Building Equitable Pathways
Webinar Series
EPISODE 4
Building Capacity for the Workforce of the Future
FEBRUARY 19, 2021  |  2:00-3:00 PM ET
What is our goal?
Dramatically increase the number of Black and Latinx youth, and youth experiencing poverty, ages 14-24, who have the agency, social capital, skills, and credentials needed to thrive in the workforce and in life.

What outcome do we seek?
Increased participation in multiple high-quality local pathways that drive labor market outcomes for Black and Latinx youth, and for youth experiencing poverty.

How will we do this?
A growing and sustainable network of intermediaries that 1) model exemplar practices, 2) serve as incubators of new ideas and 3) have the capacity, know-how and influence to drive cross-system engagement across regional pathways ecosystems.
EPISODE 4

Building Capacity for the Workforce of the Future

Rukiya Curvey Johnson
Executive Director
REACH

Natalia Gallegos
Manager—Strategic Initiatives
REACH
TWEET @ US!

@JFFtweets
#JFFpathways
#equitablepathways
WHO IS HERE TODAY AND WHAT IS ON YOUR MIND?

What is your name?
What organization do you work with/for?
What question brings you here today? What problem are you seeking to solve in your work?
SAVE THE DATE

Building Equitable Pathways
Webinar Series

MARCH 18, 2021 | 3:00-4:00 PM ET

JFF
Building Capacity for the Workforce of the Future
Rukiya Curvev Johnson, MBA
Natalia Gallegos, MPH
February 19, 2021
RUSH UNIVERSITY MEDICAL CENTER
History-Making Anchor Institution on Chicago’s West Side

David Jones Peck, MD
Rush Medical College, 1847

Rush Medical College, 1877
OUR IMPERATIVE FOR ACTION
Economic and Health Disparities

Life Expectancy Gap

<table>
<thead>
<tr>
<th>Location</th>
<th>Life Expectancy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aurora</td>
<td>81</td>
</tr>
<tr>
<td>Oak Park</td>
<td>82</td>
</tr>
<tr>
<td>West Garfield Park</td>
<td>70</td>
</tr>
<tr>
<td>Loop</td>
<td>82</td>
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</tbody>
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Economic disparities in Chicago

- Median household income:
  - White residents: $70,960
  - Latinx residents: $41,188
  - Black residents: $30,303

- Children who live in low child-opportunity areas:
  - 50% Black & Latinx
  - 2% White

*Chicago Department of Public Health's Child Opportunity Index = composite scores for neighborhoods' educational, health/environmental and social/economic opportunities
Inequitable Outcomes in Education, Wealth, and Health

- Large gaps in educational attainment and aspirations
- Lack of diversity among active physicians; high-skilled STEM professionals
- Disparities in education, employment, and earning potential affect health and economic outcomes
OPPORTUNITY
Cross-Sector Collaboration for Education, Health, and Tech

- Google
- Groupon
- 1871
- mHub

- City Colleges of Chicago - Malcolm X
- Univ. Illinois- Chicago
- Rush University
How Do We Create the Next Generation of Community Problem-Solvers, the Healthcare Workforce of the Future?
RUSH EDUCATION & CAREER HUB
Mission

Provide innovative, hands-on STEM learning for underrepresented students from cradle to career to increase postsecondary achievement and diversity in health care and STEM professions.
Who We Serve

- 85% Black & Latinx
- 72% Female
- 70% Low-Income
- 65% 1st Generation College
CONTINUUM OF CAREER PATHWAYS DEVELOPMENT
Programs from PreK to Career

Early Childhood & Primary
- STEMiGineers
- Community OutREACH
- Educator Learning Labs

Middle School
- Future Ready Learning Labs
- Vitals for STEM Success
- Future Health Professionals (HOSA Jr)

High School
- MedSTEM Explorers
- MedSTEM Pathways & Mentoring
- Health IT

College & Beyond
- College Career Pathways
- Center for Community Health Equity Internships
- RU Ready
RUSH EDUCATION AND CAREER HUB APPROACH

- Access to high quality STEM learning experiences from PreK-to College
- Paid work-based learning experiences paired with professional & personal development
- Articulated career pathways aligned to labor market demand and ability to earn industry-recognized credentials
- Wraparound supports and mentoring to facilitate student and family participation and engagement
Measuring Impact
building the evidence base to drive portfolio impact
PARTNER FOR IMPACT
Strength through Collaboration

3,000+ students, teachers, and families through programming and outreach in CPS school

Elementary Schools:
- Genevieve Melody STEM Elementary
- Helen M. Hefferan STEM Elementary
- Josiah Pickard Elementary
- Robert Nathaniel Dett Elementary
- Washington Irving Elementary

High Schools:
- Benito Juarez Community Academy
- Instituto Health Sciences Academy
- Michele Clark Magnet High School (Early College STEM)
- North-Grand High School
- Richard T. Crane Medical Prep High School (Early College STEM)

Higher Ed Institutions:
- City Colleges of Chicago – Malcolm X College
- University of Illinois - Chicago
- Rush University
MAKING AN IMPACT
Learning Practical Technical Skills

88%
LEARN PRACTICAL HEALTH-RELATED SKILLS

84%
Understand the RANGE OF JOBS in the health care field

84%
Understand what EDUCATION I NEED to have a health career

88%
of interns and a 100% of pre-interns
EARNED ONE OR MORE OF the following industry recognized credentials: CPR, First Aid-BLS, EKG
MAKING AN IMPACT
Valued Workplace Experience and Contributions

Work-based learning for students, valued contributions for Rush departments

Rush employees who hosted REACH interns in their department confirmed growth in their skills and report that interns made significant contributions to the work of the department.

97% of intern hosts agreed most people in their department valued having an intern
94% agreed their intern made a real contribution to the department
80%+ reported impacts on their intern’s initiative, collaborative skills, and practical healthcare skills
MAKING AN IMPACT
Persistence in the Pipeline

Persistence in the Pipeline
Once students participate in a REACH program, particularly the internship, they tend to stay in the pipeline.

- 79% of interns are RETURNEES and/or had participated in a previous REACH program
- 88% of interns said they WANTED TO RETURN AGAIN next summer
- 96% of intern hosts said they would DEFINITELY OR PROBABLY HOST an intern again
- 100% of college age interns CONTINUED TO PROGRESS towards their degree
CLARITY ABOUT INTEREST AND PATH FORWARD
Developing Occupational Identity

Strengthened commitment to health careers
Most students started their internship already strongly interested in a health career. By giving students exposure to the range of health careers and clarifying their specific interests, the REACH internship made most students even more committed to working in healthcare.

89% said the program made them more committed to a health career
89% said the program gave them a clearer idea of next steps they need to take for a STEM or health career

EXPOSING them to a broader range of health career options
Helping them CLARIFY their specific interests in the health field
Launched 1st middle school HOSA Jr. chapter in Illinois with partner elementary schools

Secured Phase II – Building Equitable Pathways grant from The Bill & Melinda Gates Foundation

Launched 1st middle school HOSA Jr. chapter in Illinois with partner elementary schools

85+% Participating High School students earned industry recognized certification

95% College Persistence

90% College students with STEM/Healthcare majors

3000+ Students and community members impacted by REACH programming

250+ High School and College students with paid work-based learning and internships

2019-2020 Impact

$250+ High School and College students with paid work-based learning and internships

250+ High School and College students with paid work-based learning and internships
Case Study

a closer look
MEET CELESTE

- 17 years old
- Crane Medical Prep High School – Class of 2018
- 1st Generation College Student
- Interested in Psychology, Art, Poetry
CREATE OPPORTUNITIES FOR INTERSECTIONAL SUPPORTS

Celeste

Family

School Staff & Faculty

Peer Networks

Rush – REACH

Community-Based Orgs
STRENGTH THROUGH COLLABORATION
Health IT Pathways Program

- K12 – District
- School
- City – Department of Family & Children Services
- Local After School Organizations
- Employer/Intermediary
- Vendor Partner
I’m currently a full-time student in the Rush BS-Health Sciences program. I’m able to focus on school, earn and gain valuable work experience.

-Celeste S.
Current Junior @ Rush University
Current Clinical Systems Analyst –PT @ Rush
Key Promising Practices

collaboration and capacity building to develop the healthcare workforce of the future
LEVERAGE LOCAL, STATE, AND FEDERAL RESOURCES

• Intersection of common goals
• Infrastructure and tools to facilitate engagement

• Career pathways – specific funding
• Youth work-based learning

• Align on key indicators and metrics
• Scheduled, timely report-outs
CAPACITY-BUILDING, PLACE-BASED CURRICULUM
Labor-Market Aligned

• Research Labor Market Analysis for Region

• Identify Credentials/Certifications for Entry-Level Roles

• Partner with Industry, Schools, Higher Ed, CBOs on Curriculum Development & Learning Experiences

• Opportunity for Students to Learn in Multiple Settings

• Provide Continuum or Multiple Touchpoints for Academic and Work-Based Learning Experiences
FOSTER CROSS-SECTOR COLLABORATION

• Creates a unified strategic vision across partner organizations

• Prioritizes collective decision making and strategic planning

• Infrastructure for cross organizational monitoring and evaluation
Implications & Future Directions

assess, rethink, and design engagement around sector-specific workforce partnerships
IMPLICATIONS FOR WORKFORCE INTERMEDIARIES

• Considerations to assess the landscape for local, state, and federal resources and initiatives to inform your work

• Provides insight into public-private partnership structures

• Illustrates how cross sector collaborations are necessary to help reduce disparities and promote equity by supporting interventions that focus on health and education outcomes
FUTURE DIRECTIONS

• Develop a sustainable model for serving college students that includes advising, training and wraparound services

• Revamp and launch updated apprenticeship pathway opportunities in IT and community health; work across collaboratives for placements

• Target recruitment efforts and programming to increase more REACH participation by young men

• Lead and join advocacy efforts to strengthen economic mobility initiatives and anti-racism actions within the field
Thank You!

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