


# Making an Impact Through the “Power of Partnerships” For Five Years and Counting



2015 Evaluation Report

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## **VISION**

CareerEdge will be known as the region's distinguished workforce development organization that promotes economic prosperity through strong employer-labor and community partnerships.

## **MISSION**

Our mission is to provide an exceptional labor force to a region's growing industries by leveraging community assets and forming high-performing workforce partnerships.

# Table of Contents

<u>Executive Summary</u>	4
<u>CareerEdge Partnerships Model</u>	6
<u>2015 Impact &amp; Systems Change</u>	9
<u>Impact Since Inception Update</u>	18
<u>2016 Planning</u>	22
<u>Appendix</u>	24



# Executive Summary – Five Year Impact (2010-2015)

## \$6.3M\*

Invested in regional  
workforce development



Sarasota & Manatee, Pinellas,  
Charlotte, and Hillsborough  
counties served.



### Incumbent Workers



Manufacturing  
Employer  
Partners



Healthcare  
Employer  
Partners



Transportation,  
Distribution & Logistics  
Employer Partners



### Job Seekers



# Executive Summary – 2015 Impact



**577** people trained  
(536 trainees + 41 interns funded)



**14** employers  
developing employees



**544**  
people earned  
raises\*



**387** new  
jobs created



**\$646**  
average employer  
contribution per  
incumbent  
employee#



**\$1.4M**  
in new raises\*



**73** people  
promoted\*

\* Includes CEFC-trained people prior to and including 2015.  
(Typically raises & promotion data lag training up to one year.)  
# Includes only those incumbent employees trained in 2015.



# Partnerships Model

# How Impact Happens: CEFC Partnerships Model

## Partnerships Model Utility



*\*see notes for full list of partners.*

- Unrestricted funds allows for *agility*
- Unique public-private *collaboration*
- Innovative “*Employer as a customer*” model
- Local/regional connections to *drive change*
- Sector-based approach *aligns talent to employers’ needs*
- Tightening the *skills gaps* across the talent pool
- Driving employer/regional *job creation*
- Allows for *achievement of* employee, employer, and community/regional *goals*



# CEFC Partnerships Model: 2015 Recognition

## National & International Recognition

Mireya Eavey, CareerEdge Executive Director



- Ms. Eavey received a special invitation from the White House to keynote at the Social Innovation Fund's 2015 Grantee Convening.
- Mireya received a GOLD International Stevie Award for Female Executive of the Year (Government or Non-Profit 10 or Less Employees).



FOR WOMEN  
IN BUSINESS





# 2015 Impact Update & Systems Change

# 2015 Goals & Evaluation Questions

## Goal 1: Move low-wage workers into higher-paying jobs

- Evaluation Question: Did CareerEdge program participants move into higher-paying jobs?

YES

## Goal 2: Provide employers with the skilled employees they need

- Evaluation Question: Did the employers' partnership with CareerEdge establish a high-performing workforce?

YES

## Goal 3: Demonstrate *community/regional impact*

- Evaluation Question: Have CareerEdge trained employees and their employers contributed to the local/regional community?

YES



# 2015 Evaluation Data



## Incumbent Workers



Manufacturing  
Employer  
Partners



Transportation,  
Distribution & Logistics  
Employer Partners



Healthcare  
Employer  
Partners

*Employers report 3 years from funding date*

- Participant demographics
- Course attendance
- Employment outcomes (job placement, wages, and promotions)



## Job Seekers

**BRIDGES  
TO CAREERS**  
A CareerEdge Program

**SUNCOAST**  
TECHNICAL COLLEGE





Incumbent Workers

CareerEdge 2015 Evaluator Report

# 2015 Funded Employer Partners



## Manufacturing *5 employers*

- Air Products and Chemicals
- KHS
- Mustang Vacuum Systems, Inc.
- PGT Industries
- Radiant Power Corporation



## TD&L *1 employer*



## Healthcare *9 employers*

- BioLucid
- Blake Medical Center
- Life Care Center of Sarasota
- Manatee Memorial Hospital
- Pines of Sarasota Rehabilitation & Senior Care Community
- Sarasota Memorial Hospital
- Shared Services
- Tidewell Hospice
- Venice Regional Bayfront Health








Incumbent Workers

CareerEdge 2015 Evaluator Report

# 2015 Incumbent Worker Update

	# Trained	# Promoted	# of Raises Earned*	Average Hourly Raise	# of Credentials/Certifications Earned
Total Incumbent Workers	347	73	671	\$1.25	240
 Manufacturing	127	47	218	1.56	130
 Healthcare	92	23	413	1.12	40
 TD&L	128	3	40	2.00	70

\* People can earn multiple raises.

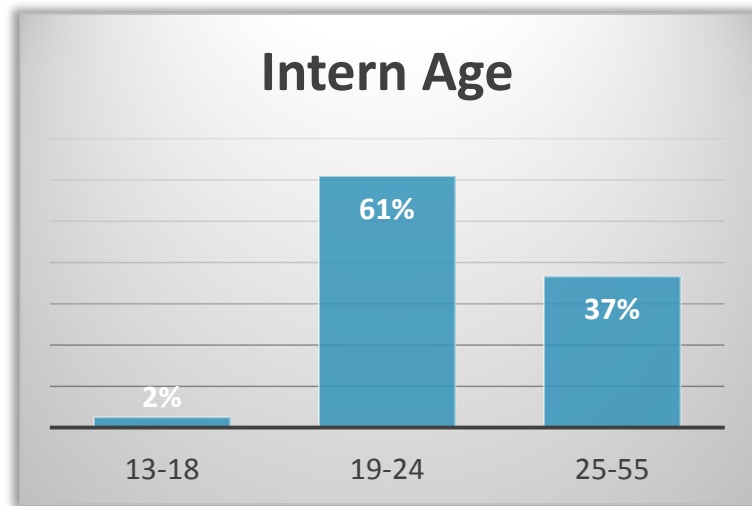




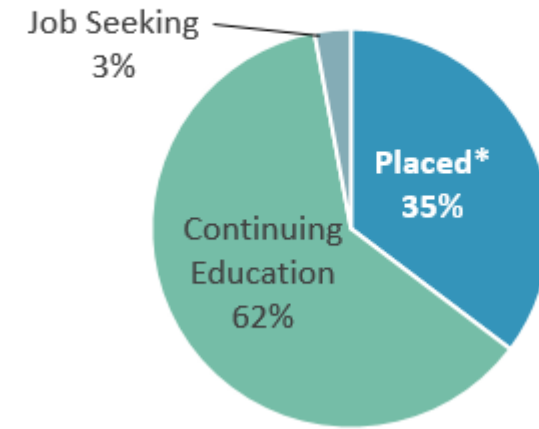
# 41 Internships Funded



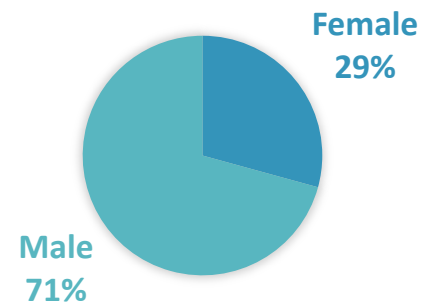
## Employer Internship Programs



## Upon Completing the Internship...






## Intern Gender





# 2015 Jobseeker Update\*

	# Trained	# Placements	Average Hourly Wage	# of Credentials/ Certifications Earned
<b>Total Jobseekers</b>	<b>128</b>	<b>52</b>	<b>\$15.67</b>	<b>222</b>
 <b>BRIDGES TO CAREERS</b> <small>A CareerEdge Program</small>	<b>62</b>	<b>26</b>	<b>\$18.14</b>	<b>103</b>
 <b>SPC</b> <small>Excellence in education since 1927</small> <b>TD&amp;L</b>	<b>52</b>	<b>12</b>	<b>\$12.00</b>	<b>51</b>
 <b>SUNCOAST</b> <small>TECHNICAL COLLEGE</small> <b>Precision Machining</b>	<b>14</b>	<b>14</b>	<b>\$16.50</b>	<b>68</b> (57 NIMS + 11 CNC)

*\*does not include funded internships*





Incumbent Workers



Job Seekers

# 462 Degrees & Certificates Earned

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## Sample of Certificates/Degrees Earned in 2015

Bachelor's Degree in Nursing  
Certified Production Technician  
CNC Operator  
Commercial Driving Licenses  
Dementia Certification  
Designated Manufacturing Inspection Representative  
ICD-10 Coding Certification  
IPC Crimping Certification  
IPC J-STD Recertification  
IPC Rework Certificate  
NIMS  
Project Management Certificate  
SCM: Warehousing Operations Certification  
SCM: Customer Service Operations Certification  
Specialized Welding Training - Welding Basics

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# 2015 Systems Change



Employer Practices/Policies



Public Policy



Education Sector



Workforce Sector

- Brought together employers and SCF to *develop a new Risk Management Degree Program*.
- Partnered with SPC to deliver *supply chain management certifications*.
- Implemented the Bridges to Careers *soft skills to the Suncoast Trucking Program*.
- Implemented the Bridges to Careers at *Charlotte Technical Institute*.
- Blake Medical Center offering Bridges to Careers to *new entry level employees*.
- Funding the Talent4Tomorrow initiative to bring the *College Access Network to Sarasota*.
- Working in partnership with the local Workforce Board.
- Led a *community manufacturing plan*. Now employers, educators, and community partners collaborate to address workforce issues in the region.
- Workforce initiative working closer on *workforce issues* in the region.
- CareerEdge helps other organization *win grants* for the region to address workforce issues.



# Impact Since Inception Update (2011-2015)

# Executive Summary – Five Year Impact (2010-2015)

**\$6.3M**

Invested in regional  
workforce development \*



**75** employers  
developing employees



**\$23.4M** in  
new wages &  
raises#



**3,142** people trained



**1,212** new  
jobs created



**2,049** people  
earned raises



**541**  
people promoted#

\* includes CEFC grants, employer contribution, CareerSource Suncoast and FL & SCGOV

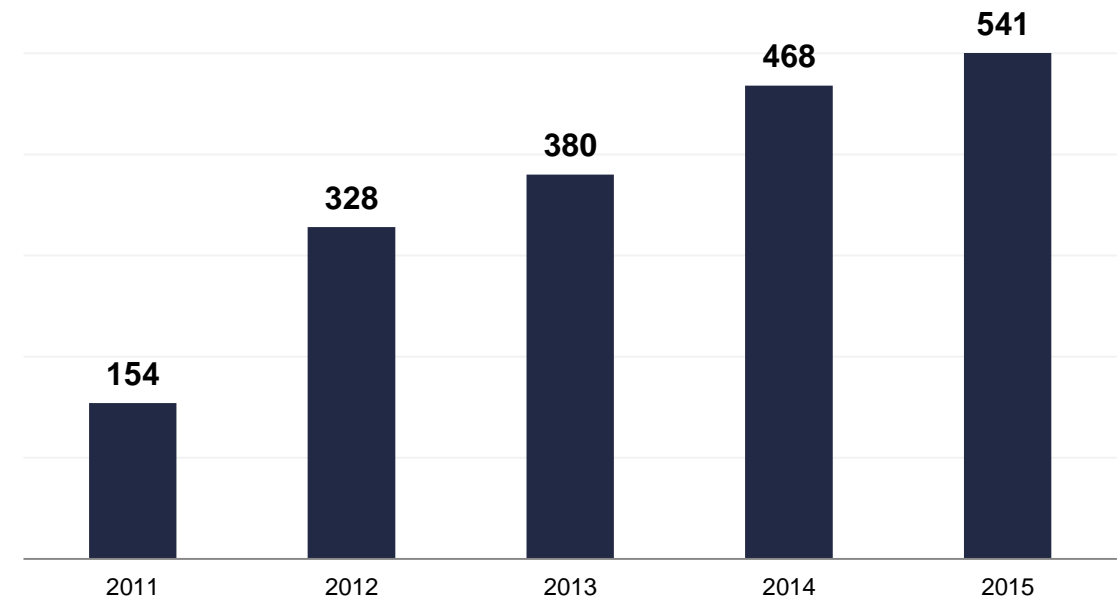
# typically raises & promotion data lag training up to one year



# Year-To-Date Promotions

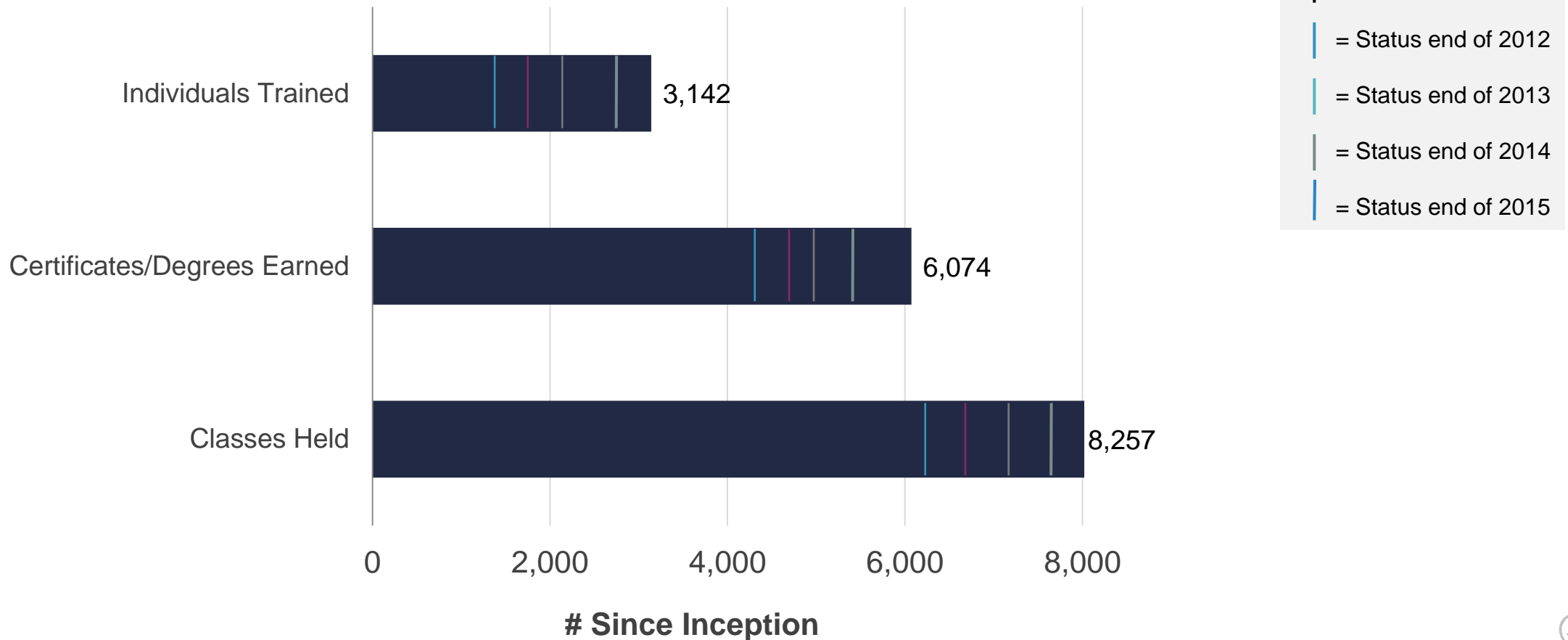
**541** individuals have  
earned at least one  
**promotion**

Cumulative # of Employees Earning at Least One Promotion



# Year-To-Date Training Outcomes

- From inception (late 2010) through 2015



# 2016 Planning

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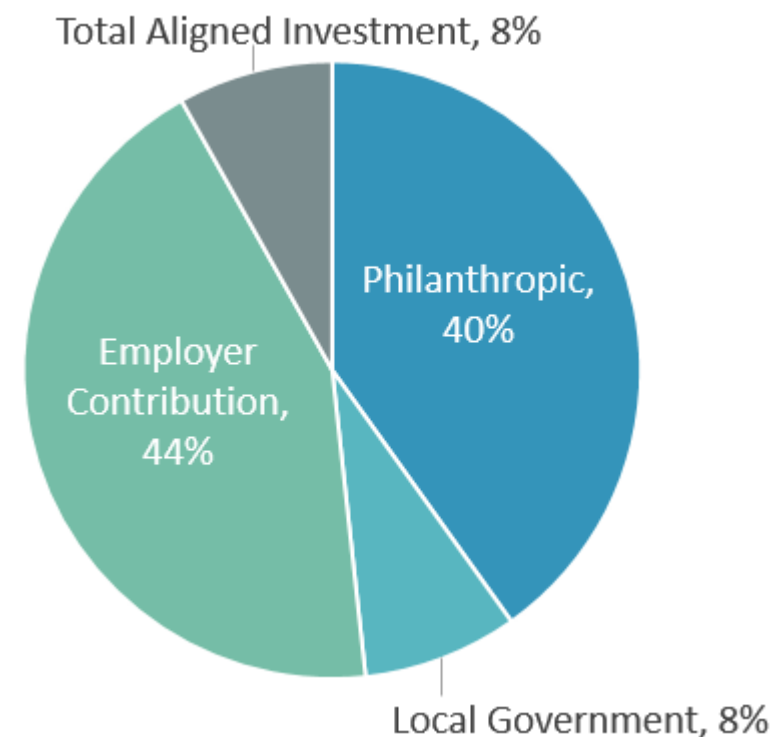
# Appendix



# Year-To-Date Investments

**\$9.8M** Leverage Funding

Investor	Investment	
Philanthropic	\$3,952,000	(40%)
Local Government	\$800,000	(8%)
Employer Contribution	\$4,330,850	(44%)
Total Aligned	\$798,940	(8%)
<b>Total Leverage Funding</b>	<b>\$9,881,790</b>	



# Investments To Date

**\$6.3M**  
since inception

Grantee/ Program	Amount Awarded	Employer Contribution	Aligned Contribution	Total Investment Since Inception
Healthcare Partnership				
	\$910,793	\$3,863,860	\$408,574	\$5,142,480
Manufacturing Partnership				
	\$275,870	\$466,990	\$390,366	\$1,065,716
Bridges to Careers				
	\$130,000			\$130,000
Total	\$1,316,663	\$4,330,850	\$798,940	\$6,338,196

