



CareerEdge
FUNDERS COLLABORATIVE

CAREEREDGE FUNDERS COLLABORATIVE

2022 EVALUATION REPORT

CREATED BY: ELEVATE DATA

MARCH 2023

CareerEdge Funders Collaborative
2022 Evaluation Report
March 2023

Evaluation Executive Summary

Annual and Cumulative Totals

	2022	2010-2022
Invested in workforce development	\$1,159,295	\$15,654,574
Workers trained	501	7,194
Certifications earned	689	9,298
Workers who earned raises	230	4,775
Workers' aggregate annual earnings	\$3,039,129	\$38,210,832
Return on investment	\$8.09	\$10.51
Promotions earned by workers	168	1,548
New employers engaged	21	453
New jobs created by employer partners	93	1783

2022 Program Summary

Training Inputs by Program

Program	Total Invested	Partner Invested	CareerEdge Invested
Bridges to Careers Fast Track*	\$73,381		\$73,381
Internship Reimbursement	\$161,191	\$121,482	\$39,709
On-the-Job Training	\$32,775	\$22,531	\$10,244
Upskilling Workers	\$891,948	\$639,795	\$252,153
Total	\$1,159,295	\$783,808	\$375,487

2022 Training Outputs by Program

Program	Workers Trained - Duplicated	Workers Trained - Unduplicated	Credentials Earned
Bridges to Careers Fast Track	48	48	460*
Internship Reimbursement	21	21	
On-the-Job Training	6	6	2
Upskilling Workers	438	426	209
Total	513	501	671

* STC Tiny Homes reported outcomes from 2021 participants in 2022. Total includes 369 certifications previously unrecorded by the 2021 STC Tiny Homes participants.

Trainee Outcomes by Program

Program	Start Wage	End Wage	Wage Difference	Annual Earnings Gains*
Bridges to Careers Fast Track	\$15.20	\$18.68	\$3.48	\$347,443
Internship Reimbursement	\$13.29	\$16.31	\$3.02	\$131,913
On-the-Job Training	\$22.24	\$22.87	\$0.63	\$7,862
Upskilling Workers	\$25.15	\$28.03	\$2.88	\$2,551,910
Total				\$3,039,129

*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 trainees 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.

The total economic impact of the over **\$3 million dollars** in increased earnings is **\$4.6 million dollars**.

The **93 new jobs** created equate to roughly **170 new employment opportunities** in the regional economy.

Upskilling Workers

Program Description

The mission of the CareerEdge Upskilling Workers program is to bring together employers who are seeking workers with employees seeking a better career path and family-sustaining wages. CareerEdge has employer-led partnerships in the automotive, healthcare, insurance, manufacturing, and skilled trades industries. Workforce partners train the next generation of skilled workers together.

Population Served

The CareerEdge Upskilling Workers program engaged 14 employers in the Upskilling Workers program, 12 of which trained new employees in 2022.

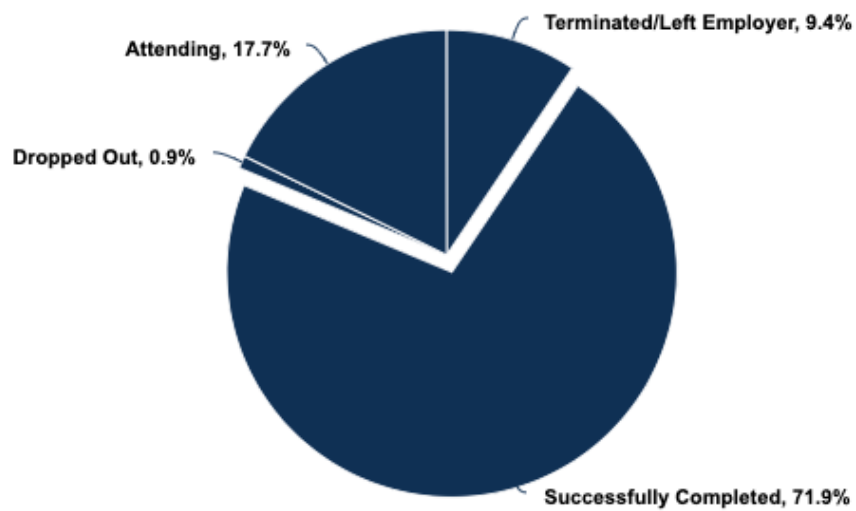
Employer	2022 New Trainees	2021 Trainee Update
Adams Group	✓	
Air Products	✓	✓
Al Purmont	✓	
American Torch Tip	✓	
Badger Bob's	✓	
Bartelt	✓	
Bright Future	✓	
Chris Craft	✓	✓
George Quarterman State Farm	✓	✓
Home Helpers	✓	
MKM	✓	
Manatee Memorial Hospital		✓
Sarasota Memorial Hospital	✓	✓
STC - Tiny Home Students		✓

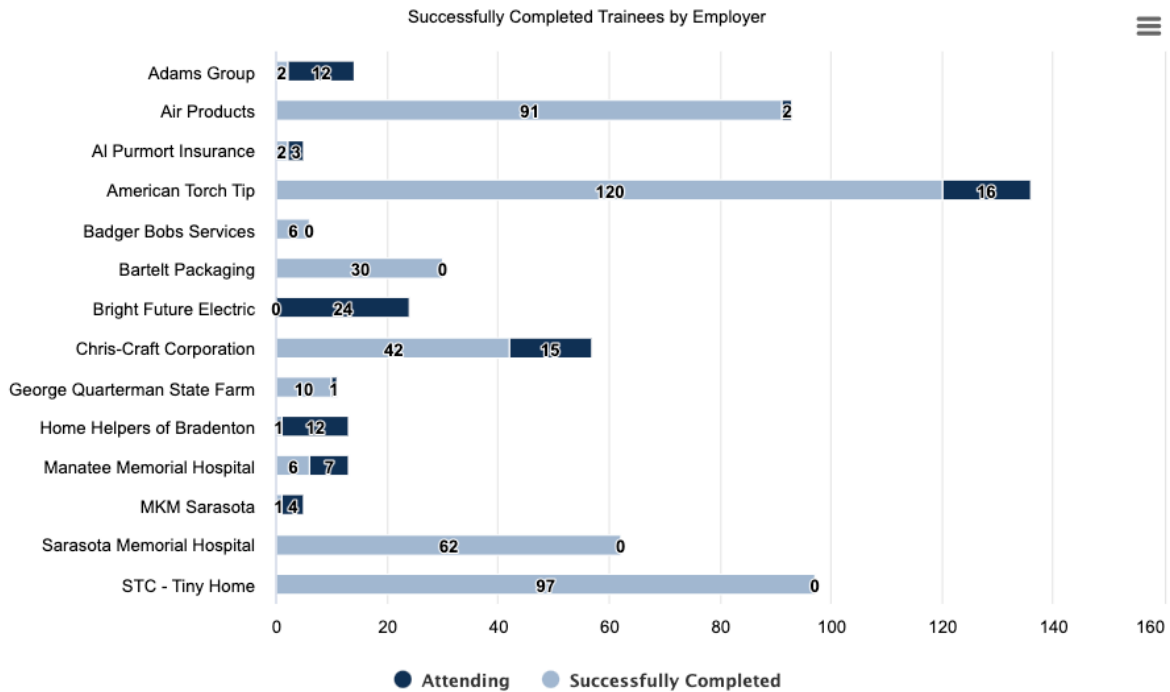
Trainees Reporting Outcomes in 2022

	Duplicated	Undup.	Cert.	Promotions
2022 New Trainees	438	426	209	128
2021 Trainee Update	103	100	18	38
Total	541	526	227	166

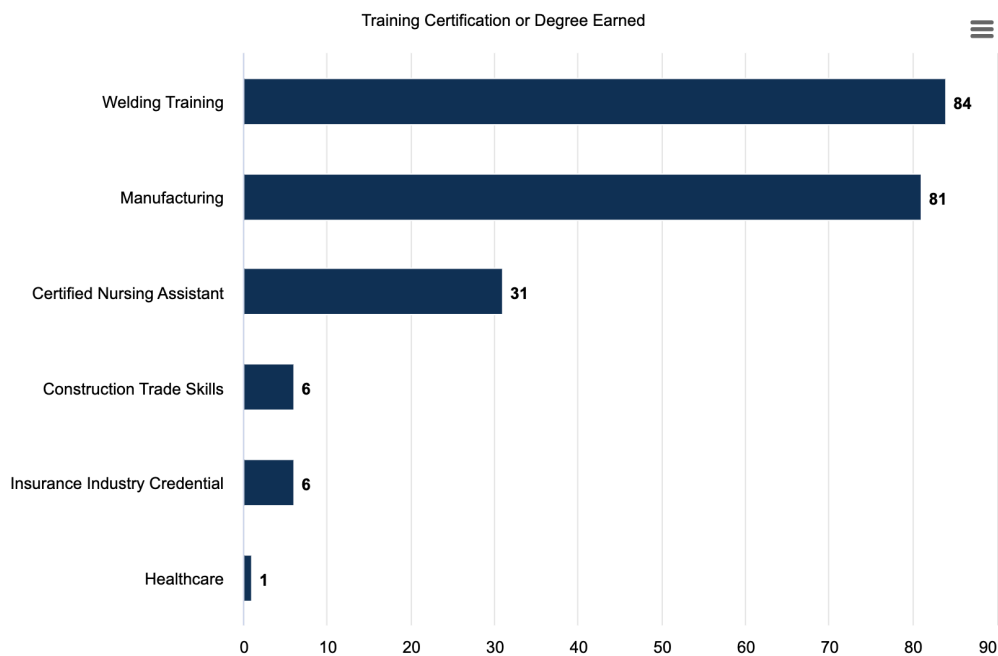
The Upskilling Workers program trained 426 new trainees across 438 trainings in 2022. Of the 2022 new trainees, 71.9% successfully completed their training in 2022. An additional 17.7% were still attending training of December 31, 2022.

Trainees by Current Training Status

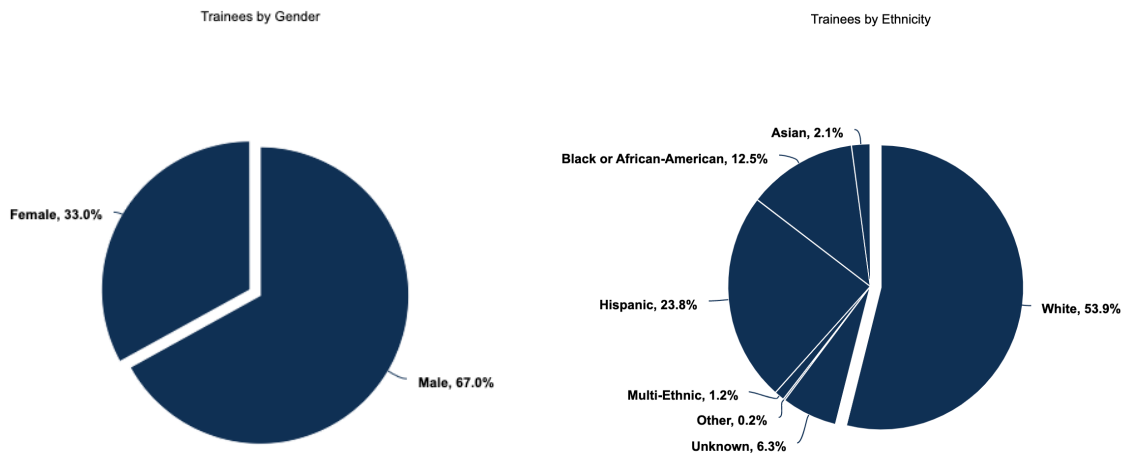




2022 trainees earned a total of 209 certifications through their participation in the Upskilling Workers program in 2022. Most certifications were earned in welding (40%) and manufacturing (39%).

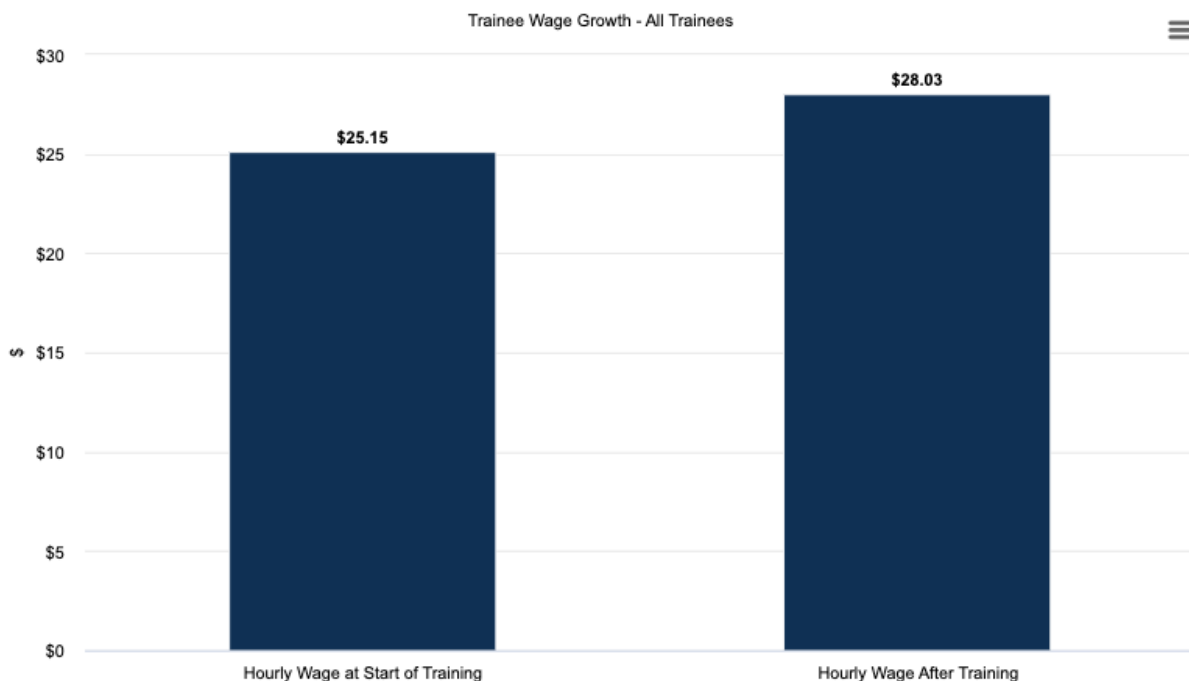


Of the 2022 trainees, one-third (33%) of trainees were female and over 40% were non-white/BIPOC. Nearly one-quarter of participants were Hispanic/Latinx.



Outcomes

The average wage at start of training was \$25.15 and the average hourly wage at the end of the training (or as of December 31, 2022 if training was ongoing) for those who reported end wages was \$28.03. The average wage increase of \$2.88 represents an 11.5% increase. The wage increase equates to an additional \$5,990 in earned income per trainee each year. Across the 426 trainees, the average wage increase equates to a cumulative total annual earnings gain of \$2,551,910.



Training Outcomes by Industry

	# Trained	# Promoted	# Earning Raises	# of Earned Credentials
Construction	32	6	6	6
Healthcare	44	29	20	32
Insurance	15	9	6	12
Manufacturing	347	84	157	159
Total	438	128	209	209

Employer Qualitative Feedback

Employers were asked to provide information about how the CareerEdge Upskilling Workers program positively impacted their workforce. The majority of responses indicate that the program boosts employee morale and camaraderie while increasing skills in key areas. Representative responses include:

"Overall it has helped the morale for the department because they see team members being promoted and have a career path plan for the future."

"Employees appreciate having these opportunities and being able to obtain skills without having to pay themselves. These trainings have improved engagement of our workforce as well as morale and effectiveness."

"Providing training and development opportunities to our team helps us retain top talent, provide increased job satisfaction, boosts morale and improves productivity, which in turn makes the business more successful and earn more profit."

"For those that have attended or are attending training, it has increased morale, reduced turnover, and helped to upskill. With doing the training in classes, there has been a noticeable camaraderie among classmates."

"Morale and camaraderie amongst cohort participants not only engages them throughout their training experience, but continues into long-term relationships amongst these colleagues"

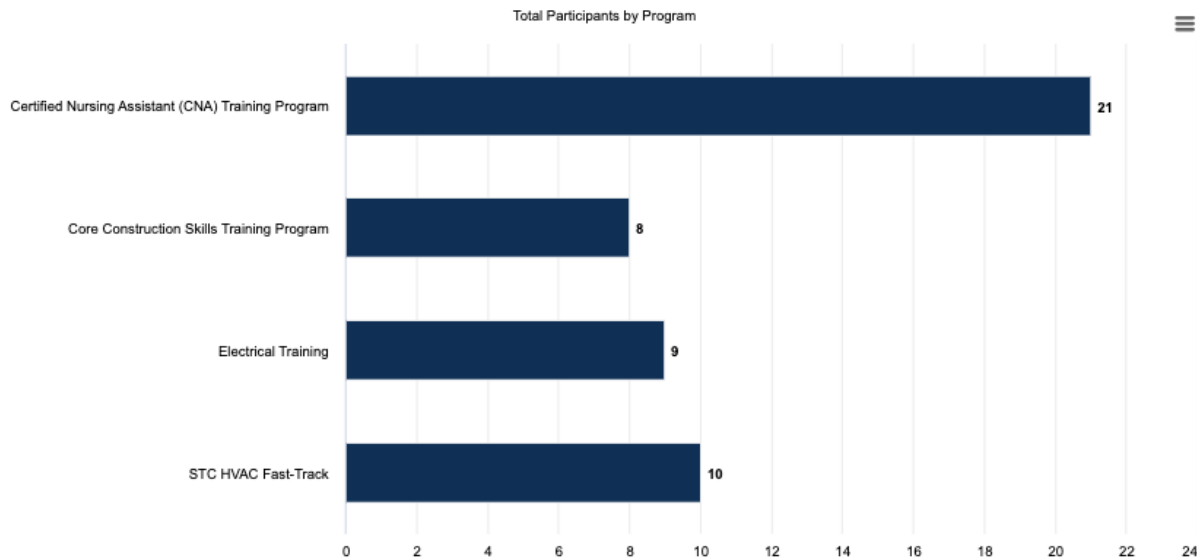
Bridges to Careers

Program Description

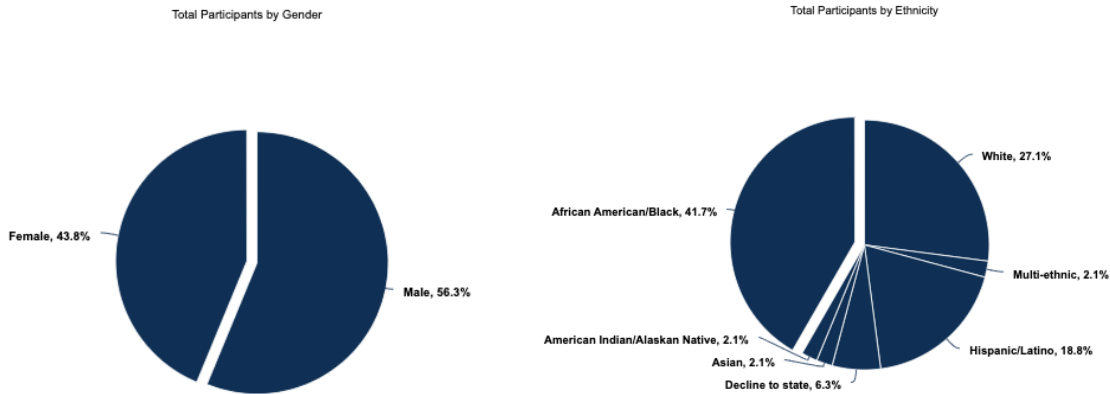
Bridges to Careers is a program, facilitated by CareerEdge, to enhance the skills and earning capacity of our community members by providing them with an opportunity to obtain the necessary training and credentialing so that they can enter the workforce successfully. Training may take place using a “Fast-Track” 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 trainings to 48 unduplicated trainees in 2022 across four training programs.



Over 43% of all participants were female, up from 30% in 2021. Two-thirds of all participants were non-white/BIPOC, up from 50% in 2021. Nearly 42% of participants identified as African American/Black.

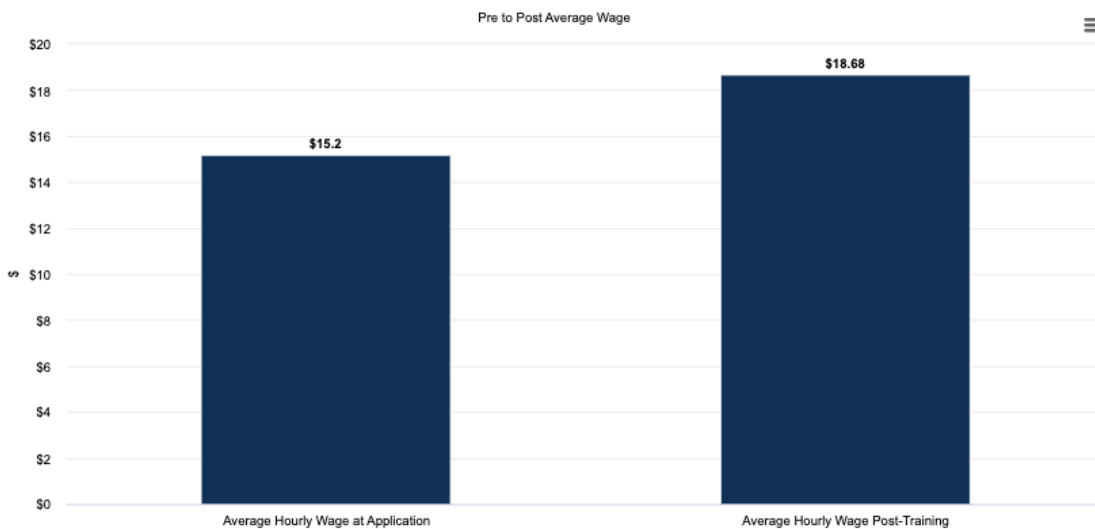


Of the 48 Bridges to Careers applications, nine (19%) were unemployed at application and one (2%) was receiving unemployment benefits. The average wage at application was \$13.82.

Outcomes

Of the 48 total participants, 40 participants (83%) completed training. Across the four programs, participants who completed training earned total of 91 certifications.

Of the 40 applicants who completed training, 16 provided information about post-training outcomes. Fourteen trainees (88%) reported a wage increase post-training. Of those who reported a wage increase, the average increase in wages was \$3.48. For those who reported both pre- and post-training wages, wages increased from an average of \$15.20 at application to \$18.68 post-training.



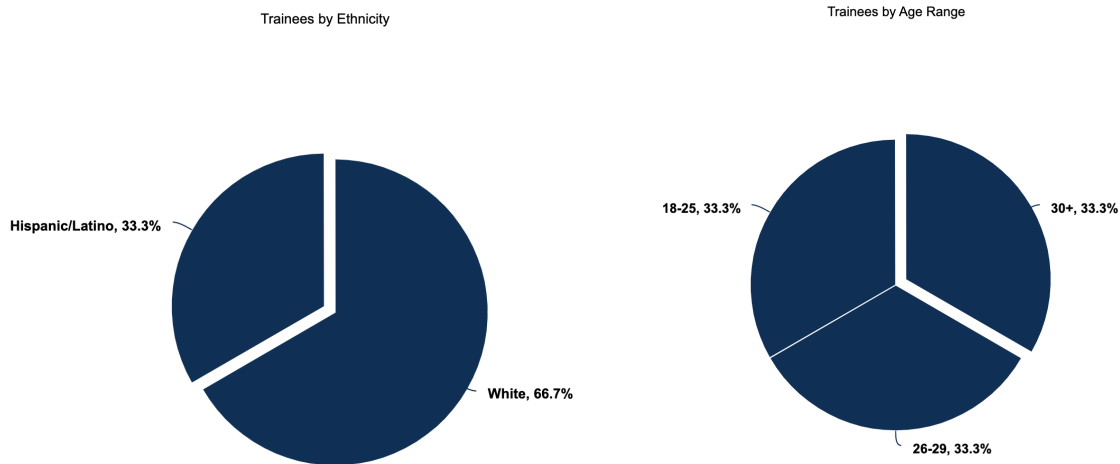
On-the-Job Training

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

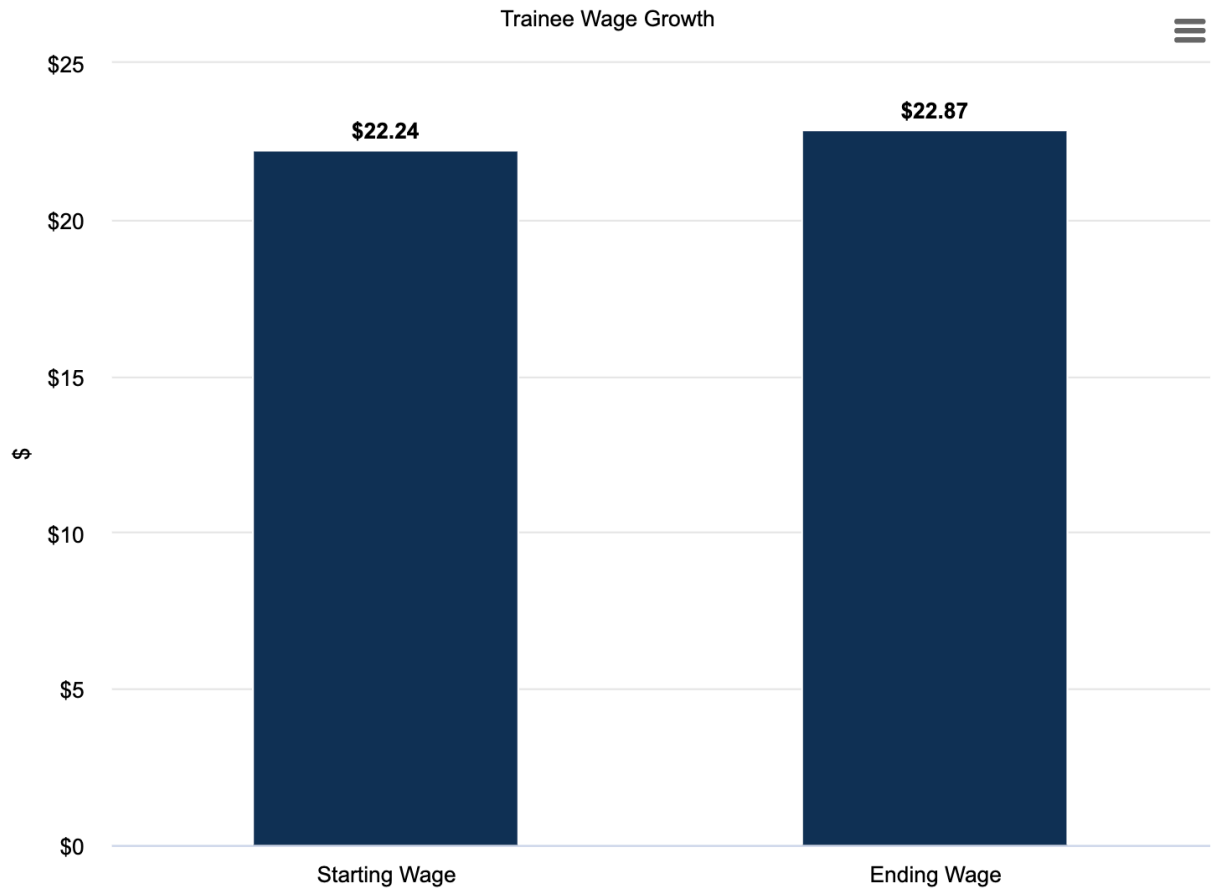
The CareerEdge On-the-Job Training program supported 6 trainees in 2022. All of the trainees were male. One-third were Hispanic/Latino and one-third were over the age of 30.



Outcomes

Two participants received an additional certification and two received a post-training promotion and raise.

Of those who reported wage at application and post-training, two participants received a wage increase. The average starting wage for trainees was \$22.24 per hour and the average ending wage was \$22.87 per hour.



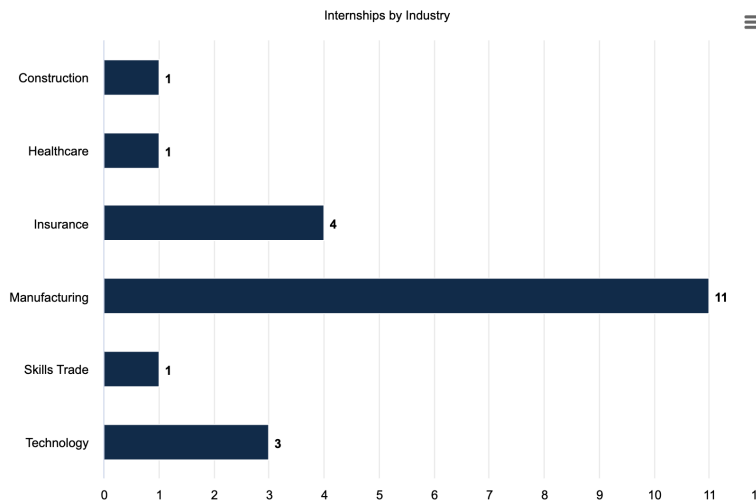
Internship Wage Reimbursement

Program Description

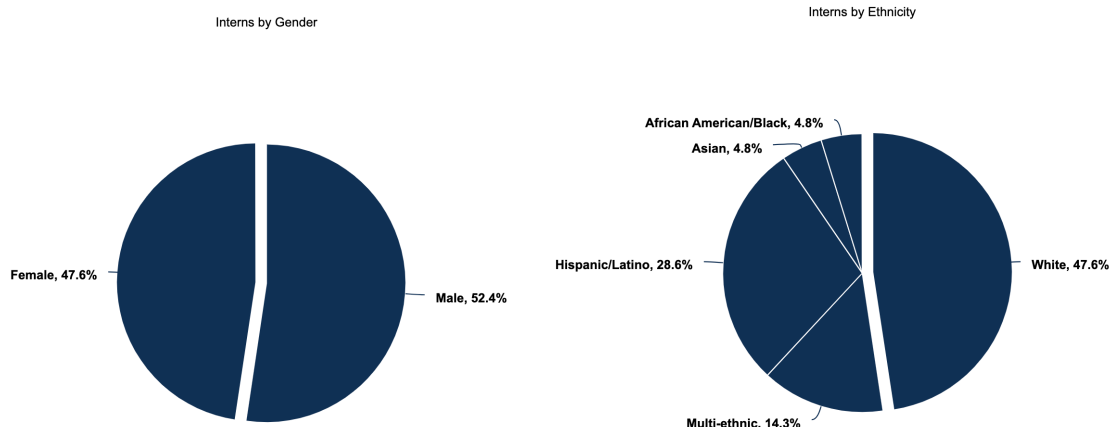
CareerEdge offers a generous internship employer wage reimbursement program: up to \$1,500 per intern for two interns per calendar year. Internships help individuals obtain the necessary skills required to succeed in today's work environment, and for students especially, it offers supplemental income while they are enrolled in higher education institutions. 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 21 unduplicated interns in 2022. Most interns (53%) participated in the manufacturing industry.



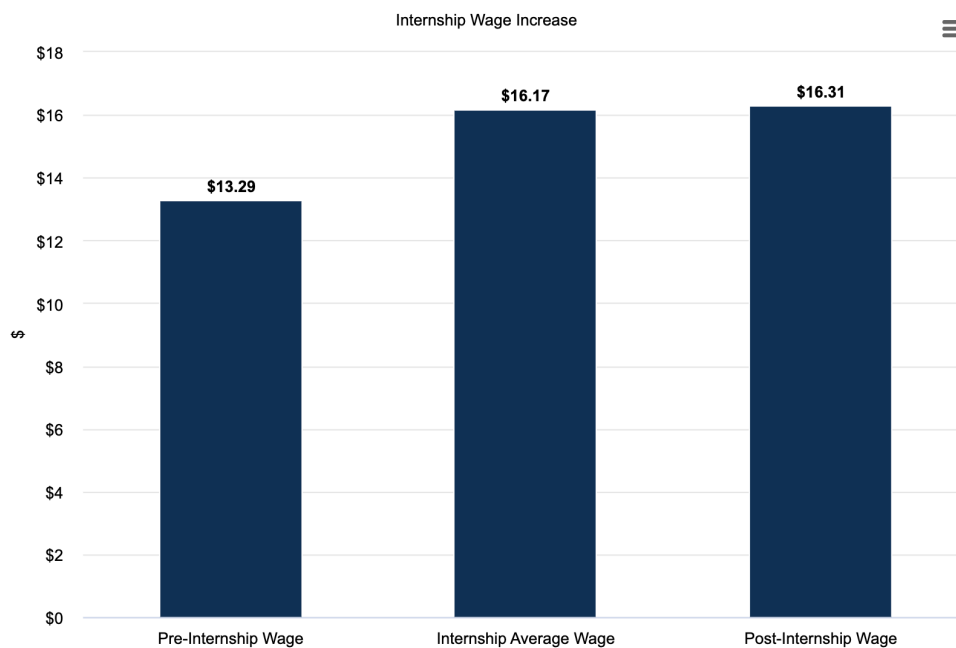
Over 47% of interns were female and over 50% were non-white/BIPOC.



Outcomes

On average, interns worked 31 hours per week at an average wage of \$16.17 per hour. The hourly wage range for interns was \$13.00 to \$22.00 per hour. Of the 21 interns, 10 employers planned to hire the intern post-internship, 9 of which at full-time for an average wage of \$20.23.

Intern's wages grew from an average of \$13.29 per hour pre-internship to \$16.17 during their internship and again to \$16.31 post-internship. The wage difference of \$3.02 represents a 23% increase.



Of the 18 interns who provided feedback on their internship experience, 16 interns (89%) rated their experience as "Excellent" with the remainder rating their experience as "Good."

Post-Internship Plan*	Number	%
Continue Education	13	62%
Work with Internship Employer	8	38%
Looking for a job	1	5%
Other**	2	10%

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

**Other plans include discussing employment with employer about future jobs.

Intern Feedback

All 21 interns who provided feedback (100%) felt their internship prepared them for the workforce.

Representative intern feedback quotations regarding workforce preparation:

"This internship provided me with the practical skills and knowledge that is necessary in my field. The work environment has helped prepare me much more than the information in a textbook."

"Before the internship I had no idea how a real job would look. It is a much faster pace and now I know what to expect."

"The internship prepared me for the professional world by being an exemplar in business practices and standards. They demonstrated a keenness when working with clients and truly did what was best for their customers. It taught me what standards to hold for future employers."

Representative intern feedback quotations regarding the internship experience:

"Mentors provided me with support and encouragement throughout the internship. They were knowledgeable and patient. They presented me with challenges and assisted me with any issues I may have had. Extremely kind staff that genuinely cares about helping me succeed."

"The internship has provided me with a wealth of real world experience that I value."

"We learned a wide variety of tasks and had to apply them practically."

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

"One thing I struggle with is communication and I drastically improved that while I was at [employer]."

"Prioritization is a skill that I enhanced during my internship. All around knowledge of the industry and what the day to day is like is also something that I learned."

"I learned applied problem solving, communication skills, and knowledge of [industry-specific] software."

Employer Feedback

All of the 21 intern employers indicated that the internship reimbursement program added value to their organization.

Representative employer feedback quotations regarding the internship reimbursement program:

"This program has been invaluable. It has helped me stay competitive in the market in terms of hiring. I'm delighted to give a student the ability to see firsthand how a workplace runs and this allows me to confidently do that without worrying about funding. I can concentrate on giving them the best experience, tailored to their individual work goals."

"It provides us an opportunity to give back to the community while teaching a younger person what to expect in the industry."

"Our company is focused on developing and hiring local talent to join our team. We want to keep as much talent local as possible. The intern program is a tool to help execute our plan."

"This program allows my office to build a pipeline of new talent into our organization. It also helps us pay it forward with students who otherwise might not get the opportunity to see how the business world operates."

Program Year Highlights

New CareerEdge Leadership

In July of 2022, The Greater Sarasota Chamber of Commerce announced the selection of Dan Sidler of Vice President of CareerEdge and Economic Development. A proven leader with over eight years of experience in Chamber and association work in the Sarasota community, Dan brings a background of working with a diverse range of industries and employers, leveraging community partnerships to launch new projects and initiatives.

Additionally, Kevin Golumbeck joined the Chamber team in November 2022 as CareerEdge Program manager. Kevin is an experienced leader, educator, coach and manager. For the past ten years, he has been a highly effective teacher and advocate in the education field with Sarasota County Schools.

CareerEdge Receives Sarasota County Schools' Outstanding Business Partner Award

In May of 2022, Sarasota County Schools recognized CareerEdge with the 2022 Outstanding Business Partner Award for its work with Suncoast Technical College and its Tiny Home Project.

The award, coming from the Commissioner of the Florida Department of Education, recognizes outstanding business partners that support students through their work with individual schools or school systems. The innovative two-year project allowed students to learn construction-related skills by building a tiny home on the school campus. 185 students earned a total of 145 industry-recognized certifications throughout the course of the project.

Construction Training Partnership with the Campaign for Selby Gardens' Master Plan

Thanks to \$100,000 in funding assistance by the Campaign for Selby Gardens' Master Plan, CareerEdge partnered with training provider Technical Education Council (TEC) for a first-ever Basic Construction Skills training. Upon completion from the program, participants were considered for job opportunities by the local subcontractors working on Selby Gardens' Master Plan project. The first cohort graduated 8 individuals, with training hosted at Goodwill in the Newtown community. For the 2nd cohort, the program moved to downtown Sarasota and was expanded to include Level 1 Electrical Apprenticeship certification, graduating an additional 9 individuals.

CareerEdge Continues Leadership in Regional Workforce Public Policy

One area of leadership CareerEdge and the Sarasota Chamber provides is leading the regional workforce conversation. This council convenes over 50 organizations in the community - government, non-profit, education, and for-profit companies - to discuss workforce and education issues. Through this partnership, the council refined its Legislative Priorities to communicate a unified message, identifying key recommendations in Talent Development, Funding, and Accessibility.

Manufacturing and Healthcare Leadership Training

In an effort to support employers to grow talent from within, CareerEdge in partnership with State College of Florida and Evolve Business Consulting hosted two workshop series targeted to the Manufacturing and Healthcare sectors. The 3-week training program prepared 46 emerging and current leaders to advance their careers by introducing them to principles of leading people, such as the characteristics of great leaders, varying leadership styles, and keys to communicating as a leader.

Methodology

The CareerEdge Funders Collaborative 2022 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 2022 Evaluation Report may be directed to Katie Brown at 651-504-4046 or katie@elevatedataconsulting.com.