

# CareerEdge Funders Collaborative



2020 Evaluation Report

February 2021

# Executive Summary: 2010-2020



**\$13.2M** Invested in  
Regional Workforce  
Development \*



**4,284**  
Workers Who  
Earned Raises \*



**1,259**  
Promotions Earned \*



**\$32.4 M**  
Cumulative Annual  
Earnings Gains



**407**  
Employers Engaged



**1,579**  
New Jobs  
Created



**6,161**  
Workers Trained



**8,172**  
Certificates  
Earned

\* Includes CEFC-trained people prior to and including 2020.  
(Typically raises & promotion data lag training by up to one year.)

# Dashboard

	2020	2010-2020
Invested in workforce development	\$1,250,728	\$13,199,470
Workers trained	184	6,161
Certifications earned	84	8,172
Raises earned	523	4,284
Workers' aggregate annual earnings	\$2,007,538	\$32,418,490
Return on investment	\$4.72	\$11.11
Promotions earned	117	1,259
New employers engaged	29	407
New jobs created by employer partners	33	1,579

# Highlights

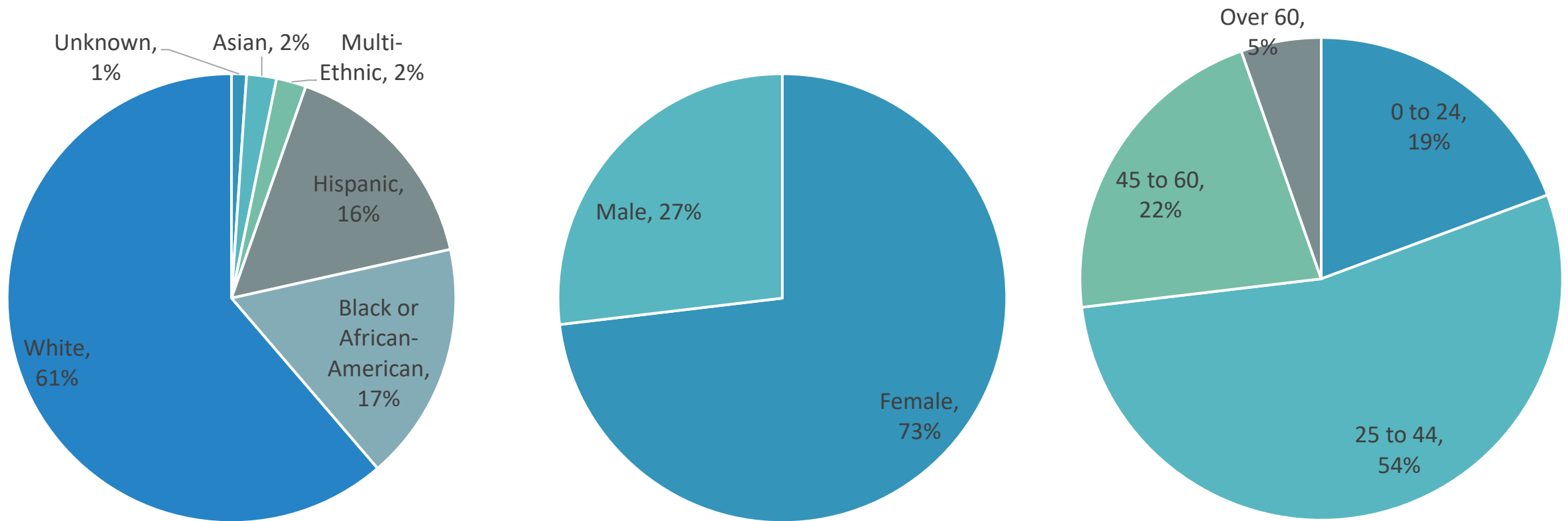
- CareerEdge adapted to COVID, including changing the FastTrack model and focusing industry council discussions on how to best meet employer needs during the pandemic.
  - “CareerEdge did a great job at shifting the conversation to connect with other health care organizations on COVID issues; it is not something we normally had. We could connect with schools that are training nurses and talk about COVID.”
  - “They came up with innovative solutions. Instead of being in class in computer labs, they went to work in the field and SCT did the related instruction virtually.”
- Partnered with STC on a CARES grant for training and updated equipment.
- Provided technical assistance to local nonprofits to implement a workforce development model.

## Highlights (continued)

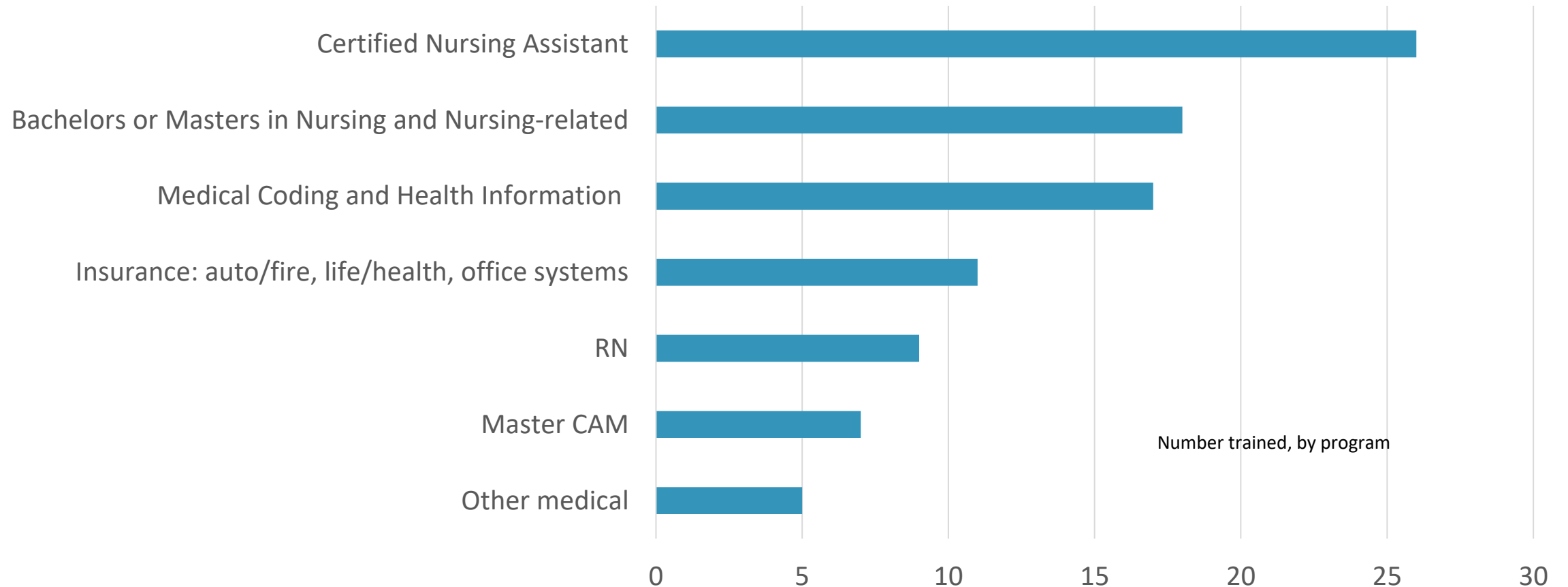
- Through a grant with Boeing, increased diversity in the manufacturing industry.
- Brought together workforce development stakeholders in Manatee and Sarasota counties to develop and adopt a common workforce legislative agenda so that stakeholders communicated a consistent message.
- Funded a new tiny home project with Suncoast Technical College so that students could gain hands-on experience when former sites closed due to COVID. The home will be displayed at local schools to promote trades in the community.

# Supporting Employee Development

# Incumbent training demographics



# Types of training for incumbent workers



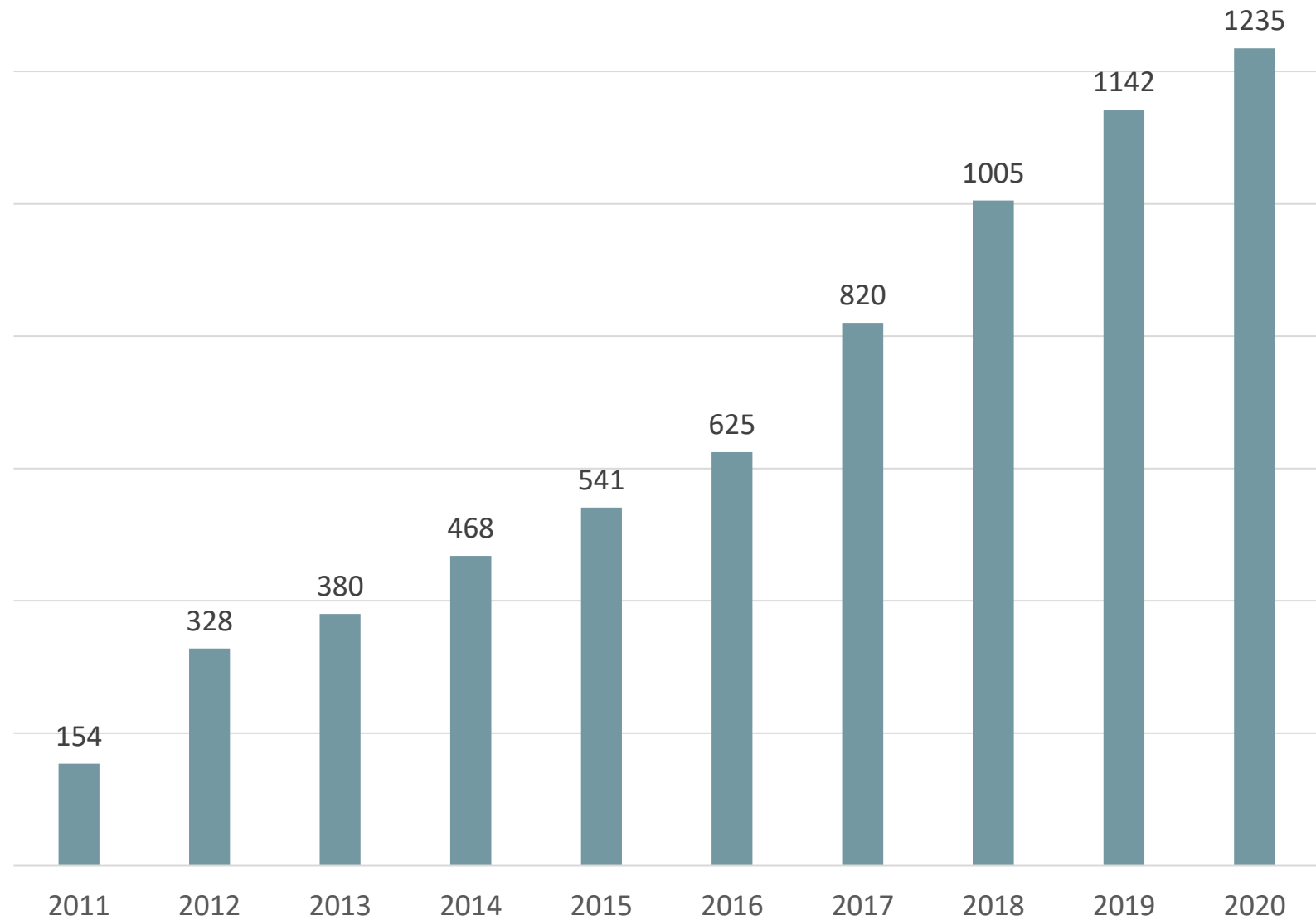


## Training outcomes for incumbent workers



93	Employees trained in 2020
12%	Average wage gain the first year after training
93	Promotions earned within two years of participating
\$822,200	Invested by employers this year

# More than 1,200 promotions since inception (incumbent)

Number of cumulative promotions since 2011



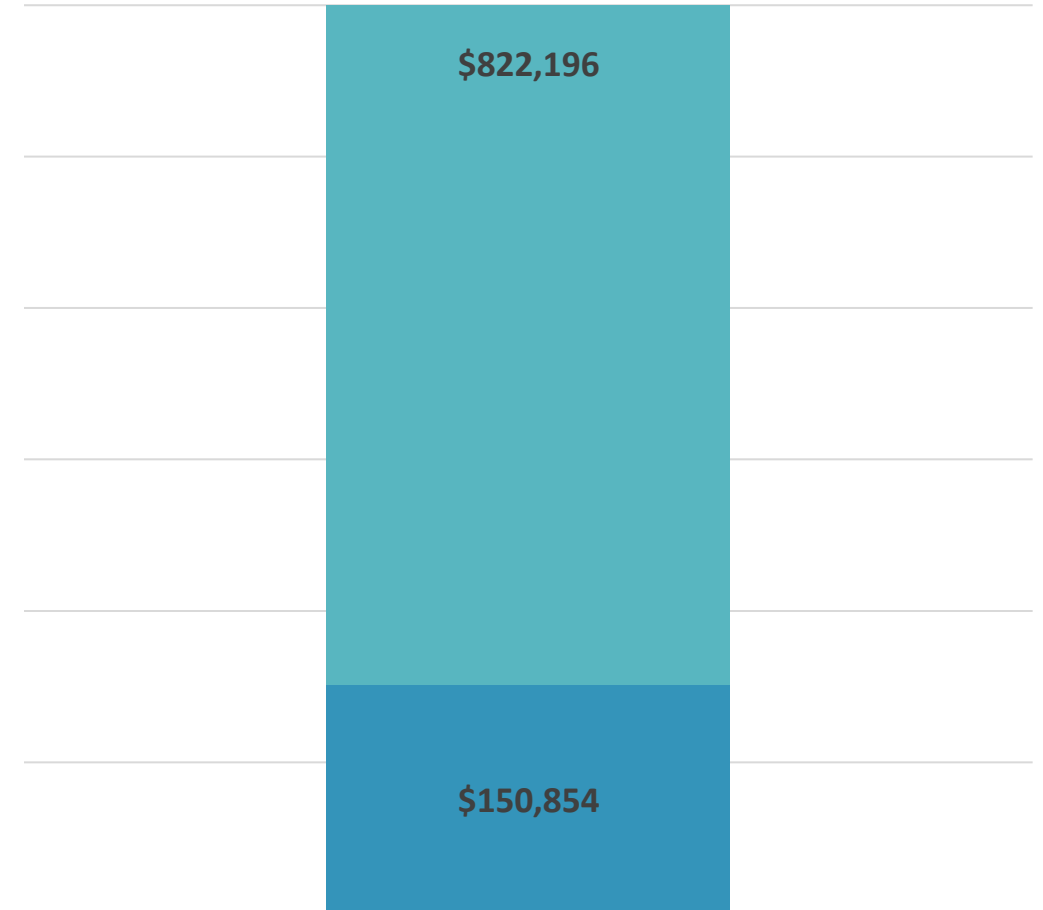
## 2020 Incumbent Training Outcomes by Industry

	# Trained	# Promoted	# Earning Raises	Average Hourly Raise	# of Credentials/Certifications Earned
Manufacturing 	7	28	156	\$2.02	0
Healthcare 	75	60	214	\$1.40	50
Other	11	5	5	\$0.30	0
Total	93	93	375	\$1.64	50

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

CareerEdge invested just more than \$150,000 while employers invested over \$822,000.

■ Other Incumbent worker      ■ Employers Incumbent worker  
■ CareerEdge Incumbent worker

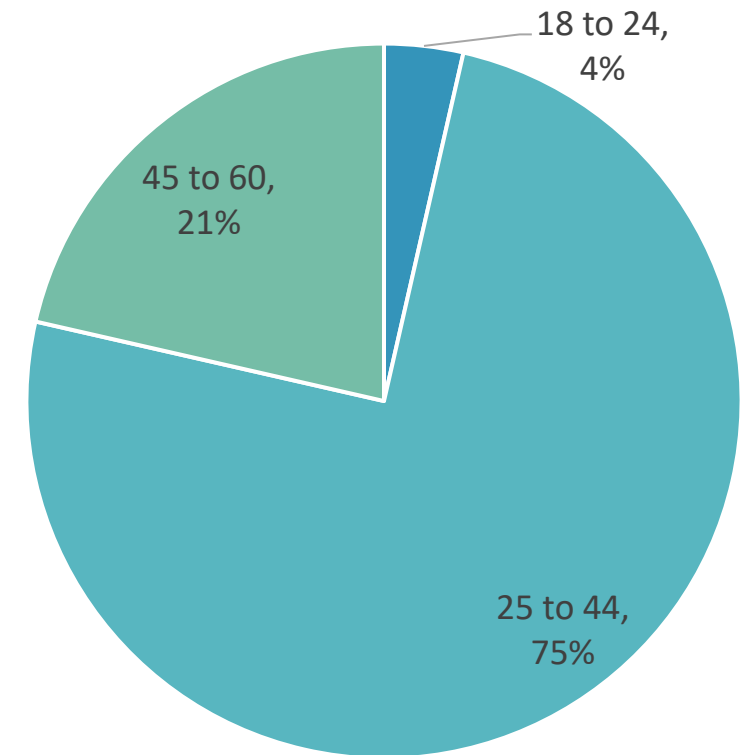
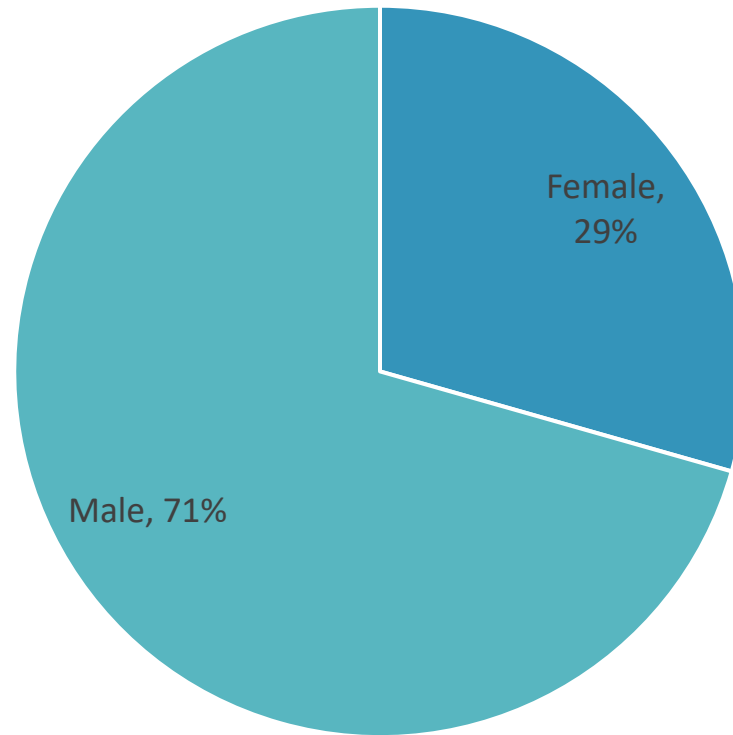
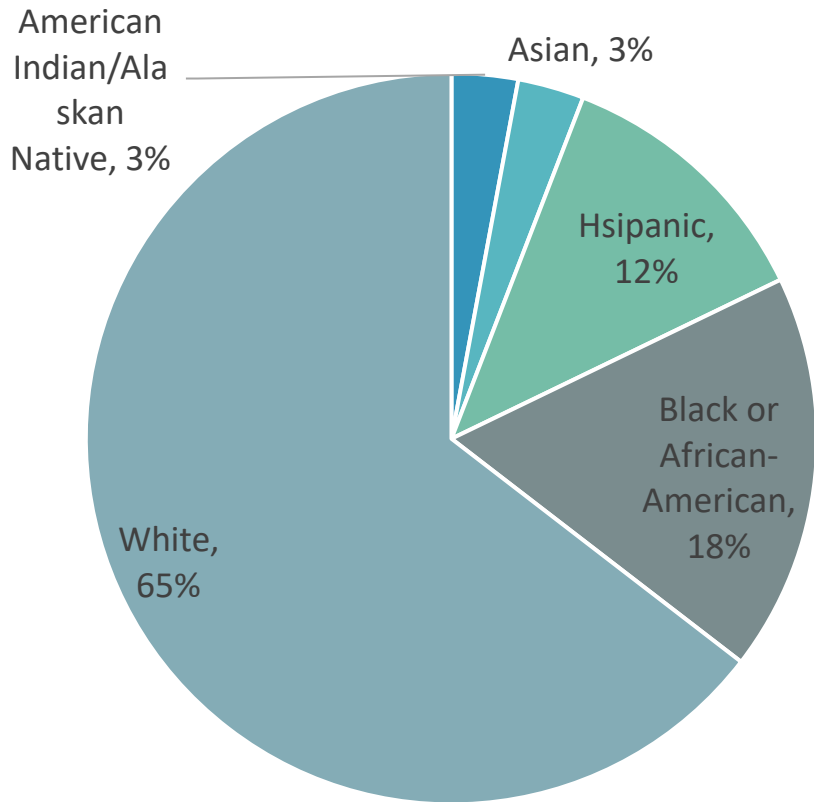


# FastTrack

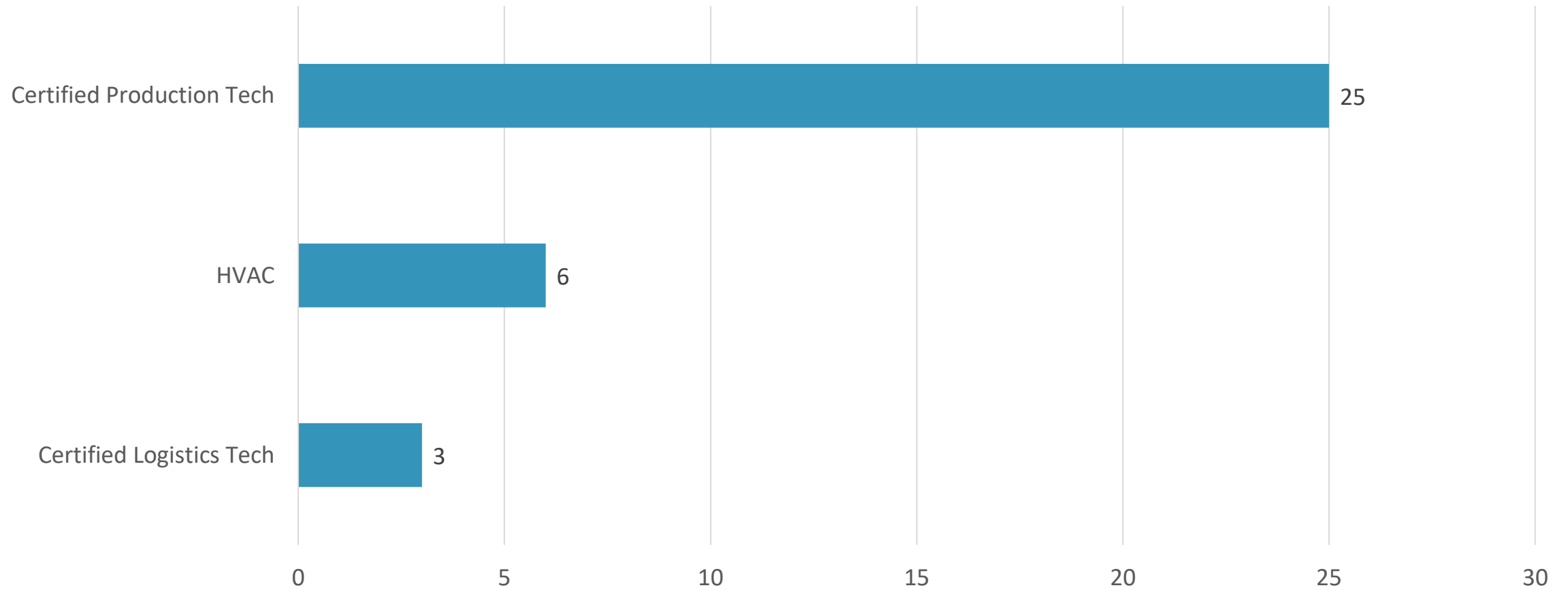
Bridges to Careers

# FastTrack Demographics

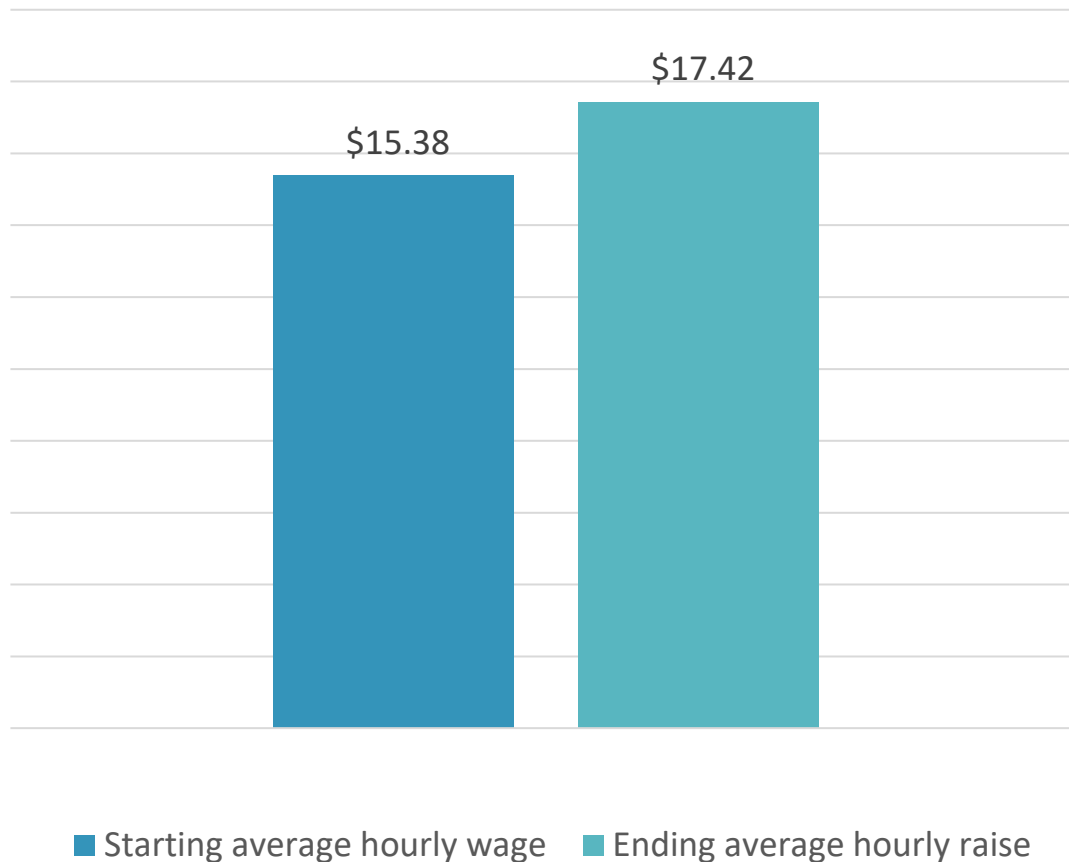
34 participants



# Fast Track Programs



# Participant Benefits



- 32 participants in 2020 earned a raise with an average wage increase of \$2.17.
- 2019 trainee update
  - 64 participants saw an additional raise in 2020 at an average of \$1.49.
  - 14 participants were promoted in 2020.



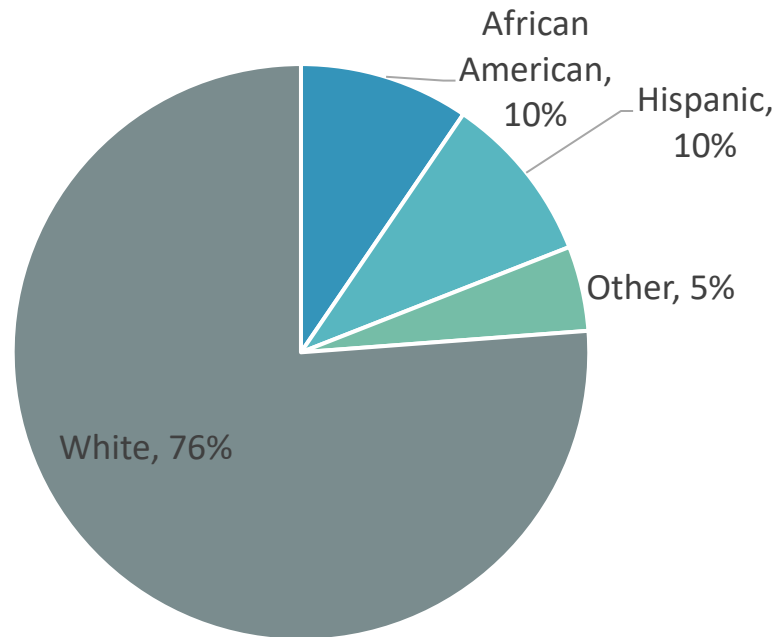
# On-the-job Training

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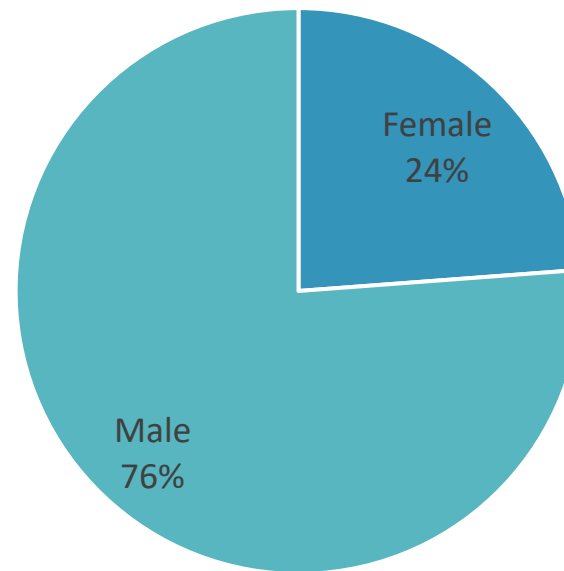
- Employees earn while they learn.
  - Employers build a pipeline of skilled workers from within.
  - Employees who wish to advance learn new skills and earn higher wages.
  - Helps reduce turnover and increase employee satisfaction.
  - 50% of wages paid for up to 10 weeks.
- What employers were involved?
    - PGT
    - Atlantic Mold
    - Chris-Craft
    - KHS
    - Marine Concepts
    - RND Automation
    - Gulf Coast Signs
    - Pure Nut Mylk LLC

# On-the-job training participant demographics

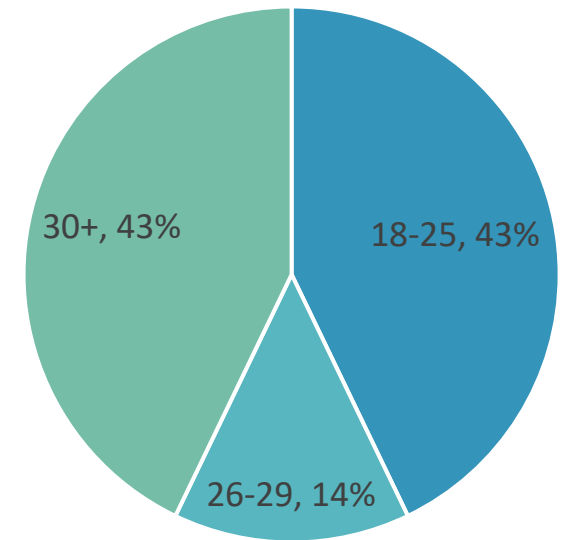
21 participants



Race



Gender



Age

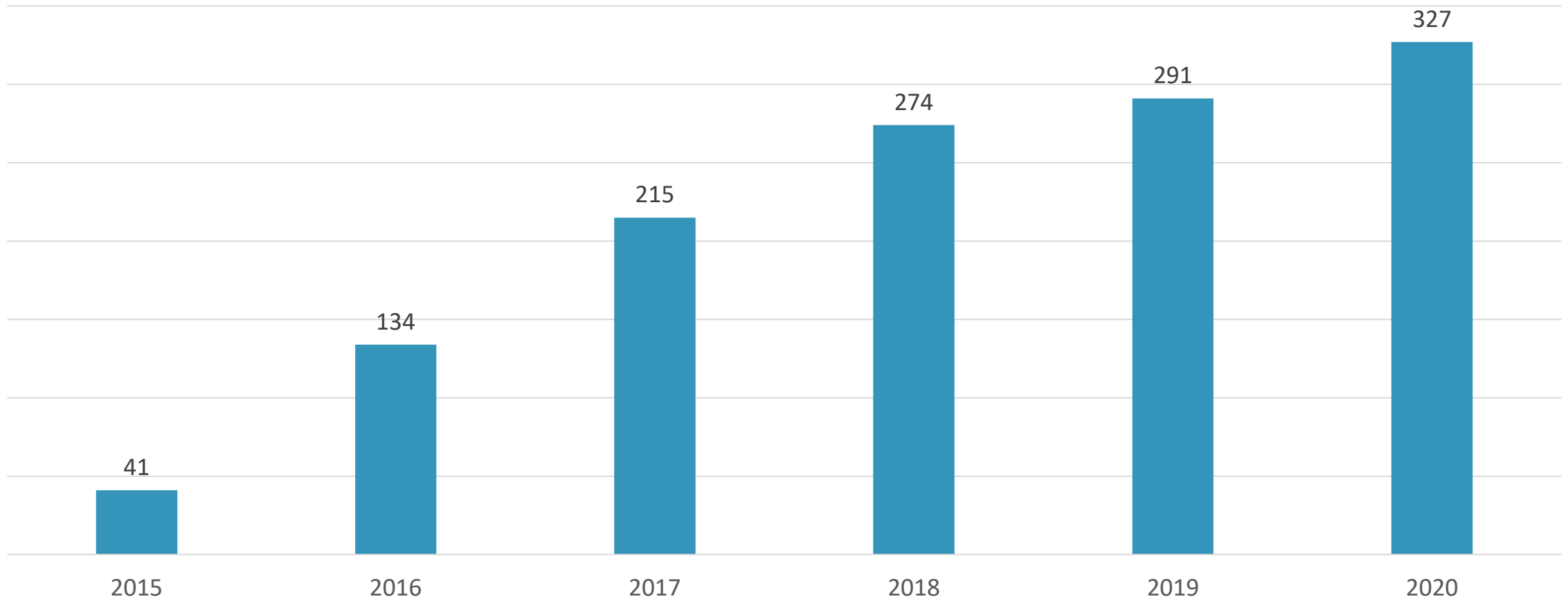
# Wage Growth



- On-the-job training participants began the program at \$15.20 per hour (or just more than \$31K) and ended the program at \$16.49 per hour (or just over \$34K).
- 12 participants who completed on-the-job training early in the year saw additional raises (\$1.42) – and a few promotions - before year end.

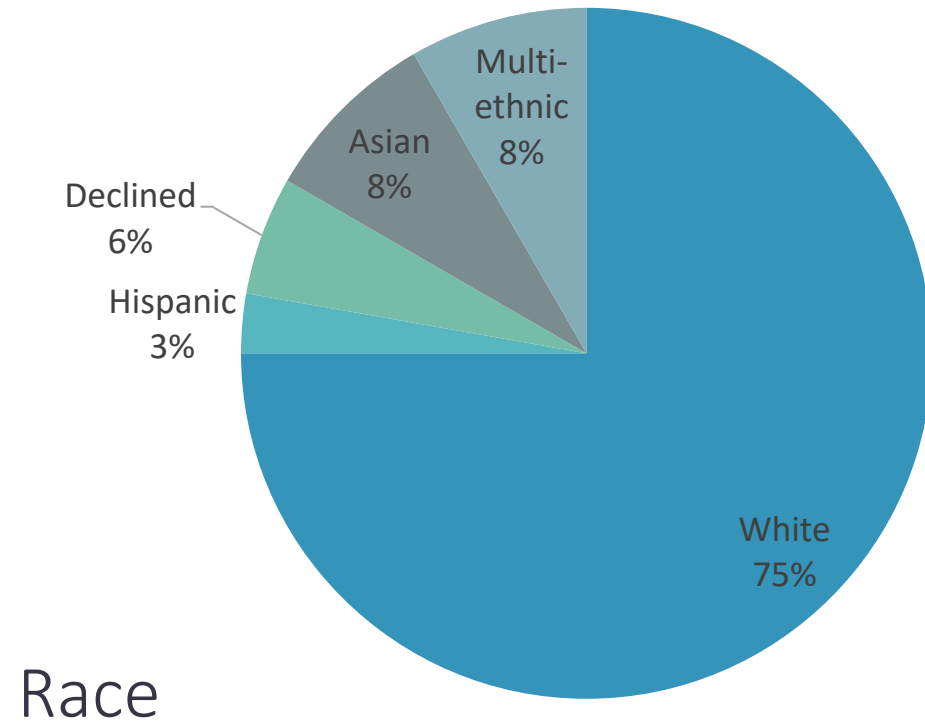
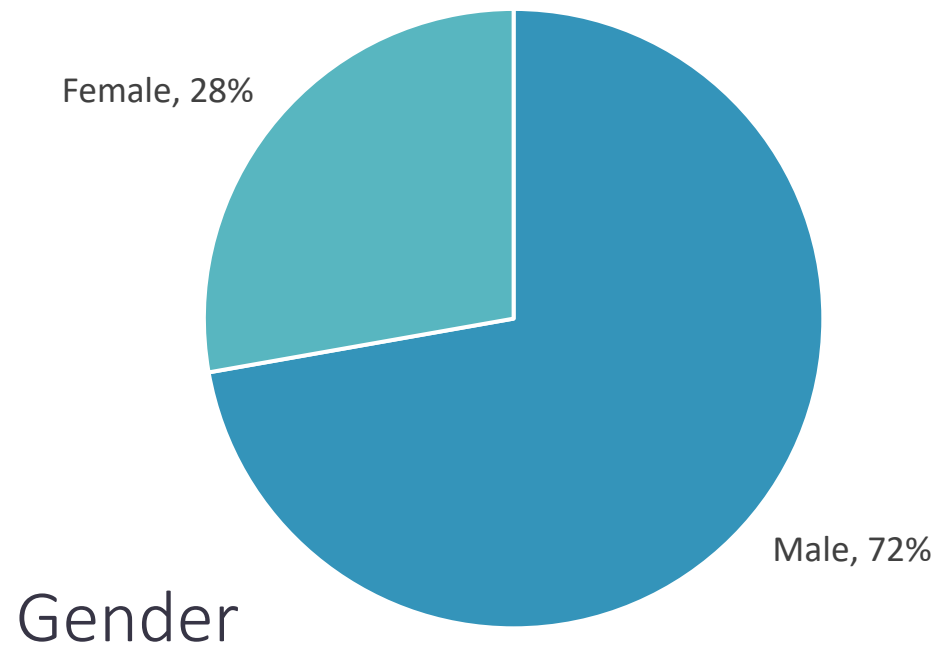
# Internship Reimbursement Program

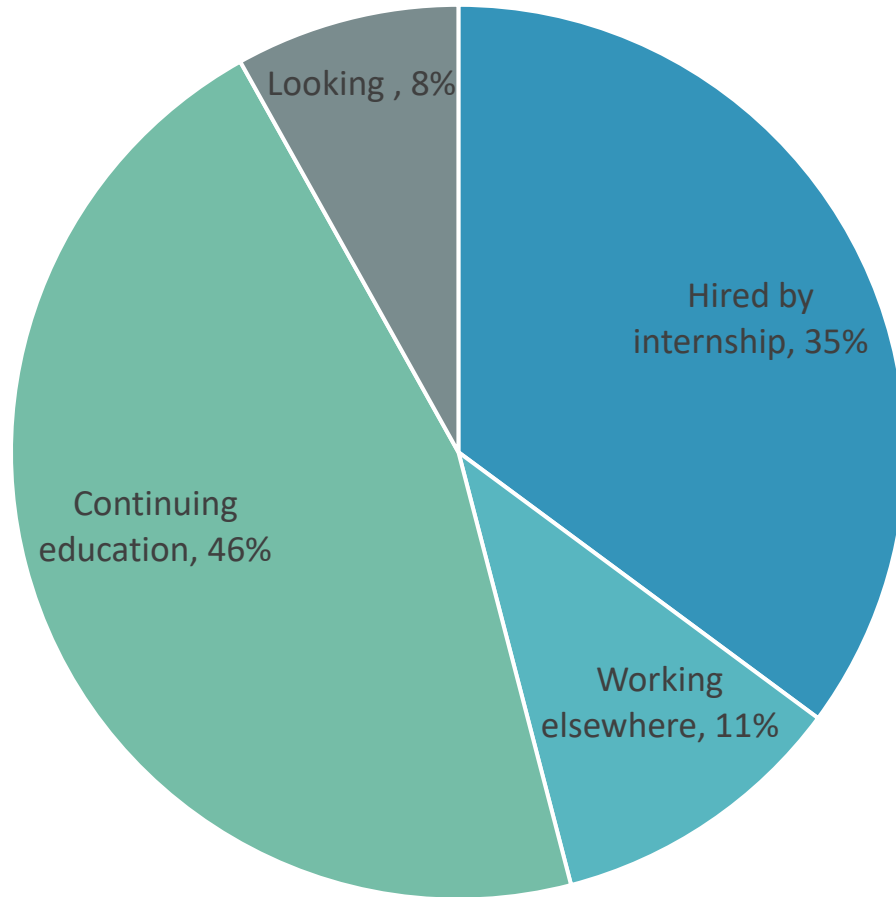
## Cumulative number of interns over time



# Internship participants

36 interns





## Intern status

As shown, almost half of interns are continuing their education. Just over a third were hired by their intern employer and another 11% were hired elsewhere.

The average hiring wage was \$12.20.



# Internship benefits

Interns remarked that they liked working with the other employees, using their skills, and learning something new. A few quotes are below:

- “The best part of my internship experience was meeting my fellow peers in the office and learning from them about the profession that I want to go in to.”
- “Getting to learn how the machines worked and how they could be programmed was really cool and made me think a lot about what I want my future job to be focused on.”
- “I think the best part of my internship experience was that I always had something to work on and it felt useful to the company. I also loved working with other employees on projects and felt they really saw my potential. Because of that they gave me opportunities to show what I can do and I took advantage.”

# Feedback from Partners

## Meeting Organizational Needs

- Partners most frequently noted CareerEdge recruited, or helped them recruit, a higher quality employee.
- Partners also noted that CareerEdge helps them grow their current employees.
- Partners appreciated the networking at the industry councils: sharing ideas, connecting with training organizations, and “keeping a finger on the pulse of the business community.”

## Meeting Community Needs

- Partners noted that CareerEdge provides residents with a career path: “It gives people a career path. It gives a young person in Sarasota a way to stay here and be a productive citizen.”
- Partners also reported that CareerEdge supports participants and works with employers to make sure the employee is successful.
  - “They target a demographic that is in need and help students that are falling behind. They work on the employer side to support students to correct behaviors rather than be fired.”
  - “Our two current interns come from a lower income community. They are now on their second program; CareerEdge continues to support them, but they are also asking us what is the next step for these employees?”

## What can CareerEdge do better?

- The only idea mentioned more than once was for CareerEdge to do more marketing of their programs and services.
- Other ideas were to promote manufacturing as a good career option, get engaged in the high schools, and expand industry council membership.

# 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.

## 2020 Economic Impact

- As noted on the dashboard, workers' aggregate earnings from increased wages due to raises and/or new positions is \$2 million. Using the direct effect multiplier, the 2020 economic impact of those increased wages on the regional economy is **\$3.1 million**.
- As noted on the dashboard, employer partners reported 33 new jobs (excluding Bridges and interns). Using the same approach, these 33 jobs are estimated to create another 60 jobs, for a total of **93 jobs** in 2020.



# Investments to Date

Grantee/ Program 2011-2020	Career Edge 2020	Employer Contribution 2020	Aligned Contribution*	Total Investment 2020
<b>Healthcare Partnership</b>				
Blake Medical Center	\$214,664	\$2,684,182	0	\$2,898,846
BioLucid	\$11,250	\$25,872	\$61,207	\$98,329
Kobernick House	\$50,000	\$75,867	5,000	\$130,867
Life Care Center of Sarasota	\$173,568	\$632,024	0	\$805,592
Manatee Memorial Hospital	\$178,620	\$1,521,759	\$88,600	\$1,788,979
Lakewood Ranch Medical Center	\$7,190	\$0	\$0	\$7,190
Pines of Sarasota	\$45,315	\$167,014	\$55,792	\$268,121
Planned Parenthood	\$25,247	\$283,747	0	\$308,994
Sarasota Memorial Hospital	\$316,343	\$684,133	0	\$1,000,476
Tidewell Hospice	\$118,553	\$365,089	\$9,675	\$493,317
Venice Regional	\$50,960	\$62,203	0	\$113,163
Shared Services	\$35,433	\$233,199	\$276,900	\$545,532
<b>Healthcare Total</b>	<b>\$1,227,143</b>	<b>\$6,735,089</b>	<b>\$497,174</b>	<b>\$8,459,406</b>
<b>Manufacturing Partnership</b>				
Air Products	\$93,600	\$531,982	0	\$625,582
Suncoast Technical College-Machining	\$25,000	0	\$320,000	\$345,000
Atlantic Mold & Machining	\$42,000	75570	\$0	\$117,570
KHS	\$40,444	\$115,778	\$5,950	\$162,172
Mustang Vacuum	\$8,607	\$77,725	0	\$86,332
Radiant Power	\$20,843	\$13,771	\$1,100	\$35,714
PGT Industries	\$250,113	\$1,332,036	\$136,992	\$1,719,141
Tervis Tumblers	\$31,613	\$152,534	\$1,500	\$185,647
CCRA/MSSC	\$6,890	0	0	\$6,890
Advanced Masonry Systems	\$3,858	\$827	\$47,882	\$52,567
Berry Plastics	\$7,200	0	1,947	\$9,147
Goodwill North Port	\$5,163	0	0	\$5,163
Callaghan -TDL	\$5,037	21974	0	\$27,011
14th St. CRA	\$9,257	0	0	\$9,257
<b>Manufacturing Total</b>	<b>\$549,625</b>	<b>\$2,322,196</b>	<b>\$515,371</b>	<b>\$3,387,192</b>
<b>Insurance Partnership</b>				
StateFarm Insurance	\$6,500	145861	0	\$152,361
			0	\$0
<b>Insurance Total</b>	<b>\$6,500</b>	<b>\$145,861</b>	<b>\$0</b>	<b>\$152,361</b>
<b>Bridges to Careers Partnership</b>				
Suncoast Community Capital	\$130,000	0	0	\$130,000
Bridges to Careers/Fast-track Training	\$544,668	0	0	\$544,668
<b>Bridges to Careers Total</b>	<b>\$674,668</b>	<b>\$0</b>	<b>\$0</b>	<b>\$674,668</b>
<b>Internship/OJT Partnership</b>				
Internship	\$373,656	\$0	\$0	\$373,656
STC-Fast-Track Equip	\$72,350	\$0	\$0	\$72,350
On the Job Training	\$47,968	\$0	\$0	\$47,968
<b>Internship Total</b>	<b>\$493,974</b>	<b>\$0</b>	<b>\$0</b>	<b>\$493,974</b>
<b>Emerging Leadership Program</b>				
Emerging Leadership Training	\$31,869	\$0	\$0	\$31,869
<b>Emerging Leadership Program Total</b>	<b>\$31,869</b>	<b>\$0</b>	<b>\$0</b>	<b>\$31,869</b>
<b>Total</b>	<b>\$2,983,779</b>	<b>\$9,203,146</b>	<b>\$1,012,545</b>	<b>\$13,199,470</b>

# Sarasota County Impact

	Number trained	Number with promotions	Number with raises	Amount of raises
Incumbent	56	23	22	\$1.69
Fast Track	32	0	30	\$2.01
<b>TOTAL</b>	<b>88</b>	<b>23</b>	<b>52</b>	

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.