



Mid-Year Update July 2016

Impacting Change in Regional Workforce Development

CareerEdge is proud to list its funders: *Bank of America, Charles and Margery Barancik Foundation, City of Bradenton DDA and CCRA, Gulf Coast Community Foundation, Jane's Trust, Jobs for the Future, John S. and James L. Knight Foundation, JP Morgan Chase, Microsoft, National Fund for Workforce Solutions, Sarasota County Government, United Way Suncoast, Scheidel Foundation*

Executive Summary

CareerEdge Funders Collaborative continues to impact change in regional workforce development this year through:

- **Direct training grants** to employers in order to upskill workers in targeted sectors.
- **Funded certification programs** for job seekers in high demand occupations.
- ***Bridges to Careers*** soft skills training for both incumbent workers and job seekers.
- **Young Adult strategies** to increase credential attainment for 18-25 year olds.
- **Internship Reimbursement Program** to encourage experiential opportunities for students.
- **Consortium training** in the Healthcare sector.
- **Workforce research**, with the commission of a Manufacturing Skills Gap Study Update and Labor Market Analysis.
- Participation in **community collaborations**.
- Serving as the **regional convener** on critical workforce issues.

Training Grants for Workers

FUNDED EMPLOYER	TRAINING PROGRAMS COMPLETED
Air Products and Chemicals	40 Welding
PGT Industries	50 MSSC w/ 37 earning CPT certification 3 Supply Chain Management- Customer Service 2 Warehousing Operations 5 Procurement Inventory Management 30 Leadership 12 GED 4 Adult Basic Education 12 English for Speakers of Other Languages (ESOL)
Sarasota Memorial Hospital	10 RN to BSN 28 ICD-10 Coding
Blake Medical Center	40 Bridges to Careers 10 LPN to RN
Tidewell Hospice	20 LPN Wound Care
Total Direct Employer Training Programs	266 Completed through July 2016

“These programs provide career pathways toward employee growth and development; increase employee retention rates, maximize employee potential, and provide employees greater job security, increased quality of life and earning potential while creating a constant supply of new jobs. However, growth of spirit and confidence can’t be monetized. These programs have meant a lot to our employees.” PGT Industries

“The hands-on education and practice the Career Edge grants allowed us to provide our coders contributed to the 92% coding accuracy rate recently received in an outside coding audit performed 6 months after the transition to the new code set.”
Sarasota Memorial Hospital



Funded Programs for Job Seekers

CareerEdge funds certification programs in high demand occupations through partnerships with regional institutions of higher education.

HEALTHCARE



20 students have been supported in the following healthcare certification programs the first half of 2016:

- Manatee Technical College- Certified Nurse Assistant
- Suncoast Technical College- Certified Nurse Assistant
- St. Petersburg College- Certified Medical Assistant

"I am very grateful for the opportunities that the CMA program has given me and the scholarship that helped make the process of completion easier."

SPC Medical Assisting student



CareerEdge also offered *Bridges to Careers* soft skills training to the following programs:

TRANSPORTATION, DISTRIBUTION & LOGISTICS (TDL)



- Manatee Technical College - Automotive & Marine Technology *Bridges to Careers*
- Suncoast Trucking Academy - CDL *Bridges to Careers*
- Charlotte Technical College - Automotive Technology *Bridges to Careers*

MANUFACTURING



- Suncoast Technical College- Precision Machining *Bridges to Careers*

Bridges to Careers Program

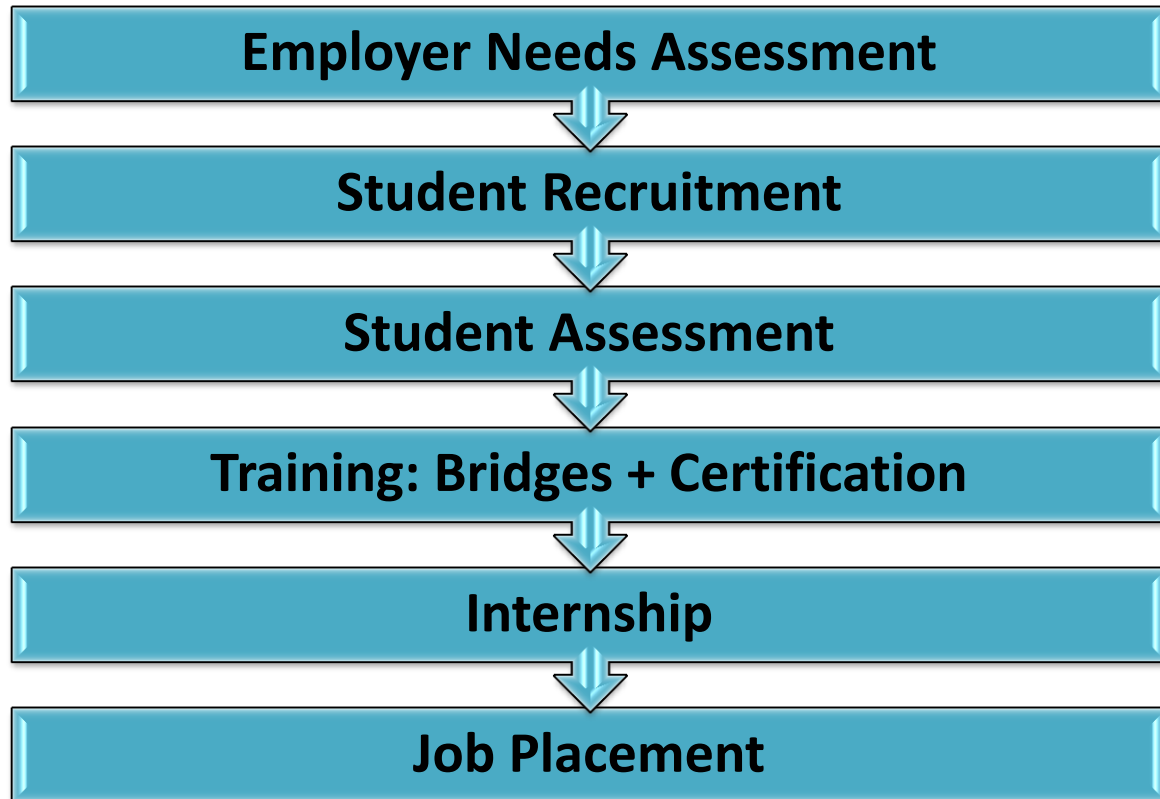
CareerEdge provides soft skills training for job seekers and incumbent workers with its *Bridges to Careers* program, offered in conjunction with high demand certification programs and through the Healthcare Consortium. Deliveries in 2016 so far include the following programs, with student counts in parentheses:



To date, a total of **177** individuals have completed *Bridges to Careers* programming. Of particular note is the work being done in Charlotte Technical College. With CareerEdge grant funding, the school has begun incorporating the Bridges modules throughout ALL of its certification programs, creating a true system change at the college.

Young Adult Strategies

This year CareerEdge received a technical assistance grant from the Nation Fund For Workforce Solutions (NFWS) to develop a Young Adult Strategy to target out-of-work, out-of-school 18-25 year olds. The model below was developed with a pilot implementation of CNA students at Manatee Technical College.



Currently, CareerEdge is working with Suncoast Technical College to develop a “Pathways to Apprenticeship” program to recruit young adults in high demand Construction Cluster programs such as Plumbing Technology.

Program Director Deborah Chapman was also chosen to be a state representative at the White House-sponsored “Reach Higher Summit” focused on identifying strategies for:

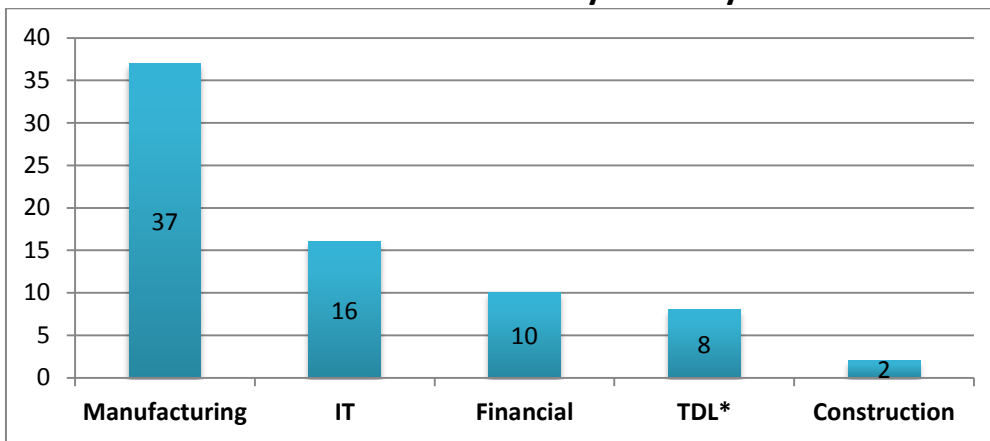
- Exposing K-12 students to college and career opportunities
- Supporting high school counselors in college and career planning
- Engaging businesses to be partners in the career exploration process.



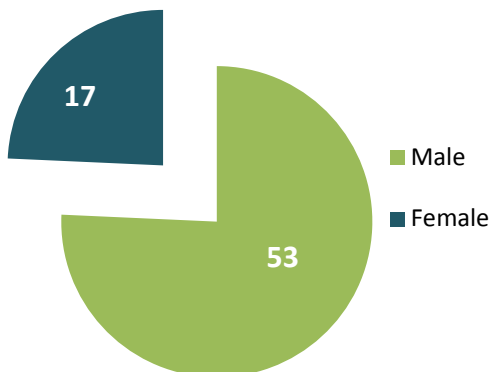
Internship Reimbursement Program

70 students are currently registered in the program from 16 different colleges and 2 high schools, interning at 33 different organizations.

Number of Interns by Industry



Interns by Gender



Internship Quotes:

"This is our first intern and we are pleased to have found a new employee." Xbyte Technologies

"Getting firsthand experience is invaluable. Not only has this experience prepared me for the workforce, it also made me realize how important it is for me to continue my education," TBM intern

* TDL= Transportation, Distribution & Logistics

Consortium Training in the Healthcare Sector

LEADERSHIP: This is the third year that CareerEdge has offered leadership training to healthcare employees through a consortium program that brings together workers from various local healthcare providers. These classes help employees to move up the career ladder effectively in order facilitate a pipeline of trained workers in this sector. These classes will be held in the fall and include tracks for both emerging and experienced leaders.

BRIDGES TO CAREERS: Employers also have requested that CareerEdge offer our soft skills training program to entry-level employees through the consortium training process. The first cohort was completed in March and a second is planned for the end of August. Besides providing key modules in topics such as *Attitude is Everything, Conflict to Collaboration, Professionalism in the Workplace and Teamwork*, participants also receive Financial Literacy skills training.



Workforce Research

CareerEdge recently commissioned Kempton Research to conduct a Manufacturing Skills Gap Study. This qualitative analysis represents a follow up to a 2012 study, which led to the development of the Precision Machining program at Suncoast Technical College, the manufacturing Community-Wide Plan and other programs which have raised awareness about the manufacturing sector in the Sarasota/ Manatee region.

Researcher Stephanie Kempton, who conducted in-depth interviews with 20 local employers, updated the report results in order to capture current workforce needs of this industry. Key findings of the study include the following skills gaps identified by local manufacturing organizations:



Foundational Skills, such as:

- Basic math and understanding of business concepts
- Reading tape measures, blueprints, etc.
- Use of tools
- Financial Literacy



Soft Skills, such as:

- Communication
- Time Management
- Resume Writing
- Interviewing
- Work Ethic



Technical Skills, such as:

- CNC/ Machining specialties in areas like brake press and wood
- Fabricating (solid, metal, wood)
- Welding- especially aluminum
- Industrial Maintenance

Employers offered suggestions on how to close these skills gaps, and a team of community partners will be assembled to develop a plan of action for addressing these recommendations.

CareerEdge has also enlisted a University of California Economist to conduct a general Labor Market Analysis, which will be completed in September. Data from this report will help inform strategic planning and industry focus.

Community Collaboration and Workforce Convener

CareerEdge continues to not only work with community partners by collaborating on committees such as Talent4Tomorrow, Local College Access Network, Skills Development Council and various advisory boards, we also take a lead role as convener of workforce issues. Examples include the following:

- Manufacturing Collaborative
- Healthcare Collaborative
- Apprenticeship Roundtable
- IT Workforce Development

We are seen as a collaborative leader bringing together key community members to resolve important regional workforce matters that positively impact economic development. Our approach truly leverages the power of partnerships.

Mid-Year Summary:

266 Incumbent Workers Trained

197 Job Seekers Trained

70 Internships Funded

533 Individuals Served

Thank you to all of our funders for supporting this impactful work!