

ANNUAL BUDGET: JULY 1, 2019 – JUNE 30, 2020

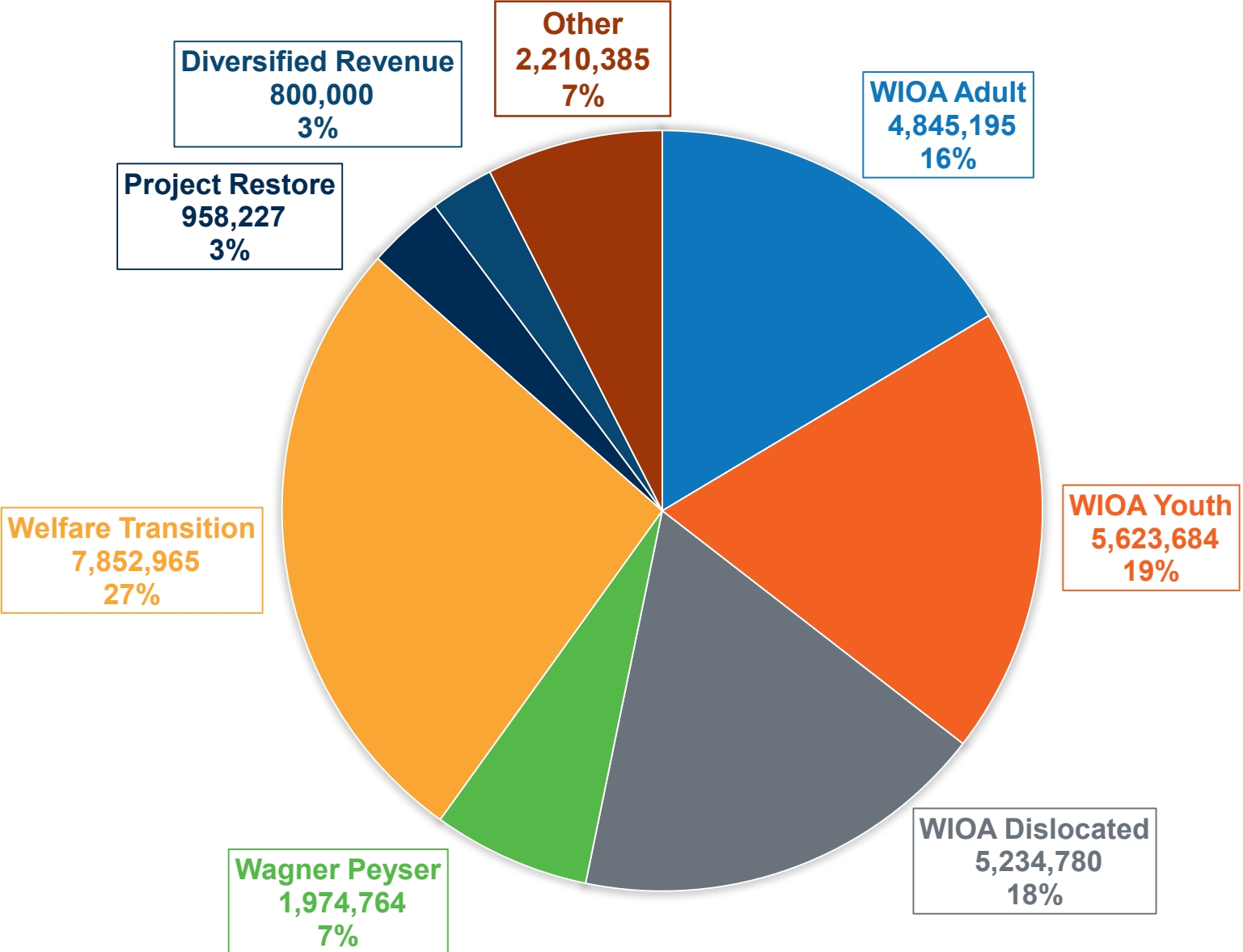
BUDGET REVIEW

- **Full-Year Budget 2019-2020**
- **Budget Strategy - Talent Solutions**
- **General & Administrative**
- **Summary**

BUDGET OVERVIEW

	<u>FY 2019/2020</u>	<u>FY 2018/2019</u>	<u>DIFFERENCE</u>	<u>%</u>
Reserves from Prior Year	\$6,500,000	\$8,600,000	(\$2,100,000)	
Current Allocation	\$24,500,000	\$25,981,443	(\$1,481,443)	
Diversified Revenue	\$800,000	\$470,000	\$330,000	
Available Revenue	\$31,800,000	\$35,051,443	(\$3,251,443)	
Planned Reserves For FY 20 - 21	(\$2,300,000)	(\$3,851,443)	\$1,551,443	
Total Budget	\$29,500,000	\$31,200,000	(\$1,700,000)	-5.4%

REVENUE SOURCES



- Workforce Innovation Opportunity Act (WIOA)
- Includes WIOA Grant Funding



BUDGET STRATEGY

\$29.5M

Annual Budget Projections

There is a 5.4% decrease in the overall CSCF budget from previous years due to a decrease in WIOA adult and youth allocations. The reduction in budget is being absorbed by a reduction in reserves, a decrease in support services, and staff realignment.

The target goal is to earmark about 80% of the overall budget to the delivery of talent solution services and 20% to general and administrative costs. The budget accounts for the state requirement of 50% of the Workforce Innovation & Opportunity Act (WIOA) Adult and Dislocated Worker funds, and 20% of WIOA Youth funds are spent on customer training.

Budget Allocation

- Talent Solutions
 - Engage the Talent Pool
 - Implement Talent Strategies
- General & Administrative Allocations
 - CSCF negotiated employee health benefits, which resulted in an nominal increase of 5% of current cost based on market rate, and will not impact employee costs or plan structure for the program year.
 - The proposed budget for salaries will reflect a 3% merit increase average overall. Merit increases are awarded based upon achievement of annual performance goals.
 - The total amount budgeted for administrative cost will be to not exceed 8%, lower than the state allowable cap of 10%.

Total Expense	\$29,500,000	100%
TALENT SOLUTIONS	\$24,125,000	81.8%
GENERAL & ADMIN	\$5,375,000	18.2%



CSCF BUDGET ALLOCATION: FULL YEAR 2019 – 2020

\$29.5M

Budget Allocations	Budget	% of Expenditure
Talent Solutions - Engage the Talent Pool		
Talent Solution Consultants	8,930,000	
Staff Development (CareerSourcers)	355,000	
Career Seekers Support & Incentives	500,000	
Facilities, Maintenance & Related Cost	1,925,874	
Total Talent Solutions - Engage the Talent Pool	11,710,874	39.7%
Talent Solutions – Implement Talent Solutions		
Business Consultants	1,545,000	
Training Investment	10,000,000	
Contracted Services	500,000	
Facilities, Maintenance & Related Cost	369,126	
Total Talent Solutions - Implement Talent Solutions	12,414,126	42.1%
Staff Supporting Talent Solutions	2,880,000	9.8%
Strategic Communications	450,000	1.5%
Facilities, Maintenance & Related Cost	405,000	1.4%
G&A Contracted Services	440,000	1.5%
IT Cost/Network Expenses	1,200,000	4.1%
TOTAL EXPENDITURES	29,500,000	100.0%

TALENT SOLUTIONS	
\$24,125,000	81.8%

GENERAL & ADMIN COST	
\$5,375,000	18.2%



CSCF BUDGET ALLOCATION: YEAR-OVER-YEAR COMPARISON

2018-2019 VERSUS 2019-2020

Budget Allocations	FY 2019/2020	FY 2018/2019	DIFFERENCE	%
Talent Solutions - Engage the Talent Pool				
Talent Solution Consultants	8,930,000	9,245,000	(315,000)	
Staff Development (CareerSourcers)	355,000	305,000	50,000	
Career Seekers Support & Incentives	500,000	1,500,000	(1,000,000)	
Facilities, Maintenance & Related Cost	1,925,874	1,729,949	195,925	
Total Talent Solutions - Engage the Talent Pool	11,710,874	12,779,949	(1,069,075)	-9.1%
Talent Solutions - Analyze the Business/Implement Talent Strategies				
Business Consultants	1,545,000	1,480,000	65,000	
Training Investment	10,000,000	10,300,000	(300,000)	
Contracted Services	500,000	1,200,000	(700,000)	
Facilities, Maintenance & Related Cost	369,126	316,751	52,375	
Total Talent Solutions - Analyze the Business	12,414,126	13,296,751	(882,625)	-7.1%
Staff Supporting Talent Solutions	2,880,000	2,653,000	227,000	
Strategic Communications	450,000	282,000	168,000	
Facilities, Maintenance & Related Cost	405,000	353,299	51,701	
G&A Contracted Services	440,000	670,000	(230,000)	
IT Cost/Network Expenses	1,200,000	1,165,000	35,000	
TOTAL EXPENDITURES	29,500,000	31,200,000	(1,700,000)	-5.8%

TALENT SOLUTIONS COST	
FY 2019/2020	FY 2018/2019
\$ 24,125,000	\$ 26,076,701
81.8%	83.6%

GENERAL & ADMIN COST	
FY 2019/2020	FY 2018/2019
\$ 5,375,000	\$ 5,123,299
18.2%	16.4%



DIVERSIFIED REVENUE

UNRESTRICTED REVENUE

REVENUE		BUDGET
Unrestricted Balance As of April 2019	\$	706,654
Additional Revenue - May & June 2019	\$	85,000
*Ticket to Work Projected Revenue	\$	220,000
TOTAL PROJECTED REVENUE	\$	1,011,654

EXPENDITURES

Board Retreat & Associated Cost	\$	10,000
Annual All Staff Meeting	\$	20,000
Business Service/Community Relations Activities/Incidentals	\$	60,000
Ticket to Work- Staff and OH Cost (1FTE)	\$	70,000
TOTAL PROJECTED EXPENDITURES	\$	160,000

Earmark \$90K of discretionary funds for activities that align with CSCF's business strategy which are not allowed under grant funding.

PROJECTED BALANCE AT 06/30/20 - (ROUNDED) \$ 851,600

* Diversified Revenue

➤ Ticket to Work Projected Revenue + Total Projected Revenue = \$800,000

RESTRICTED REVENUE

REVENUE		BUDGET
Municipalities Funding	\$	145,000
Business Investment	\$	145,000
Grant Revenue	\$	290,000
*TOTAL PROJECTED REVENUE	\$	580,000



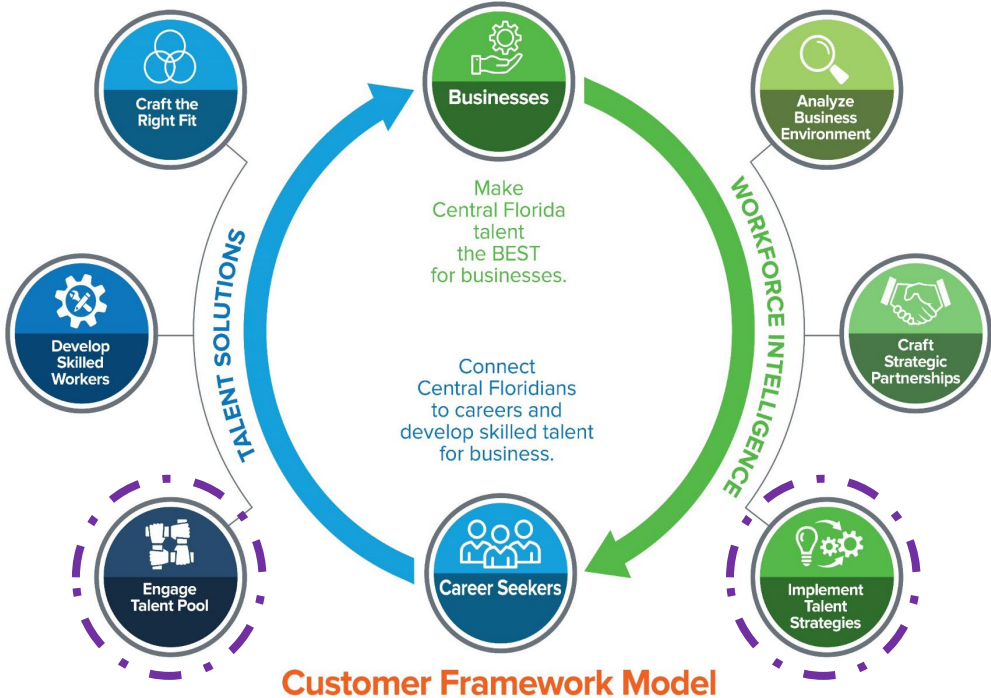
BUDGET STRATEGY

CSCF STRATEGIC PRIORITIES

DIVERSIFY REVENUE STREAMS TO ADJUST FOR VARIABLES IN FEDERAL FUNDING

DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

DELIVER TALENT ACQUISITION STRATEGIES FOR BUSINESSES IN SIX HIGH GROWTH INDUSTRIES



REVENUE DIVERSIFICATION

DIVERSIFY REVENUE STREAMS TO ADJUST FOR VARIABLES IN FEDERAL FUNDING

GOAL

- Develop a Plan to Increase Revenue by 3% Every Year Over the Next 3 Years
- Generate Additional Diversified Revenue of which 1/3 is Unrestricted

KEY PERFORMANCE METRICS

- ✓ Generate 10% of Annual Allocation Revenue (\$2.5M Dollars) by End of 2022 Fiscal Year
- ✓ Generate \$800K in Diversified Revenue

ENGAGE THE TALENT POOL

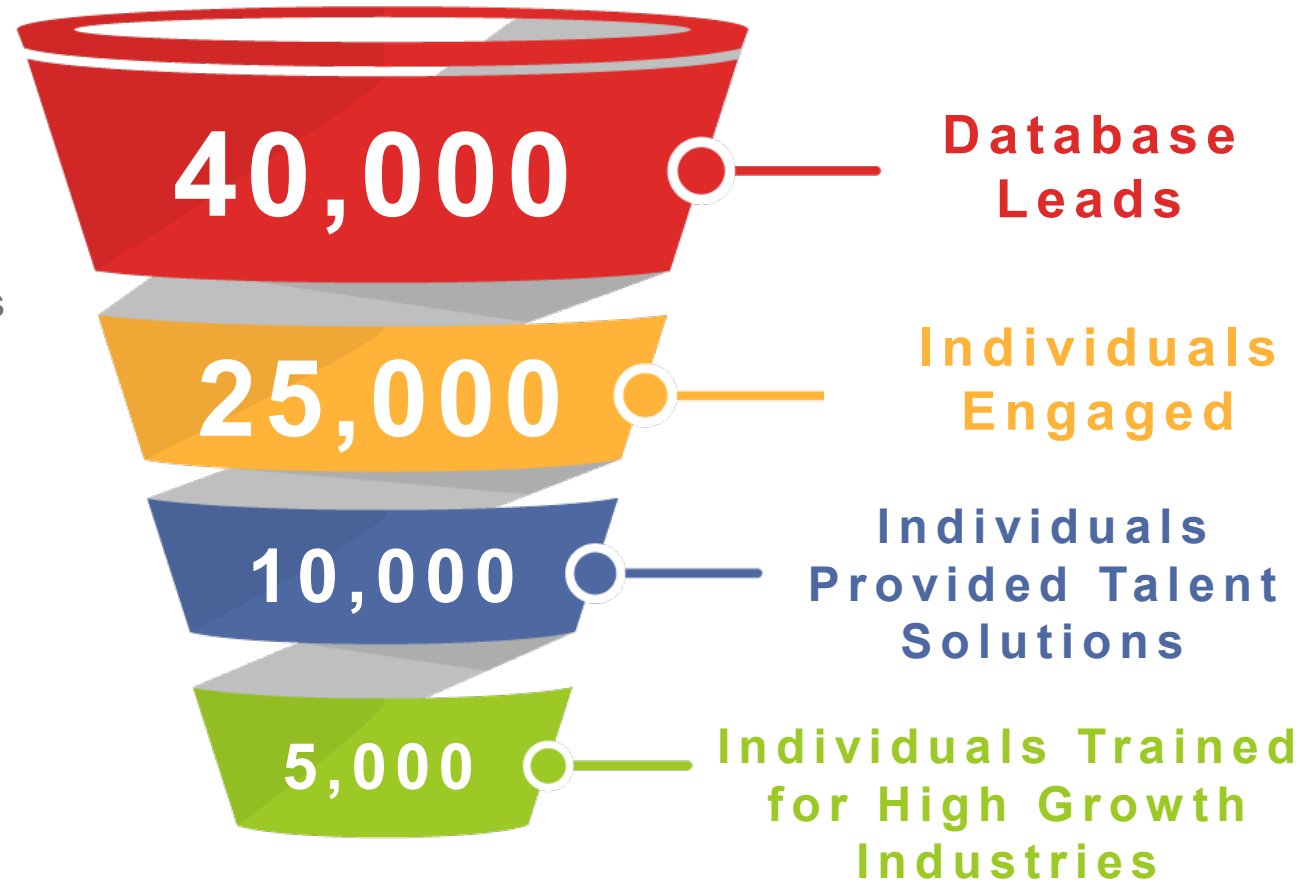
DELIVER TALENT SOLUTIONS
TO IGNITE POTENTIAL

GOAL

- Create Value through Deeper Relationships
- Provide Exceptional Talent Solution Consultation Services
- Drive Deep Loyalty & Customer Satisfaction

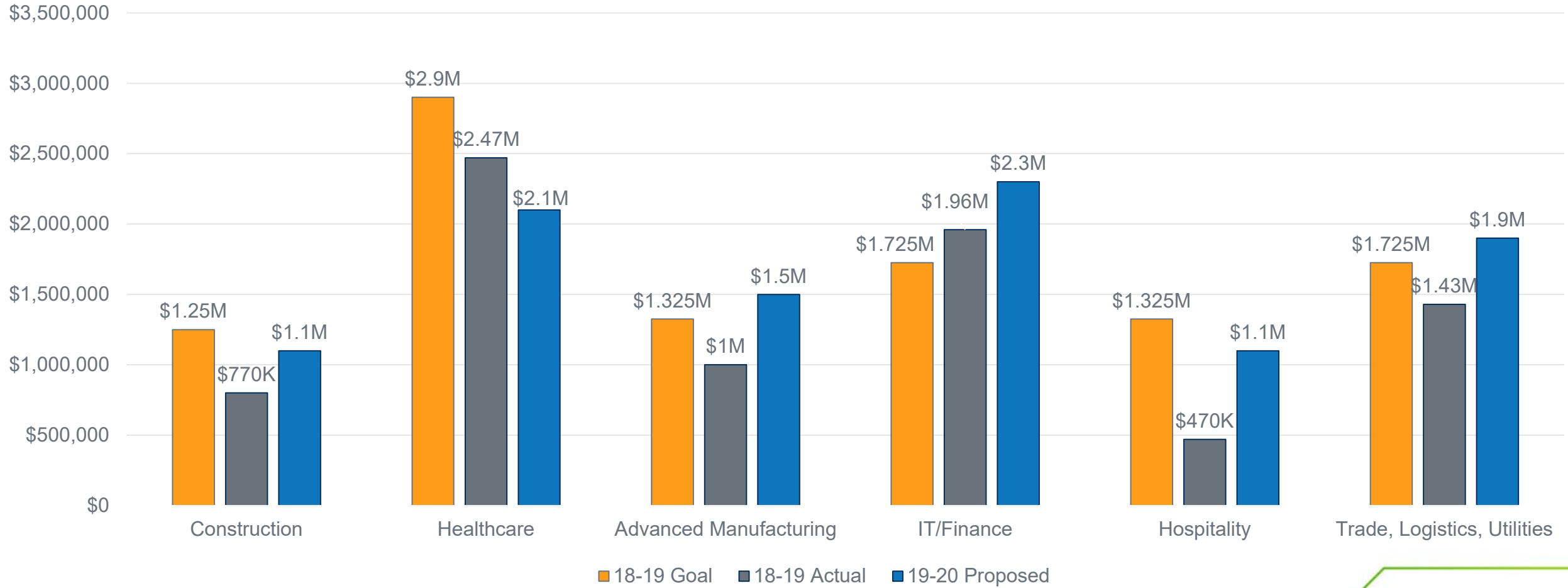
KEY PERFORMANCE METRICS

- ✓ 10,000 Career Seekers
 - ✓ Receive training / credentials
 - ✓ Receive wage of >\$15
 - ✓ Obtain a New Career
- ✓ Receive More than an 80% Satisfaction Level Every Quarter



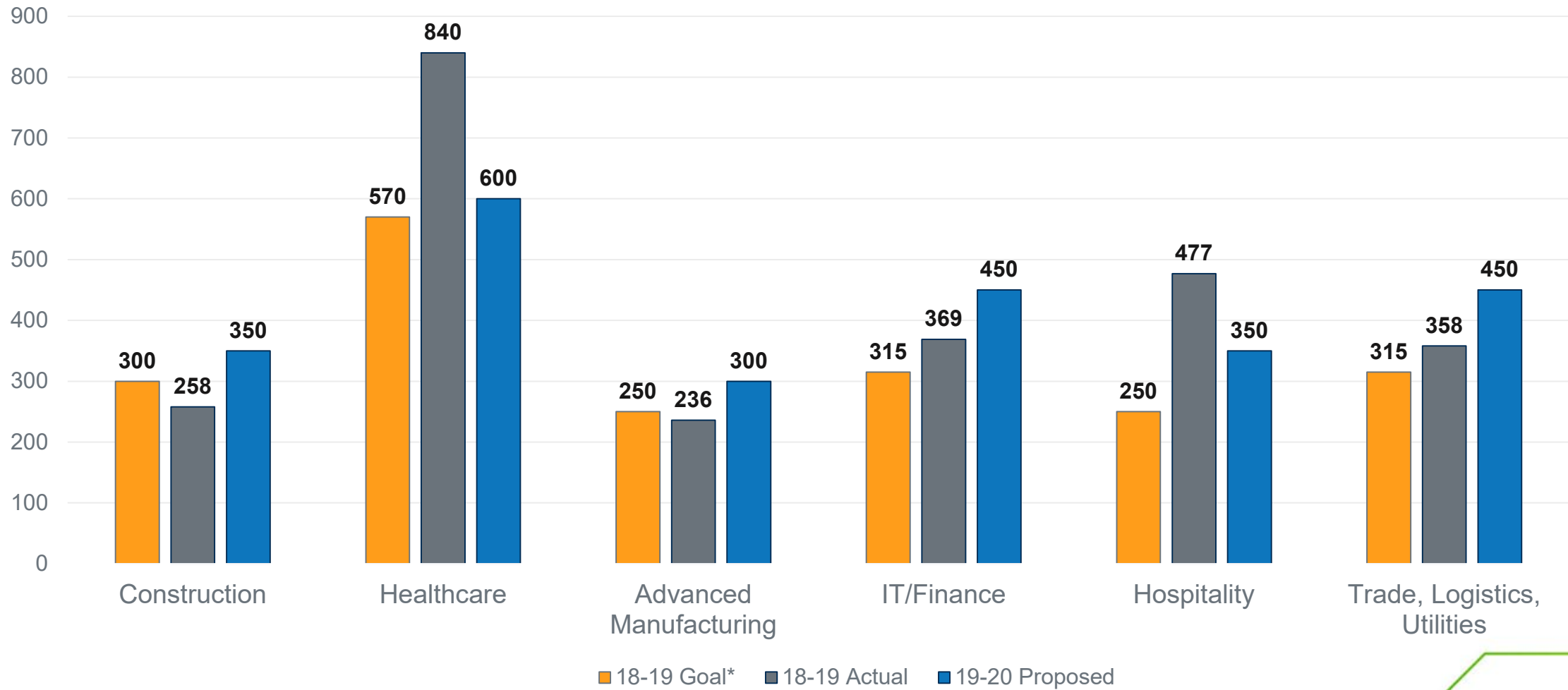
TRAINING INVESTMENTS

\$10M



TRAINING ENROLLMENT

2,500 NEW ENROLLMENTS



*Adjusted Training Investment Model Approved By Board, December 2018

IMPLEMENT TALENT STRATEGIES

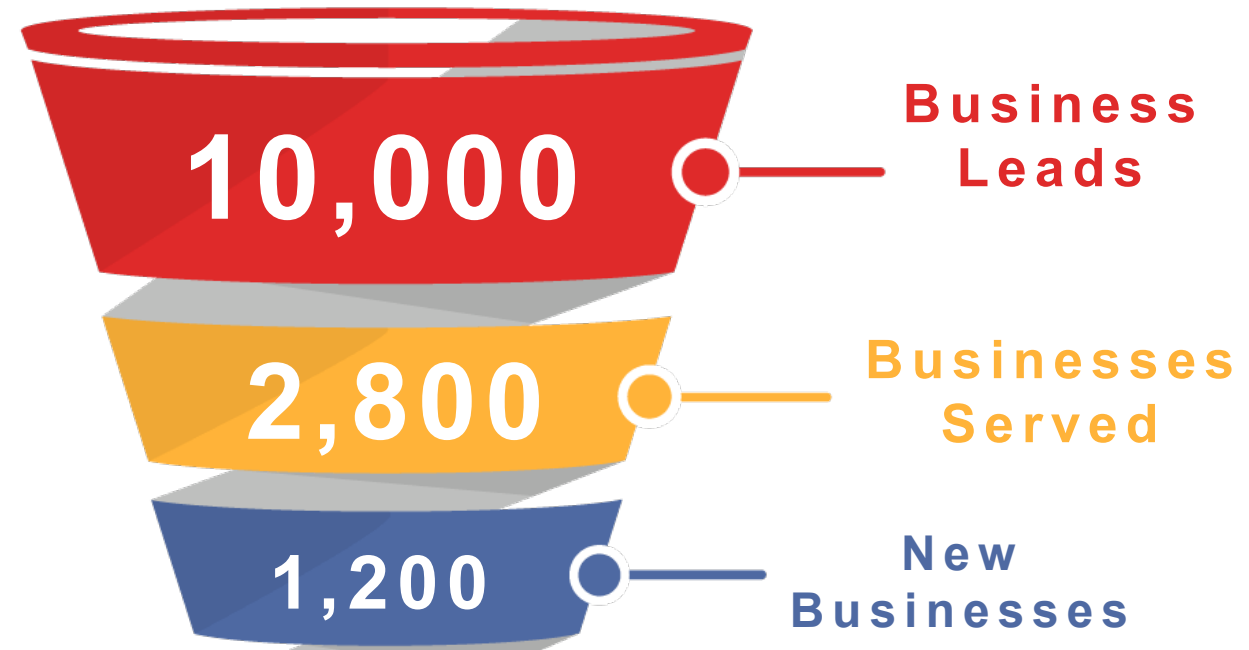
DELIVER TALENT ACQUISITION STRATEGIES FOR BUSINESSES IN HIGH GROWTH INDUSTRIES

GOAL

- Analyze Central Florida High Growth Industries Potential Pipeline & Align to Business Service Delivery Strategy
- Establish Business Services Recruitment Strategy for Each High Growth Industry

KEY PERFORMANCE METRICS

- ✓ 30% increase in High Growth Industry Businesses Served
- ✓ Matching 10,000 individuals to 4,000 High Growth Industry Businesses



General & Administrative

GENERAL & ADMIN: FULL YEAR 2019 – 2020

\$5.375M

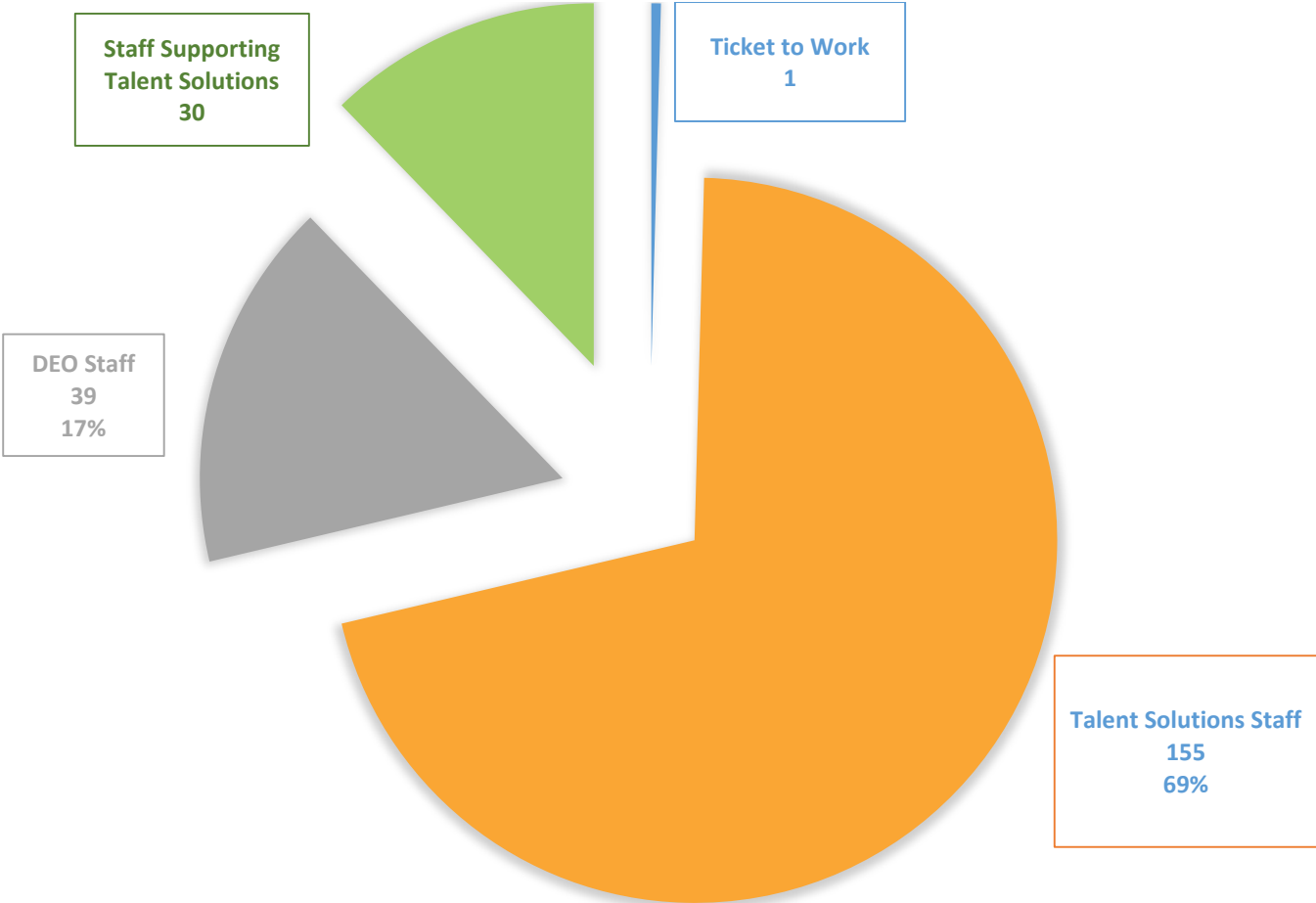
Staff Supporting Operations	2,880,000	9.8%
Strategic Communications	450,000	1.5%
Facilities, Maintenance & Related Cost	405,000	1.4%
G&A Contracted Services	440,000	1.5%
IT Cost/Network Expenses	1,200,000	4.1%



GENERAL & ADMIN COST	
\$ 5,375,000	18.2%

CSCF STAFF SUPPORTING TALENT SOLUTIONS

\$13.4M

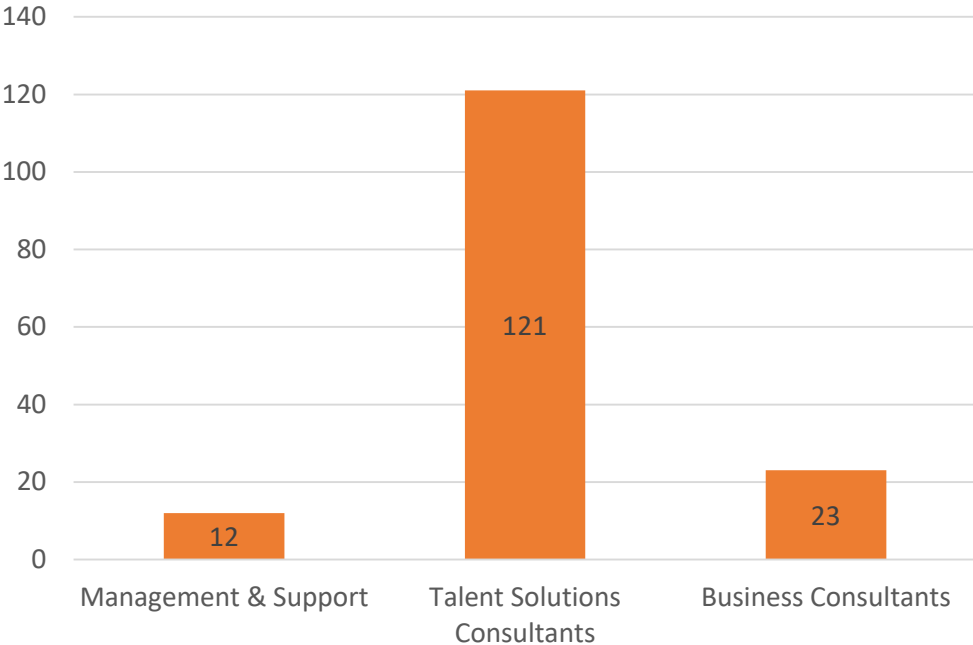


Talent Solution Consultants	\$8.9M
Business Consultants	\$1.6M
Staff Supporting Operations	\$2.9M
Total Staffing Cost	\$13.4M

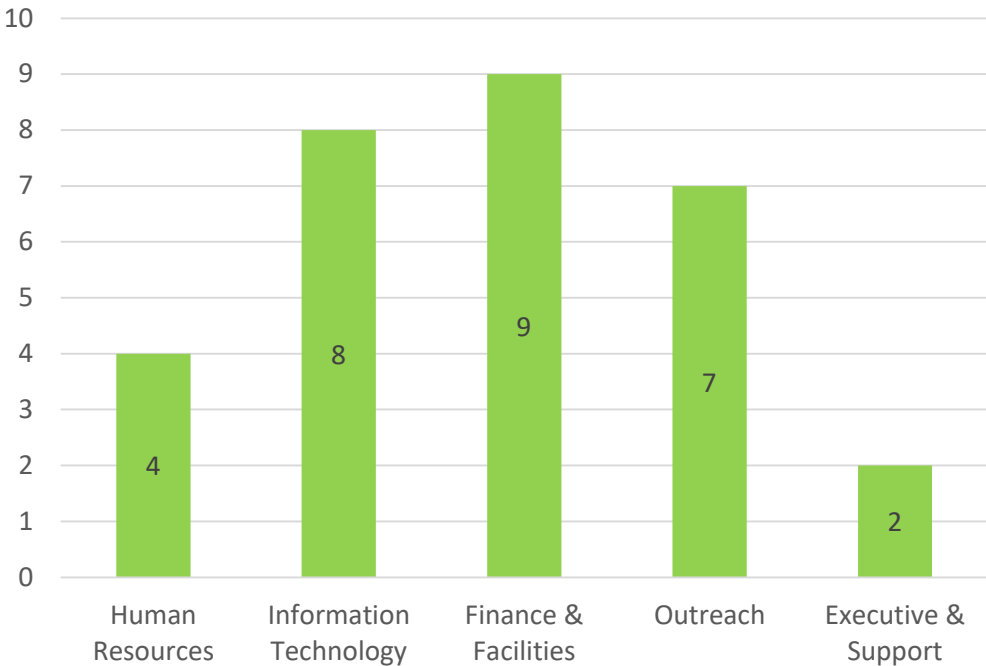
- Proposed Budget for Salaries Reflects a 3% Merit Increase
- Total Amount Awarded for Merits Will Not Exceed 3% of Salaries
- Merit Increases are Awarded Based Upon Achievement of Annual Performance Goals



CSCF STAFF BLEND



\$10.5M Talent Solutions Delivery
156 FTEs



\$2.9M General & Administrative
30 FTEs

CSCF STAFF & SALARY: FULL YEAR-OVER-YEAR COMPARISON

	<u>FY 2019/2020</u>	<u>FY 2018/2019</u>	<u>FY 2018/2018</u>
TOTAL STAFF	186	198	185
TALENT SOLUTIONS	156	169	156
G&A SUPPORT	30	29	29
DEO	39	39	40
TOTAL SALARIES	\$ 13,355,000	\$ 13,378,000	\$ 12,220,500
BUDGET	\$ 29,500,000	\$ 31,200,000	\$ 26,800,000
% OF SALARIES TO TOTAL BUDGET	45%	43%	46%

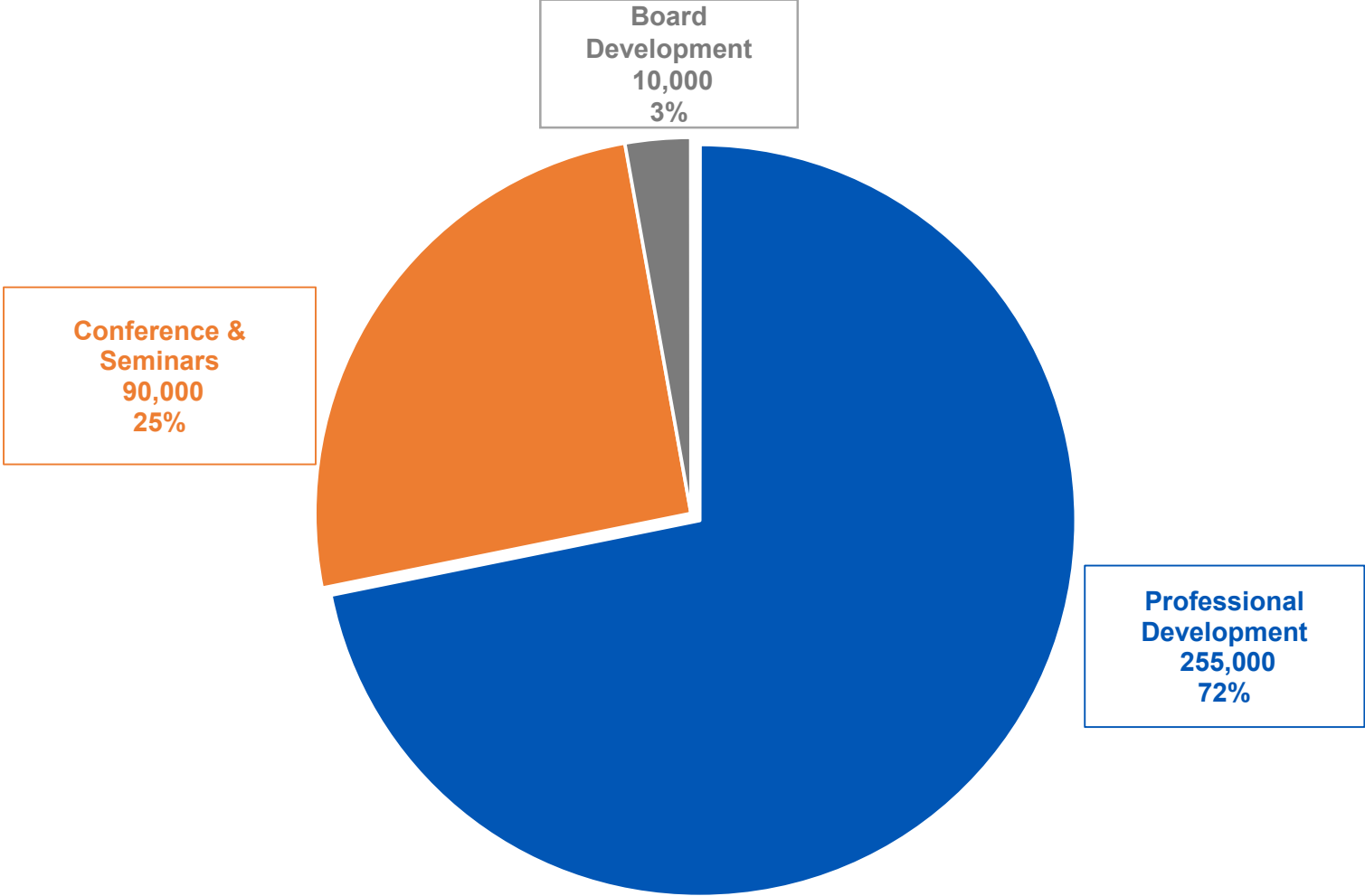
Variables:

- Merit increases and position re-classification
- Increase in staffing mix due to national emergency grant



CSCF STAFF TRAINING & DEVELOPMENT (CAREERSOURCERS)

\$355K



CSCF TRAINING & DEVELOPMENT

Create CareerSourcers Culture

Goal

Align Training & Development Priorities to Key CSCF Values

- Purpose Driven (North Star)
- Innovation (Training)
- Integrity (Trust Creed)

Key Performance Outcomes

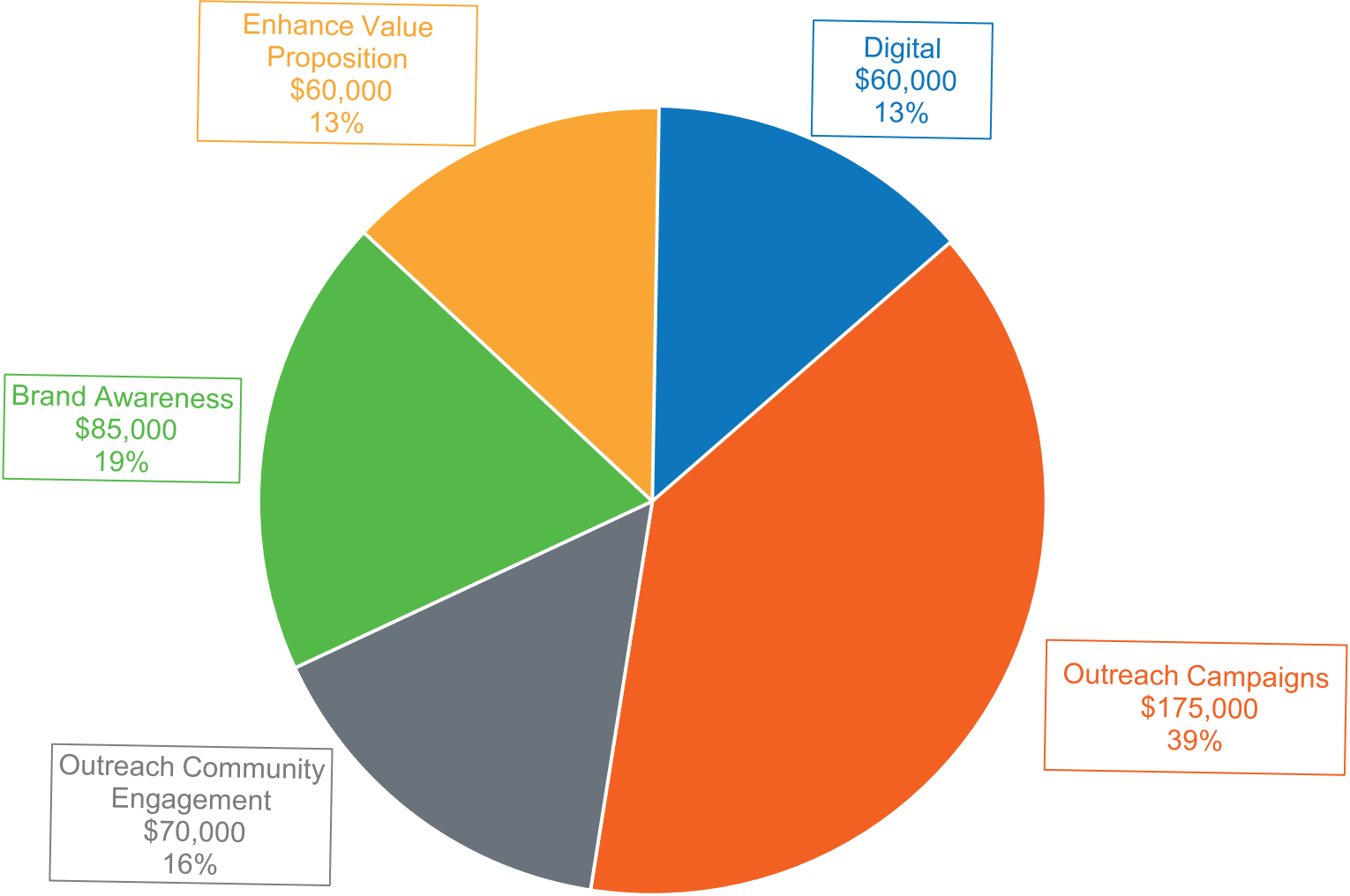
- ✓ Improve Job Performance and Ensure Compliance
- ✓ Talented and Effective Leaders
- ✓ Elevate Emotional Intelligence and Increase Adoption of “CareerSourcer” Attributes
- ✓ Ensure New CSCF Staff are Acclimated into Culture Effectively



Training & Development Priorities

STRATEGIC COMMUNICATIONS BUDGET

\$450K



STRATEGIC COMMUNICATIONS STRATEGY

- **ENGAGE THE TALENT POOL**

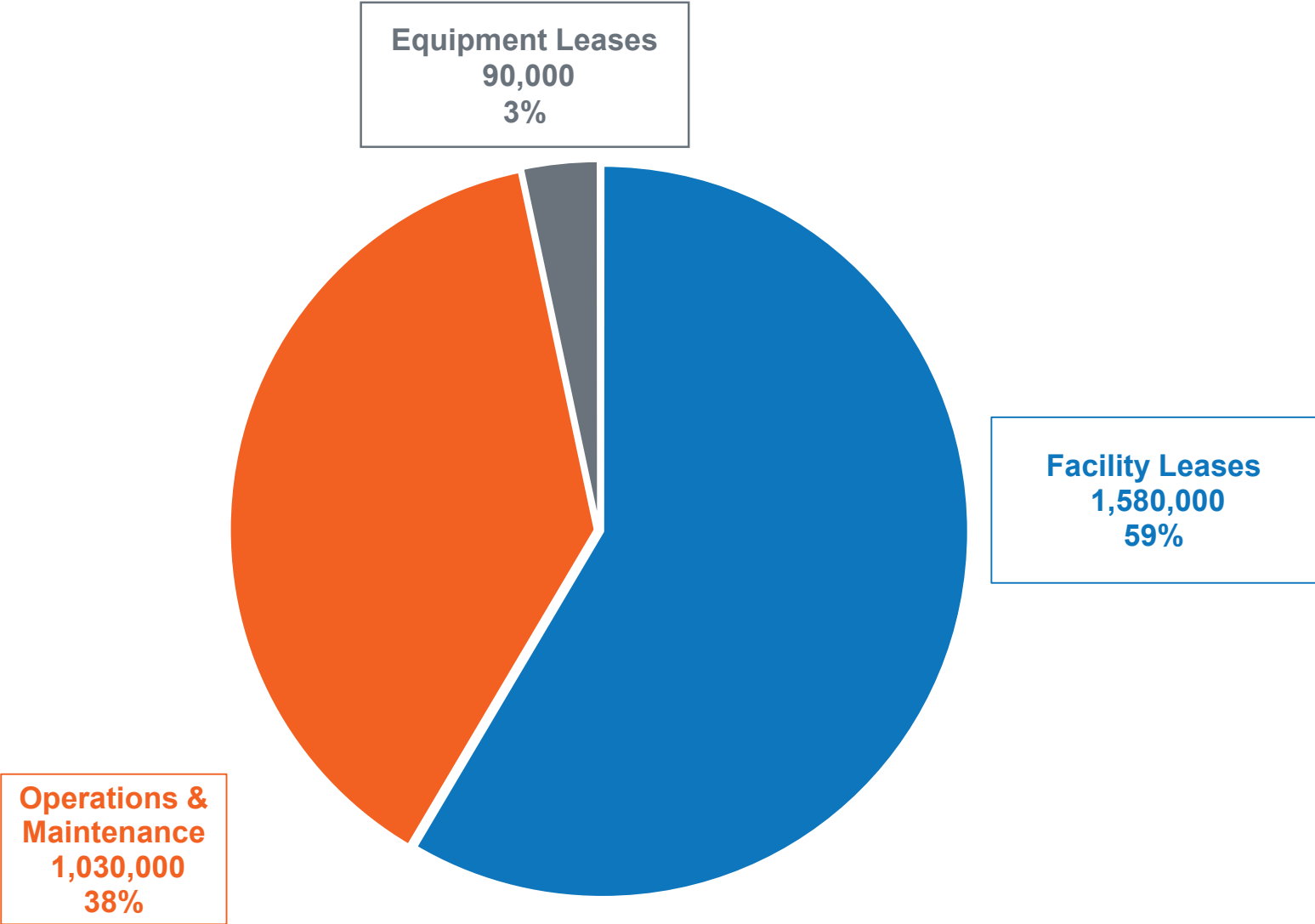
- Drive Awareness and Engagement of CSCF Talent Solutions to Employees and Customers Before, During and After Interactions through:
 - Email Marketing
 - Social Media Engagement
 - Marketing Campaigns
 - Public Relations
 - Internal Communications

- **IMPLEMENT TALENT SOLUTIONS**

- Enhance Customer Journey by Targeting Niche Customers to Drive Relationships More Effectively
- Deliver CSCF Value Proposition Messages Across 5-County Region to Achieve Deeper Customer Loyalty and Satisfaction and Engagement

FACILITIES, MAINTENANCE & RELATED COSTS

\$2.7M



FACILITIES

(1) Lake (Lake Sumter SC)	
Total Square Foot	11,669
Annual Rental Cost	\$154,882
Expiration Date	5/31/2023

(2) Seminole	
Total Square Foot	10,031
Annual Rental Cost	\$142,134
Expiration Date	4/30/2021

(3) West Orange	
Total Square Foot	13,057
Annual Rental Cost	\$194,558
Expiration Date	11/30/2019

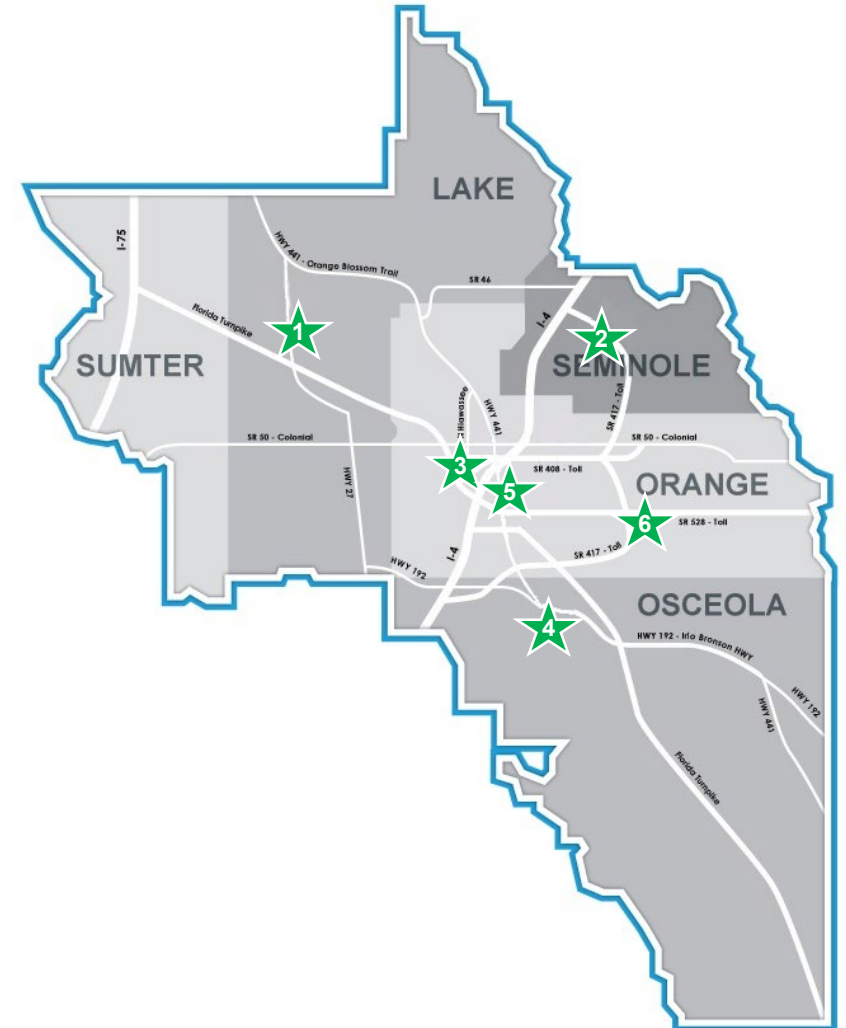
(4) Osceola	
Total Square Foot	30,625
Annual Rental Cost	\$273,788
Expiration Date	12/31/2019

(5) Administration	
Total Square Foot	14,932
Annual Rental Cost	\$323,975
Expiration Date	4/30/2021

(6) Southeast Orange	
Total Square Foot	12,363
Annual Rental Cost	\$173,082
Expiration Date	9/30/2021

(3) West Orange (West Oaks Mall)	
Total Square Foot	12,000
Annual Rental Cost	\$240,720
Move-In Target Date	11/1/2019

(4) Osceola (Valencia College)	
Total Square Foot	12,731
Annual Rental Cost	\$190,965
Move-In Target Date	01/01/2020



Rent / Related cost for maintaining locations represents approximately 9.2% of total rent

G&A CONTRACTED SERVICES

\$440K

Accounting / External Monitoring \$200K

- External Financial Audit Fees and Third-party Financial Monitoring

Human Resources \$140K

- Benefit Broker Fees, Third-party Payroll Services and Recruitment Tools

Legal \$50K

- General Counsel Fees and Employment Law Support

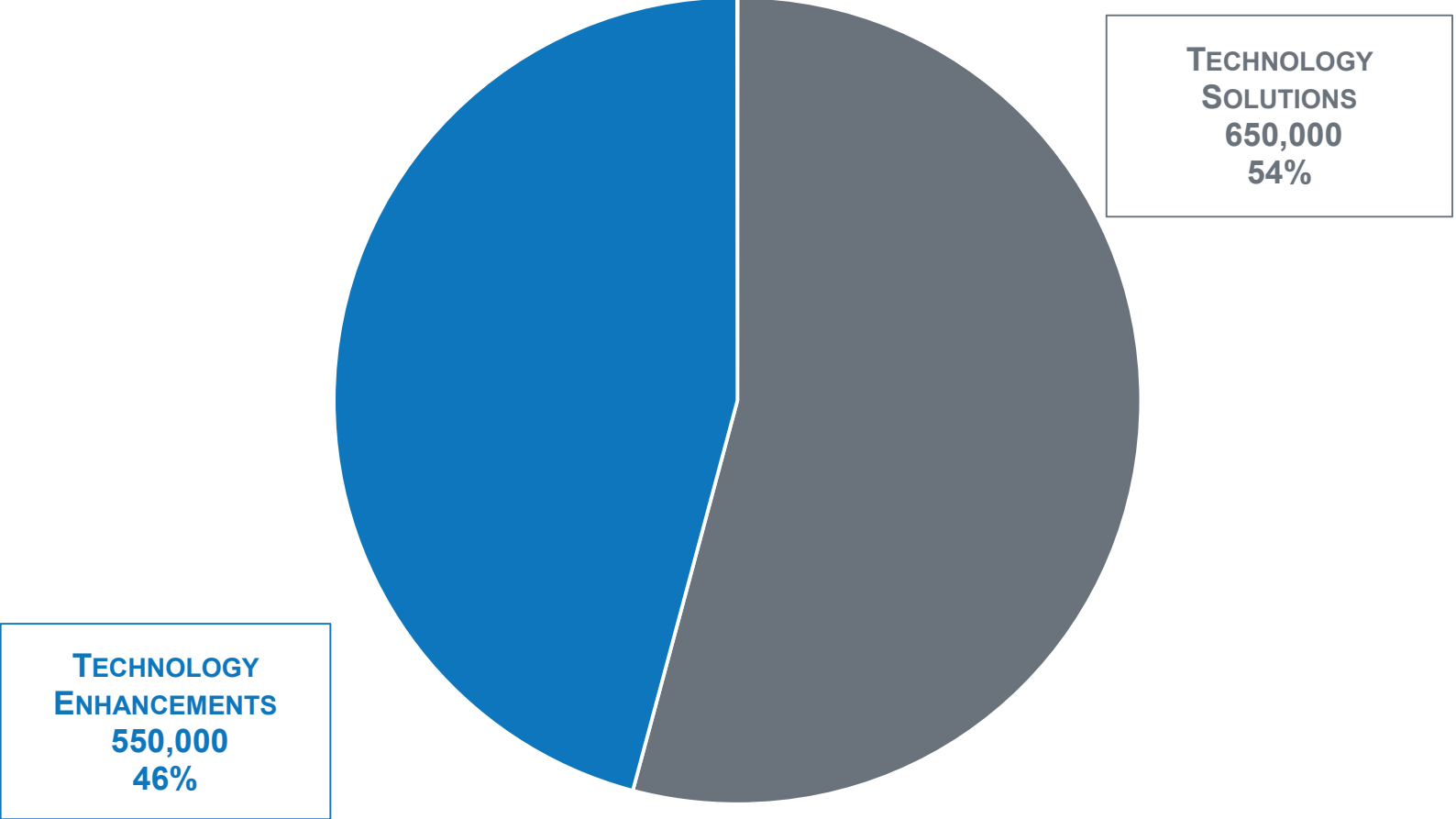
Sterling Implementation \$50K

- Sterling Implementation



INFORMATION TECHNOLOGY COST / NETWORK EXPENSES

\$1.2M



INFORMATION TECHNOLOGY STRATEGY

- **DRIVE BEST-IN-CLASS TECHNOLOGY SOLUTIONS**

- Expand CSCF's Technology Portfolio to Enhance Digital Solutions that Inform and Engage Internal and External Audiences
- Develop and Advance Customer Relationship Management, Human Resource Information Systems, and Enterprise Resource Planning Solutions.
- Improve and Enhance Cloud-based and Mobile Technology Solutions for Virtual Service Delivery

- **DELIVER TECHNOLOGY ENHANCEMENTS**

- Upgrade Computers and mobile devices Utilized at Career Centers to Create New Career Seeker Experiences
- Expand Virtual Communication Platforms for Staff and Customer Use
- Upgrade CSCF Network Infrastructure with Modern High-performing and Secure Platforms to Meet Next Generation Technology Requirements

SUMMARY

- Board Goals - Engage the Talent Pool & Implement Talent Solutions
- Fiscal Responsibility
 - Total Funding Revenue \$29.5M; Year-over-Year -5.4%
 - Drive Funding Strategies in High Growth Industries and Training for In-Demand Occupations
 - 81.8% Earmarked to Deliver Talent Solutions; 18.2% in General & Administrative
- Continue Focus Resources on High Growth Industries and in High Demand Career Professions

Thank you!