

CareerEdge Funders Collaborative



2019 Evaluation Report

March 2020

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

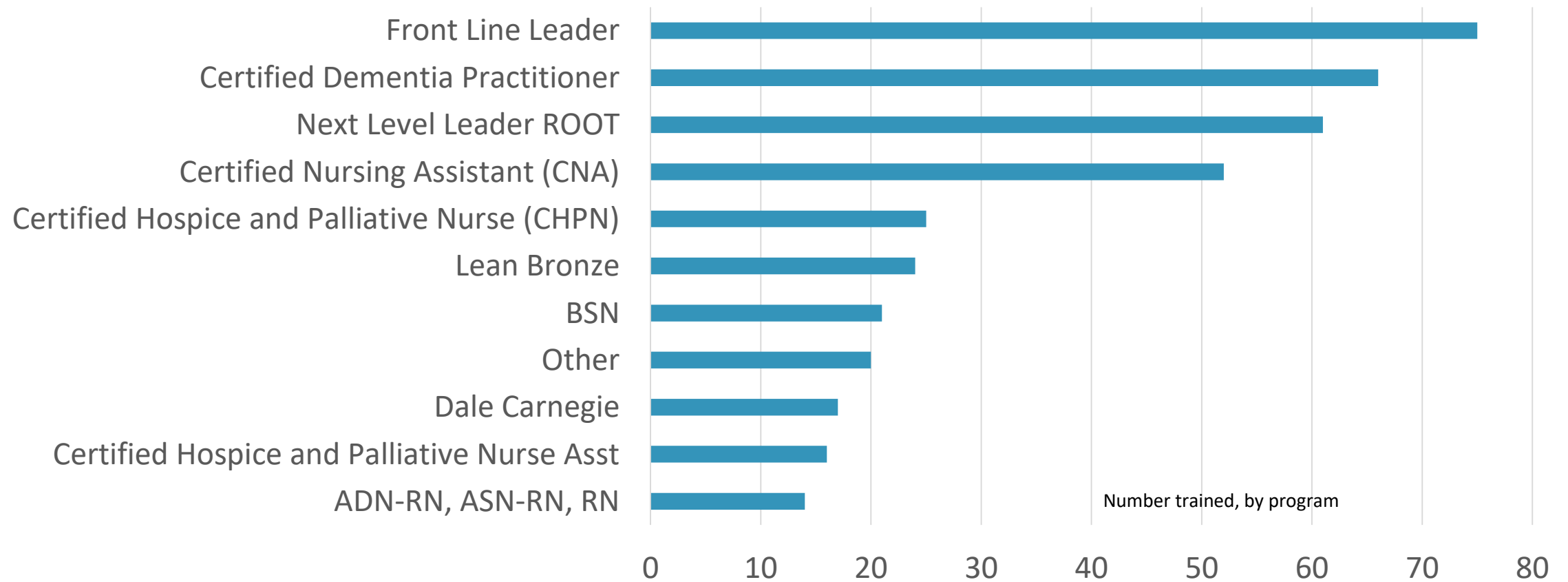
	2019	2010-2019
Invested in workforce development	\$1,685,993	\$12,208,580
Workers trained	612	5,977
Certifications earned	354	8,088
Raises earned	568	3,761
Workers' aggregate annual earnings	\$2,308,378	\$30,410,952
Return on investment	\$7.50	\$10.86
Promotions earned	137	1,142
New employers engaged	30	378
New jobs created by employer partners	64	1,546

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

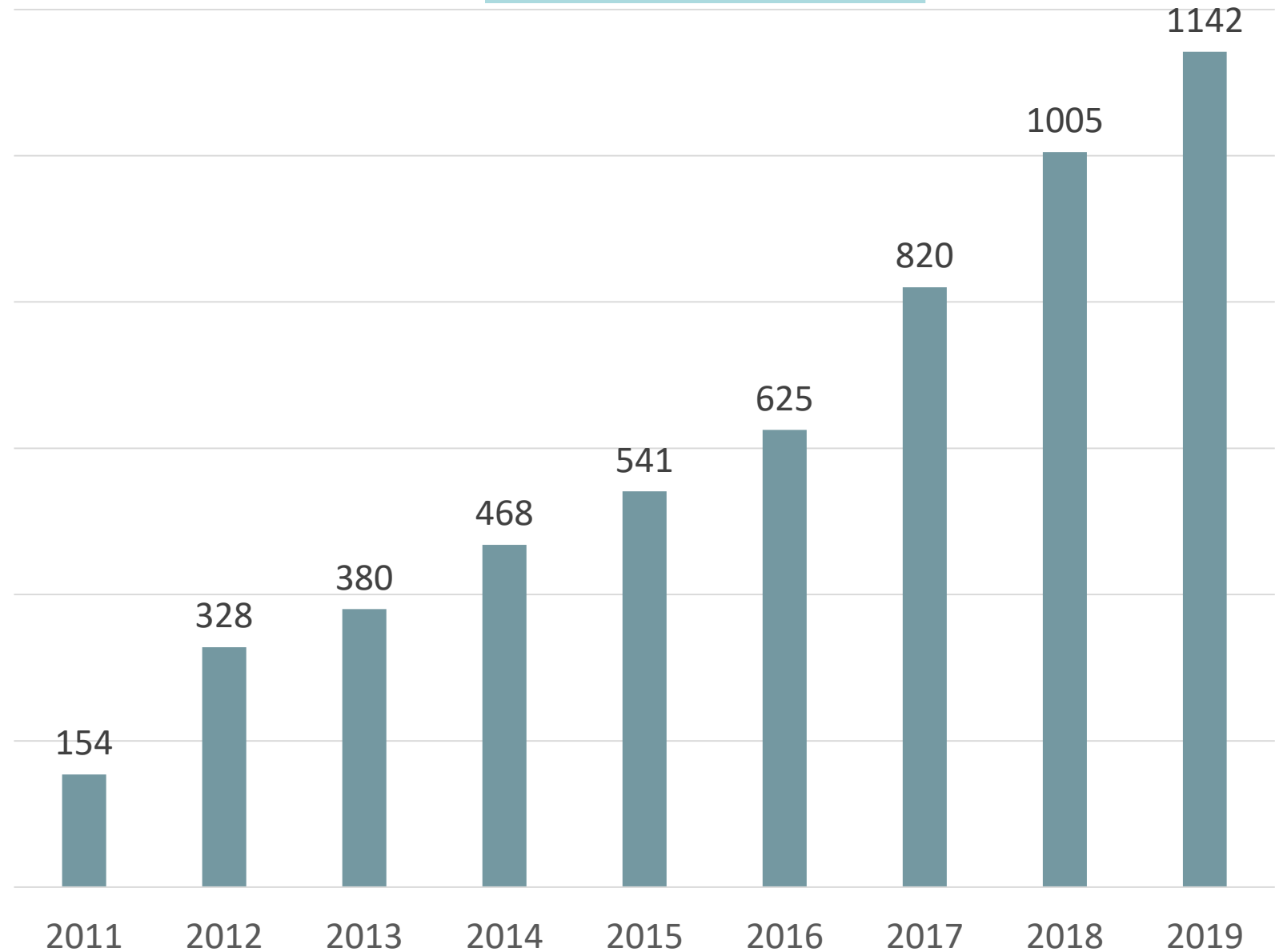


Training outcomes for incumbent workers



434	Employees trained in 2019 (includes Leadership Consortium)
7%	Average wage gain the first year after training
137	Earned promotions within two years of participating
\$1.3 million	Invested by employers this year

Over 1,100 promotions since inception

Number of cumulative
promotions since 2011



2019 Incumbent Training Outcomes by Industry

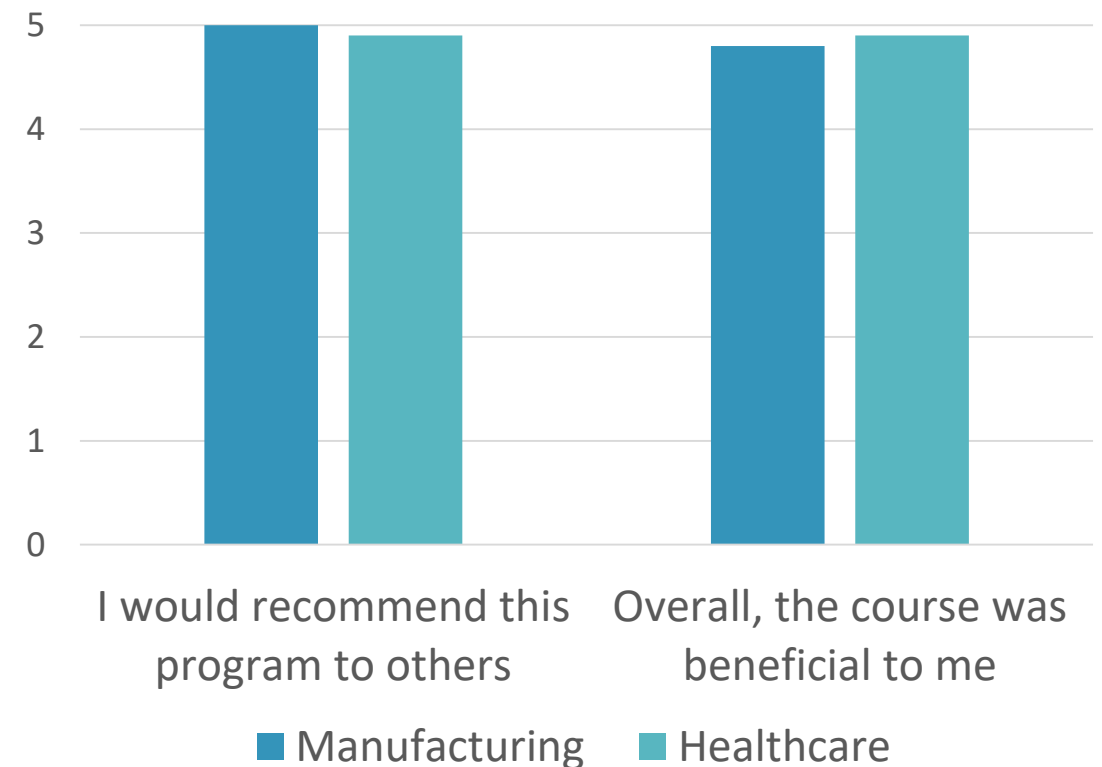
	# Trained	# Promoted	# Earning Raises	Average Hourly Raise	# of Credentials/Certifications Earned
Manufacturing 	179	76	170	\$1.67	26
Healthcare 	207	61	224	\$1.71	157
Total	386	137	394	\$1.69	183

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

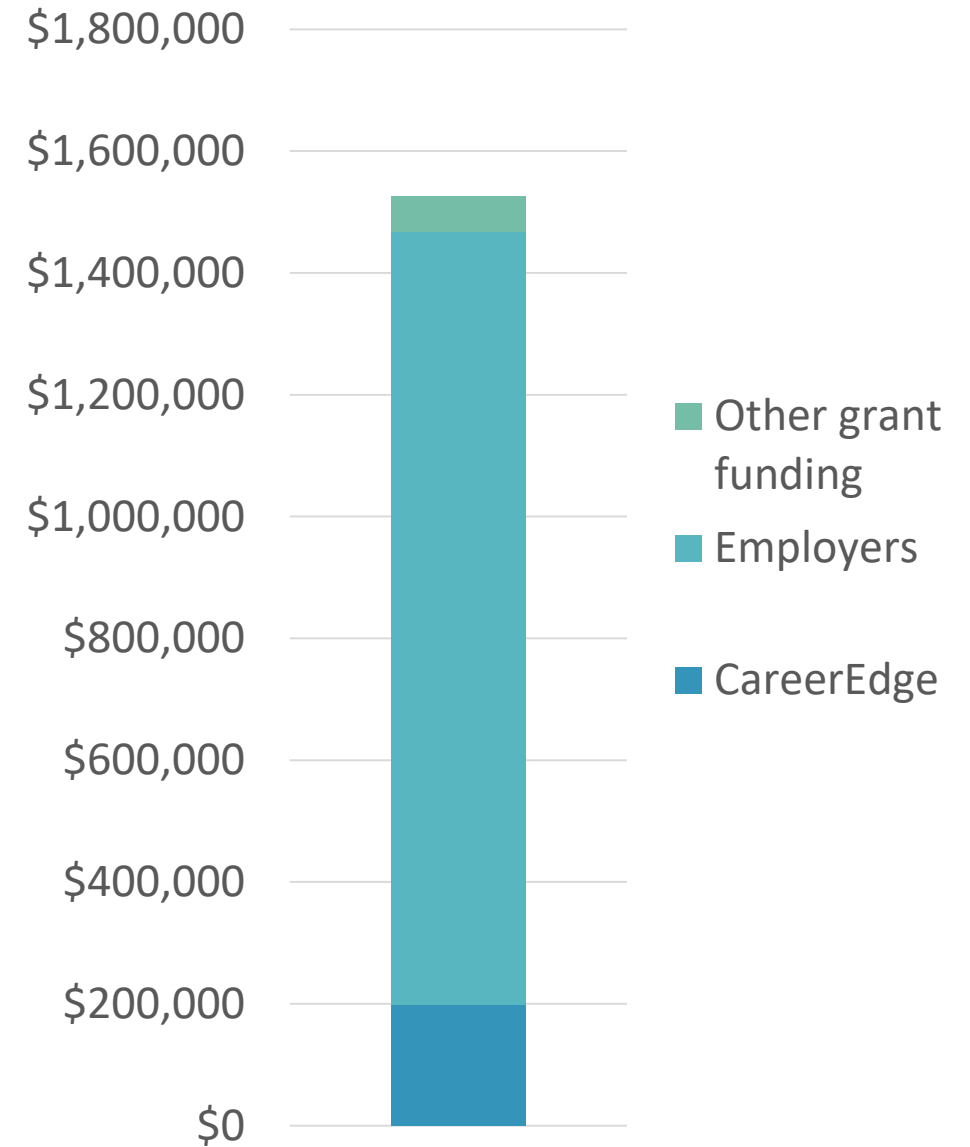
Leadership Consortium Training

	Employers participating	Employees participating
Health	6	25
Manufacturing	13	23
Total	19	48

Participants' Rating of the Training (1 to 5)



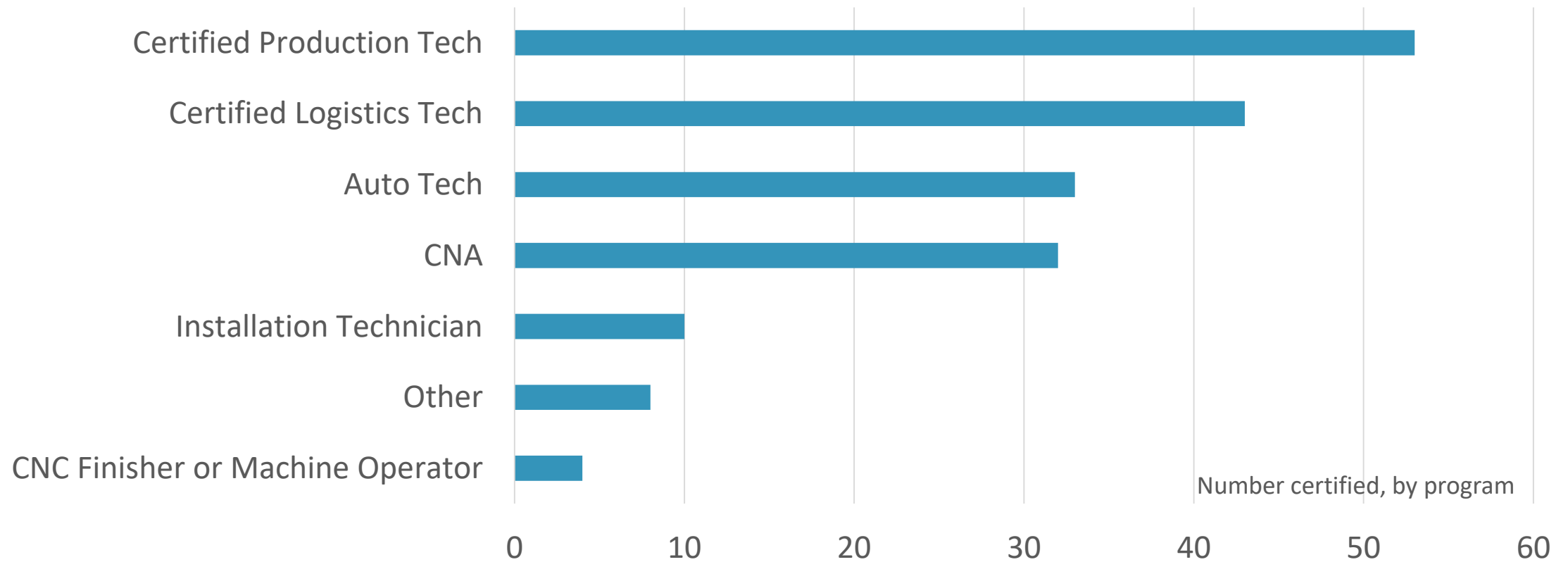
CareerEdge invested just less than \$200,000 while employers invested almost \$1.3 million. Employers accessed an additional \$60,000 from other funds.



FastTrack

Bridges to Careers

Fast Track Programs

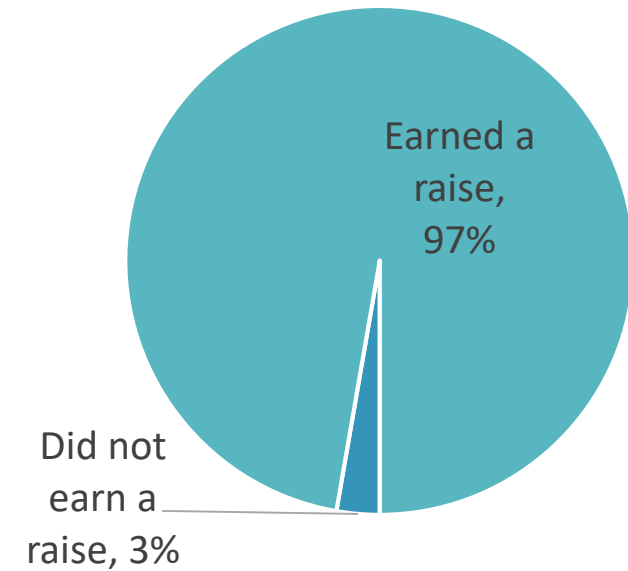
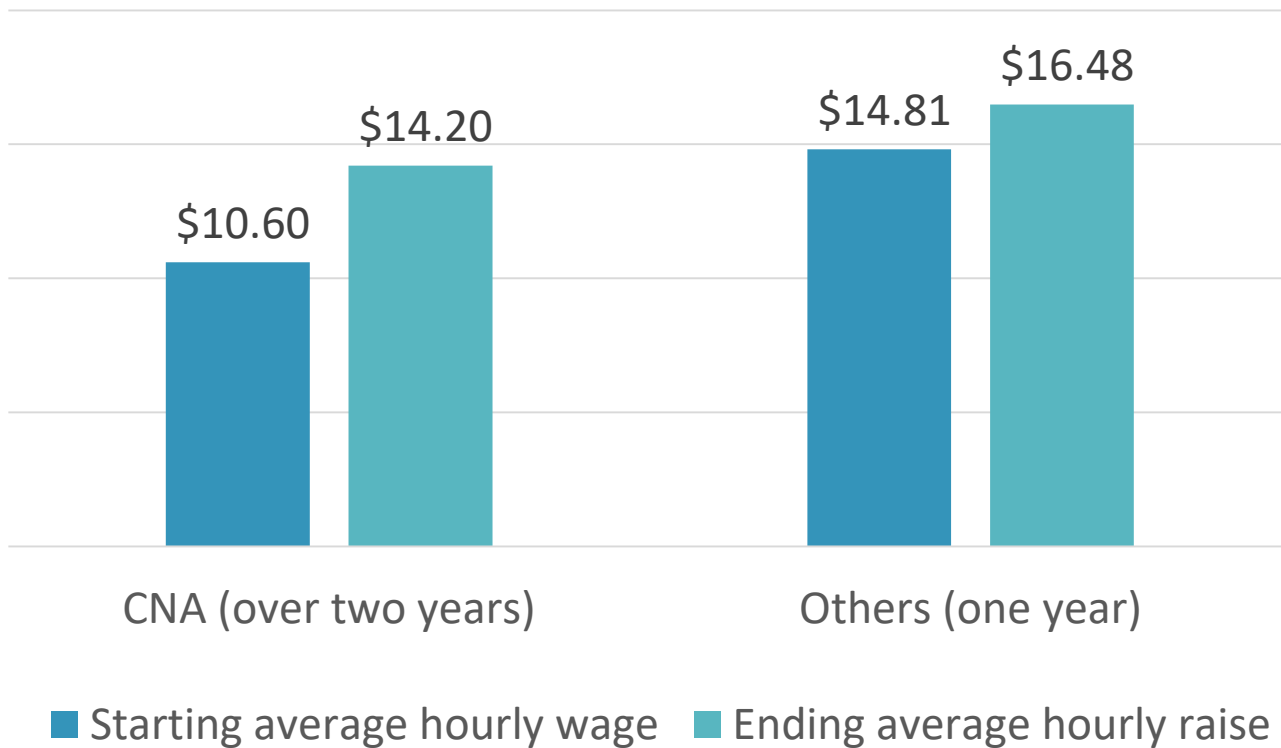


171 Credentials Earned in 2019

- Fast Track participants earned **171** credentials, with the most prevalent being:
 - Certified Production Technician
 - Certified Logistics Technician
 - Automotive Technician
 - Certified Nursing Assistant (CNA)

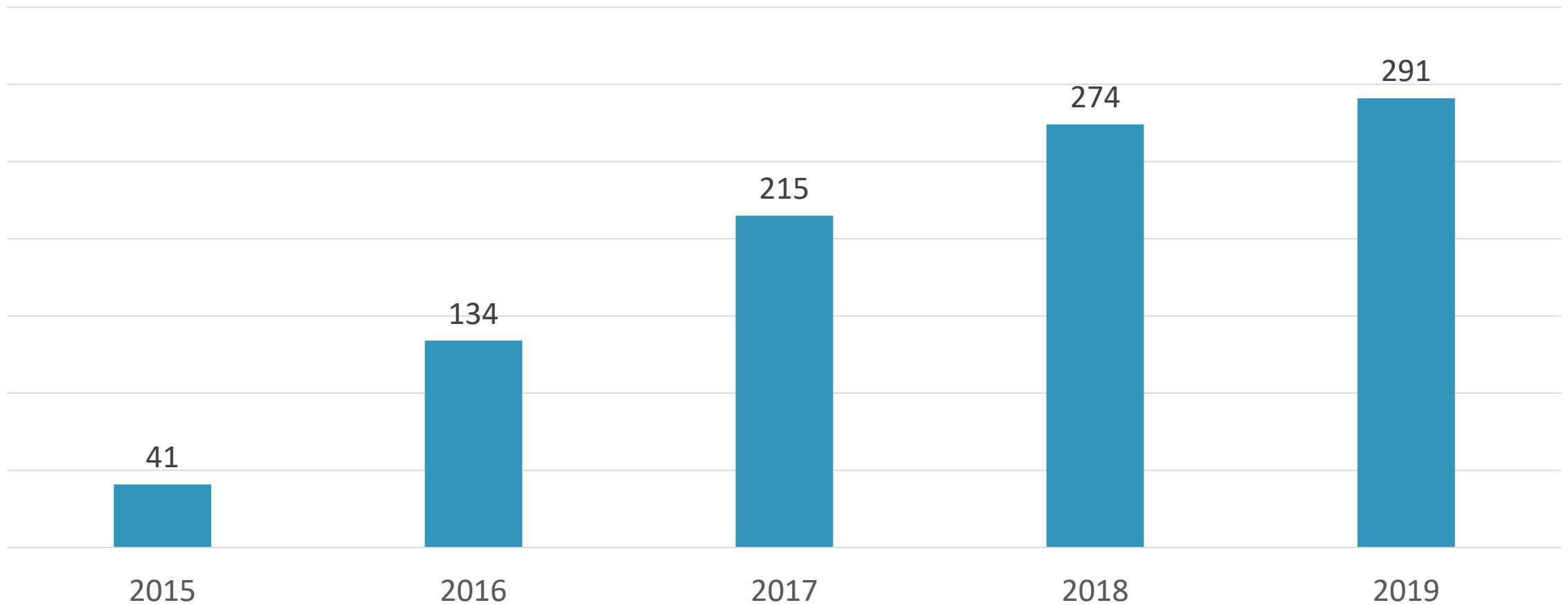
Participant Benefits

97% of participants earned a raise within the first two years.



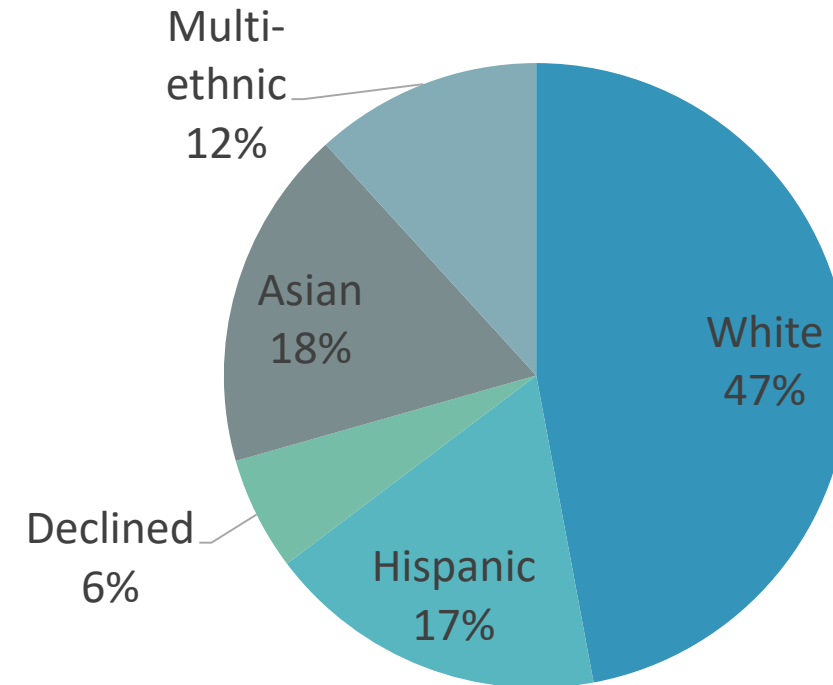
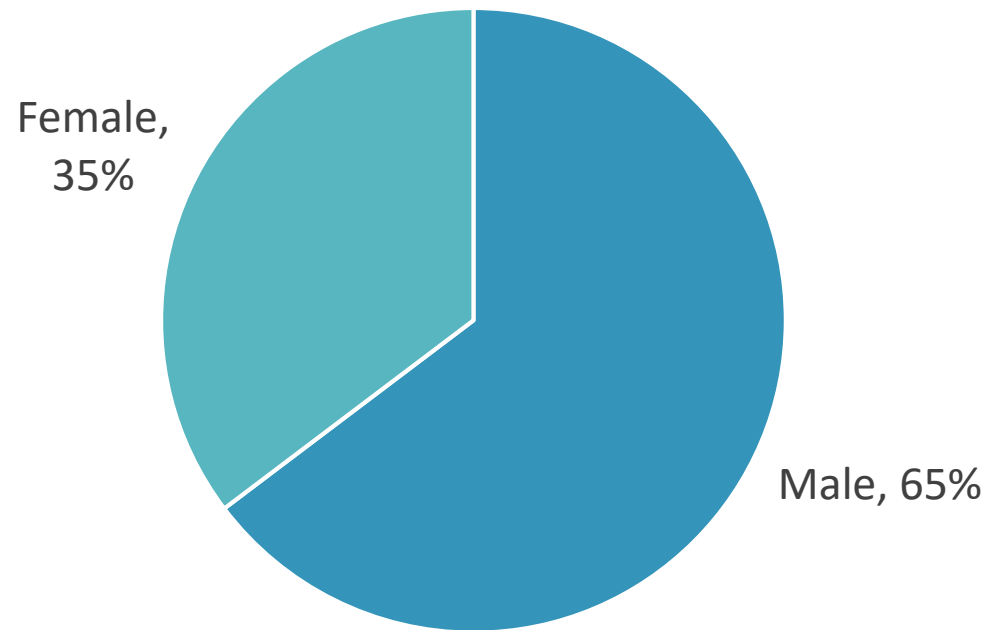
Internship Reimbursement Program

Cumulative number of interns over time



Internship participants

17 college-age interns



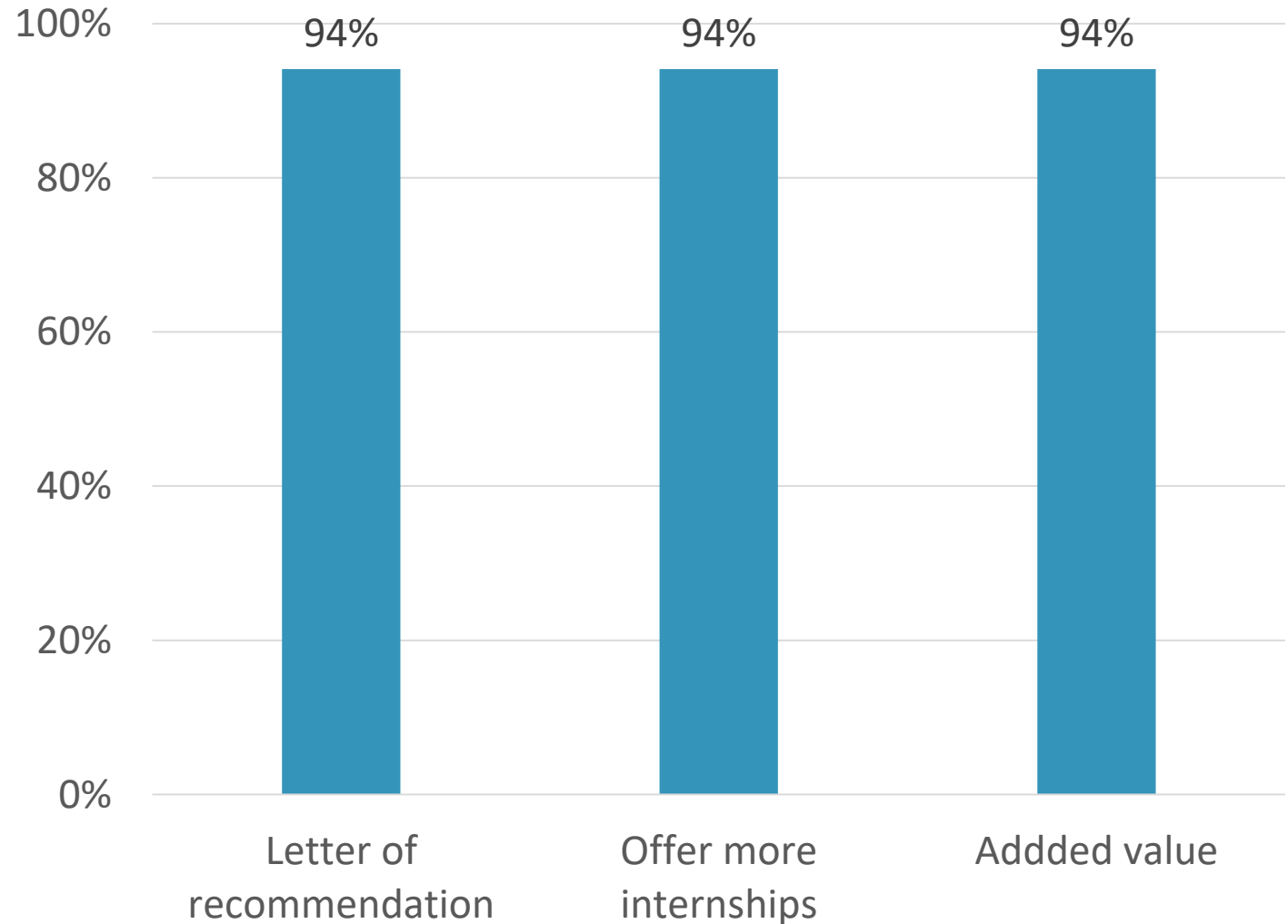
Internship Reimbursement Program

17 college-age students participated

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

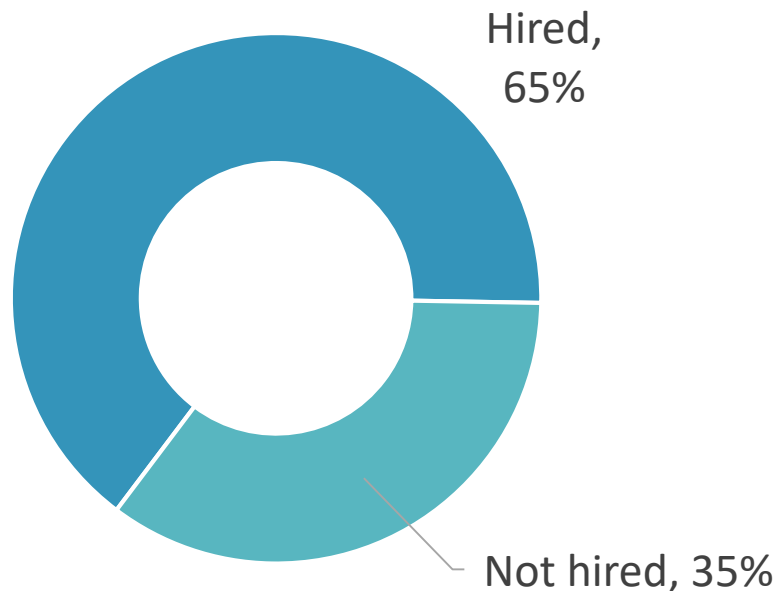
94% of employers plan to offer additional internships.

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

Grantee/ Program 2011-2019	Total CareerEdge Grants		Employer Contribution	Aligned Contribution*	Total Investment Since 2011
	Amount Awarded	Total Paid			
Healthcare Partnership					
Blake Medical Center	\$214,664	\$214,664	\$2,684,182	-	\$2,898,846
BioLucid	\$11,250	\$11,250	\$25,872	\$61,207	\$98,329
Kobemick House	\$50,000	\$50,000	\$75,867	\$5,000	\$130,867
Life Care Center of Sarasota	\$198,568	\$173,568	\$415,582	-	\$589,150
Manatee Memorial Hospital	\$153,620	\$153,620	\$1,332,759	\$85,000	\$1,571,379
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	\$254,134	\$254,134	\$586,520	-	\$840,654
Tidewell Hospice	\$110,598	\$110,598	\$365,089	\$9,675	\$485,362
Venice Regional	\$50,960	\$50,960	\$62,203	-	\$113,163
Shared Services	\$35,433	\$35,433	\$233,199	\$276,900	\$545,532
Healthcare Total	\$1,175,036	\$1,124,789	\$6,232,034	\$493,574	\$7,850,397
Manufacturing Partnership					
Air Products	\$93,600	\$93,600	\$531,982	-	\$625,582
Suncoast Technical College-Machining	\$25,000	\$25,000	-	\$320,000	\$345,000
KHS	\$40,444	\$40,444	\$67,778	\$5,950	\$114,172
Mustang Vacuum	\$17,214	\$8,607	\$77,725	-	\$86,332
Radiant Power	\$20,843	\$20,843	\$13,771	\$1,100	\$35,714
PGT Industries	\$213,783	\$213,783	\$1,282,326	\$136,992	\$1,633,101
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
Manufacturing Total	\$474,865	\$466,258	\$2,126,942	\$515,371	\$3,108,571
Transportation, Distribution, Logistics Partnership					
PGT Industries	\$36,330	\$36,330			\$36,330
Callaghan Tire	\$10,075	\$5,037	\$21,974		\$27,011
TDL Total	\$46,405	\$41,367	\$21,974	\$0	\$63,341
Bridges to Careers Partnership					
Suncoast Community Capital	\$130,000	\$130,000		-	\$130,000
Bridges to Careers Programs/Fast-track Training	\$440,868	\$440,868			\$440,868
Bridges to Careers Total	\$570,868	\$570,868	\$0	\$0	\$570,868
Internship/OJT Partnership					
Internship	\$308,528	\$308,528			\$308,528
On the Job Training	\$15,168	\$15,168			\$15,168
Internship/OJT Total	\$323,696	\$323,696	\$0	\$0	\$323,696
Emerging Leadership Program					
Emerging Leadership Training	\$31,869	\$31,869			\$31,869
Emerging Leadership Program Total	\$31,869	\$31,869			\$31,869
Total	\$2,622,739	\$2,558,847	\$8,380,950	\$1,008,945	\$11,948,742

Sarasota County Impact

	Number trained	Number with promotions	Number with raises	Amount of raises
Incumbent (including Leadership Training)	389	75	256	\$1.69
Bridges (all received raises in 2018)	27	0	7	\$3.88
Fast Track	142	64	138	\$1.18
Interns	15			\$18.58
OJT	5		5	\$1.00
TOTAL	578	139	406	

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.