

# Workforce Development

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# Workforce Development

## Today's Presentation

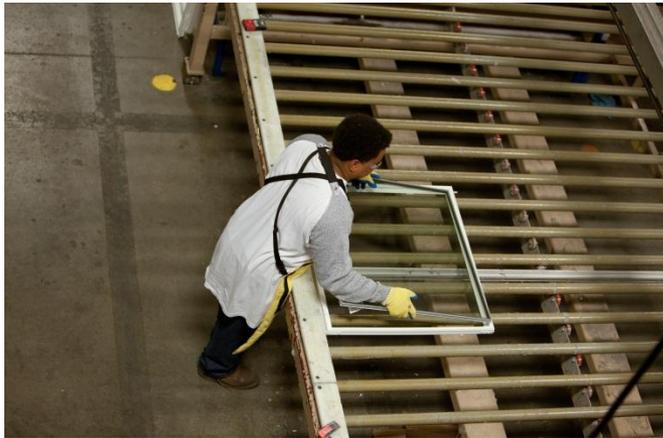
### CEFC Update & Program Highlights

- ▶ Overall Outcomes
- ▶ Community-wide Plan
- ▶ Timeline
- ▶ Impact Analysis
- ▶ Impact on Regional Economy
- ▶ Sustainability and Closing

### SCTI

- ▶ Update on Precision Machining at SCTI
- ▶ Manufacturing Milestones
- ▶ The Road Ahead
- ▶ Overview of Florida's Public Technical Center Systems and Proposed Changes for 2014 and Beyond

## Update 2012- 2013



# Collaboration



## SPECIAL THANKS

### Investors

- ▶ **Sarasota County Government**
- ▶ **Gulf Coast Community Foundation**
- ▶ **National Fund for Workforce Solutions**
- ▶ **John S. and James L. Knight Foundation**
- ▶ **Bank of America**
- ▶ **City of Bradenton DDA and CCRA**
- ▶ **JP Morgan Chase & Company**
- ▶ **Jane's Trust**

### Partners

- ▶ **Sarasota EDC**
- ▶ **Suncoast Workforce**
- ▶ **Sarasota County School Board**
- ▶ **SAMA**
- ▶ **SCTI**
- ▶ **Greater Sarasota Chamber of Commerce**
- ▶ **State College of Florida**
- ▶ **Atlantic Mold & Machining Corp.**
- ▶ **Goodwill**
- ▶ **Employers**

# Summary of Activities and Outcomes as of 12/15/2013

CEFC has served 2,115 individuals across the three partnerships: 517 job seekers and 1,598 incumbent workers. Participants have taken 7,183 classes and earned a total of 4,979 certificates / credentials. 348 job-seekers gained employment.

## Participant Outcomes

- ▶ Two-thirds of individuals (1,190 employees, or 66%) have earned raises and 20% have received promotions (368 people) since engaging in CareerEdge-sponsored programs. Promotions were more abundant for Manufacturing participants, of whom 45% have been promoted (12% of Healthcare participants have gotten a promotion).

## Job Placement

- ▶ Overall, CareerEdge has served 465 job seekers, of whom 348, or 75%, have been placed into employment.
- ▶ HMA's 104 new hires not included in this reporting.



# Cont.

## New Jobs Created

- ▶ In total, CareerEdge has contributed to the creation of **450 new jobs** in the region to date.

## Impact on the Economy

- ▶ In 2013, an updated analysis was published including data through 2012. Based on new wages for job seekers placed into full-time employment and raises for incumbent workers, the CareerEdge programs resulted in **\$5.63 million in value-added income to the local economy through 2012.**

## Systems Change

- ▶ CareerEdge conducted a skills gap survey in 2012 in collaboration with the Employers and National Manufacturers Association. Sarasota county Technical Institute, in conjunction with the employers, has created a one-year Precision Machining curriculum and started its first class of students in August, 2013. Sarasota County Government voted to invest \$330,000 to pay for the new machining equipment needed for the machining program. CareerEdge influenced the workforce collaboration between the County and School Board. The first class will graduate in May 2014.



# Cont.



## Collaboration with the Workforce Board and Economic Development Organizations:

- ▶ CareerEdge and the local workforce board, have combined their efforts to serve job seekers in a number of ways:
- ▶ Creating assessment and training packages to incentivize employers to move to the area.
- ▶ Designing incentives packages for established businesses to hire and train new workers.
- ▶ Collaborating on job seeker training to ensure that job seekers receive all of the many services available from the two organizations while avoiding duplication of work.

## National Recognition

- ▶ In June, CareerEdge was presented with NFWS' 2013 "Exemplary Collaborative" award at the National Fund's annual meeting.
- ▶ In October, CareerEdge received the International Economic Development Council's "Excellence in Economic Development" Award in Human Capital.

# Updates & Program Highlights

## SECTION I

### COMMUNITY-WIDE PLAN – Spearheading the Plan

#### CareerEdge

Sarasota County  
Government

SCTI

Sarasota School Board

Sarasota EDC

Employers

Suncoast Workforce

Sarasota Chamber of  
Commerce



- ▶ Building upon the skills gap study which identified the need for a precision machining program, CareerEdge spearheaded a community wide plan to address this
- ▶ We are most grateful to Sarasota County Government and the Sarasota School Board for approving the needed funds
- ▶ All elements now in place, the first cohort was formed with 17 enrollees, well above the minimum number needed by SCTI of 12
- ▶ Community Wide Plan now extends beyond the precision machining program, to build increased awareness of local manufacturing sector jobs and to identify and address additional sector skill gaps

# Updates & Program Highlights

## SECTION I

### COMMUNITY-WIDE PLAN – 4 Main Components

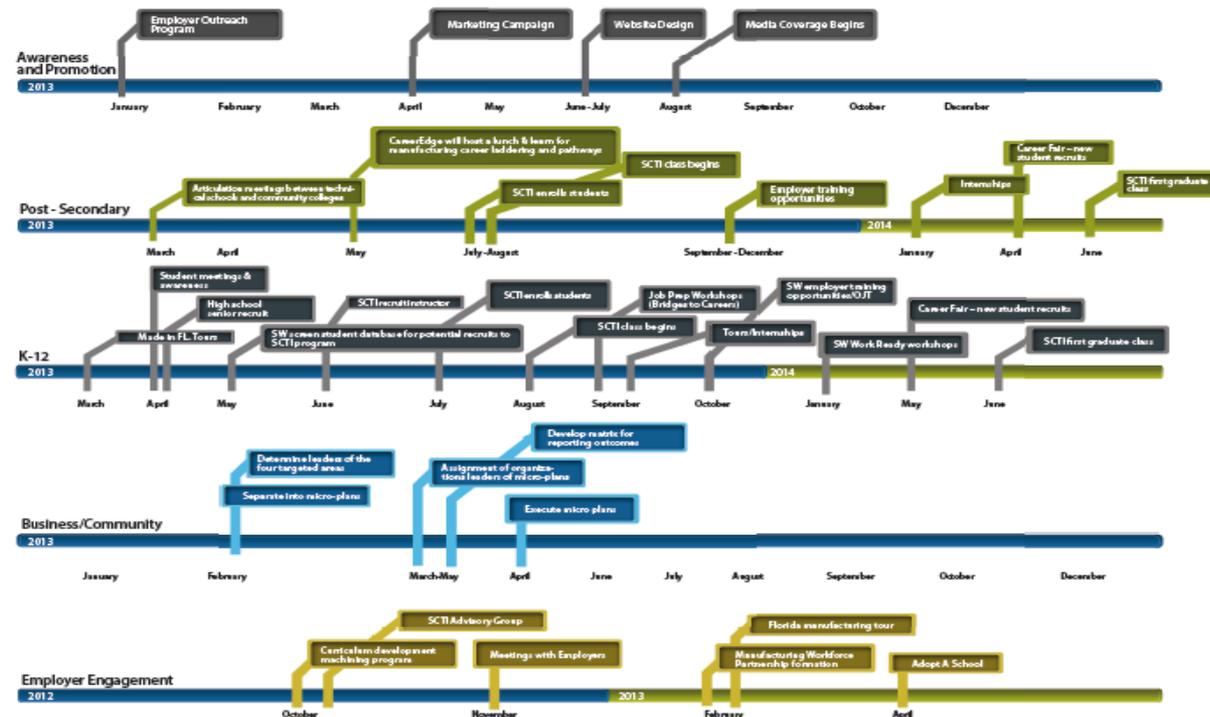
Category	Action Taken	Next Steps
<b>Awareness &amp; Promotion</b>	<ul style="list-style-type: none"><li>• Support for SAMA and its Made in Florida Tours.</li><li>• Joint marketing program scoped and funded</li></ul>	<ul style="list-style-type: none"><li>• Detailed awareness plan and roll-out</li></ul>
<b>Post-secondary Education</b>	<ul style="list-style-type: none"><li>• Link SCTI's Precision Machining with SCF's A.S. in Engineering Technology</li><li>• SCTI class in progress</li></ul>	<ul style="list-style-type: none"><li>• Identification of other courses and leveraging existing assets to meet needs (e.g. night classes)</li><li>• Identify internships</li></ul>
<b>K-12</b>	<ul style="list-style-type: none"><li>• Successful enrollment into SCTI's Precision Machining program.</li></ul>	<ul style="list-style-type: none"><li>• Coordinate roll-out of awareness plan with school board for career/college fairs</li><li>• Identification of potential recruits for machining program</li></ul>
<b>Business &amp; Community Partnerships</b>	<ul style="list-style-type: none"><li>• Workforce Partnerships- \$150K leverages \$808K.</li><li>• Launch of Sarasota Manatee Manufacturing Workforce Collaborative (to inform CWP)</li></ul>	<ul style="list-style-type: none"><li>• Coordinate roll-out plan with SAMA and STEM</li></ul>

# Updates & Program Highlights

## SECTION I

### COMMUNITY-WIDE PLAN

#### SARASOTA COUNTY WORKFORCE PLAN OF ACTION



# Economic Impact Highlights

## SECTION II

### IMPACT ANALYSIS – Independent Evaluation Study

- ▶ CareerEdge commissioned an independent economic impact study to assess how much money is added to local economy due to CareerEdge programs.
  
- ▶ Impact figures based on the following indicators and metrics
  - Numbers served
  - Job seekers placed
  - Retention
  - Certifications earned
  - Raises earned
  - Promotions earned
  - Total amount of value-added income to the regional economy
  - The amount of money invested

# Economic Impact Highlights

## SECTION II

### IMPACT ON REGIONAL ECONOMY– Impact of Activity

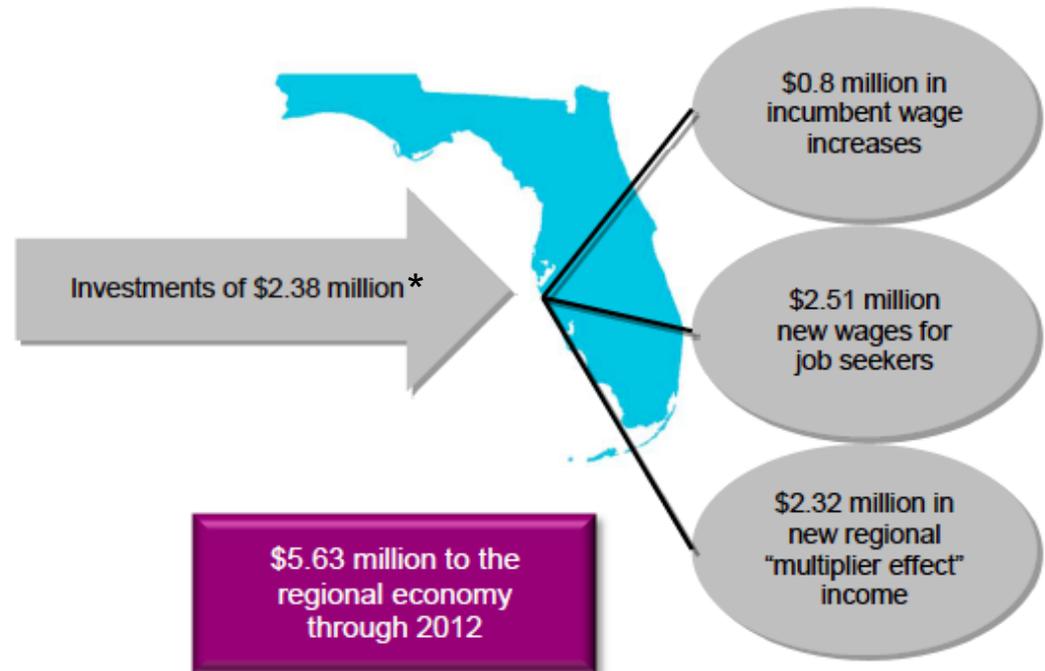


# Economic Impact Highlights

## SECTION II

### SUMMARY OF IMPACT

- ▶ Based on new wages for job-seekers placed into full-time employment and raises for incumbent workers, CareerEdge programs resulted in **\$5.63 million** in value-added income to the local economy through 2012



\*Investments from CareerEdge and funds leveraged from Employer Contributions

# CAREEREDGE NEXT STEPS

CLOSE

## CAPITAL CAMPAIGN

- ▶ CareerEdge Capital Campaign
  - CareerEdge is focusing on bringing in new investment, in order to expand its services and ensure its sustainability.
  - Within the past 6 months, CareerEdge has brought in \$245K
  - Once again we are most grateful to Sarasota County Government and all of the investors for its continued financial and operational support.

**SCTI**



# Precision Machining at SCTI

- ▶ Fully functioning Precision Machining Lab
- ▶ Designated as a HAAS Technical Education Center



# Manufacturing Milestones

- ▶ Instructor Hired on August 26, 2013
- ▶ First class seated on September 3<sup>rd</sup>
- ▶ First Class will Graduate on June 26, 2014



# Partnerships and Support

- ▶ Received a grant from Sarasota County for initial Equipment
- ▶ Received an award from the Gulfcoast Community Foundation
- ▶ Manufacturers supporting the program through internships and technical support

# The Road Ahead

- ▶ Next class begins on August 18, 2014
- ▶ NIMS Certification
- ▶ Evening Program
- ▶ Exploration of a future Welding Program



# Florida's Public Technical Center System

- ▶ Currently, there are 48 institutions governed by local School Boards operating in 30 counties throughout Florida.
- ▶ Each institution offers a wide range of rigorous technical/occupational education programs linked directly with the needs of the labor markets in their respective communities.

# Florida's Public Technical Center System

- ▶ During the 2012–13 school year, Florida's Technical Centers served over 243,000 students in over 149 occupational and adult general education programs through 56,846,640 instructional hours resulting in the awarding of 7,755 industry credentials.
- ▶ Potential for transformation in the 2014 Legislative Session.

# Career in a Year!

- ▶ Development of a Statewide Student Information System
- ▶ State Funding Model
- ▶ Changes to Student Financial Aid
- ▶ Expansion of Targeted Areas
- ▶ Move from Clock hour to Credit Hour
- ▶ Awarding of AAS Degrees
- ▶ Technical College Name Change

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