



Building Equitable Pathways

Webinar Series

EPISODE 4

**Building Capacity for the
Workforce of the Future**

FEBRUARY 19, 2021 | 2:00-3:00 PM ET





BUILDING EQUITABLE PATHWAYS: THE BIG PICTURE

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





IN THE CHAT BOX

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





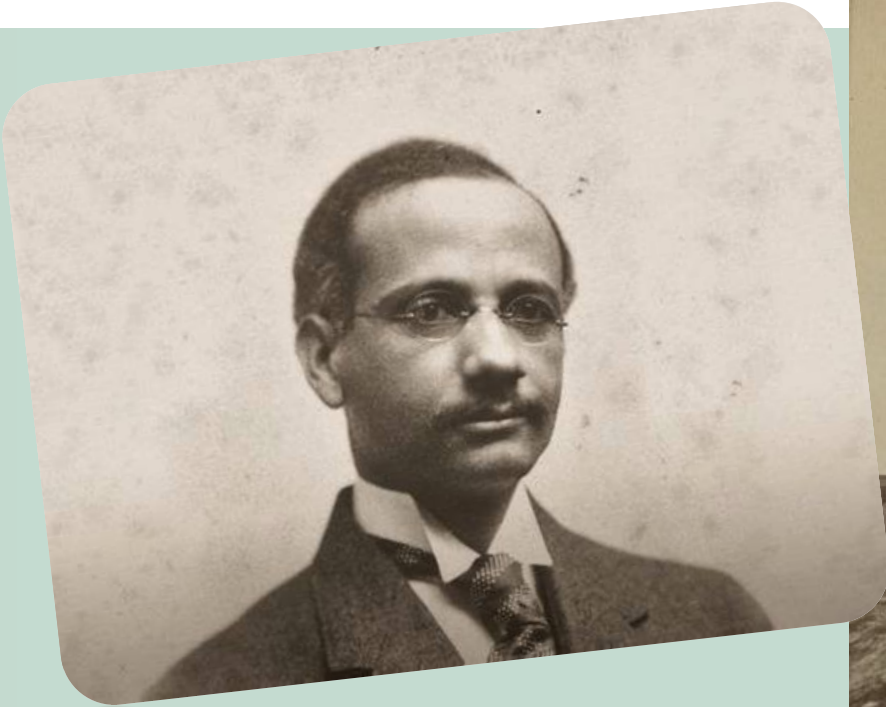
Building Capacity for the Workforce of the Future

Rukiya Curvey 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



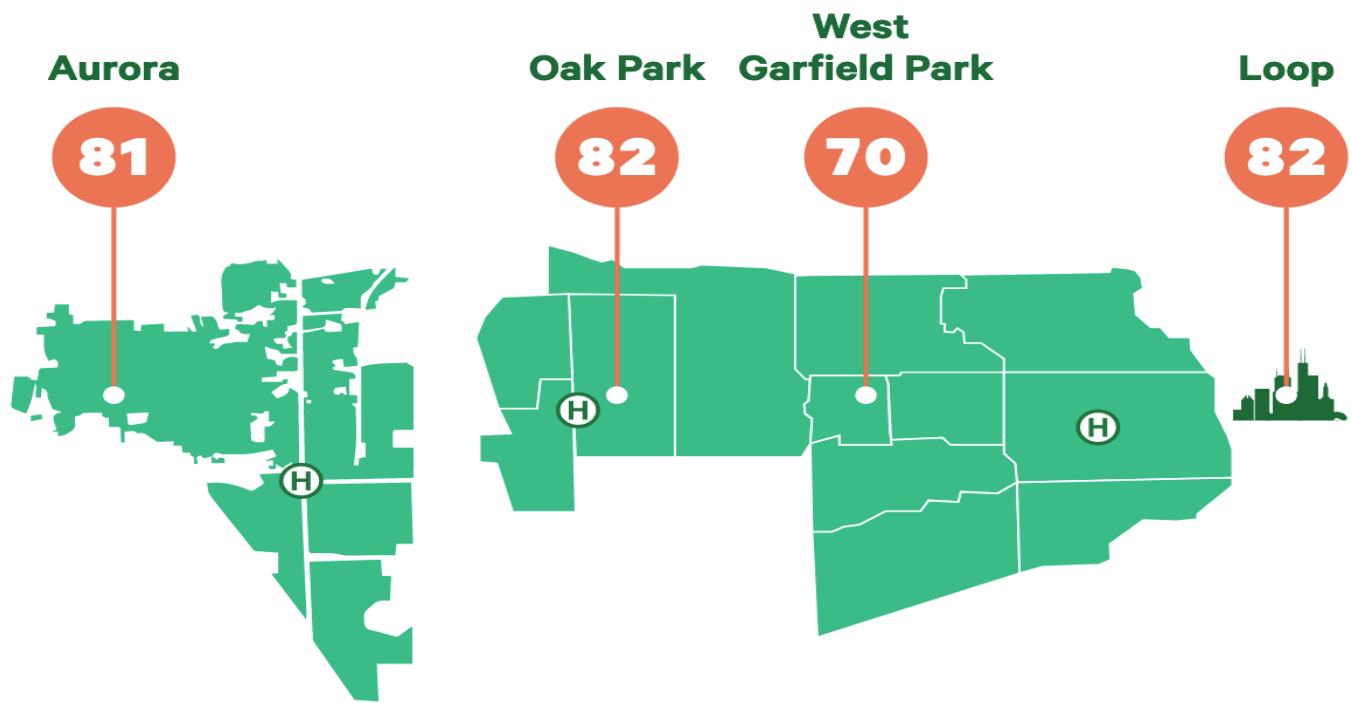
Rush Medical College, 1877



OUR IMPERATIVE FOR ACTION

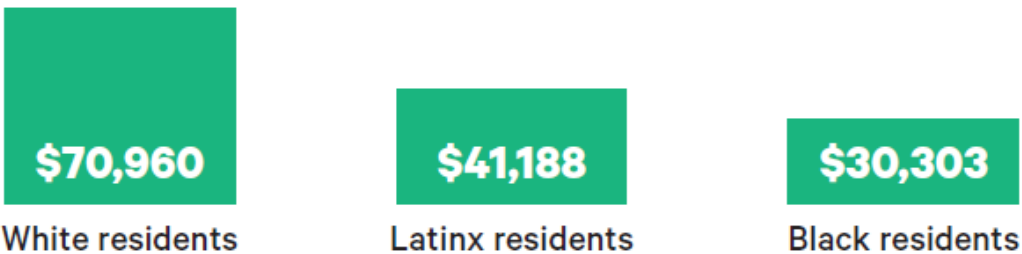
Economic and Health Disparities

Life Expectancy Gap



Economic disparities in Chicago

Median household income



Children who live in low child-opportunity areas*



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

CONTEXT

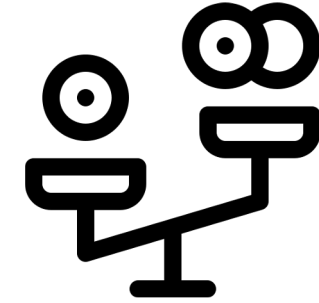
Inequitable Outcomes in Education, Wealth, and Health



**Large gaps in
educational
attainment and
aspirations**



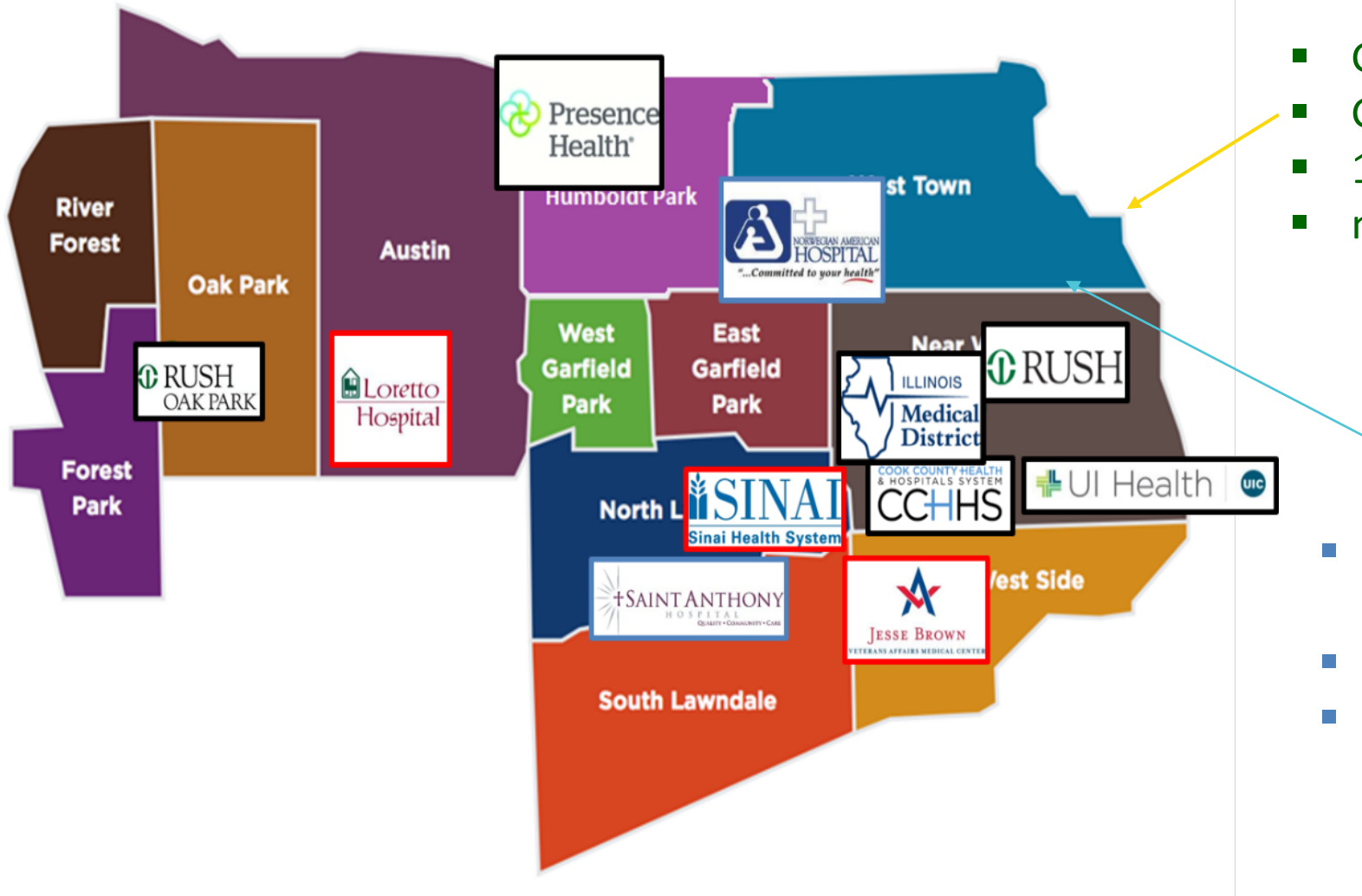
**Lack of diversity
among active
physicians; high-
skilled STEM
professionals**



**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

**Grades
Pre-K–5**



Early Exploration in STEM and Career Awareness

Key Outcomes:

Interest in STEM
Foundational academic skills
Awareness of own interests
Early career aspirations
Enrichment experiences

Early Childhood & Primary

- STEMagineers
- Community OutREACH
- Educator Learning Labs

**Grades
6–8**



Career Awareness, Skill and Attitude Building

Key Outcomes:

Ability to collaborate
Planning, goal setting
Career awareness, aspirations
Connections between school and work
College-going attitude

Middle School

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

**Grades
9–12**



Career Exploration, Exposure, Strengthening Skills

Key Outcomes:

Employability and life skills
College preparatory
Self-efficacy
Occupational identity

High School

- MedSTEM Explorers
- MedSTEM Pathways & Mentoring
- Health IT

**College
& Beyond**



Career Pathway Training and Development

Key Outcomes:

Technical training
Workplace experiences
Social capital
College persistence and graduation
Employment in healthcare or STEM

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:

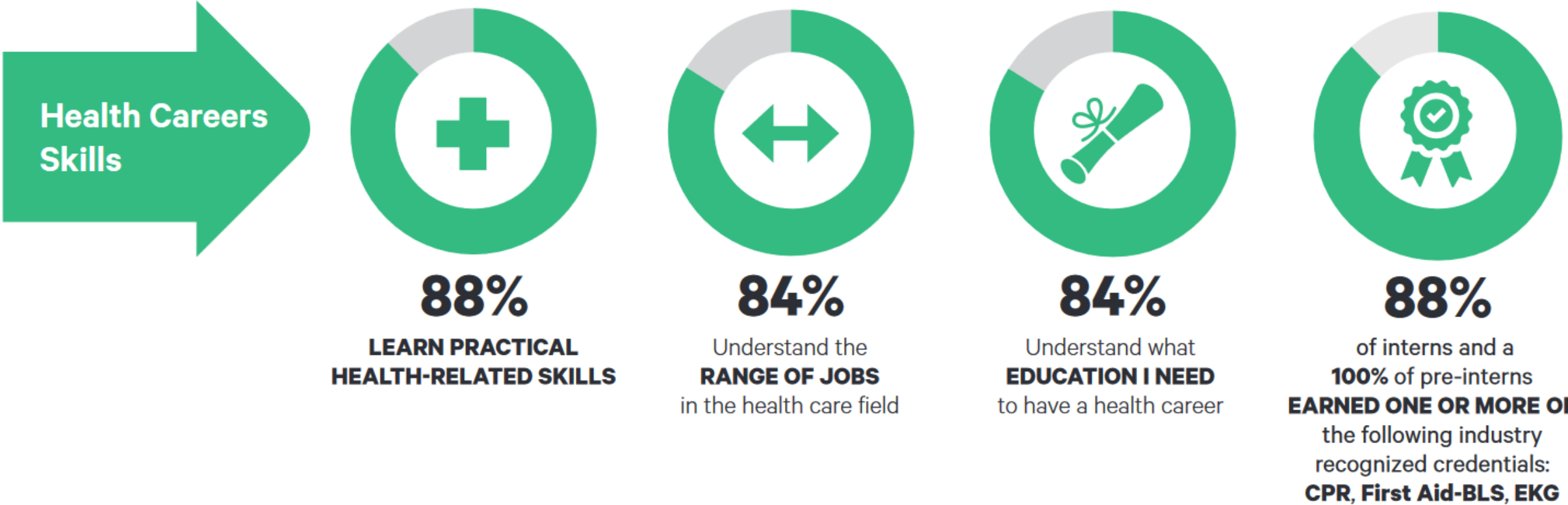
- Benito Juarez Community Academy
- Instituto Health Sciences Academy
- Michele Clark Magnet High School (Early College STEM)
- North-Grand High School
- Richard T. Crane Medical Prep High School (Early College STEM)

Higher Ed Institutions:

- City Colleges of Chicago – Malcolm X College
- University of Illinois - Chicago
- Rush University

MAKING AN IMPACT

Learning Practical Technical Skills

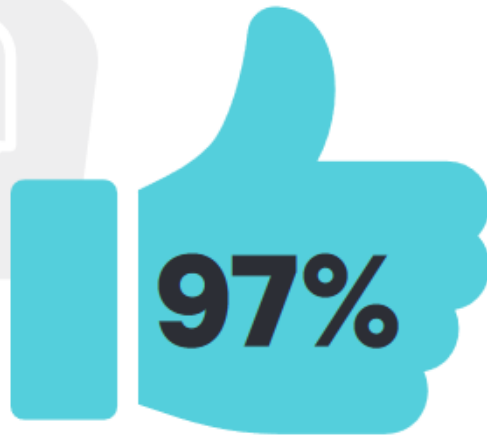
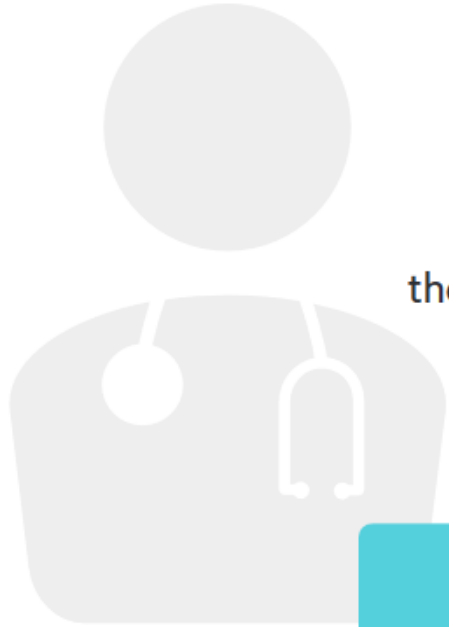


MAKING AN IMPACT

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.



of intern hosts agreed most people in their department
VALUED HAVING AN INTERN



agreed their
INTERN MADE A REAL CONTRIBUTION
to the department



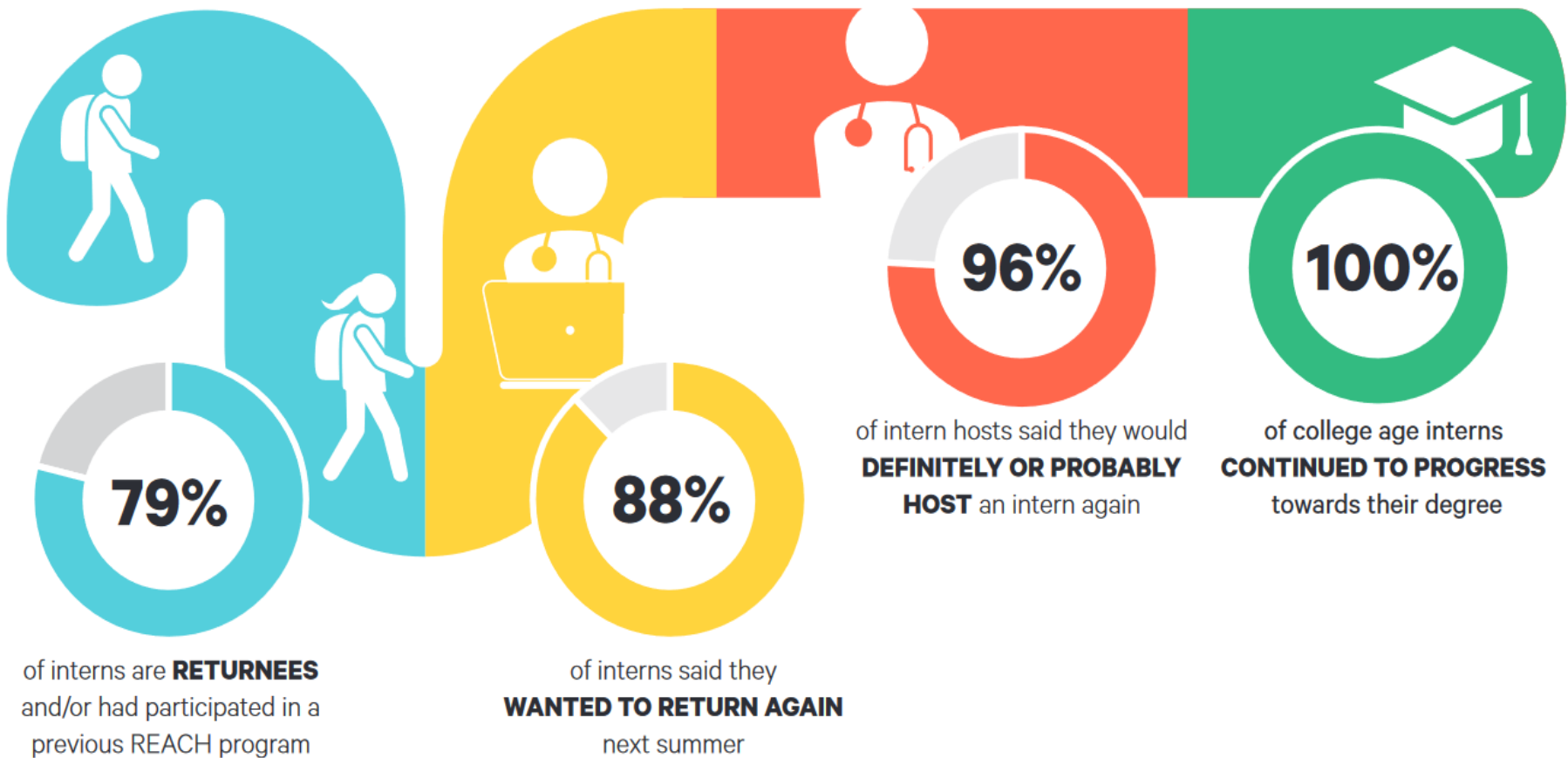
REPORTED IMPACTS
on their intern's initiative,
collaborative skills, and practical
healthcare skills

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.

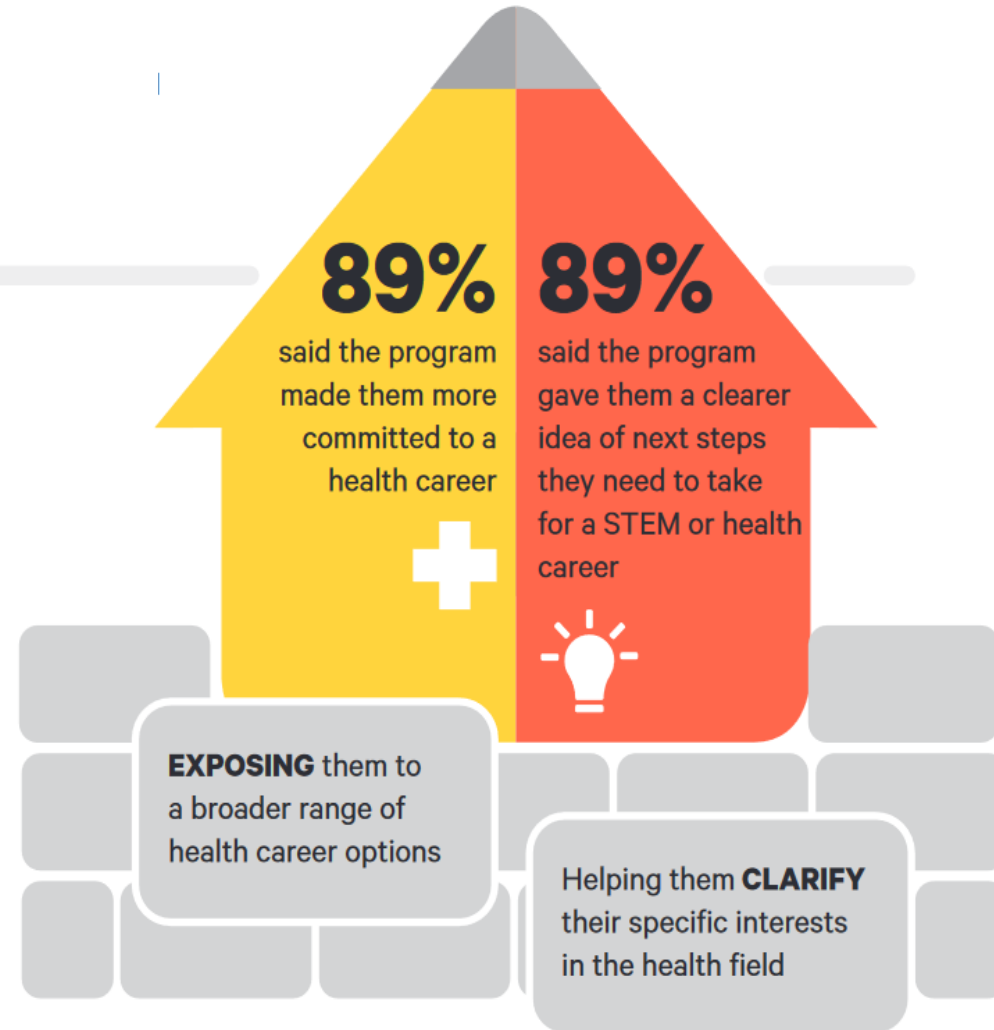


CLARITY ABOUT INTEREST AND PATH FORWARD

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.



2019–2020 Impact

250+

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



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

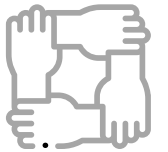


85+%

Participating High School students earned industry recognized certification

3000+

Students and community members impacted by REACH programming



90%

College students with STEM/Healthcare majors

95%

College Persistence



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

Case Study

a closer look

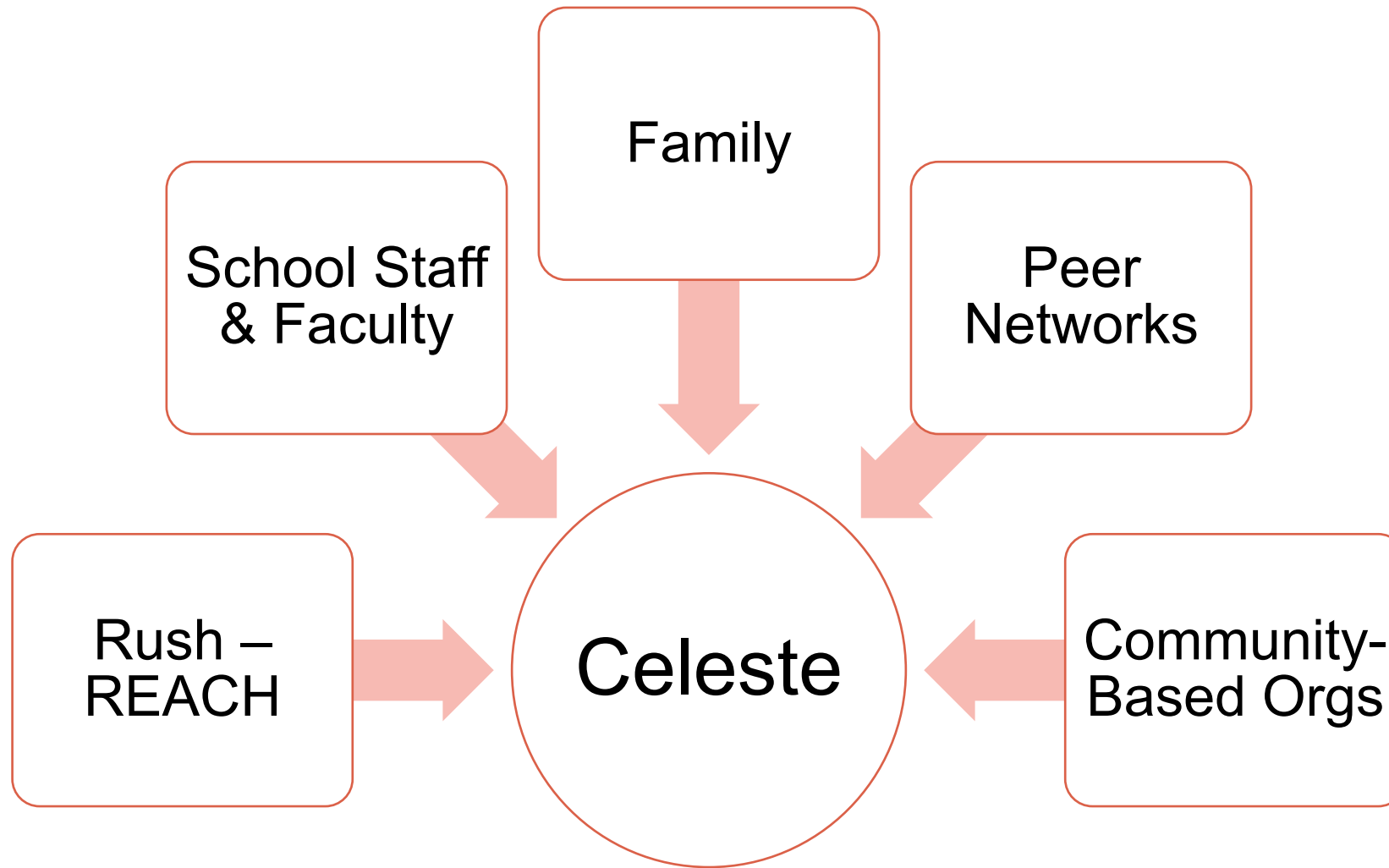




MEET CELESTE

- 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



STRENGTH THROUGH COLLABORATION

Health IT Pathways Program



- K12 – District
- School



- City – Department of Family & Children Services
- Local After School Organizations



- Employer/Intermediary
- Vendor Partner

PARTNER FOR IMPACT

Strong Partnerships with Higher Ed Institutions & Industry

“

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



”



Malcolm X College– AAS,
Class of 2020



Clinical Systems Analyst – PT,
Information Services



Health Sciences BS
Class of 2022

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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**RUSH EDUCATION
and CAREER HUB**

Excellence is just the beginning.