


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



2015 Evaluation Report

February 2016

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Chief People Planner





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.

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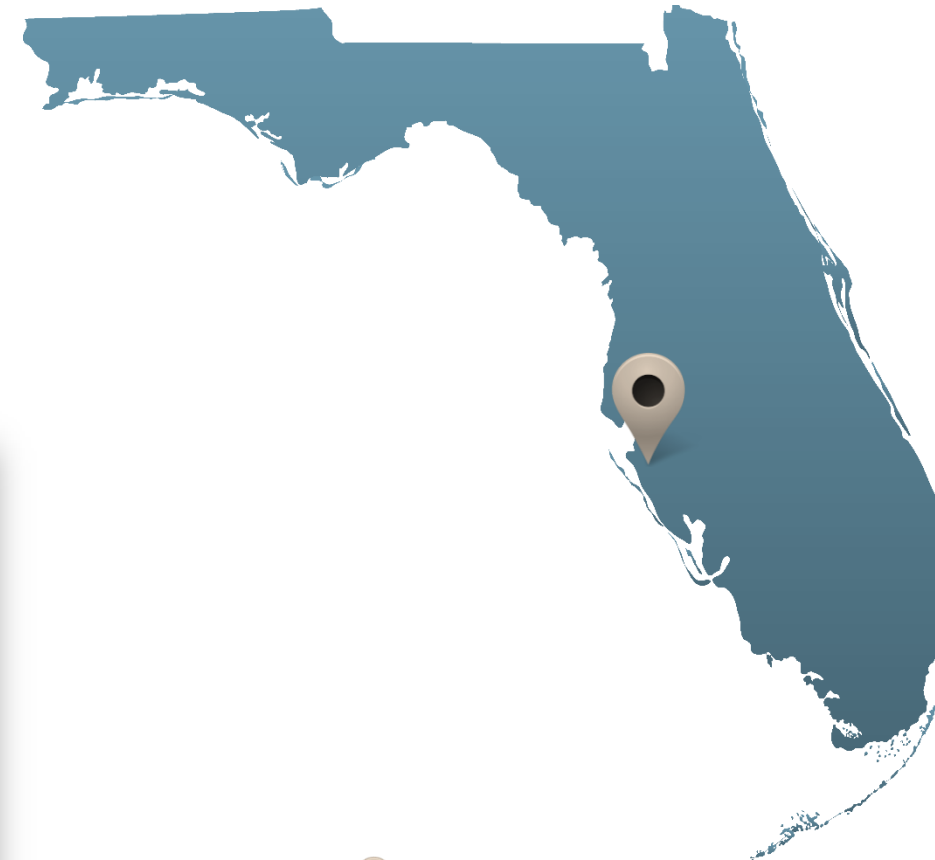
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Executive Summary – Five Year Impact (2010-2015)

\$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



**BRIDGES
TO CAREERS**
A CareerEdge Program



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*



14 employers
developing employees



387 new
jobs created



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

CareerEdge
Funders Collaborative

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?*

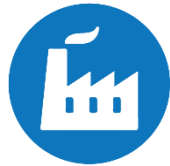
YES



2015 Evaluation Data



Incumbent Workers



Manufacturing
Employer
Partners



Transportation,
Distribution & Logistics
Employer Partners



Healthcare
Employer
Partners



Job Seekers

**BRIDGES
TO CAREERS**
A CareerEdge Program

SUNCOAST
TECHNICAL COLLEGE

Employers report 3 years from funding date

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

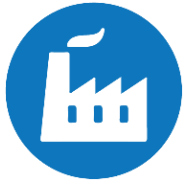




Incumbent Workers

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.



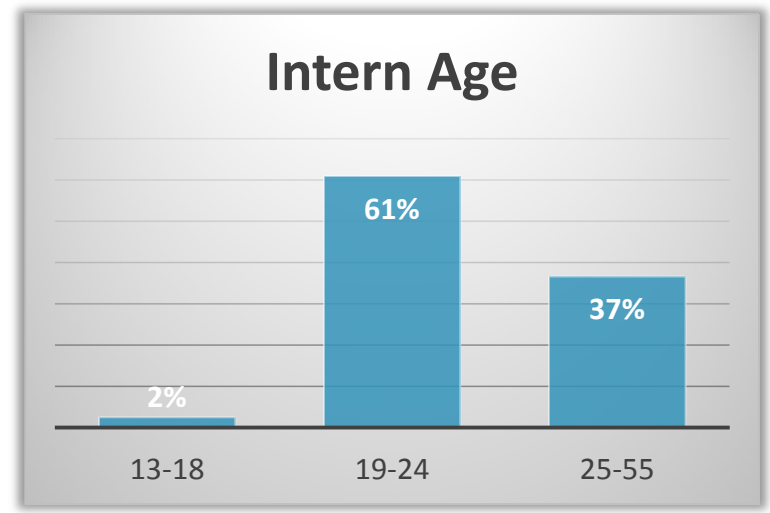
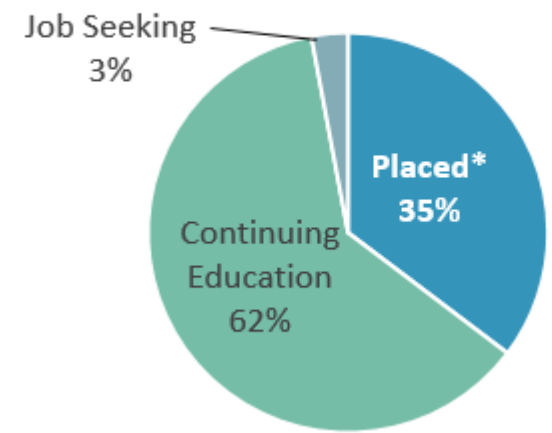


41 Internships Funded

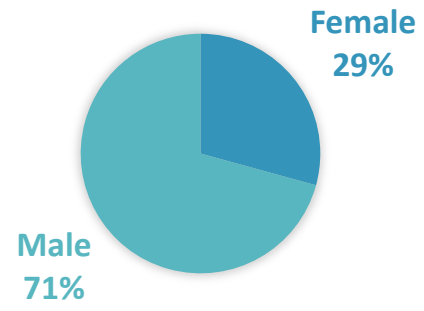


Employer Internship Programs

Upon Completing the Internship...



Intern Gender






*job placement/employment may take longer than 60 days and not reflected in 2015 values.





2015 Jobseeker Update*

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

*does not include funded internships





Incumbent Workers



Job Seekers

462 Degrees & Certificates Earned

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



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



\$15.8M in

new wages & raises#



3,142 people trained



1,212 new jobs created



2,049 people earned raises



541

people promoted#

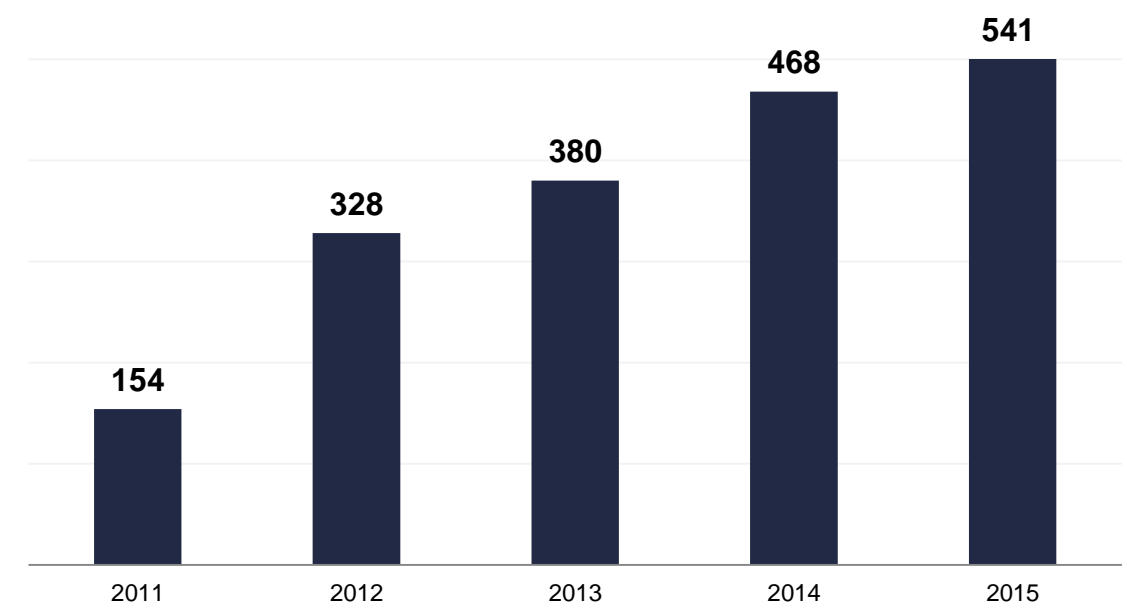
* includes CEFC grants, employer contribution, CareerSource Suncoast and FL & SCGOV
typically raises & promotion data lag training up to one year



Year-To-Date Promotions

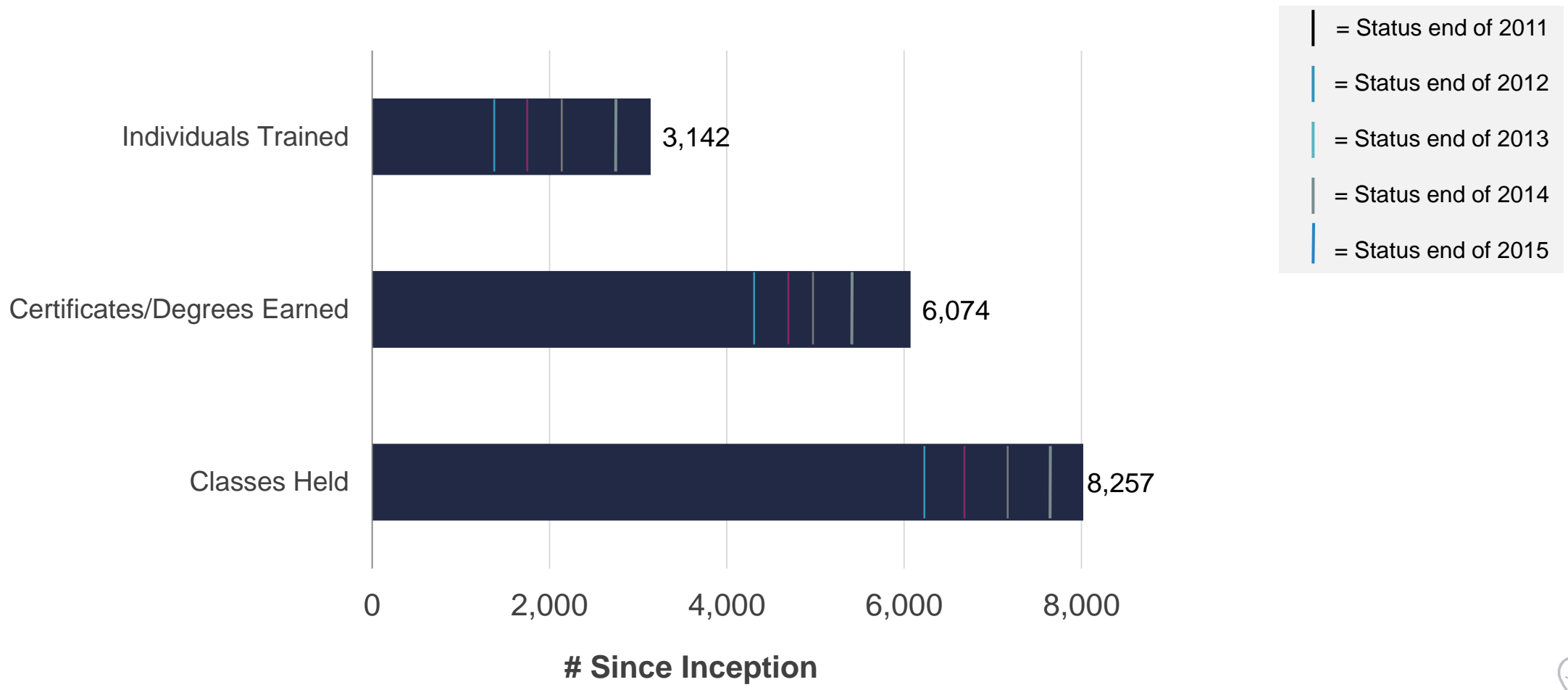
541 individuals have earned at least one promotion

Cumulative # of Employees Earning at Least One Promotion



Year-To-Date Training Outcomes

- From inception (late 2010) through 2015



2016 Planning

2016 Measurable Goals

Incumbent Career Pathway Training

300 workers

Bridges to Careers and Industry Certification Program

150 new jobs

Opportunity Experience (Internships)

70 students

New Employer Engagement

50 new employers

Charlotte Bridges Program

25 new jobs

Young Adult Pilot Program

40 students





We are a human capital and analytics evaluation, research and advisory consulting firm providing data-driven practical insights to workforce planners and decision-makers.

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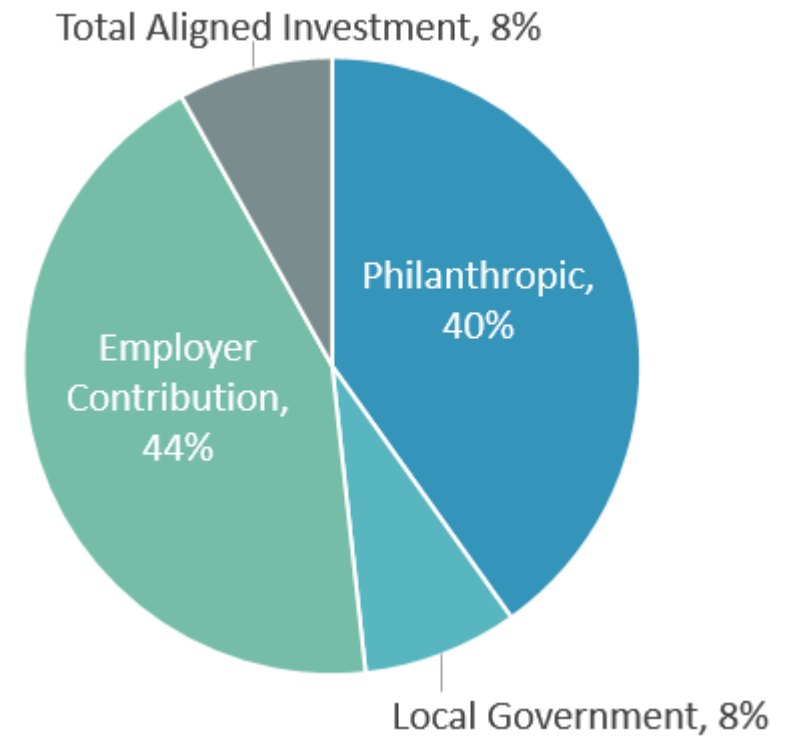


Appendix

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%)
Total Leverage Funding	\$9,881,790	



Investments To Date

\$6.3M
since inception

Grantee/ Program	Total CareerEdge Grants		Employer Contribution	Aligned Contribution*	Total Investment Since Inception
	Amount Awarded	Total Paid			
Healthcare Partnership					
Blake Medical Center	\$214,664	\$214,664	\$1,921,730	-	\$2,136,394
BioLucid	\$11,250	\$11,250	\$25,872	\$61,207	\$98,329
Kobernick House	\$50,000	\$50,000	\$75,867	5,000	\$130,867
Life Care Center of Sarasota	\$148,568	\$148,568	\$231,722	-	\$380,290
Manatee Memorial Hospital	\$103,620	\$103,620	\$444,629	-	\$548,249
Pines of Sarasota	\$45,315	\$45,315	\$167,014	\$55,792	\$268,121
Planned Parenthood	\$50,494	\$25,247	\$283,747	-	\$308,994
Sarasota Memorial Hospital	\$142,654	\$127,154	\$295,980	-	\$423,134
Tidewell Hospice	\$57,835	\$57,835	\$121,898	\$9,675	\$189,408
Venice Regional	\$50,960	\$50,960	\$62,203	-	\$113,163
Shared Services	\$35,433	\$35,433	\$233,199	\$276,900	\$545,532
Healthcare Total	\$910,793	\$870,046	\$3,863,860	\$408,574	\$5,142,480
Manufacturing Partnership					
Air Products	\$68,600	\$34,265	\$240,546	-	\$274,811
Suncoast Technical College	\$25,000	\$25,000	-	\$320,000	\$345,000
KHS	\$27,260	\$27,260	\$60,410	\$5,950	\$93,620
Mustang Vacuum	\$17,214	\$8,607	\$77,725	-	\$86,332
Radiant Power	\$20,843	\$20,843	\$13,771	\$1,100	\$35,714
PGT Industries	\$64,435	\$39,867	\$67,083	\$11,987	\$118,937
Tervis Tumblers	\$20,150	\$20,150	\$6,628	\$1,500	\$28,278
CCRA/MSSC	\$6,890	\$6,890	-	-	\$6,890
Advanced Masonry Systems	\$3,858	\$3,858	\$827	\$47,882	\$52,567
Berry Plastics	\$7,200	\$7,200	-	1,947	\$9,147
Goodwill North Port	\$5,163	\$5,163	-	-	\$5,163
14th St. CRA	\$9,257	\$9,257	-	-	\$9,257
Manufacturing Total	\$275,870	\$208,360	\$466,990	\$390,366	\$1,065,716
Bridges Community Partnership					
Suncoast Community Capital	\$130,000	\$130,000	-	-	\$130,000
Total	\$1,316,663	\$1,208,406	\$4,330,850	\$798,940	\$6,338,196

*CareerSource Florida, CareerSource Suncoast, Sarasota County Government.

2015 Bridges Funding Recipients

128
people received
Bridges
funding

Partnership / Employment Status	Participant Details				Average Hourly Wage	# of Credentials/Certificates Earned
	Training Details			Placement		
	# Trained	# Success. Completed	# Still Attending 1 st Class	# Hired		
Charlotte Bridges	11	2	9	2	\$18.14	103
Goodwill Bridges - Customer Service	7	7	-	5		
Suncoast Community Capital - Warehouse Operations	10	7	-	2		
St Pete Bridges	12	12	-	4		
Suncoast Trucking Bridges	22	22	-	13		
St. Petersburg College – TDL	52	52	-	12	\$12.00	51
Suncoast Technical College – Precision Machining	14	14	-	14	\$16.50	68
Total	128	116	9	52	\$15.67	222

**2015 data only. Not cumulative*



2015 Sarasota County Participants

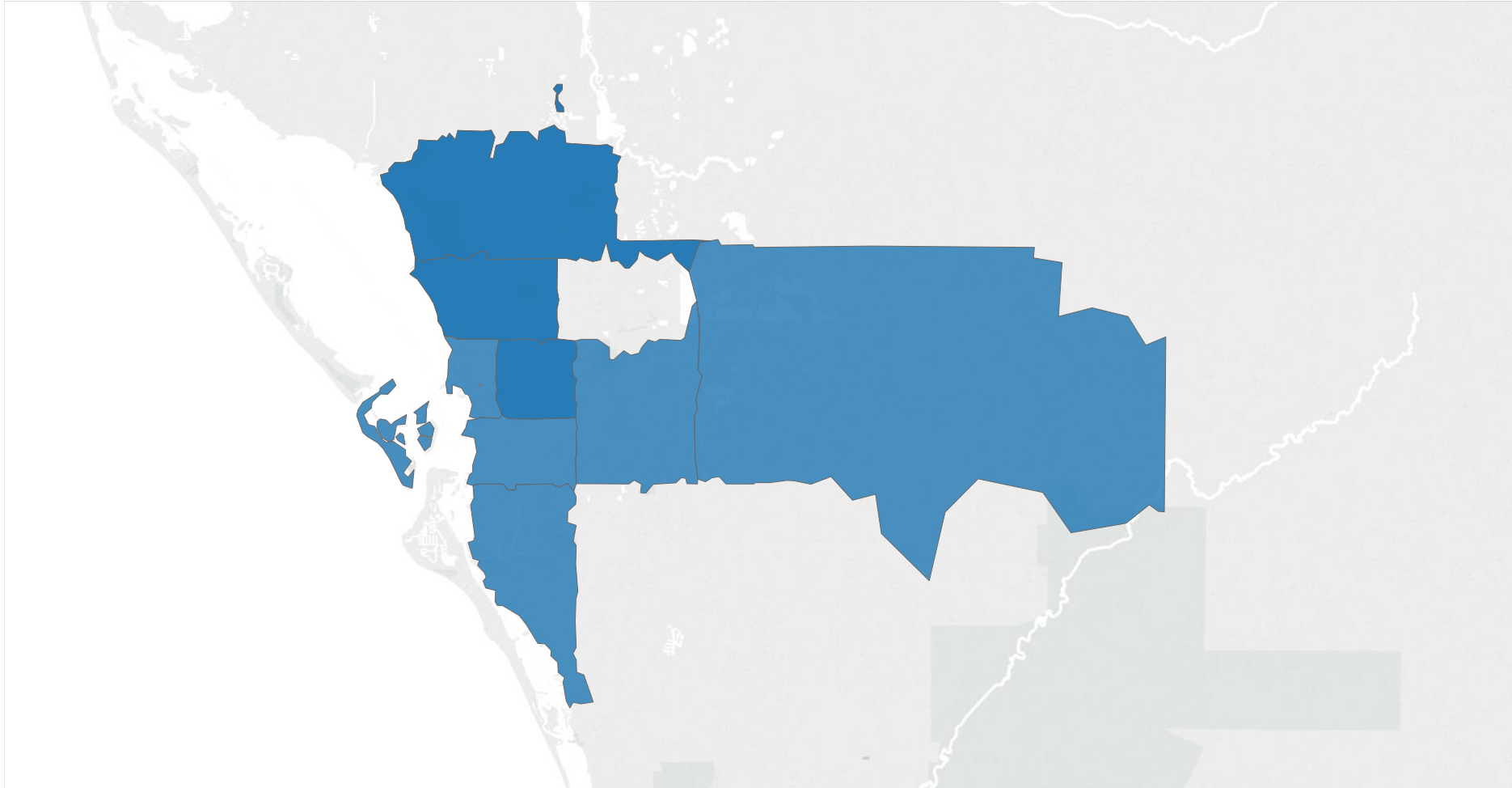
132 People attending training in 2015 lived or worked in Sarasota County

	Goal	Actual	Goal Attainment
# trained	50	132 (62 incumbents + 70 jobseekers)	exceeded goal by 264%
# receiving raises	30 (60% of participants)	38/62 (61% of students)	met goal
% of raises \geq 1%	60%	77%	exceeded goal by 28%
# placed in new jobs or moved from part-time to full-time	10	37	exceeded goal by 370%

**It is common for employers to grant raises on an annual cycle; therefore, more time may be needed to see the raises materialize. Some were in training programs that extended into 2016.*

Where CEFC Funded Individuals Reside

(includes incumbent workers and job seekers)



*More students reside in darker color zip code regions.

