Executive Summary: 10 Years of Impact

$12.2M Invested in Regional Workforce Development *

3,761 Workers Who Earned Raises *

1,142 Promotions Earned *

$30.4 M Cumulative Annual Earnings Gains

378 Employers Engaged

1,546 New Jobs Created

5,977 Workers Trained

8,088 Certificates Earned

* Includes CEFC-trained people prior to and including 2019. (Typically raises & promotion data lag training by up to one year.)
## Dashboard

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2010-2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Invested in workforce development</td>
<td>$1,685,993</td>
<td>$12,208,580</td>
</tr>
<tr>
<td>Workers trained</td>
<td>612</td>
<td>5,977</td>
</tr>
<tr>
<td>Certifications earned</td>
<td>354</td>
<td>8,088</td>
</tr>
<tr>
<td>Raises earned</td>
<td>568</td>
<td>3,761</td>
</tr>
<tr>
<td>Workers’ aggregate annual earnings</td>
<td>$2,308,378</td>
<td>$30,410,952</td>
</tr>
<tr>
<td>Return on investment</td>
<td>$7.50</td>
<td>$10.86</td>
</tr>
<tr>
<td>Promotions earned</td>
<td>137</td>
<td>1,142</td>
</tr>
<tr>
<td>New employers engaged</td>
<td>30</td>
<td>378</td>
</tr>
<tr>
<td>New jobs created by employer partners</td>
<td>64</td>
<td>1,546</td>
</tr>
</tbody>
</table>
10-Year Impacts

➢ Changing the way employers, providers, and educators work together.
➢ Setting people on a path to success.
➢ Changing how educators develop programs for high-demand jobs.
➢ Bringing organizations together for common public policy agendas.
➢ Preparing employees, employers, and providers.
Supporting employee development
Types of training for incumbent workers

- Front Line Leader
- Certified Dementia Practitioner
- Next Level Leader ROOT
- Certified Nursing Assistant (CNA)
- Certified Hospice and Palliative Nurse (CHPN)
- Lean Bronze
- BSN
- Other
- Dale Carnegie
- Certified Hospice and Palliative Nurse Asst
- ADN-RN, ASN-RN, RN

Number trained, by program
<table>
<thead>
<tr>
<th>434</th>
<th>Employees trained in 2019 (includes Leadership Consortium)</th>
</tr>
</thead>
<tbody>
<tr>
<td>7%</td>
<td>Average wage gain the first year after training</td>
</tr>
<tr>
<td>137</td>
<td>Earned promotions within two years of participating</td>
</tr>
<tr>
<td>$1.3 million</td>
<td>Invested by employers this year</td>
</tr>
</tbody>
</table>
Over 1,100 promotions since inception

Number of cumulative promotions since 2011
## 2019 Incumbent Training Outcomes by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th># Trained</th>
<th># Promoted</th>
<th># Earning Raises</th>
<th>Average Hourly Raise</th>
<th># of Credentials/Certifications Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manufacturing</td>
<td>179</td>
<td>76</td>
<td>170</td>
<td>$1.67</td>
<td>26</td>
</tr>
<tr>
<td>Healthcare</td>
<td>207</td>
<td>61</td>
<td>224</td>
<td>$1.71</td>
<td>157</td>
</tr>
<tr>
<td>Total</td>
<td>386</td>
<td>137</td>
<td>394</td>
<td>$1.69</td>
<td>183</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Employers participating</th>
<th>Employees participating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health</td>
<td>6</td>
<td>25</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>13</td>
<td>23</td>
</tr>
<tr>
<td>Total</td>
<td>19</td>
<td>48</td>
</tr>
</tbody>
</table>

![Participants’ Rating of the Training (1 to 5)]

- I would recommend this program to others
- Overall, the course was beneficial to me
CareerEdge invested just less than $200,000 while employers invested almost $1.3 million. Employers accessed an additional $60,000 from other funds.
FastTrack

Bridges to Careers
Fast Track Programs

- Certified Production Tech
- Certified Logistics Tech
- Auto Tech
- CNA
- Installation Technician
- Other
- CNC Finisher or Machine Operator

Number certified, by program
171 Credentials Earned in 2019

- Fast Track participants earned **171** credentials, with the most prevalent being:
  - Certified Production Technician
  - Certified Logistics Technician
  - Automotive Technician
  - Certified Nursing Assistant (CNA)
97% of participants earned a raise within the first two years.

<table>
<thead>
<tr>
<th></th>
<th>Starting average hourly wage</th>
<th>Ending average hourly raise</th>
</tr>
</thead>
<tbody>
<tr>
<td>CNA (over two years)</td>
<td>$10.60</td>
<td>$14.20</td>
</tr>
<tr>
<td>Others (one year)</td>
<td>$14.81</td>
<td>$16.48</td>
</tr>
</tbody>
</table>

- **Earned a raise, 97%**
- **Did not earn a raise, 3%**

**Participant Benefits**
Internship Reimbursement Program
Cumulative number of interns over time
Internship participants

17 college-age interns

Female, 35%
Male, 65%

White 47%
Asian 18%
Hispanic 17%
Declined 6%
Multi-ethnic 12%
17 college-age students participated

94% of employers would write a letter of recommendation for their intern.

94% of employers plan to offer additional internships.

94% of employers reported the internship program added value to their organization.
Internship benefits for students

- 65% of interns were hired at an average wage of $19.62; wages ranged from $13.00 to $43.00. Some interns are returning to school and are therefore unavailable.

Students learned soft skills and technical skills:

- “I learned that communication is very important when working on a project as a team, and I learned skills to be able to update others on what I am working on and how long I think it will take. I also think that I was able to manage my time better after learning my pace and reporting what I could get done in a certain amount of time. In addition to this, I learned some new coding skills like how to design code into modules so that it can be changed later and added onto.”

- “Key skills that I learned include but are not limited to fundamental understanding of graphic design, communication within interdependent realms of the workplace, organization abilities, and enhanced Excel skills.”
Feedback from Partners
Employers are engaged in a variety of ways

- Partnering on workforce development such as FastTrack, OJT, incumbent training, and internships
- Industry networking groups and employer councils: healthcare collaborative, automotive collaborative, manufacturing collaborative, and insurance collaborative; Pinellas Workforce Council
- With CareerEdge, employers travel to Tallahassee and Washington, DC to advocate for workforce development
- Creating program curriculum, donating equipment, loaning human resource staff for mock interviews and resume writing, and teaching classes
What Partners Said: Meeting Community and Employer Needs

• Most prevalent
  ▫ Participants are able to get on a career path and improve their situation; for some, a new group of applicants/a new opportunity for applicants.
  ▫ CareerEdge leverages employer resources: a co-investment model for public-private partnership.
  ▫ Programming helps fuel industry growth and develop the talent pipeline.

• Also mentioned:
  ▫ Employees feel supported.
  ▫ CareerEdge develops partnerships among sectors and within industry.
Economic Impact
Calculating Economic Impact

CareerEdge uses direct effect multipliers from the Regional Input-Output Modeling System (RIMS-II) model, an estimating method created by the U.S. Department of Commerce Bureau of Economic Analysis. 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 RIMS II.
2019 Economic Impact

• As noted on the dashboard, workers’ aggregate earnings from increased wages due to raises and/or new positions is just more than $2.3 million. Using the direct effect multiplier, the 2019 economic impact of those increased wages on the regional economy is $3.5 million.

• As noted on the dashboard, employer partners reported 64 new jobs (excluding Bridges and interns). Using the same approach, these 64 jobs are estimated to create another 116 jobs, for a total of 180 jobs in 2019.
Investments to Date

### Healthcare Partnership
- **Blake Medical Center**: $214,664<br>  Total Paid: $214,664<br>  Employer Contribution: $2,664,382<br>  Total Investment: $2,880,146
- **Boksuik**: $335,350<br>  Total Paid: $335,350<br>  Employer Contribution: $2,627,079<br>  Total Investment: $5,861,399
- **Cassick House**: $50,000<br>  Total Paid: $50,000<br>  Employer Contribution: $5,000<br>  Total Investment: $130,807
- **Life Care Center of Sarasota**: $138,988<br>  Total Paid: $138,988<br>  Employer Contribution: $1,252,795<br>  Total Investment: $1,474,491
- **Manatee Memorial Hospital**: $153,620<br>  Total Paid: $153,620<br>  Employer Contribution: $1,300,000<br>  Total Investment: $1,776,312
- **Palm Beach**: $45,185<br>  Total Paid: $45,185<br>  Employer Contribution: $167,014<br>  Total Investment: $212,119
- **Palm Beach County**: $50,491<br>  Total Paid: $50,491<br>  Employer Contribution: $283,747<br>  Total Investment: $336,238
- **Sarasota Memorial Hospital**: $29,124<br>  Total Paid: $29,124<br>  Employer Contribution: $366,520<br>  Total Investment: $395,644
- **Tidewell Hospice**: $310,656<br>  Total Paid: $310,656<br>  Employer Contribution: $565,082<br>  Total Investment: $875,738
- **Varicose Regional**: $50,960<br>  Total Paid: $50,960<br>  Employer Contribution: $62,028<br>  Total Investment: $115,188
- **Medical Services**: $35,480<br>  Total Paid: $35,480<br>  Employer Contribution: $213,199<br>  Total Investment: $249,539
- **Healthcare Total**: $1,335,056<br>  Total Paid: $1,335,056<br>  Employer Contribution: $5,622,634<br>  Total Investment: $7,382,690

### Manufacturing Partnership
- **Air Products**: $53,626<br>  Total Paid: $53,626<br>  Employer Contribution: $531,882<br>  Total Investment: $634,838
- **Suncoast Technical College Machining**: $25,000<br>  Total Paid: $25,000<br>  Employer Contribution: $320,000<br>  Total Investment: $345,000
- **CJS**: $40,444<br>  Total Paid: $40,444<br>  Employer Contribution: $67,778<br>  Total Investment: $115,172
- **Mustang Vacuum**: $17,214<br>  Total Paid: $17,214<br>  Employer Contribution: $77,725<br>  Total Investment: $94,939
- **Radiant Power**: $20,816<br>  Total Paid: $20,816<br>  Employer Contribution: $18,773<br>  Total Investment: $38,596
- **PST Industries**: $121,783<br>  Total Paid: $121,783<br>  Employer Contribution: $1,282,824<br>  Total Investment: $1,404,607
- **Tervis Tumbler**: $31,613<br>  Total Paid: $31,613<br>  Employer Contribution: $152,534<br>  Total Investment: $184,147
- **CMC/SCS**: $6,960<br>  Total Paid: $6,960<br>  Employer Contribution: $27,167<br>  Total Investment: $34,127
- **Advanced Manufacturing Systems**: $14,000<br>  Total Paid: $14,000<br>  Employer Contribution: $27,111<br>  Total Investment: $41,111
- **Barry Plastics**: $2,727<br>  Total Paid: $2,727<br>  Employer Contribution: $9,407<br>  Total Investment: $12,134
- **Goodwill North Port**: $5,263<br>  Total Paid: $5,263<br>  Employer Contribution: $5,163<br>  Total Investment: $5,726
- **14th St. CRA**: $5,927<br>  Total Paid: $5,927<br>  Employer Contribution: $5,927<br>  Total Investment: $17,774

### Manufacturing Total
- **Total Paid**: $474,865<br>  Employer Contribution: $446,358<br>  Total Investment: $1,056,796

### Transportation, Distribution, Logistics Partnership
- **PST Industries**: $20,300<br>  Total Paid: $20,300<br>  Employer Contribution: $20,300<br>  Total Investment: $40,600
- **Caffeylerro**: $50,960<br>  Total Paid: $50,960<br>  Employer Contribution: $50,960<br>  Total Investment: $152,940
- **TDI Total**: $24,405<br>  Total Paid: $24,405<br>  Employer Contribution: $24,405<br>  Total Investment: $48,810

### Bridge to Career Partnership
- **Suncoast Community College**: $120,000<br>  Employer Contribution: $120,000<br>  Total Investment: $240,000
- **Bridge to Careers Program/Fast Track Training**: $440,585<br>  Employer Contribution: $440,585<br>  Total Investment: $881,170

### Bridge to Careers Total
- **Total Paid**: $570,988<br>  Employer Contribution: $570,988<br>  Total Investment: $1,141,976

### Internship/CoOP Partnership
- **Internship**: $100,869<br>  Employer Contribution: $100,869<br>  Total Investment: $201,738
- **On the Job Training**: $15,686<br>  Employer Contribution: $15,686<br>  Total Investment: $31,372

### Total
- **Total Paid**: $2,622,279<br>  Employer Contribution: $4,358,847<br>  Total Investment: $7,011,266
## Sarasota County Impact

<table>
<thead>
<tr>
<th>Program</th>
<th>Number trained</th>
<th>Number with promotions</th>
<th>Number with raises</th>
<th>Amount of raises</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incumbent (including Leadership Training)</td>
<td>389</td>
<td>75</td>
<td>256</td>
<td>$1.69</td>
</tr>
<tr>
<td>Bridges (all received raises in 2018)</td>
<td>27</td>
<td>0</td>
<td>7</td>
<td>$3.88</td>
</tr>
<tr>
<td>Fast Track</td>
<td>142</td>
<td>64</td>
<td>138</td>
<td>$1.18</td>
</tr>
<tr>
<td>Interns</td>
<td>15</td>
<td></td>
<td></td>
<td>$18.58</td>
</tr>
<tr>
<td>OJT</td>
<td>5</td>
<td></td>
<td>5</td>
<td>$1.00</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>578</strong></td>
<td><strong>139</strong></td>
<td><strong>406</strong></td>
<td></td>
</tr>
</tbody>
</table>

Companies in Sarasota county and employees who live in Sarasota county.
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 to 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.