

# CareerEdge Funders Collaborative

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2018 Evaluation Report

March 2019

# Executive Summary: 2011-2018 Impact



**\$10.6M** Invested in  
Regional Workforce  
Development \*



**3,193**  
Workers Who  
Earned Raises \*



**1,005**  
Promotions Earned \*



**\$28 M**  
Cumulative Annual  
Earnings Gains



**330**  
Employers Engaged



**1,482**  
New Jobs  
Created



**5,365**  
Workers Trained



**7,734**  
Certificates  
Earned

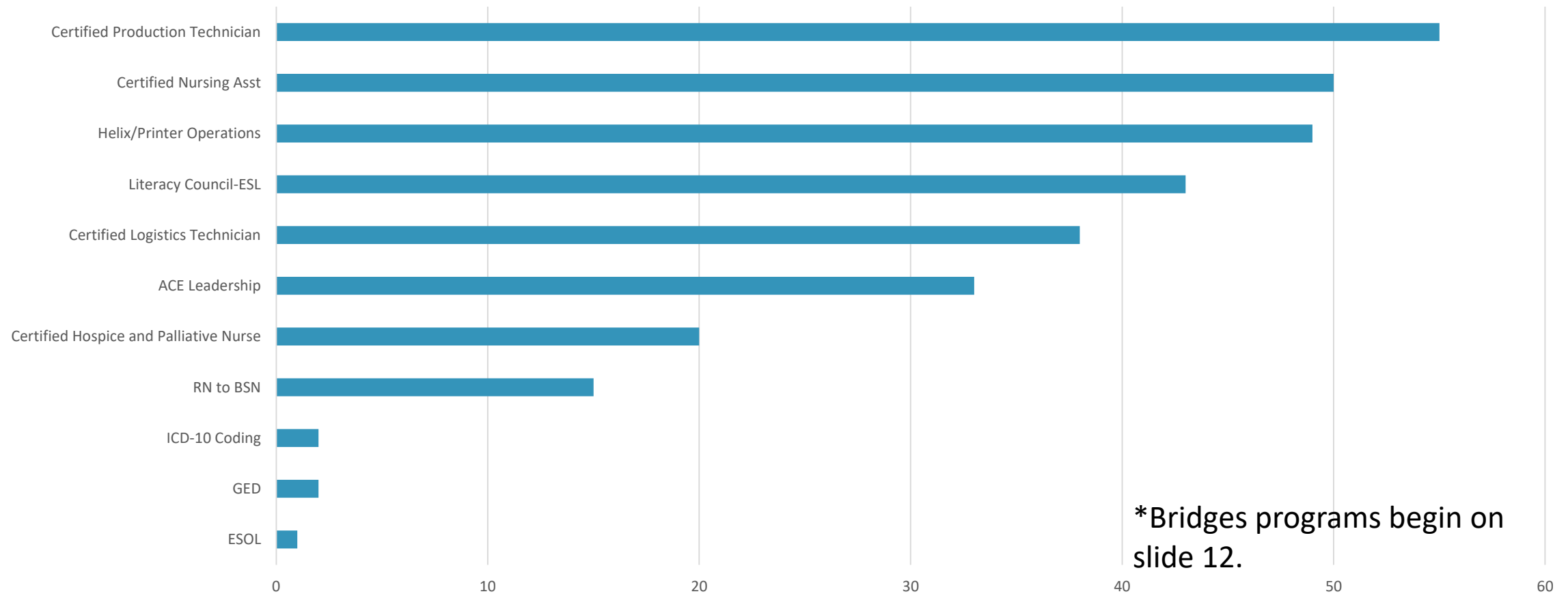
\* Includes CEFC-trained people prior to and including 2018.  
(Typically raises & promotion data lag training by up to one year.)

# Dashboard

Item	2018	2011-2018
Invested in workforce development	\$787,489	\$10,572,587
Workers trained	575	5,365
Certifications earned	330	7,734
Workers who earned raises	348	3,193
Workers' aggregate and cumulative annual earnings	\$3,657,659	\$28,102,574
Return on investment	\$10.63	\$11.97
Promotions earned	185	1,005
New employers engaged	97	330
New jobs created by funded employers	113	1,482

# Supporting employee development

# Types of training for incumbent workers\*



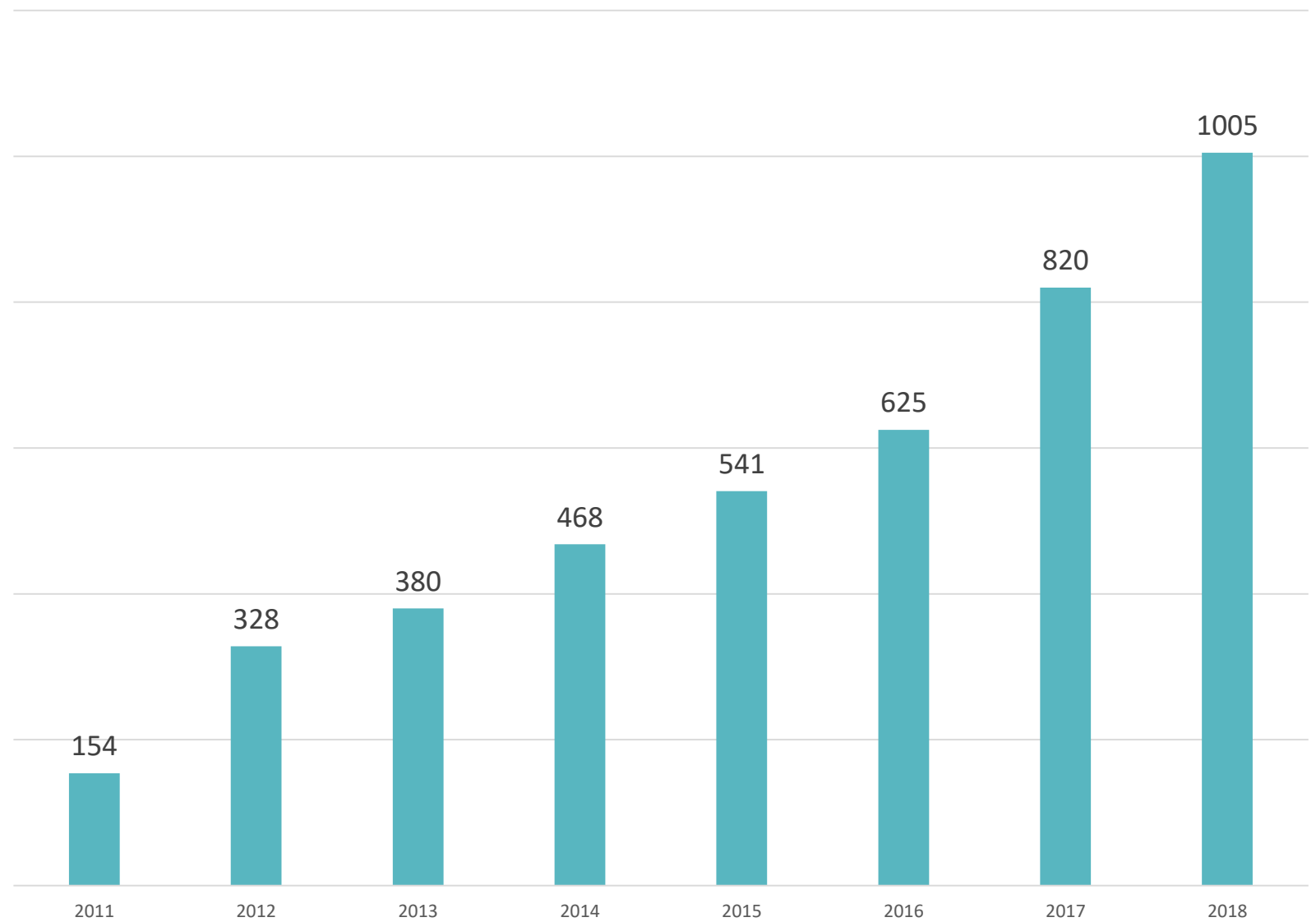
\*Bridges programs begin on slide 12.

# Training outcomes for incumbent workers



413	Employees trained in 2018 (includes Leadership Consortium)
8%	Average wage gain the first year after training
185	Earned promotions within two years of participating
5 of 6	Employers reported reduced turnover, ranging from a 0.66% reduction to a 35% reduction

# Over 1,000 promotions since inception

- Number of cumulative promotions since 2011



# 2018 Incumbent Training Outcomes by Industry

	# Trained	# Promoted	# Earning Raises	Average Hourly Raise	# of Credentials/Certifications Earned
Manufacturing 	267	168	149	\$1.07	191
Healthcare 	42	17	30	\$1.80	29
Total	309	185	179	\$1.10	220

Raises and promotion can lag training by up to one year. Some training does not result in a promotion (e.g., BSN degrees).

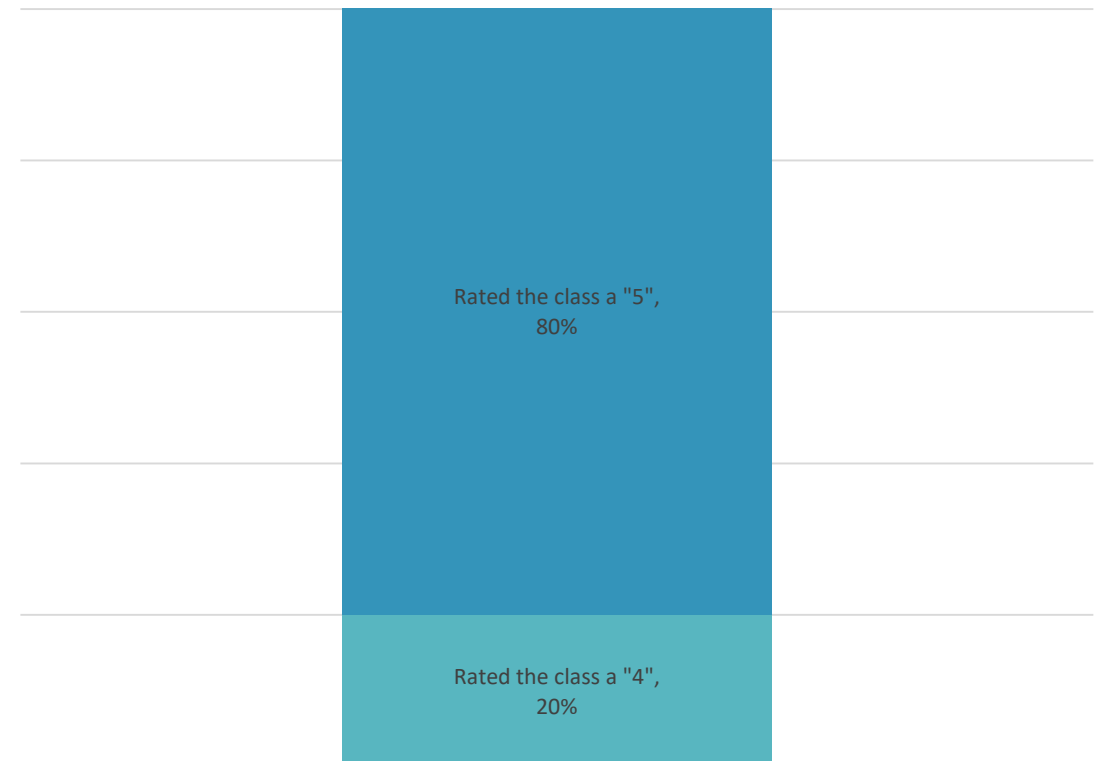


# Leadership Consortium Training

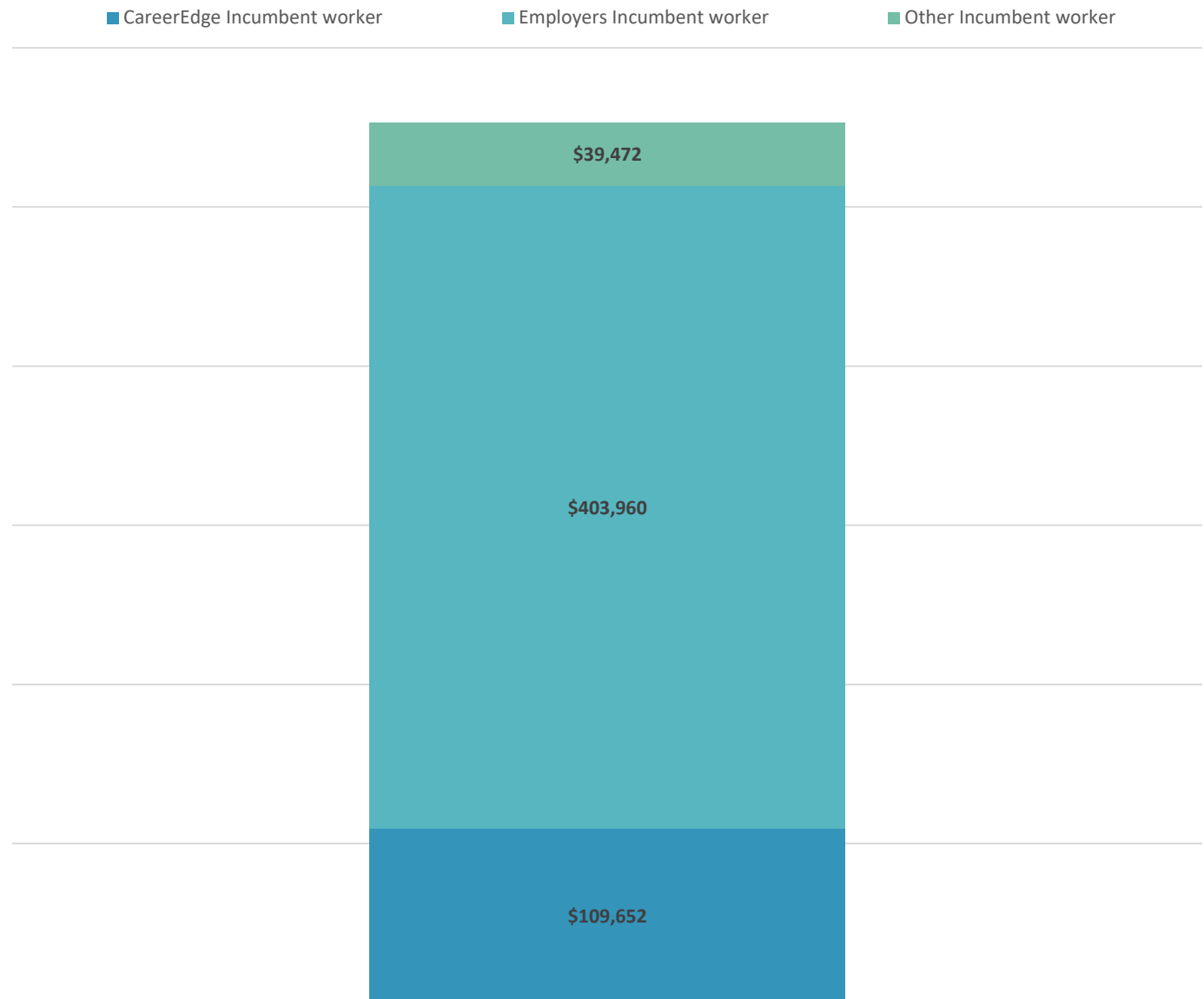
	Employers participating	Employees participating
Health	8	28
Manufacturing	32	76
Total	40	104

**100%**  
**would recommend the**  
**training**

## Participants' Rating of the Training



CareerEdge invested just less than \$110,000 while employers invested over \$400,000. Employers accessed an additional \$40,000 from other funds (e.g., grants).



# Bridges to Careers

# Bridges to Careers: Partners and Programs

## Partners

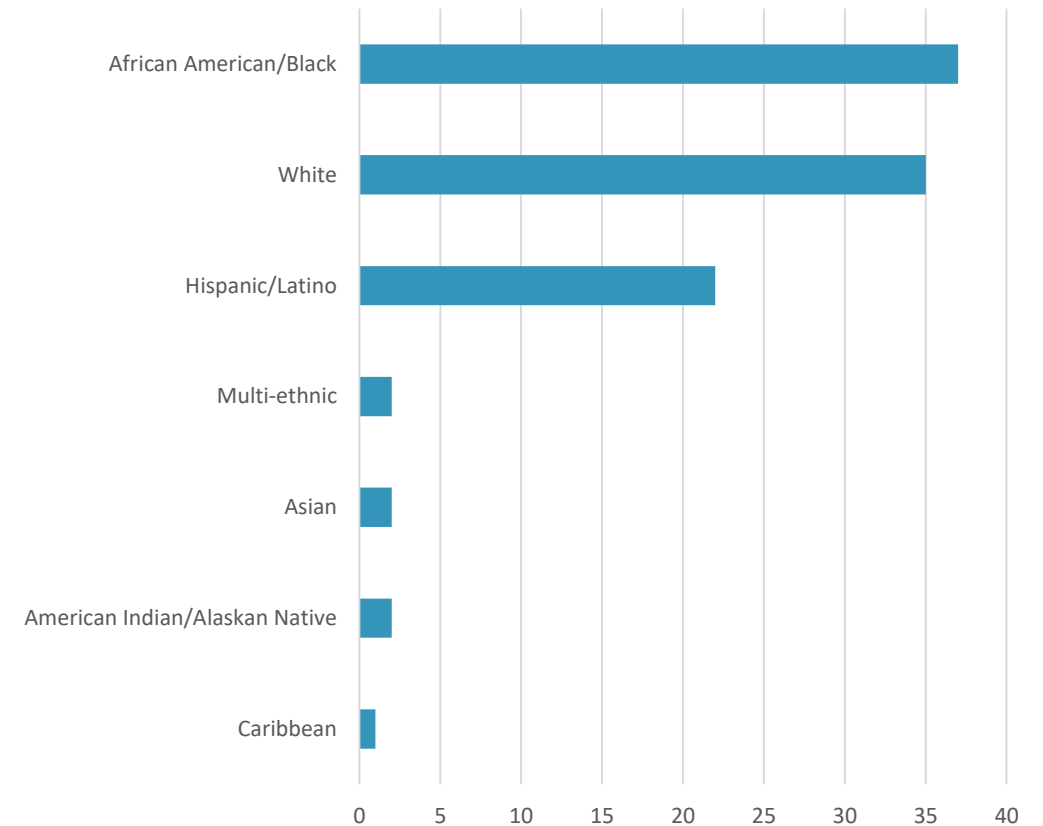
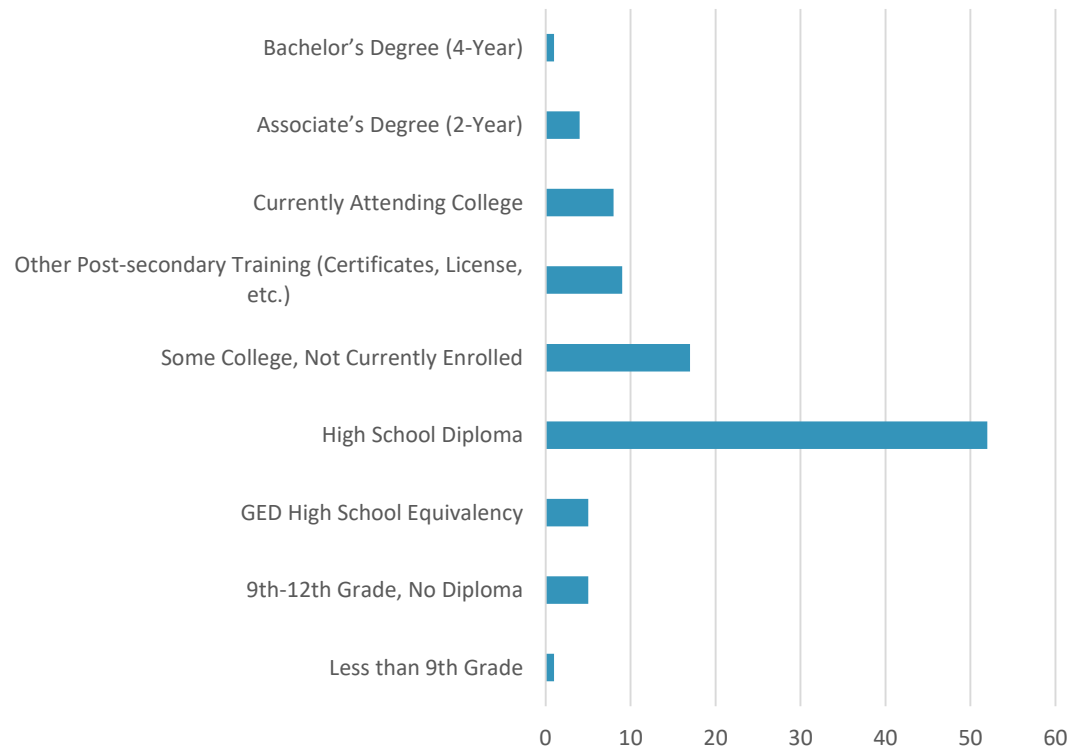
- Booker Middle School
- Charlotte Technical College
- Manatee Technical College
- PERC
- Pinellas Opportunity Council
- Suncoast Technical College
- Tidewell

## Programs

- Automotive Technician
- Certified Nursing Assistant
- Home Health Aide
- HVAC
- Licensed Practical Nurse
- Plumbing

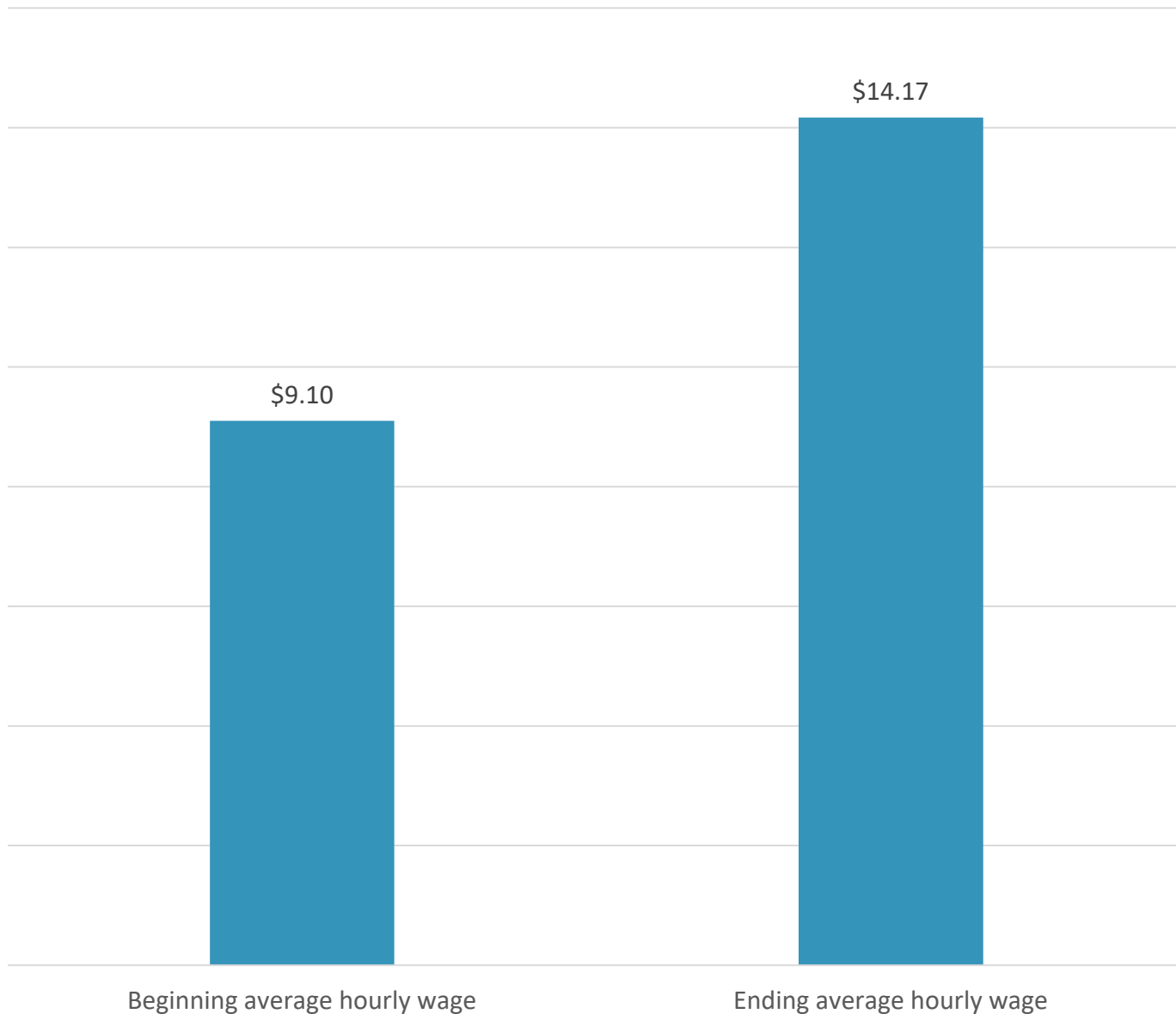
# Bridges to Careers participants

**103 participants in 2018**



# 110 Credentials Earned in 2018

- Bridges to Careers participants earned **110** credentials, mostly in the medical field, with the most prevalent being:
  - Certified Nursing Assistant
  - Licensed Practical Nurse
  - Automotive Technician
  - Home Health Aide



## Benefits of Bridges

140 participants were employed full or part time within two years of entering the program (some are not employed until the following year).

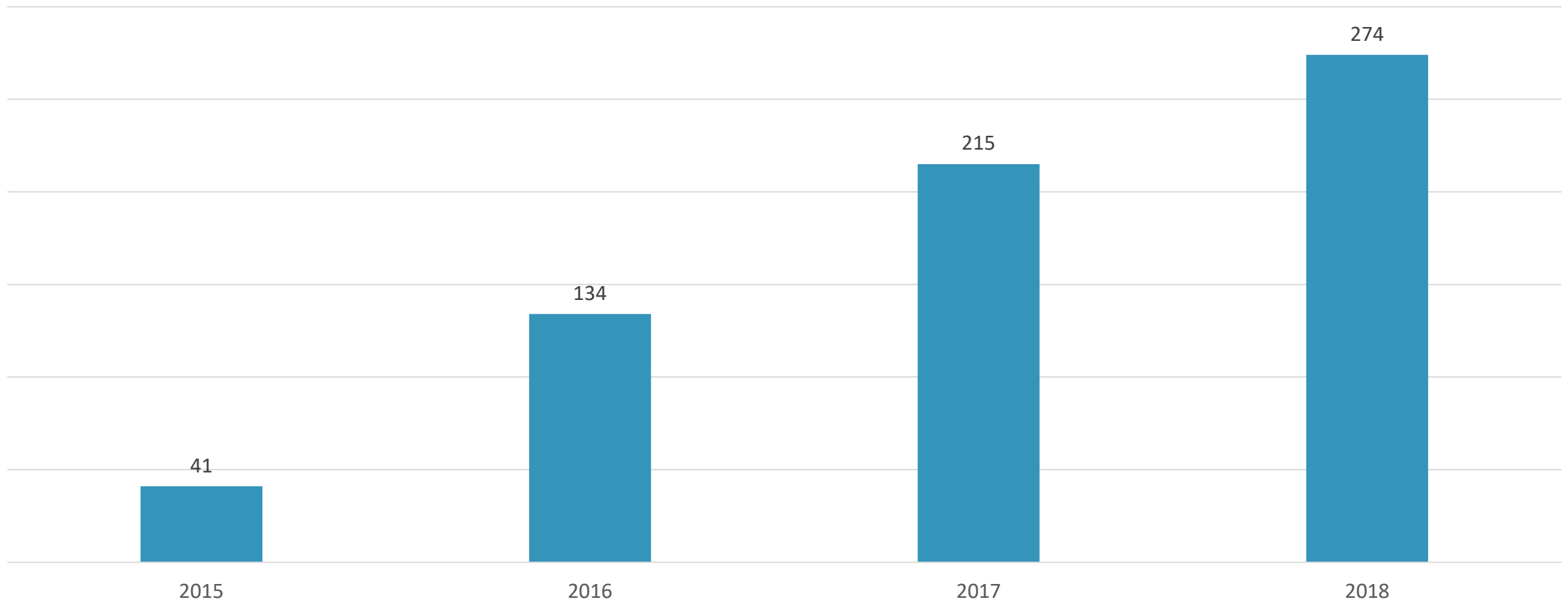
Post-training wages ranged from \$8.50 to \$20.50 per hour.

Within two years, participants saw an average increase of **56%** in hourly wages.

# Internship Reimbursement Program

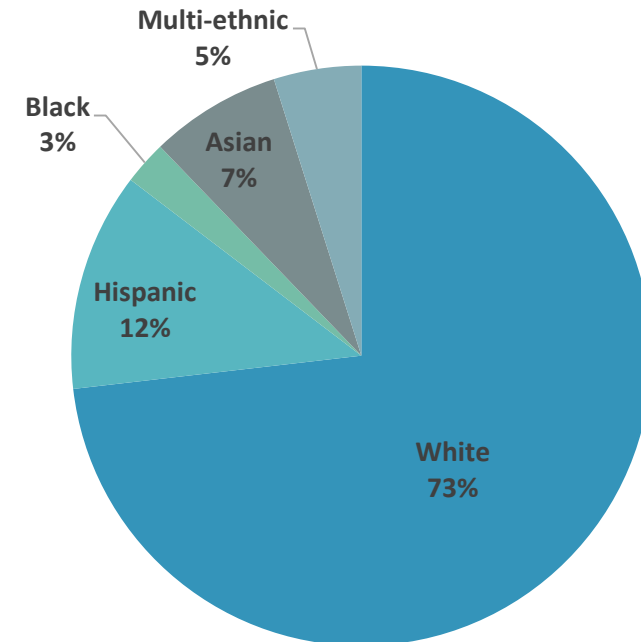
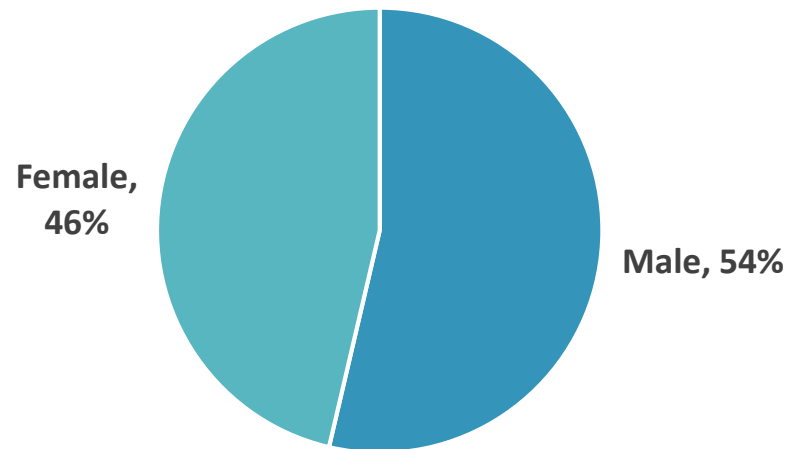


# Cumulative number of interns over time



# Internship participants

59 interns (2 high school and 57 college)



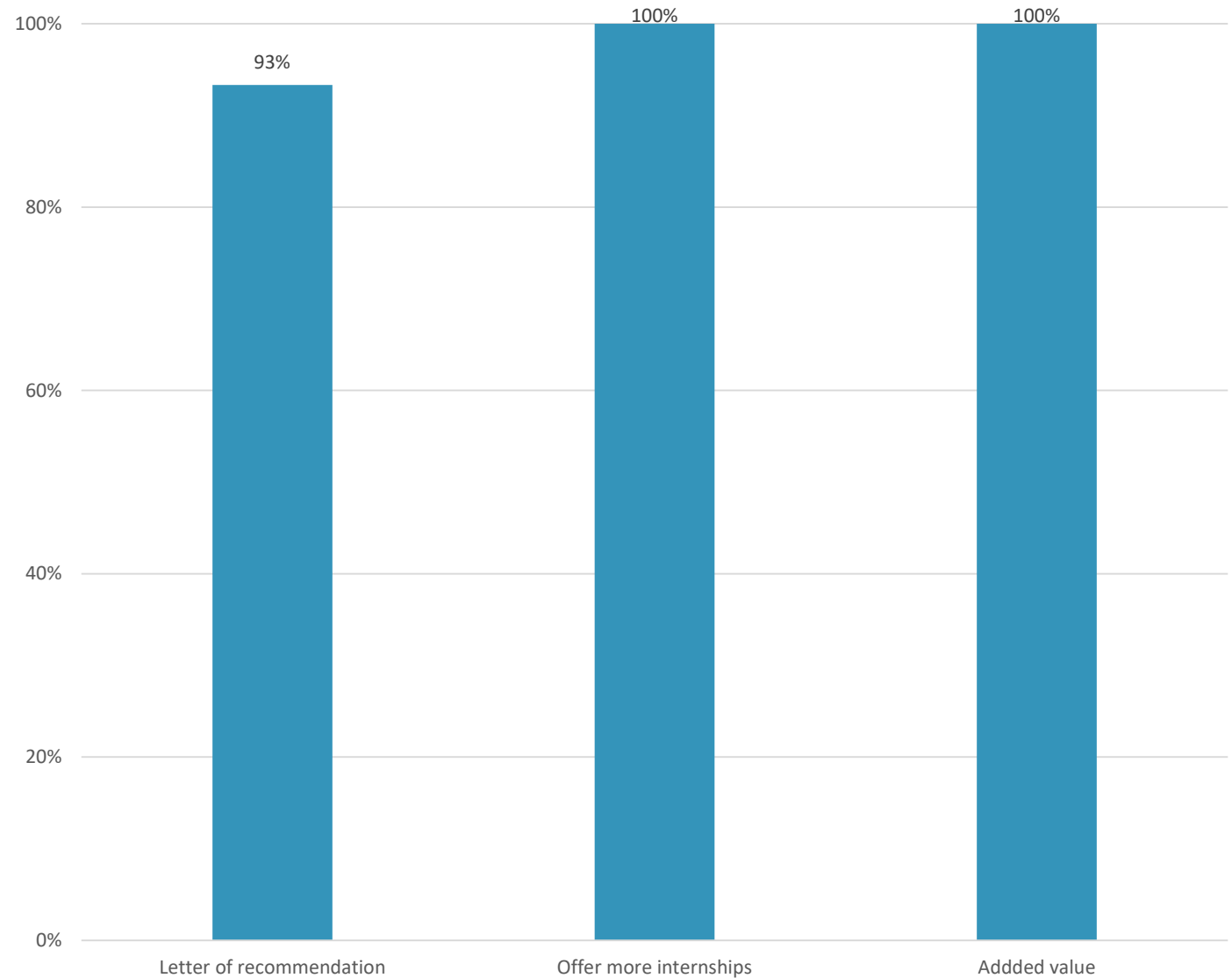
# Internship Reimbursement Program

**59** students participated (2 high school and 57 college).

93% of employers would write a letter of recommendation for their intern.

100% of employers plan to offer additional internships.

100% of employers reported the internship program added value to their organization.



- “Hiring an intern gives us the opportunity to test as well as educate prior to hiring. Interns come in the door with new techniques as well as learning existing techniques which brings a new level of experience and information to the workplace. It gives us the opportunity to further expand and bring in additional persons into the workforce.”
- “Interns bring a young, fresh perspective to an environment that can be bogged down by client-focused projects and their technical expertise helps us integrate the latest technologies and social media connections into the organization. This program allows us to attract more high-quality candidates because we can compensate the intern without adding expense to our bottom line (which can be stressed during season). Most importantly, interns create a continuous pipeline of raw talent for our future growth.”
- “The program helps us with marketing and promoting our business to attract talent within the university campus and in the public domain. It also helps with the costs associated with training and developing interns skills with onsite classes. Extremely helpful!”

## Employer Feedback

Employers find value in the program: It brings fresh ideas to their workplace, it reduces the cost of hiring and training new workers, and it allows companies to attract talent and build their employee pipeline.

# Internship benefits for students

- 53% of interns were hired at an average wage of \$13.63; wages ranged from \$10.00 to \$25.00. Some interns are returning to school and are therefore unavailable.
- Interns improved both soft skills and technical skills.

## **Student feedback on skills learned:**

- “My knowledge of computers, time management, networking, communication skills were all enhanced.”
- “Learned advanced research analysis using enterprise grade SIEM software.”
- “Definitely my communication skills, research skills, and organizational skills. I also learned to be flexible with my time but keep up with my time management skills, which I think was the one I needed to work on when I started.”
- “Building and CNC operation.”

# Program Highlight: Fast Track

# What is the Fast Track program?

- Employers screen and hire participants.
- Students work during the day and attend Suncoast Technical College's training at night – for free. Soft skills training and financial literacy are included in the training.
- Two industries are participating so far.
  - Automotive: Eight dealerships are participating with 32 students trained to date; 93% of hires are retained. The fourth cohort will begin in April 2019.
  - The first HVAC began in January 2019.

## Employer reported benefits of the Fast Track program

- Employers noted three positive impacts of participating in the Fast Track program: The training meets their specific needs, it helps them attract talent, and it helps new hires. A few comments are below:
  - “Entry level staff have good foundation about safety and procedures.”
  - “It is an avenue to fill positions.”
  - “It gives new hires a boost; they start at a more advanced level.”
  - “In the long term it has a positive impact on customers by having highly trained techs.”



## Employers report concrete economic benefits of the Fast Track program

- Increased productivity of new hires
- Reduced training cost of new hires
- Increased customer satisfaction
- Workers have livable wages
- Ability to expand the business

## Key elements of the Fast Track program

- Employers reported three elements contribute to the programs success: Suncoast Technical, funding provided by CareerEdge, and the streamlined process.
- When asked what the program could do better, employers said, “More frequent classes.”

# Economic Impact

# Calculating Economic Impact

CareerEdge uses direct effect multipliers from the RIMS-II model. The direct effect multipliers are used to estimate the economic impact of new earnings that results from spending of earnings. CareerEdge uses industry-specific multipliers generated by the Regional Input-Output Modeling System (RIMS II), an estimating method created by the U.S. Department of Commerce Bureau of Economic Analysis.

## 2018 Economic Impact

- As noted on the dashboard, workers' aggregate earnings from increased wages due to raises and/or new positions is almost \$3.7 million. Using the direct effect multiplier, the 2018 economic impact of those increased wages on the regional economy is **\$5.5 million**.
- As noted on the dashboard, employer partners reported 113 new jobs (excluding Bridges and interns). Using the same approach, these 113 jobs are estimated to create another 94 jobs, for a total of **207 jobs** in 2018.

# Investments to Date

Grantee/ Program 2011-2018	Total CareerEdge Grants		Employer Contribution	Aligned Contribution*	Total Investment Since 2011
	Amount Awarded	Total Paid			
<b>Healthcare Partnership</b>					
Blake Medical Center	\$214,664	\$214,664	\$2,684,182	-	\$2,898,846
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	\$128,620	\$128,620	\$1,111,759	\$47,000	\$1,287,379
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	\$215,534	\$215,534	\$450,082	-	\$665,616
Tidewell Hospice	\$80,289	\$80,289	\$278,869	\$9,675	\$368,833
Venice Regional	\$50,960	\$50,960	\$62,203	-	\$113,163
Shared Services	\$35,433	\$35,433	\$233,199	\$276,900	\$545,532
<b>Healthcare Total</b>	<b>\$1,031,127</b>	<b>\$1,005,880</b>	<b>\$5,604,516</b>	<b>\$455,574</b>	<b>\$7,065,970</b>
<b>Manufacturing Partnership</b>					
Air Products	\$93,600	\$93,600	\$531,982	-	\$625,582
Suncoast Technical College-Machining	\$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	\$163,783	\$163,783	\$704,591	\$123,507	\$991,881
Tervis Tumblers	\$31,613	\$31,613	\$152,534	\$1,500	\$185,647
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
<b>Manufacturing Total</b>	<b>\$411,681</b>	<b>\$403,074</b>	<b>\$1,541,839</b>	<b>\$501,886</b>	<b>\$2,446,799</b>
<b>Transportation, Distribution, Logistics Partnership</b>					
PGT Industries	\$36,330	\$36,330			\$36,330
Callaghan Tire	\$10,075	\$5,037	\$21,974		\$27,011
<b>TDL Total</b>	<b>\$46,405</b>	<b>\$41,367</b>	<b>\$21,974</b>	<b>\$0</b>	<b>\$63,341</b>
<b>Bridges to Careers Partnership</b>					
Suncoast Community Capital	\$130,000	\$130,000		-	\$130,000
Bridges to Careers Programs/Fast track Training	\$362,656	\$362,656			\$362,656
<b>Bridges to Careers Total</b>	<b>\$492,656</b>	<b>\$492,656</b>			<b>\$492,656</b>
<b>Internship Partnership</b>					
Internship	\$292,528	\$292,528			\$292,528
<b>Internship Total</b>	<b>\$292,528</b>	<b>\$292,528</b>			<b>\$292,528</b>
<b>Emerging Leadership Program</b>					
Emerging Leadership Training	\$15,689	\$15,689			\$15,689
<b>Emerging Leadership Program</b>	<b>\$15,689</b>	<b>\$15,689</b>			<b>\$15,689</b>
<b>Total</b>	<b>\$2,274,397</b>	<b>\$2,235,505</b>	<b>\$7,168,329</b>	<b>\$957,460</b>	<b>\$10,376,983</b>

# Methodology

# Methodology

- Raw data were provided by employers to CareerEdge and forwarded to the independent evaluator, Dr. Shelley Robertson of Robertson Consulting Group, Inc. (RCG). RCG analyzed the data.
- RCG interviewed employers collect qualitative data.
- RCG reviewed program documents and interviewed staff
- The RIMS-II model was used to estimate Type II economic impact of increased wages and new jobs.