



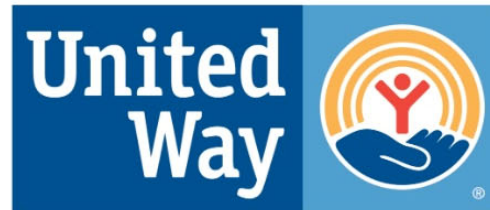
# Budget Workshop FY 2025-2026

Leo Alvarez, CFO

"To Infinity & Beyond"

MADE WITH  
beautiful.ai

What is  
unique about  
these four  
organizations?



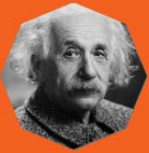
They all had to pivot to stay competitive in a post pandemic economy

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CareerSource  
Central Florida  
also has to pivot  
to remain  
relevant and  
competitive







“If I had an hour to solve a problem I'd spend 55 minutes thinking about the problem and 5 minutes thinking about solutions.”

EINSTEIN

# Agenda

- 1 Financial Strategy
- 2 Revenue Projections
- 3 Budget Allocations & Comparisons
- 4 Budget Strategy & Efficiencies
- 5 Metrics of Success
- 6 Financial Summary
- 7 Strategic Priorities & Investments

# 2026 Financial Strategy



**Maximize quality of  
customer experience & skill  
development opportunities**

**Decreasing Overhead Cost**

# Revenue

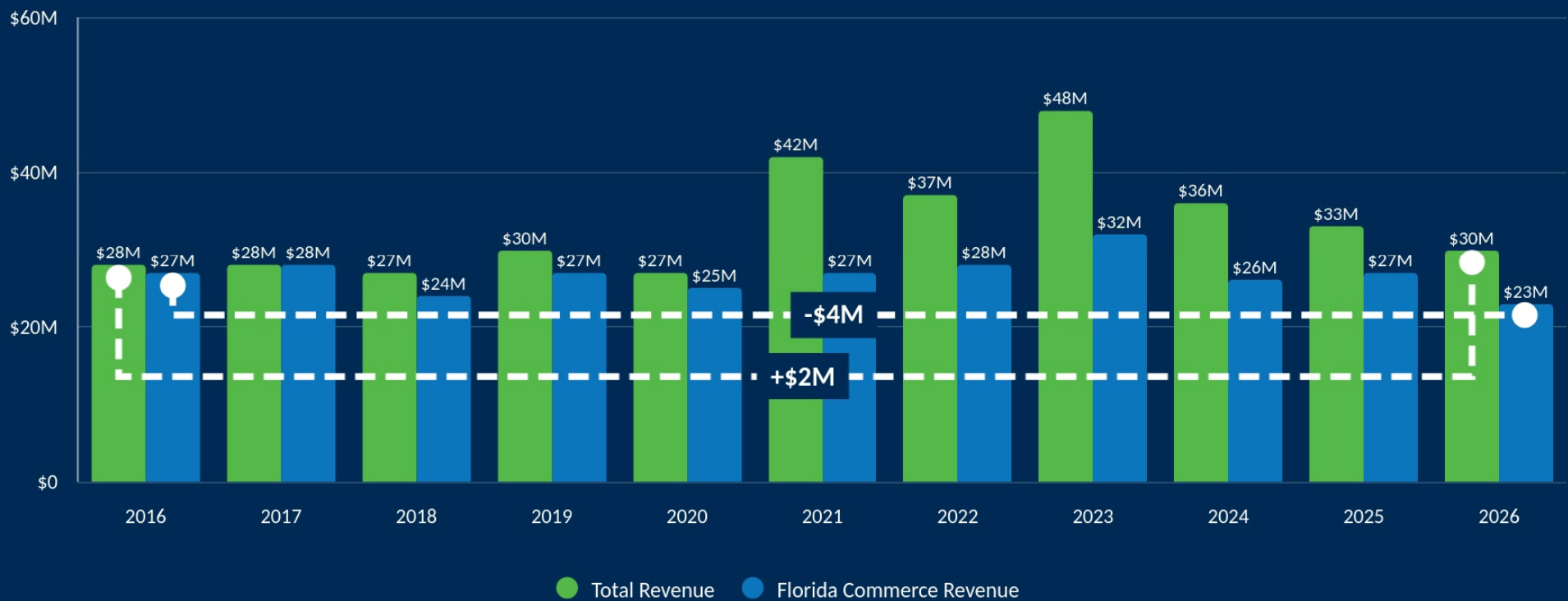
In the last three years, revenues continue to decline.

2024 - \$36M

2025 - \$33M

2026 - \$30M

# Revenue History



# 2025 - 2026 Budget Revenue

How it Breaks Down



Total Revenue



FL Commerce



Non-FL Comm (Public)



Earned Revenue





WIOA  
55%

TANF  
24%

Other  
12%

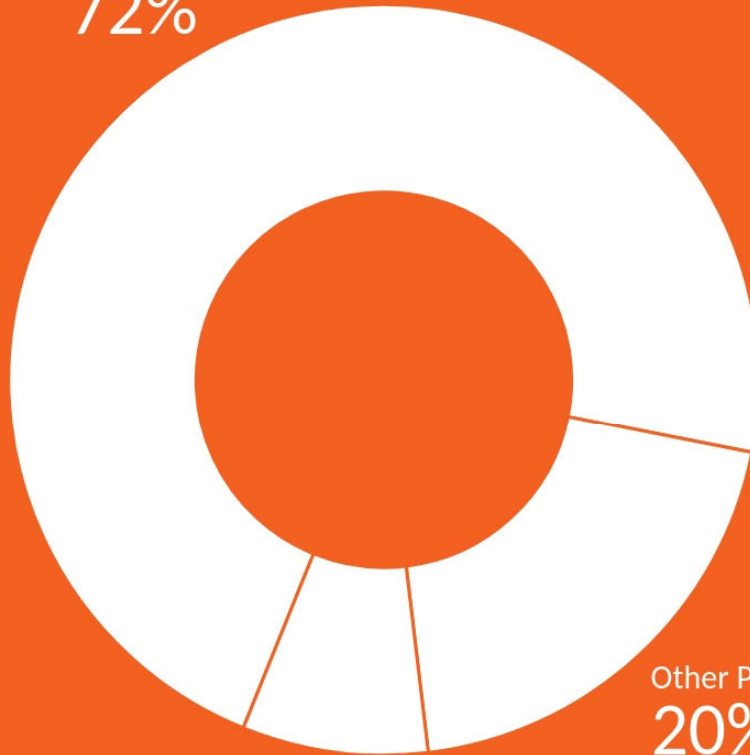
WP  
9%

## FL Commerce

**\$23.5M**

TOTAL BUDGET

Orange County  
72%

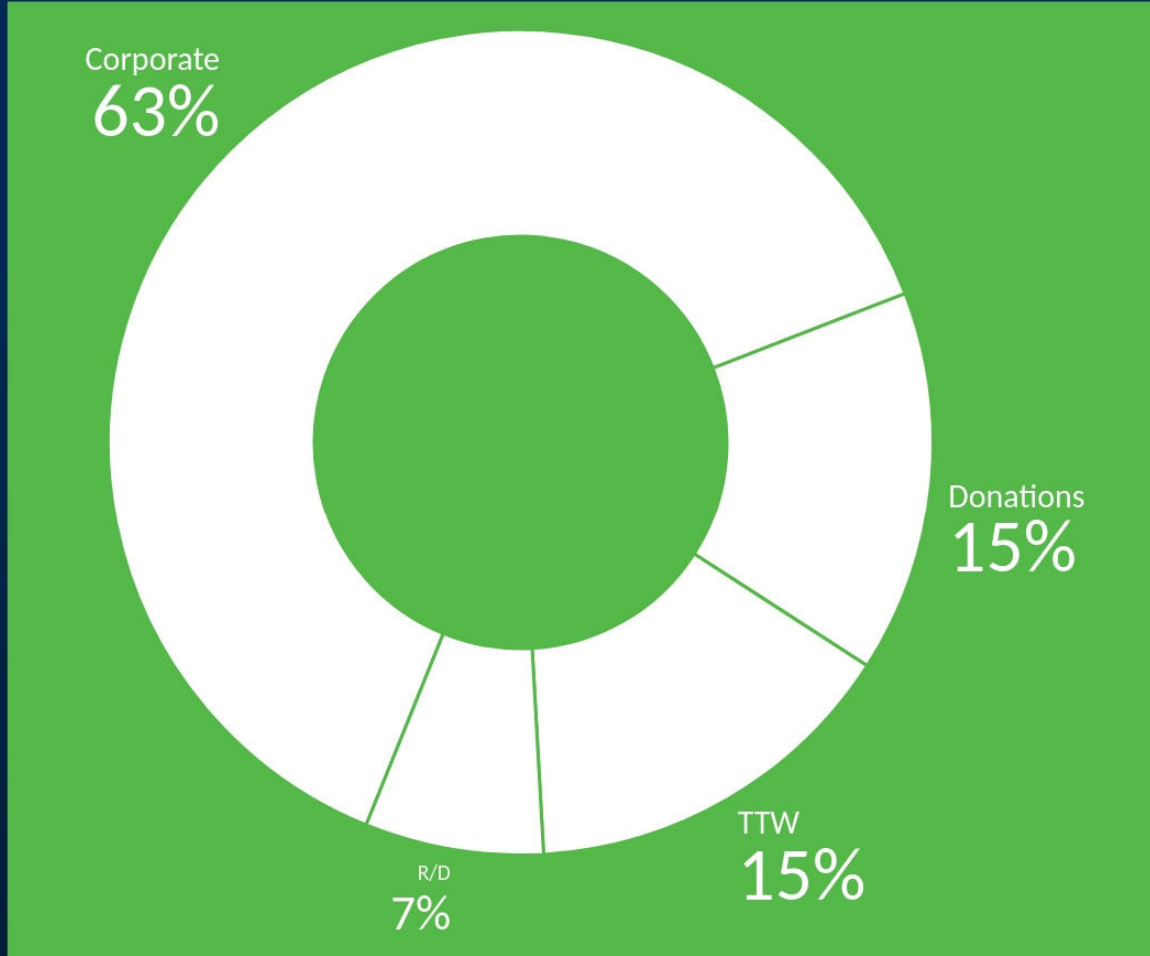


Other County  
8%

Other Public  
20%

## Non-FL Commerce (Public)

**\$5.8M**  
TOTAL BUDGET



## Earned Revenue

**\$700K**

TOTAL BUDGET

# 2025 - 2026 Budget Expenses

How it Breaks Down



Total Expenses



Compensation



Skill Development



Innovation and Administration

# Budget Allocations & Comparisons

Budget Allocations	FY 2025/26	FY 2024/25	Difference
<b>Operations Compensation</b>	<b>\$10,700,000</b>	<b>\$12,800,000</b>	<b>-\$2,100,000</b>
<b>Skill Development</b>	<b>\$11,000,000</b>	<b>\$10,500,000</b>	<b>\$500,000</b>
<b>Support Compensation</b>	<b>\$3,700,000</b>	<b>\$4,500,000</b>	<b>-\$700,000</b>
<b>Innovation &amp; Administration</b>	<b>\$4,600,000</b>	<b>\$5,200,000</b>	<b>-\$600,000</b>
<i>Infrastructure Maintenance Costs</i>	\$2,000,000	\$2,300,000	-\$300,000
<i>Professional Services</i>	\$1,000,000	\$1,200,000	-\$200,000
<i>Outreach</i>	\$350,000	\$380,000	-\$30,000
<i>Innovation and Technology</i>	\$900,000	\$950,000	-\$50,000
<i>Staff Development Capacity Building</i>	\$350,000	\$370,000	-\$20,000
<b>Total Expenses</b>	<b>\$30,000,000</b>	<b>\$33,000,000</b>	<b>-\$3,000,000</b>



# Budget Strategy & Efficiencies

## Compensation

- Consolidation of job functions
- Reduction in FTE's
- Change in benefit provider and plan structure yielding a net savings at renewal

## Skill Development

- Maximize the amount of training we can deliver
- Expand apprenticeship opportunities
- Negotiate with training providers to leverage/lower cost

## Facilities

- Administration: 40% reduction in sq/ft.
- Lake: 20% reduction in sq/ft.
- West Orange: Payoff of TI
- Closure of two offices in next 15 mo.
- Leverage community partners to open 5 community hubs in the next 12 mo.

## Contract Review

- Reviewed all contracts and identified mandatory vs. discretionary contracts

2025 Facility Cost

**\$1.8M**

1 Admin Office

5 Career Center Offices



## 2026 Projected Facility Cost

# \$1M

1 Admin Office (40% Space Reduction)

3 Career Center Offices

5 Community Hubs

Expand Virtual Services





1

### Federal Metric



Administrative Costs Target - 10%

2

### State Metrics



Young Adults Internship Target - 20%



Training Investment Target - 40%

3

### Local Board Metrics



Career & Business Services Target - 70%



Innovation Support & Administration - 30%

# Summary

## Fiscal Responsibility

- Total Projected Revenue \$30M; Year-over-Year \$3M or 10% decrease
- 70% Earmarked for Career and Business Services; 30% in Innovation Support and Administration
- The proposed budget for salaries reflects a 3% merit increase average overall, with merits ranging between 2% and 4% based on performance evaluation scores. Incentive compensation has been set at an organizational cap of \$200,000 with employee eligibility based on requirements set by the incentive compensation policy.
- Employee health benefits reflect a decrease of 5% of current cost based on changing providers and plan structure changes and adjustments to employer/employee cost-share ratios.
- CSCF will be seeking approval from Florida Commerce to add transfer of funds flexibility of 90% between WIOA Adult and WIOA Dislocated Worker for program year 2025 funding.
- CSCF will request a waiver from CareerSource Florida to reduce the WIOA training state requirement from 50% to 40% for the fiscal year ending June 30, 2026.
- The total amount budgeted for administrative costs will not exceed the state allowable cap of 10%.





# Strategic Priorities



# Customer Experience Reimagined



# STRATEGIC PRIORITIES

## METRICS OF SUCCESS

Diversify revenue streams to create resiliency.

✓ **\$5M  
ATTAINED**

Identify and deliver skill development opportunities that address labor market demands.

✓ **3,000 TRAINED**  
✓ **4,000 EMPLOYED**

Deliver personalized career support that ignites the potential of Central Florida residents.

✓ **30K EXPLORED  
CAREER PATHWAYS**  
✓ **20K CAREER PLANS  
COMPLETED**  
✓ **90% CUSTOMER  
SATISFACTION RATE**

Optimize workforce innovations to maximize organizational value.

✓ **3 NEW  
INNOVATIONS**

# Return on Investment

ROI: (Career Seekers Hired) \* (Average Hourly Wage Annualized)

Ratio: ROI/Cost of Investment





# \$157,200,000

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Each \$1 invested results in \$5 in wages earned by people we help get hired.



# Thoughts? Questions?

Open for feedback and discussion.

