



2021 Evaluation Report

March 2022



CareerEdge Funders Collaborative

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Evaluation Executive Summary

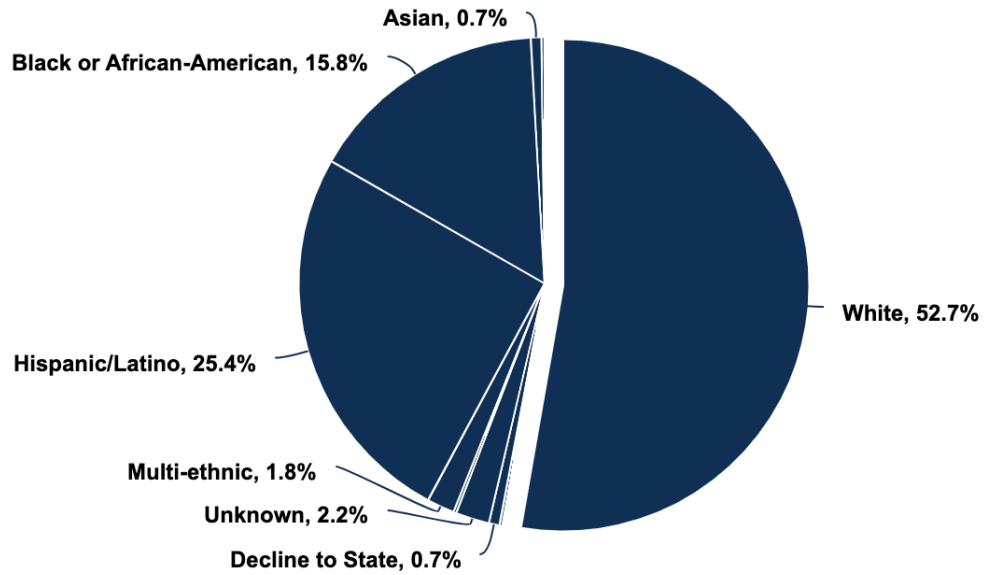
Annual and Cumulative Totals

	2021	2010-2021
Invested in workforce development	\$1,248,809	\$14,448,279
Workers trained	532	6,693
Certifications earned	432	8,604
Workers who earned raises	261	4,545
Workers' aggregate annual earnings	\$2,753,213	\$35,171,703
Return on investment	\$8.45	\$10.79
Promotions earned by workers	121	1,380
New employers engaged	25	432
New jobs created by employer partners	111	1,690

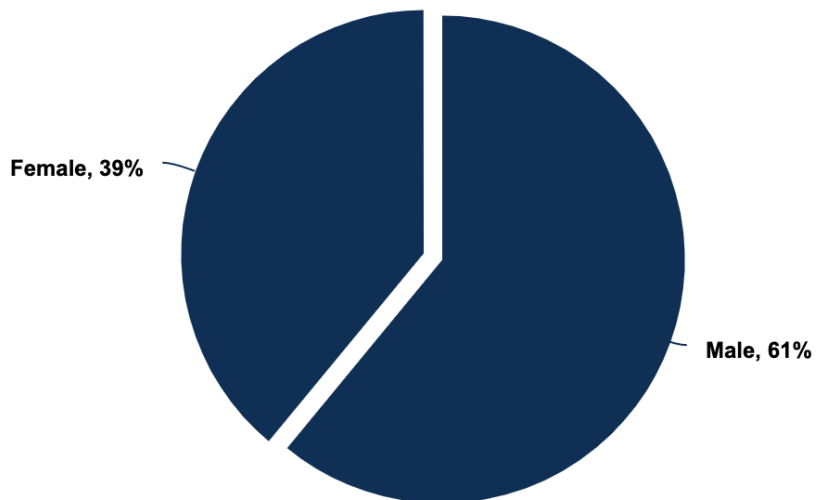
Demographics

Nearly 48% of all trainees were non-white/BIPOC and 39% of all trainees were female.

Total program participants by ethnicity



Total program participants by gender



2021 Program Summary

Training Inputs by Program

Program	Total Invested	Partner Invested	CareerEdge Invested
Bridges to Careers Fast-Track*	\$138,275	\$88,750	\$49,525
Internship Wage Reimbursement	\$119,245	\$80,245	\$39,000
On-the-Job Training	\$106,800	\$63,120	\$43,680
Upskilling Workers	\$931,489	\$725,889	\$205,600
Total	\$1,295,809	\$958,004	\$337,805

*Fast-Track training expenses for 71 trainees at STC provided by CARES Act funding.

Training Outputs by Program

Program	Workers Trained Duplicated	Workers Trained Unduplicated	Credentials Earned
Bridges to Careers Fast-Track	96	90	63
Internship Wage Reimbursement	26	26	
On-the-Job Training	18	18	
Upskilling Workers*	403	398	369
Total	543	532	432

*Includes all workers trained regardless of current training status.

Trainee Outcomes by Program

Program	Start Wage	End Wage	Wage Difference	Annual Earnings Gains*
Bridges to Careers Fast -Track	\$13.14	\$16.93	\$3.79	\$709,488
Internship Reimbursement	\$14.40	\$15.29	\$0.89	\$48,131
On-the-Job Training	\$15.17	\$16.51	\$1.34	\$50,170
Upskilling Workers	\$20.62	\$22.97	\$2.35	\$1,945,424
Total				\$2,753,213

**The average hourly wage difference multiplied by the total number of unduplicated trainees at full-time equivalence of 2080 hours. Note that workers/trainees may be counted in more than one program category.*

Total Economic Impact

The annual earnings gained represents the estimated income gains for one-year of full-time employment at the average hourly wage gain per trainee. However, the total economic impact for the area is greater than the trainee's annual income due to the additional economic activity generated from the increased earnings. The U.S. Department of Commerce Bureau of Economic Analysis provides direct effect multipliers by industry to estimate the total economic output of changes in earnings and employment.

- 1) The total economic impact of the nearly **\$2.8 million dollars** in increased earnings is **\$3.8 million dollars**.
- 2) The **111 new jobs** created equate to roughly **202 new employment opportunities** in the regional economy.

Upskilling Workers

Program Description

CareerEdge offers grant funding to eligible employers who will use the funding to increase employees' skills, accelerate promotions, and provide wage increases for incumbent workers. Employers may request grants of \$15,000 to \$50,000 to implement training programs up to 18 months in duration, with employee wages and employment status reported for two years upon training completion. This funding supports employers who invest in their employees by way of training resulting in earned industry-related credentials and/or occupational specific certificates.

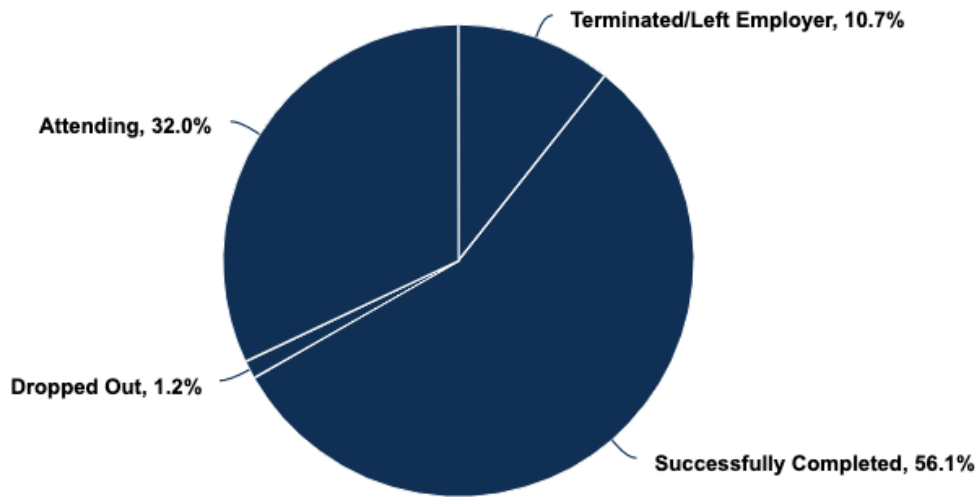
Population Served

The CareerEdge Upskilling Workers program engaged five employers in the Upskilling Workers program in 2021. CareerEdge tracks employer outcomes for two years, as shown below. Training begins in one year (i.e., 2020) and it is completed the following year (i.e., 2021).

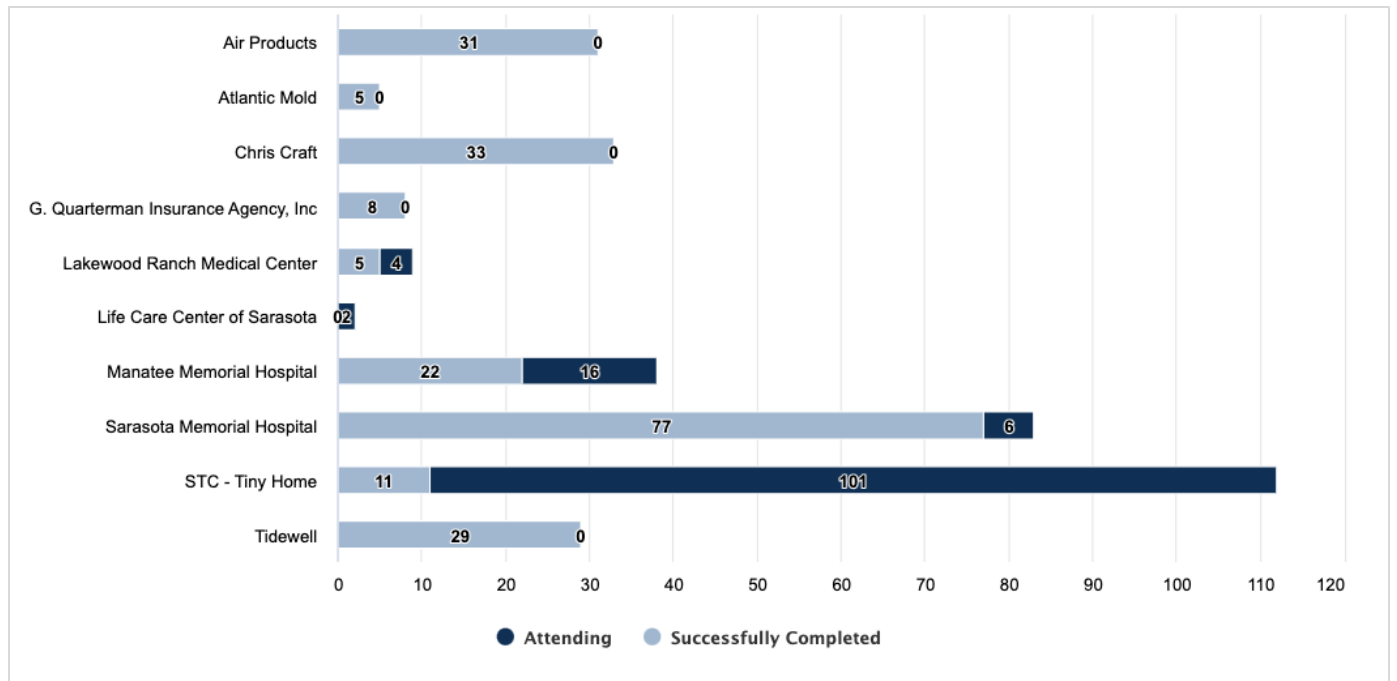
Employer	2021 New Trainees	2020 Trainee Update
Air Products	✓	
Atlantic Mold and Machining		✓
Aviva	✓	
Chris-Craft	✓	
Lakewood Ranch Medical	✓	
Life Care Center		✓
Manatee Memorial Hospital	✓	✓
Sarasota Memorial Hospital	✓	✓
State Farm, G. Quarterman	✓	✓
STC - Tiny Home Students	✓	
Tidewell	✓	

The Upskilling Workers program reached 398 individual trainees across 403 trainings. Of the total trainees, 56.1% successfully completed their training in 2021. An additional 32.0% were still attending training of December 31, 2021.

Trainees by current training status

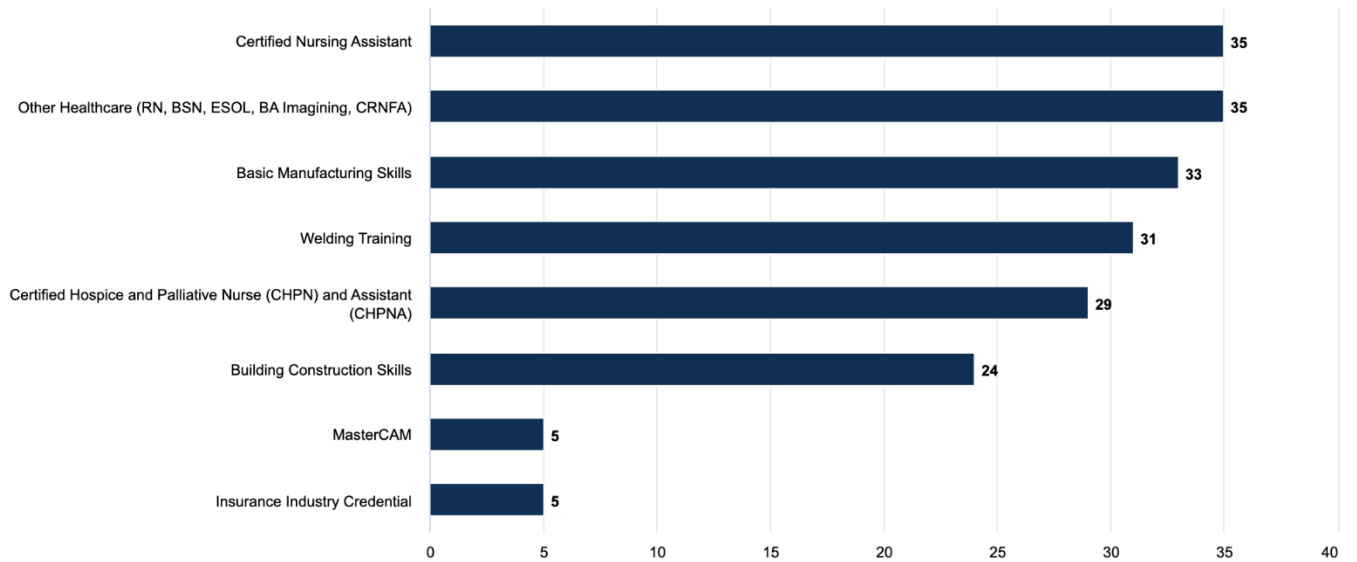


Successfully completed trainees, by employer



Trainees earned a total of 369 certifications through their participation in the Upskilling Workers program. The highest number of credentials were in the Basic Manufacturing Skills, Welding Training, and Certified Nursing Assistant programs.

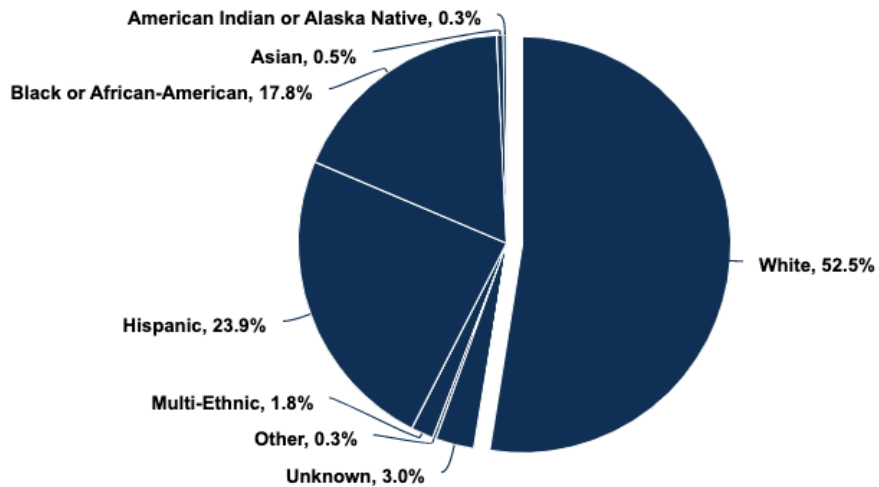
Training Certification or Degree Earned



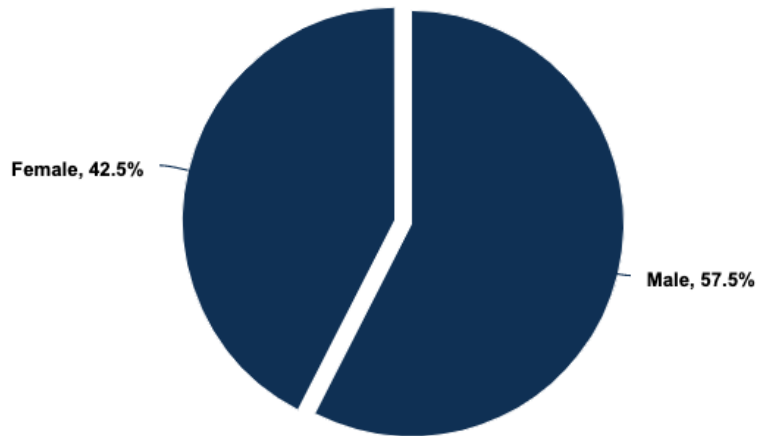
Demographics

Nearly 48% of all trainees were non-white/BIPOC and 43% of all trainees were female.

Trainees by ethnicity

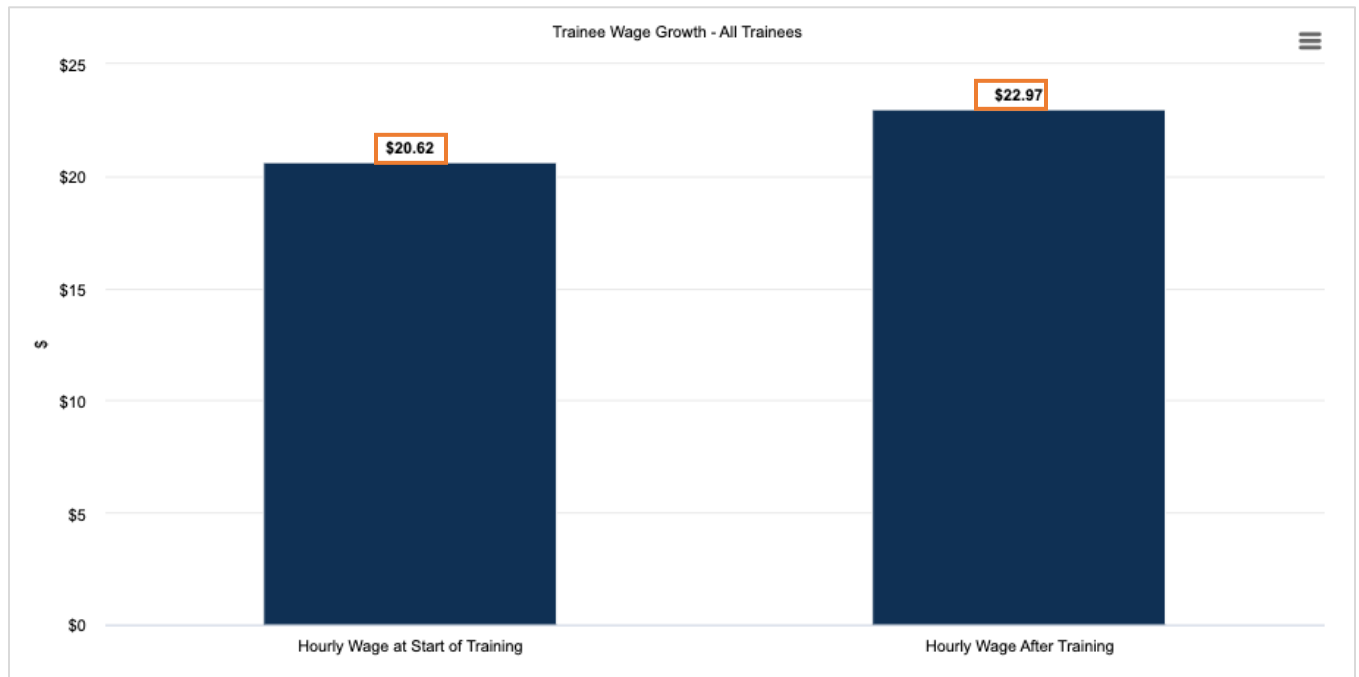


Trainees by gender



Outcomes

Across all 2021 trainees, the average wage at start of training was \$20.62 and the average hourly wage at the end of the training (or as of December 31, 2021 if training was ongoing) was \$22.97. A wage increase of \$2.35 represents an 11.4% increase.



The wage increase equates to an additional \$4,888 in earned income per trainee each year; or a cumulative total annual earnings gain of \$1,945,424 across trainees.

Training Outcomes Summary

Employees Trained	403
Average Wage Gain	11.4%
Earned Promotions	121
Invested by Employers	\$690,889

Training Outcomes by Industry

	# Trained	# Promoted	# Earning Raises	Average Hourly Raise	# of Earned Credentials
Manufacturing	92	103	32	1.55	69
Healthcare	187	11	138	3.97	147
Other*	124	7	5	4.24	153
Total	403	121	175	3.25	369

**Includes STC - Tiny Home trainees who have not yet reported employment outcomes. Employment outcomes for 2021 completers will be collected in Summer 2022.*

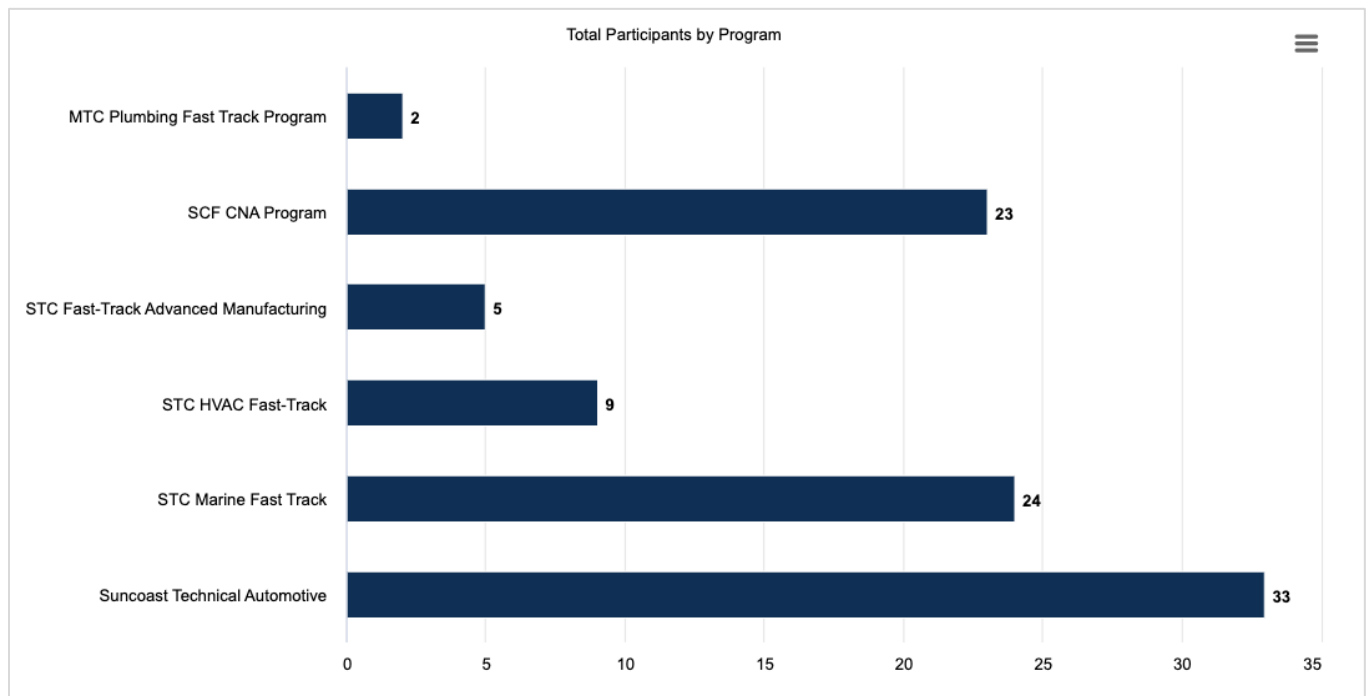
Bridges to Careers | Fast-Track Training Program

Program Description

Bridges to Careers is a program, facilitated by CareerEdge, to enhance the skills and earning capacity for individuals in our community by providing them with an opportunity to obtain the necessary training and credentialing to enter the workforce successfully. Often this training takes place using a “fast-track” approach, upskilling the participants in a compressed timeframe while effectively preparing them to meet the skills employers need in today’s job market.

Population Served

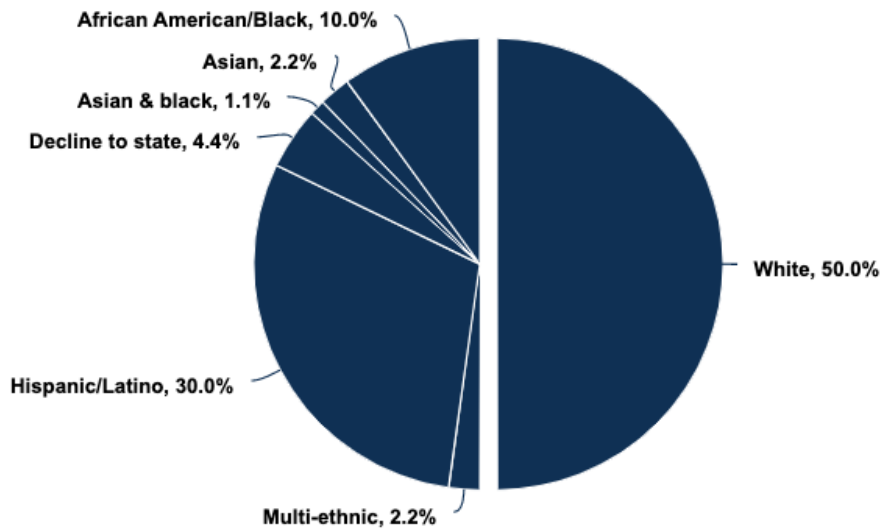
The Bridges to Careers program provided 96 total trainings to 90 unduplicated trainees in 2021 across six programs. All trainings were fast-track programs except for the Certified Nursing Assistant (CNA) training program.



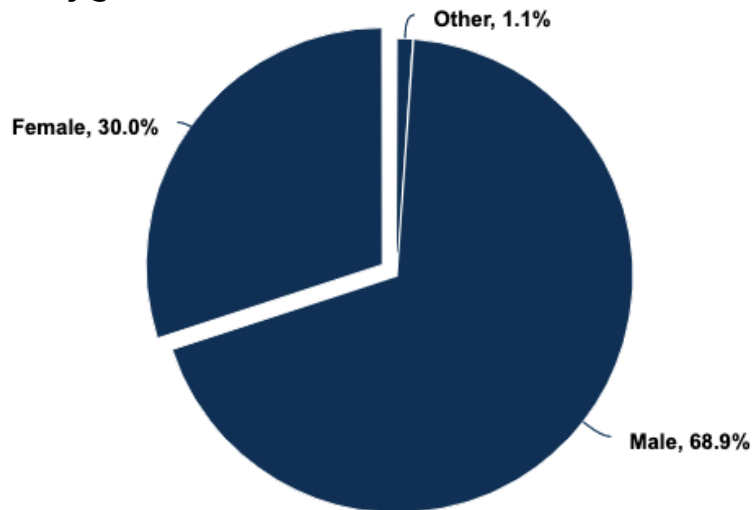
Demographics

Fifty percent were non-white/BIPOC; fully, 30% of participants were Hispanic/Latino. Thirty percent of all participants were female.

Total participants by ethnicity



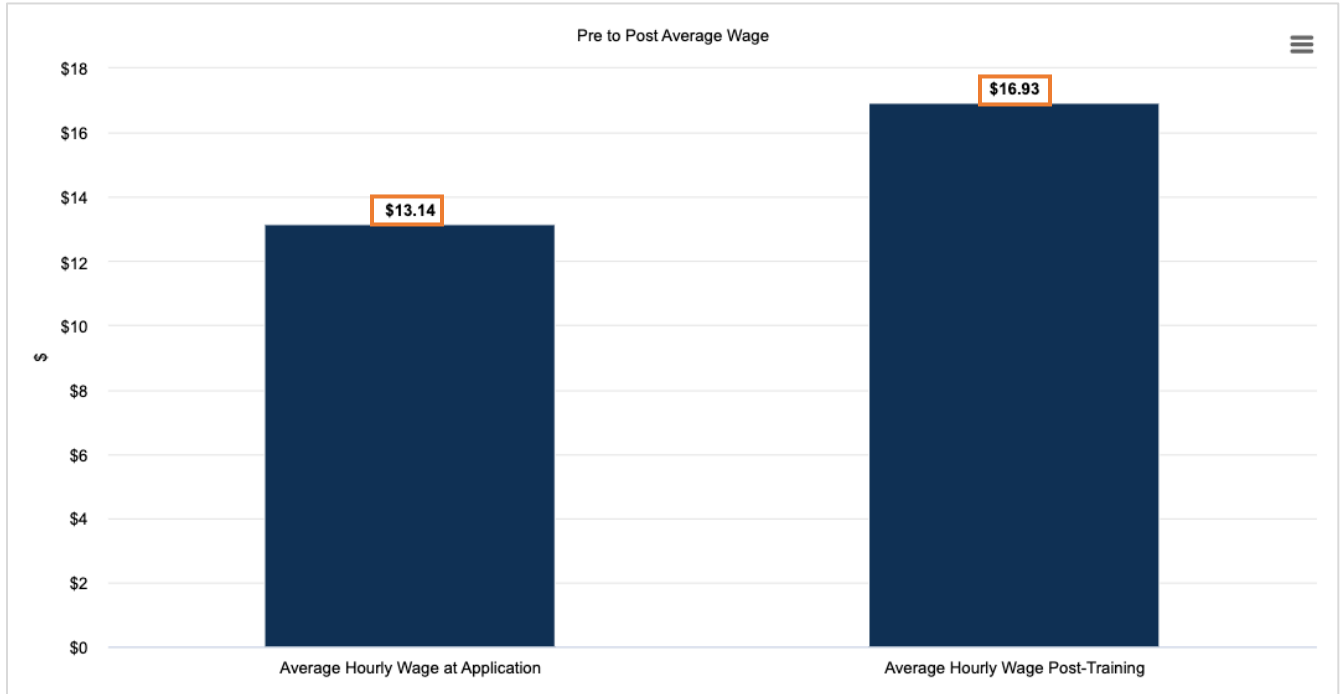
Total participants by gender



Of the 96 Bridges to Careers applications, eighteen (19%) were unemployed at application and four (4%) were receiving unemployment benefits. The average wage at application was \$13.14. Thirty-five trainees (36%) reported that their job was impacted by COVID-19.

Outcomes

Sixty-three trainees (66%) received at least one certification at the end of training. Sixty-two trainees (65%) reported a wage increase post-training. The average post-training wage was \$16.93, which represents a \$3.79 average wage increase across trainees.



On-the-Job Training

Program Description

On-the-job training (OJT) is a hands-on method of teaching workers the knowledge, skills, and competencies needed to perform a specific job. CareerEdge's funding reduces the expense of upskilling employees through salary reimbursement during the training period. Employees earn a paycheck while learning in the actual environment where the work is performed, while employers are reimbursed a portion of the employee's salary.

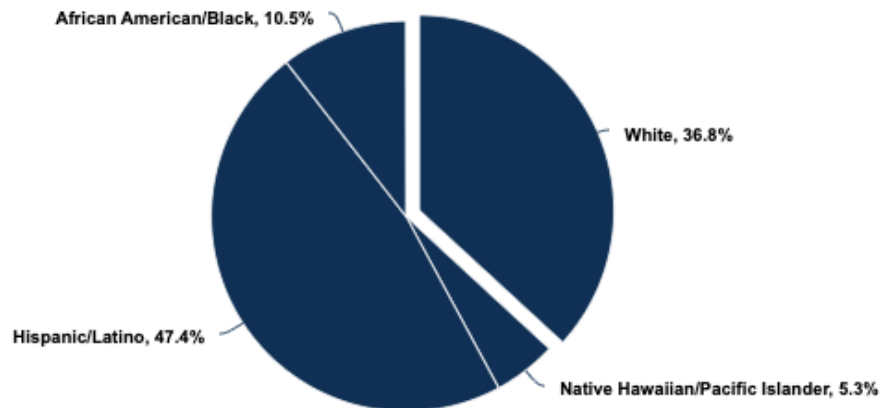
Population Served

The CareerEdge On-the-Job Training program supported 18 total trainees in 2021.

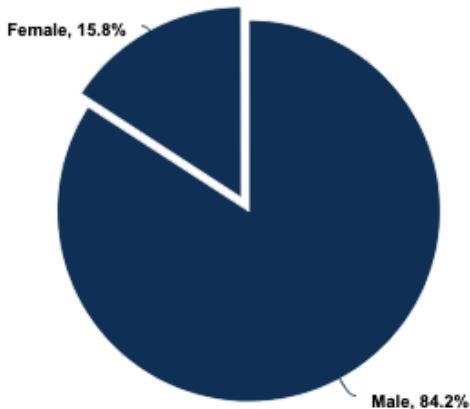
Demographics

Over 63% were non-white/BIPOOC and 15% percent of trainees were female. Over 47% of trainees were over the age of 30.

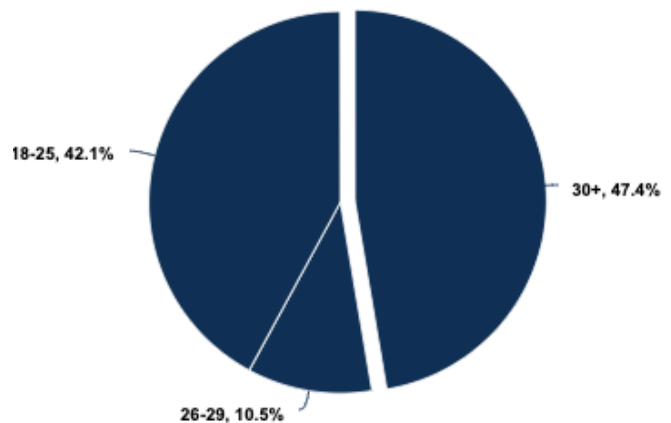
Trainees by ethnicity



Trainees by gender

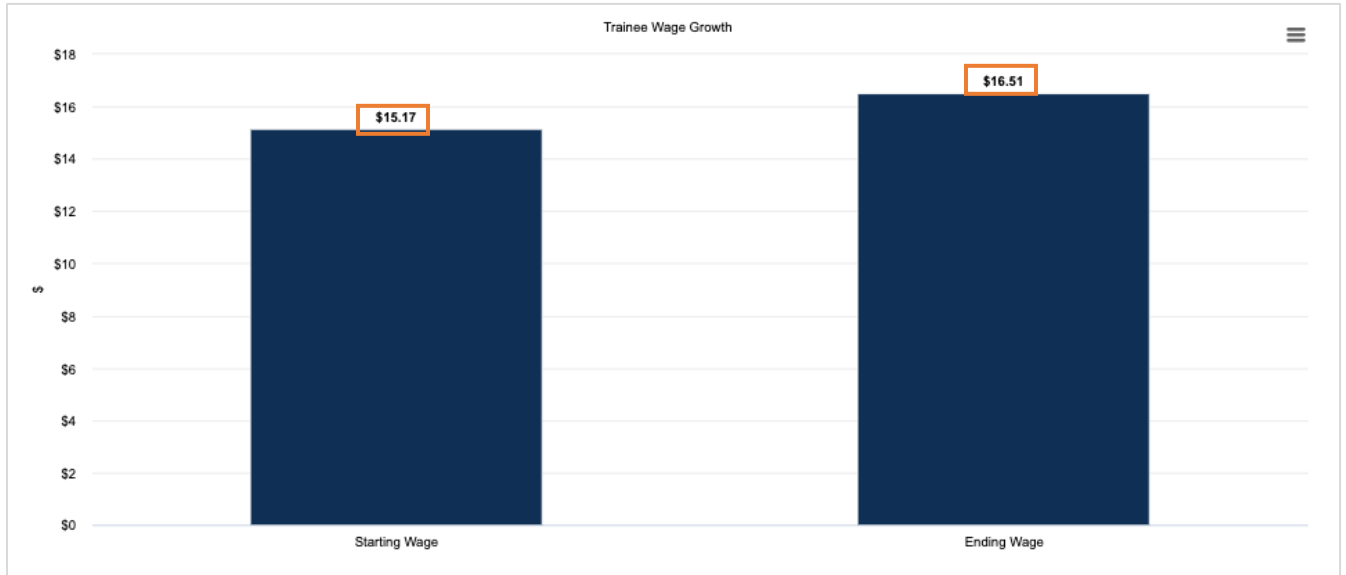


Trainees by age range



Outcomes

The average starting wage for trainees was \$15.17 per hour and the average ending wage was \$16.51 per hour. The wage difference of \$1.34 represents an 8.83% increase. The difference in the full-time equivalent starting wage (\$31,553) to ending wage (\$34,340) is \$2,787 per year per trainee.



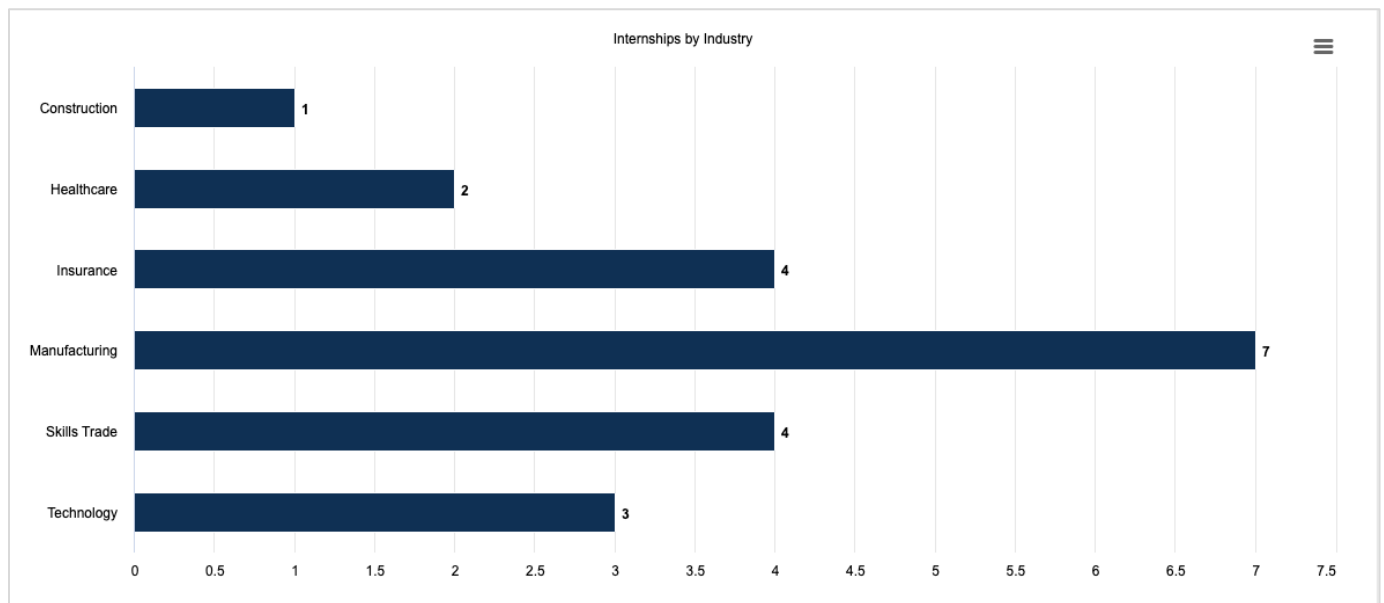
Internship Wage Reimbursement

Program Description

CareerEdge offers a generous internship employer wage reimbursement program: up to \$1,500 per intern for two interns per calendar year. Internships help individuals obtain the necessary skills required to succeed in today's work environment, and for students especially, it offers supplemental income while they are enrolled in higher education institutions or if they have recently graduated. The wage reimbursement program provides financial incentives for local employers to utilize interns to meet their workforce needs.

Population Served

The CareerEdge Internship Reimbursement program supported 26 unduplicated interns across in 2021.

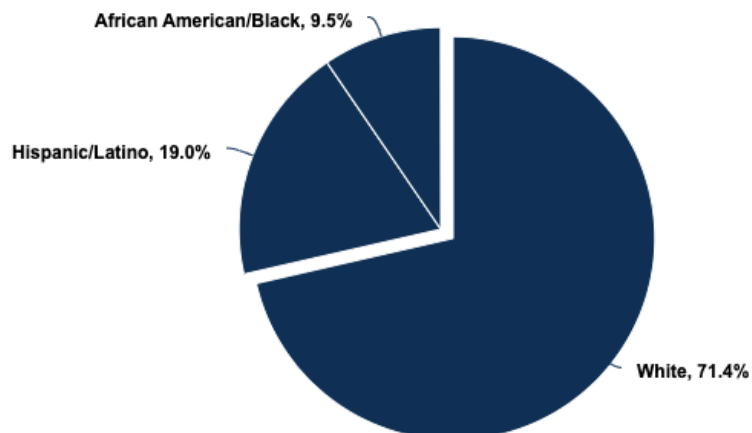


*5 employers did not select an industry and are not represented in the graph above.

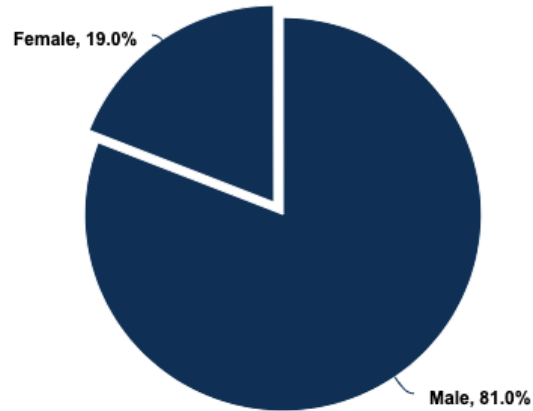
Demographics

Nearly 20% were non-white/BIPOC and 19% of interns were female.

Interns by ethnicity

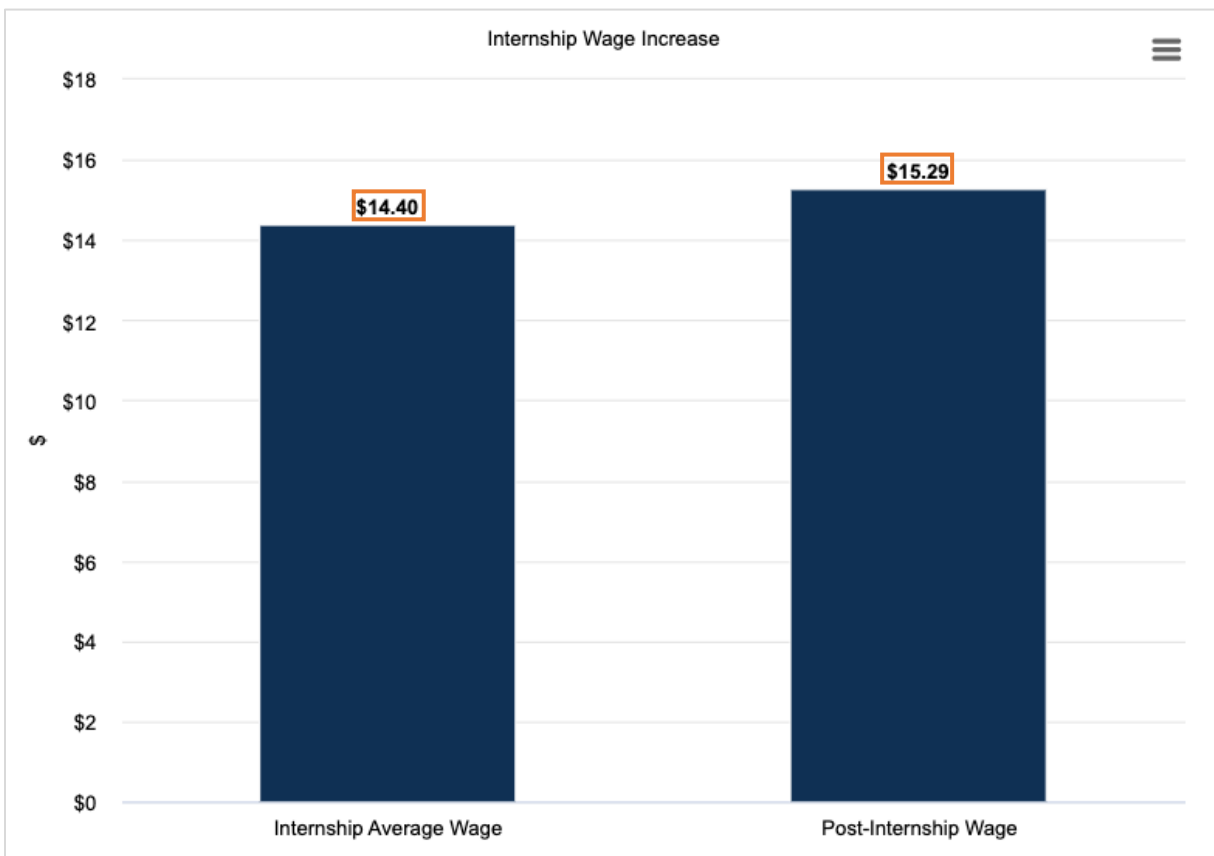


Interns by gender



Outcomes

On average, interns worked 34 hours per week at an average wage of \$14.40 per hour. The hourly wage range for interns was \$13.00 to \$15.50 per hour. Of the interns who gained employment post-internship, the average wage was \$15.29.



Of the 23 interns who provided feedback on their internship experience, 20 interns (86%) rated their experience as "Excellent" with the remainder rating their experience as "Good." All indicated that their internship experience prepared them for the workforce.

Post-Internship Plan*	Number	%
Continue Education	14	61%
Work with Internship Employer	9	39%
Work with Another Employer	2	9%
Look for a Job	4	17%

**Note that the intern could select more than one post-internship plan.*

All 23 interns who provided feedback (100%) felt their internship prepared them for the workforce.

Representative intern feedback quotations regarding workforce preparation:

“This internship most definitely prepared me for the workforce because it gave me great insight on how it truly is. This was my first experience working 40 hours a week in an office and that alone has made me feel much more comfortable about the idea of working in an office after school. The things that I learned about the insurance business are also super important in my preparedness for the workforce. I learned so much about insurance and different tips and tricks of the trade.”

“Yes, this internship has prepared me for the workforce. I was able to experience different aspects such as teamwork, enhanced research skills, enhanced computer skills, and the experience I've received in the marketing field. The knowledge and experience I have gained can be applied in my career.”

“The workplace held a level of professionalism that helped me build toward a more mature and responsible work ethic.”

Representative intern feedback quotations regarding the internship experience:

“The best part is just getting to work and feeling that you are going to be able to help a client to resolve an issue with the knowledge you have gained. The other part is working with a great tech team who are there to guide and help you if there is something you are sure of.”

“I enjoyed the time I had when I was given a project that was my own task. Working on projects taught me to make deadlines and keep following up with others during the project and after it was completed to make sure the product met the requirements of what was desired.”

Representative intern feedback quotations regarding the key skills gained during the internship:

"This internship reinforced concepts like troubleshooting methods I was taught in school. In other words, I was able to apply concepts I've read about in school in a real work environment."

"My relationship building skills were far progressed. I had the chance to spend time with a number of workers, giving me the ability to learn more about them and then for them to learn about me in order to build trust in our relationship. My hands on skills were also pushed by working on a number of projects that were given to me."

"Professionalism is one skill that I learned a lot about. This was my first time working in an office environment, I learned a lot about office etiquette, proper work attire, and proper work behavior. I also noticed that my communication skills have improved as well. Whether it was talking to agents or emailing back and forth with them or other co-workers, I learned a lot about proper word choice and the language of business."

Employer Feedback

All 24 employers who provided feedback on the internship program indicated that the internship reimbursement program added value to their organization.

Fully two-thirds of employers indicated they would hire the intern post-internship, all but one at full-time. The average hourly wage of interns hired post-internship was \$19.88.

Representative employer feedback quotations regarding the internship reimbursement program:

"This program offers great value to local employers as the need to find good, trained hvac technicians is [hard] and the demand is tremendous. We are very happy with this hvac program and plan to hire more students."

"Finding HVAC qualified applicants is difficult. The program has offered the employee enough to get started and we have been able to onboard him more efficiently saving us training time and dollars that directly tie to our bottom line success. We look forward to partnering again in the future with this program!"

"[Intern] was able to help us push forward on projects that will add efficiencies to our organization."

"Internships provide real world experience for the students who have never worked in an office environment. We have the opportunity to get to know a potential employee."

"This program helps our organization offset some time invested in our interns and be able to hire more of them."

2021 Goals

At the start of the year, CareerEdge sets out goals. These are target numbers to strive to reach based on funding, resources, and strategic priorities. The outcomes for 2021 were very favorable on the training side with opportunity for continued improvement in outreach efforts.

Program	Goal	Outcome
Bridges to Careers Fast -Track Trainees	60	96
Internship Wage Reimbursement	30	24
On-the-Job Training	20	18
Upskilling Workers Employees Trained	150	403
New Employers Engaged	40	25

Additional Highlights

New Leadership

In May 2021, the Greater Sarasota Chamber of Commerce announced the selection of Kristi Hoskinson as the new Vice President of the CareerEdge Funders Collaborative.

With over 20 years of experience as a recognized leader in the workplace and community, Kristi has successfully lead people and teams to organizational excellence. She has experience as an entrepreneur and with working with large corporations, which gives her a unique perspective of working with our employers of all shapes and sizes.

Suncoast Technical College Tiny Home Project

CareerEdge Funders Collaborative and Suncoast Technical College (STC) combined efforts and resources to help students learn construction-related skills by building a tiny home on the school campus. This is a first-of-a-kind training approach where students were taking what they were taught in the classroom and immediately applying it in the field.

Beginning in late 2020, STC students enrolled in the following programs worked together under the leadership of the instructors to draft and build this home: plumbing; building trades and construction design technology; heating, ventilation, and A/C refrigeration; drafting, advanced manufacturing and production technology; carpentry; electrician; and marine service technology. Over the course of the project, 185 students earned a total of 145 industry-recognized certifications.

The tiny home is eco-friendly using solar panels as its energy source and a compost toilet. Moving forward, it will continue to be a hands-on training tool for students while also serving as a rolling promotional center to encourage skilled trades education and careers to K-12 students and families in the Sarasota area.

Regional Workforce Council Legislative Policy Agenda

CareerEdge crafted policy recommendations to propose legislative actions that advance and support the strategic goal of providing skilled and motivated workers. The policy agenda was divided into three tiers based on priority level and associated action. CareerEdge represented the regional workforce voice at the state and local governmental level.

Healthcare Leadership

This year, CareerEdge Launched the Healthcare Leadership Training Program. The program was designed to help healthcare leaders grow talent within their organization. The trainings spanned three all-day sessions covering leadership style, behavior and communications, coaching, effective team meetings and accountability, and more.

Eighteen healthcare leaders from six different healthcare organizations in the region attended.

Following the training, all survey respondents felt confident or very confident in that they were an effective communicator, a leader, and a coach, and that the leadership training met their expectations.

Several program participants also provided feedback about their experience in the following video:

[Healthcare Leadership Training Program Video](#)

Methodology

The CareerEdge Funders Collaborative 2021 Evaluation Report was created by Katie Brown at Elevate Data.

All raw data was either entered directly into the CareerEdge participant and grant management database by the worker/trainee or the employer. Employer grant reports were provided to Elevate Data by CareerEdge.

Elevate Data conducted quantitative and qualitative analysis of the raw data and summarized the key points in the 2021 Evaluation Report.

The RIMS-II model was used to estimate Type II direct economic impact of increased wages and jobs

Contact Information

Questions/feedback regarding the CareerEdge Funders Collaborative 2021 Evaluation Report may be directed to Katie Brown at 651-504-4046 or katie@elevatedataconsulting.com.