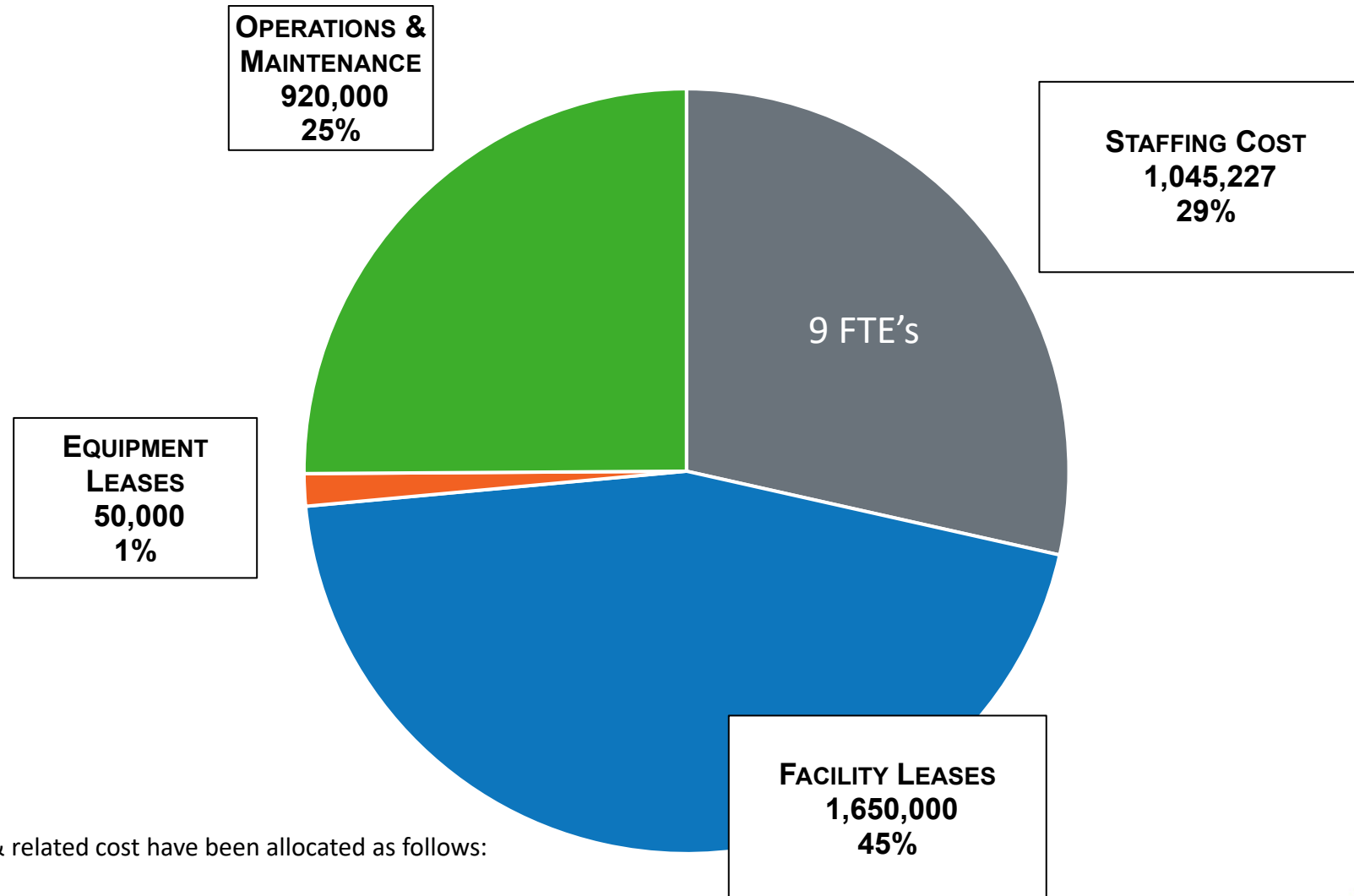
Develop and drive proactive advanced analytics, such as core reporting structures and diagnostic modeling, to extract valuable insights and drive proactive decision-making within the Business Intelligence Unit.

Utilize New Tech

Embrace emerging Technologies, such as AI, to automate routine CSCF tasks and improve efficiency, allowing the organization to focus on strategic initiatives and innovation.

FINANCE, FACILITIES & RELATED COST – \$3.67M

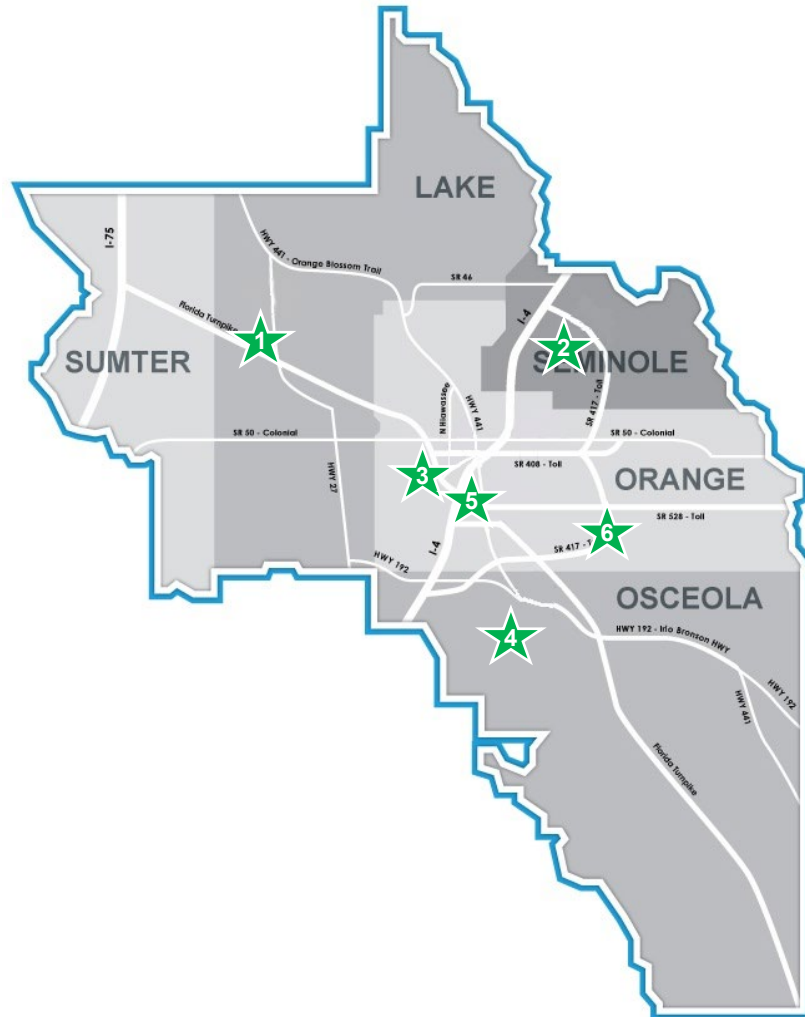
FACILITIES, MAINTENANCE & RELATED COST- \$2.62M



***Note:** The \$2.62M in facilities & related cost have been allocated as follows:

- \$2.4M Talent & Recruitment
- \$262K in G&A

FACILITIES



(1) Lake (Lake Sumter SC)	
Total Square Foot	11,669
Annual Rental Cost	\$174,399
Expiration Date	1/23/2024

(2) Seminole	
Total Square Foot	10,031
Annual Rental Cost	\$180,358
Expiration Date	6/30/2026

(3) West Orange	
Total Square Foot	12,041
Annual Rental Cost	\$318,542
Expiration Date	07/31/2026

(4) Osceola	
Total Square Foot	12,731
Annual Rental Cost	\$190,965
Expiration Date	12/31/2024

(5) Administration	
Total Square Foot	11,792
Annual Rental Cost	\$434,969
Expiration Date	7/31/2026

(6) Southeast Orange	
Total Square Foot	12,363
Annual Rental Cost	\$203,742
Expiration Date	9/30/2024

Rent / Related cost for maintaining locations represents approximately 6.8% of total rent

G&A PROFESSIONAL SERVICES - \$525K

Accounting / External Monitoring

\$170K

- External Financial Audit Fees and Third-party Financial Monitoring

HR, Payroll & Broker Fees

\$235K

- Benefit Broker Fees and Third-party Payroll Services

Legal

\$120K

- General Counsel Fees and Employment Law Support

SUMMARY & BUDGET ASSUMPTIONS

- Fiscal Responsibility
 - Total Funding Revenue \$38.5M; Year-over-Year \$8M or 17.2% decrease
 - 80.3% Earmarked for Career and Business Services; 19.7% in Innovation Support and Administration
 - The proposed budget for salaries will reflect a 4% merit increase average overall. Merit increases are awarded based upon achievement of annual performance goals.
 - Employee health benefits reflects an increase of 8% of current cost based on market rate, with minimal impact to employee costs or plan structure for the program year.
 - The total amount budgeted for administrative cost will be to not exceed 9%, lower than the state allowable cap of 10%.

THANK YOU!