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

2015 Evaluation Report
February 2016
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

- Executive Summary .................................................. 4
- CareerEdge Partnerships Model .................................. 6
- 2015 Impact & Systems Change ................................... 9
- Impact Since Inception Update ................................... 18
- 2016 Planning .......................................................... 22
- Appendix .................................................................. 26
Executive Summary – Five Year Impact (2010-2015)

$6.3M* Invested in regional workforce development

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

* Includes CEFC grants, employer contribution, CareerSource Suncoast and FL & SCGOV
Executive Summary – 2015 Impact

577 people trained
(536 trainees + 41 interns funded)

544 people earned raises*

387 new jobs created

$646 average employer contribution per incumbent employee#

73 people promoted*

$1.4M in new raises*

14 employers developing employees

* 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

- 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

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

*click links to learn more.*
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?

Goal 2: Provide employers with the skilled employees they need

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

Goal 3: Demonstrate community/regional impact

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

YES

YES

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
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

- 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
# 2015 Incumbent Worker Update

<table>
<thead>
<tr>
<th></th>
<th># Trained</th>
<th># Promoted</th>
<th># of Raises Earned*</th>
<th>Average Hourly Raise</th>
<th># of Credentials/Certifications Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Incumbent Workers</strong></td>
<td>347</td>
<td>73</td>
<td>671</td>
<td>$1.25</td>
<td>240</td>
</tr>
<tr>
<td><strong>Manufacturing</strong></td>
<td>127</td>
<td>47</td>
<td>218</td>
<td>1.56</td>
<td>130</td>
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<tr>
<td><strong>Healthcare</strong></td>
<td>92</td>
<td>23</td>
<td>413</td>
<td>1.12</td>
<td>40</td>
</tr>
<tr>
<td><strong>TD&amp;L</strong></td>
<td>128</td>
<td>3</td>
<td>40</td>
<td>2.00</td>
<td>70</td>
</tr>
</tbody>
</table>

* People can earn multiple raises.
41 Internships Funded

Employer Internship Programs

**Intern Age**

- 13-18: 2%
- 19-24: 61%
- 25-55: 37%

**Intern Gender**

- Male: 71%
- Female: 29%

Upon Completing the Internship...

- Placed*: 35%
- Continuing Education: 62%
- Job Seeking: 3%

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

<table>
<thead>
<tr>
<th>Total Jobseekers</th>
<th># Trained</th>
<th># Placements</th>
<th>Average Hourly Wage</th>
<th># of Credentials/Certifications Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>128</td>
<td>52</td>
<td>$15.67</td>
<td>222</td>
</tr>
<tr>
<td>Bridges to Careers</td>
<td>62</td>
<td>26</td>
<td>$18.14</td>
<td>103</td>
</tr>
<tr>
<td>SPC TD&amp;L</td>
<td>52</td>
<td>12</td>
<td>$12.00</td>
<td>51</td>
</tr>
<tr>
<td>Suncoast Precision Machining</td>
<td>14</td>
<td>14</td>
<td>$16.50</td>
<td>68</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(57 NIMS + 11 CNC)</td>
</tr>
</tbody>
</table>

*does not include funded internships
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

- 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 *
- **3,142** people trained
- **1,212** new jobs created
- **75** employers developing employees
- **2,049** people earned raises
- **$15.8M** in new wages & 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
Year-To-Date Training Outcomes

- From inception (late 2010) through 2015

- **Individuals Trained**: 3,142
- **Certificates/Degrees Earned**: 6,074
- **Classes Held**: 8,257

Legend:
- = Status end of 2011
- = Status end of 2012
- = Status end of 2013
- = Status end of 2014
- = Status end of 2015
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.
Stacey Boyle, Ph.D.

stacey.boyle@smarterpeopleplanning.com

916.573.6753
# Year-To-Date Investments

$9.8M Leverage Funding

<table>
<thead>
<tr>
<th>Investor</th>
<th>Investment</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Philanthropic</td>
<td>$3,952,000</td>
<td>(40%)</td>
</tr>
<tr>
<td>Local Government</td>
<td>$800,000</td>
<td>(8%)</td>
</tr>
<tr>
<td>Employer Contribution</td>
<td>$4,330,850</td>
<td>(44%)</td>
</tr>
<tr>
<td>Total Aligned</td>
<td>$798,940</td>
<td>(8%)</td>
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<tr>
<td>Total Leverage Funding</td>
<td>$9,881,790</td>
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</table>
## Investments To Date

$6.3M since inception

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

*CareerSource Florida, CareerSource Suncoast, Sarasota County Government.
## 2015 Bridges Funding Recipients

### Participant Details

<table>
<thead>
<tr>
<th>Partnership / Employment Status</th>
<th>Training Details</th>
<th>Placement</th>
<th>Average Hourly Wage</th>
<th># of Credentials/Certificates Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td># Trained</td>
<td># Success. Completed</td>
<td># Still Attending 1st Class</td>
<td># Hired</td>
</tr>
<tr>
<td>Charlotte Bridges</td>
<td>11</td>
<td>2</td>
<td>9</td>
<td>2</td>
</tr>
<tr>
<td>Goodwill Bridges - Customer Service</td>
<td>7</td>
<td>7</td>
<td>-</td>
<td>5</td>
</tr>
<tr>
<td>Suncoast Community Capital - Warehouse Operations</td>
<td>10</td>
<td>7</td>
<td>-</td>
<td>2</td>
</tr>
<tr>
<td>St Pete Bridges</td>
<td>12</td>
<td>12</td>
<td>-</td>
<td>4</td>
</tr>
<tr>
<td>Suncoast Trucking Bridges</td>
<td>22</td>
<td>22</td>
<td>-</td>
<td>13</td>
</tr>
<tr>
<td>St. Petersburg College – TDL</td>
<td>52</td>
<td>52</td>
<td>-</td>
<td>12</td>
</tr>
<tr>
<td>Suncoast Technical College – Precision Machining</td>
<td>14</td>
<td>14</td>
<td>-</td>
<td>14</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>128</td>
<td>116</td>
<td>9</td>
<td>52</td>
</tr>
</tbody>
</table>

*2015 data only. Not cumulative*
# 2015 Sarasota County Participants

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

<table>
<thead>
<tr>
<th></th>
<th>Goal</th>
<th>Actual</th>
<th>Goal Attainment</th>
</tr>
</thead>
<tbody>
<tr>
<td># trained</td>
<td>50</td>
<td>132</td>
<td>exceeded goal by 264%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(62 incumbents + 70 jobseekers)</td>
<td></td>
</tr>
<tr>
<td># receiving raises</td>
<td>30 (60% of participants)</td>
<td>38/62 (61% of students)</td>
<td>met goal</td>
</tr>
<tr>
<td>% of raises &gt;= 1%</td>
<td>60%</td>
<td>77%</td>
<td>exceeded goal by 28%</td>
</tr>
<tr>
<td># placed in new jobs or moved from part-time to full-time</td>
<td>10</td>
<td>37</td>
<td>exceeded goal by 370%</td>
</tr>
</tbody>
</table>

*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.*