



# The Florida Senate

## Local Funding Initiative Request

### Fiscal Year 2025-2026

LFIR # 1975

1. Project Title

2. Senate Sponsor

3. Date of Request

4. Project/Program Description

The Department of Corrections (FDC) will provide a broad array of valuable, connected services that help FDC employees, their spouses, and their children (the "FDC Family") reach their educational goals and obtain career development growth. These offerings will help attract and retain employees in a competitive market, and provide opportunities for career enhancement within or even outside the Department.

The offering includes:

- Higher education & career coaching for FDC employees and their immediate families.
- Custom test preparation for the state-wide corrections examination, General Educational Development (GED) test preparation for employees and dependents, and General Test Preparation for State Scholarship qualification

5. State Agency to receive requested funds

State Agency contacted?

6. Amount of the Nonrecurring Request for Fiscal Year 2025-2026

Type of Funding	Amount
Operating	1,500,000
Fixed Capital Outlay	0
<b>Total State Funds Requested</b>	<b>1,500,000</b>

7. Total Project Cost for Fiscal Year 2025-2026 (including matching funds available for this project)

Type of Funding	Amount	Percentage
Total State Funds Requested (from question #6)	1,500,000	100%
<b>Matching Funds</b>		
Federal	0	0%
State (excluding the amount of this request)	0	0%
Local	0	0%
Other	0	0%
<b>Total Project Costs for Fiscal Year 2025-2026</b>	<b>1,500,000</b>	<b>100%</b>

8. Has this project previously received state funding?

If yes, provide the most recent instance:

Fiscal Year (yyyy-yy)	Amount		Specific Appropriation #	Vetoed
	Recurring	Nonrecurring		
2024-25	0	1,000,000	701	No

9. Is future-year funding likely to be requested?

a. If yes, indicate nonrecurring amount per year.

b. Describe the source of funding that can be used in lieu of state funding.



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## Complete questions 10 and 11 for Fixed Capital Outlay Projects

### 10. Status of Construction

a. What is the current phase of the project?

- Planning    
  Design    
  Construction    
  N/A

b. Is the project "shovel ready" (i.e permitted)?

c. What is the estimated start date of construction?

d. What is the estimated completion date of construction?

e. What funding stream will be used for ongoing operations and maintenance of the project?

11. List the owners of the facility to receive, directly or indirectly, any fixed capital outlay funding. Include the relationship between the owners of the facility and the entity.

### 12. Details on how the requested state funds will be expended

Spending Category	Description	Amount
<b>Administrative Costs:</b>		
Executive Director/Project Head Salary and Benefits		0
Other Salary and Benefits		0
Expense/Equipment/Travel/Supplies/Other		0
Consultants/Contracted Services/Study	The Department of Corrections (FDC) will contract for a vendor who will provide a broad array of valuable, connected services that help FDC employees, their spouses, and their children (the "FDC Family") reach their educational goals and obtain career development growth. These offerings will help attract and retain employees in a competitive market, and provide opportunities for career enhancement within or even outside the Department.	1,500,000
<b>Operational Costs</b>		
Salary and Benefits		0
Expense/Equipment/Travel/Supplies/Other		0
Consultants/Contracted Services/Study		0
<b>Fixed Capital Construction/Major Renovation:</b>		
Construction/Renovation/Land/Planning Engineering		0
<b>Total State Funds Requested (must equal total from question #6)</b>		<b>1,500,000</b>

### 13. Program Performance

a. What specific purpose or goal will be achieved by the funds requested?



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FDC has enduring challenges related to employee recruitment and retention. Of the FDC's ~24,000 employees, ~17,000 are correctional officers yet over 5,000 vacancies still exist statewide, with 23,375 positions overall. The vacancy rate of just over 25% is an improvement over November 2021's 38.5%. But gaps still exist despite recent reforms in what can often be a dangerous and undesirable place to work. Employees are leaving for higher paying jobs and FDC is limited in its ability to compete.

**b. What activities and services will be provided to meet the intended purpose of these funds?**

FDC will offer coaching and advising services at no out of pocket costs to FDC Employees and their family members.

Through one-on-one sessions, coaches will help FDC Employees and their immediate family members define their education goals, make school and program/major selections, and navigate the admissions process. The offering extends to those who wish to pursue higher education. In addition, Career Coaches will help FDC Employees understand and learn how to maximize the education benefit available to them through the State of Florida's State Tuition Waiver.

For FDC Family members in college/university, Coaches stay in touch, to help with time management issues that frequently occur with working adults who are also attending an institution of higher learning, work/life/school balance, and support to help individuals reach their end goals.

**c. What direct services will be provided to citizens by the appropriation project?**

FDC will offer coaching and advising services to FDC employees and their family members.

Through one-on-one sessions, coaches will help FDC Employees and their immediate family members define their education goals, make school and program/major selections, and navigate the admissions process. The offering extends to those who wish to pursue higher education. In addition, Career Coaches will help FDC Employees understand and learn how to maximize the education benefit available to them through the State of Florida's State Tuition Waiver.

For FDC Family members in college/university, Coaches stay in touch as often or as little as desired, to help with time management issues that frequently occur with working adults who are also attending an institution of higher learning, work/life/school balance, and support to help individuals flourish in school and to graduate.

**d. Who is the target population served by this project? How many individuals are expected to be served?**

Florida Department of Corrections 24,000 employees and their immediate families

**e. What is the expected benefit or outcome of this project? What is the methodology by which this outcome will be measured?**

- Program participant satisfaction and perception of value of education received
- Employee retention
- Rate of program switching
- Education benefit adoption rate and budget usage amongst employees
- Persistence / Drop rates
- Course and Program Completion
- Credits accrued by employees while in programs
- Career advancement and support within the organization

**f. What are the suggested penalties that the contracting agency may consider in addition to its standard penalties for failing to meet deliverables or performance measures provided for in the contract?**

If deliverables are not met, the Department will put a corrective action plan in place.

**14. Is this project related to mitigation, response, or recovery from a natural disaster?**  No

**a. If Yes, what phase best describes the project?**

- Mitigation (reducing or eliminating potential loss of life or property)
- Response (addressing the immediate and short-term effects of a natural disaster)



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Recovery (assisting communities return to normal operations, including rebuilding damaged infrastructure)

**b. Name of the natural disaster (or Executive Order # for events not under a federal declaration):**

**15. Has the entity applied for or received federal assistance for this project?**

- Yes, Applied
- Yes, Received
- No
- No, but intends to apply

**a. If yes, provide the FEMA project worksheet ID#:**

**b. Provide the total project cost listed on the FEMA project worksheet:**

**16. Has the entity applied for or received state assistance for this project (other than this request)?**

- Yes, Applied
- Yes, Received
- No
- No, but intends to apply

**a. If yes, specify the program and state agency (ex. Local Government Emergency Bridge Loan, Department of Commerce):**

**17. Requester Contact Information**

<b>a. First Name</b>	Emmanuel	<b>Last Name</b>	Nwakibu
<b>b. Organization</b>	Kaplan		
<b>c. E-mail Address</b>	Emmanuel.Nwakibu		
<b>d. Phone Number</b>	(972)375-6668	<b>Ext.</b>	

**18. Recipient Contact Information**

<b>a. Organization</b>	Florida Department of Corrections
<b>b. Municipality and County</b>	Statewide
<b>c. Organization Type</b>	
<input type="checkbox"/> For Profit Entity	



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- Non Profit 501(c)(3)
- Non Profit 501(c)(4)
- Local Entity
- University or College
- Other (please specify) State Agency

d. First Name  Last Name

e. E-mail Address

f. Phone Number  Ext.

#### 19. Lobbyist Contact Information

a. Name

b. Firm Name

c. E-mail Address

d. Phone Number

*The information provided will be posted to the Florida Senate website for public viewing if sponsored by a Senator.*