CareerEdge: Impacting Change in Regional Workforce Development

Presentation to Sarasota County Board of County Commissioners
September 2016
**CareerEdge Vision & Mission**

**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.
Executive Summary – Five Year Impact (2010-2015)

*6.3M*
Invested in regional workforce development *

*3,142*
people trained

*75*
employers developing employees

*1,212*
new jobs created

*2,049*
persons earned raises

*23.4M*
in new wages & raises#

*541*
people promoted#

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

# typically raises & promotion data lag training up to one year
Executive Summary – 2015 Impact

- **577** people trained (536 trainees + 41 interns funded)
- **544** people earned raises*
- **$646** average employer contribution per incumbent employee#
- **$1.4M** in new raises*
- **73** people promoted*
- **14** employers developing employees
- **387** new jobs created

*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.
CareerEdge continues to impact change in regional workforce development this year through:

- Direct training grants to employers
- Funded certification programs for job seekers
- *Bridges to Careers* soft skills training
- Young Adult strategies to increase credential attainment
- Internship Reimbursement Program
- Consortium training in the Healthcare sector
- Workforce research and analysis
- Participation in community collaborations
- Serving as the regional convener on critical workforce issues
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
Funded Programs for Job Seekers

Healthcare

Transportation, Distribution & Logistics

Manufacturing

Construction

“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.”

Certified Medical Assisting (CMA) student
57 Total graduates as of June 2016, including 21 that just completed day class
6 currently enrolled in evening CNC program ending in fall
All 21 students have jobs or are continuing education
Half of this class had paid internships funded by CareerEdge
Average wage is $30,000 - $42,000
Machinist apprentices have earned 190 NIMS certifications
STC has earned the most national NIMS certifications of any school in the state of Florida the last 2 years
Career Edge also provided soft skills training seminars for the students
STC hosted the 1st State of Florida Manufacturing Educators HTEC conference
Instructor Ed Doherty is an elected member of the national HTEC
2016 Bridges to Careers Program

- Suncoast Technical College: Precision Machining & CNA
- Manatee Technical College: Automotive and Marine Tech
- Manatee Technical College: CNA
- Suncoast Trucking Academy: CDL
- Charlotte Technical College: All Programs
- Healthcare Consortium: Entry Level Employees
Young Adult Strategies

1. Employer Needs Assessment
2. Student Recruitment
3. Student Assessment
4. Training: Bridges + Certification
5. Internship
6. Job Placement
2016 Internship Reimbursement Program

- 70 students currently registered in the program
- From 16 different colleges and 2 high schools
- Interning at 33 different organizations

“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,” Intern
Consortium Training in the Healthcare Sector

- Leadership Training for Emerging and Experienced Leaders
- *Bridges to Career* soft skills training for entry-level employees
Manufacturing Study Skills Gap Findings

Lack of **Foundational Skills:**
- Basic math and understanding of business concepts
- Reading tape measures, blueprints, etc.
- Use of tools
- Financial Literacy

Lack of **Soft Skills:**
- Communication
- Time Management
- Resume Writing
- Interviewing
- Work Ethic

Lack of **Technical Skills:**
- CNC/ Machining specialties in areas like brake press and wood
- Fabricating (solid, metal, wood)
- Welding- especially aluminum
- Industrial Maintenance
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
- Young Adult Roundtable
- Apprenticeship Roundtable
- IT Workforce Development
Thank you to all of our funders for supporting this impactful work!

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