

## Youngstown State University Career Pathways

Beginning in 2006, Youngstown State University lead a coalition of schools, workforce development agencies, and healthcare employer partners in the development of a career pathway project designed to assist low-wage, low-skill adults to enter and advance in health-related occupations. The idea was to use *Getting Ahead in a Just Gettin'-by World* (precursor to *Investigations into Economic Class in America*) as the preparation and launching pad for people's future stories of technical and professional careers, and economic stability.

The effort focused almost exclusively on the needs of the low wage worker, and so, most of the \$172,000 grant was spent on *Getting Ahead* (GA) stipends, facilitators, and supplies. Funding came from the Ohio Department of Job and Family Services via the Workforce Policy Board. The grant contract gave the project a very late start, so these results were accomplished in only 2 ½ years. Over 300 individuals participated in 15 groups held in schools, employer work sites, and a woman's shelter.

Funding has ended for the project however the following sustainability results will continue this good work:

*Getting Ahead* (GA) is incorporated into the LPN curriculum at Trumbull Career and Technical Center.

GA is a pre-requisite for a worksite based "Jobs to Careers" grant funding by the Robert Wood Johnson Foundation at a major health center in the Youngstown/Warren region.

GA is the centerpiece of a contextualized learning community for students in danger of academic probation/suspension from the YSU College of Health and Human Services, and potentially for all incoming freshman with strong developmental education needs.

County Departments of Job and Family Services and Workforce Investment Act implementation agencies are willing to fund participants that meet eligibility requirements in GA groups.

Lesson Learned: GA graduates need the continued support and social capital that a coordinator provides."

The grant funders had strongly encouraged applicants NOT to fund staff positions, but rather to use existing systems and resources to support participants. Indeed, asset mapping indicates ample support services. In reality however, the services are fragmented by eligibility requirements, geographical bounties, availability, and other constraints, including the amount of time necessary to coordinate the efforts of numerous partners. The project had a full time coordinator for a brief period at the end of the grant,. Participants that had contact with the coordinator were far more likely to continue with their educational goals.

We continue to provide professional development through *Bridges Out of Poverty* workshops and there is an ever increasing level of interest in applications of Getting Ahead for the post-secondary student. For more information, contact Karla Krodel, [kmkrodel@ysu.edu](mailto:kmkrodel@ysu.edu) or (330) 941-2464.



## **Data from Career Pathways Participants**

### **Demographics**

	<b>Number</b>	<b>Percent</b>
<b>Total Participants</b>	<b>312</b>	<b>100%</b>

### **GENDER**

Female	274	88%
Male	38	12%

### **RACE**

Black/African American	158	51%
White	133	43%
Unknown	17	5%
Other	4	1%

### **Age**

Under 21	46	15%
21-29	57	18%
30-49	118	38%
Over 50	88	28%
Unknown	3	1%

### **Educational Level**

No High School Diploma	2	1%
GED	29	9%
CLG15	1	
High School	179	57%
Certificate	47	15%
Some College	3	1%
Associate	17	5%
Bachelor	9	3%
Unknown	25	8%

## **Employment Status**

### **Employment at Entry**

	<b>Number</b>	<b>Percent</b>
Employed at entry	193	62% of 312 total participants
Not employed at entry	103	33%
Unknown	16	5%
Employed Full Time	96	31% of 312 total participants
Employed part Time	85	27%

### **Employment Post First Credential (2020 Club)**

	<b>Number</b>	<b>Percent</b>
Participants contacted	153	49% of 312 total participants
Employed Full Time	117	76% of 153 contacted
Employed part Time	3	2%
Not Employed	33	22%

Full Time Employment increased from 31% to 76%

**Enrollment and Completion of 2020 Clubs**

<b>Target Metrics</b>	<b>Number</b>	<b>Percent</b>
Enroll 2020 (200) Club Members	312	100%
80% of 2020 Club members complete	253	81%
Of 253 completers		
Completed 60-79%	38	15%
Completed 80-99%	104	41%
Completed 100%	58	23%
Did not receive stipend	53	21%
Non Completers	59	19%
35% postsecondary enrollment of 2020 Club participants (Yr 3) <i>See below for drop out</i>	182	58% of 312
<b>Of 253 completers</b>		
# enrolled in postsecondary education	120	47% of 253
<b>Of 59 non completers</b>		
# enrolled in postsecondary education	20	34% of 59
20% post secondary graduation rate of 20/20 club participants	59	19% of 312
Post secondary graduation In Progress (Yr 3)	81	26% of 312
<i>Postsecondary Drop-out</i>	42	23% of 182

**Metrics Request by KnowledgeWorks Foundation**

<b>Students served since beginning of the grant period</b>	312	
Active career pathway participants (2007-2008)	81	26%
Participants who completed their required credentials in the 2007-2008 academic yea	79 of 87 enrolled	91%
Participants who completed their required credentials since the beginning of grant period	253	81%
Participants who advanced/enrolled into the next highest level/credentialing in 2007-2008	62 of 87	71%
Participants who advanced/enrolled into the next highest level since the beginning of the grant period	182	59%

**Long Term Education Goals of Completers  
 (Participants who completed 20/20 class)**

RN	43
LPN	43
Medical Office	10
Medical Records	1
Social Work	11
Undecided Degree	11
Massotherapy	2
Physical Therapy	4
Pre-K Education	4
STNA	6
EAD Tech	1
Pharmacy Tech.	2
RAD Tech	5
Childcare	2
Interior Design	2
Computer Tech.	7
Surgical Tech	2
Business Degree	1
Medical Assistant	4
EMT	1
Administrative Asst.	1
Psychology Degree	2
GED	3
Criminal Justice	12
Other	2
Masters Degree	1
Automotive	1
Dietician	1
Biology/Pre Med Degree	1
Nursing Occupation	8
Occupational Therapy	1
Dental Assistants	3
DHO	7
Exercise Science	1
Fashion Merchandising	1
Dental Hygiene	1
Unsure	45
<b>Total</b>	<b>253 (of 312 completed 1<sup>st</sup> credential; 81%)</b>

**Post Secondary Enrollment of 20/20 Completers  
Including In Progress Students**

3 Medical Office Specialists	(Complete)
1 Computerized Office Tech	(Complete)
3 Medical Assistants	(Complete)
21 Patient Care Technicians	(Complete)
1 Phlebotomist	(Complete)
16 STNA	(Complete)
1 GED	(Complete)
34 LPN	(In Progress)
2 Medical Office Specialist	(In Progress)
4 BSN Pre Nursing	(In Progress)
3 RN	(In Progress)
6 Undecided Degree	(In Progress)
4 BSW Social Work	(In Progress)
1 Psychology Degree	(In Progress)
1 Business Degree	(In Progress)
2 IT	(In Progress)
1 Biology/Pre Med	(In Progress)
1 Radiology Technician	(In Progress)
1 Dental Assistant	(In Progress)
1 Criminal Justice Degree	(In Progress)
1 BSA Degree	(In Progress)
1 BA in Education	(In Progress)
1 BSA Degree	(In Progress)
1 AA Business Adm.	(In Progress)
1 BSA Exercise Science	(In Progress)
1 BSA Fashion Merchandising	(In Progress)
2 AAS Criminal Justice Degree	(In Progress)
3 BSA Criminal Justice	(In Progress)
1 AAS Pre Dental Hygiene	(In Progress)
1 BSA Forensic Science	(In Progress)

**Total**

**120**

**(of 312 enrolled; 38% continued onto postsecondary goal)**

**Long Term Education Goals of Non Completers  
(Participants who did not complete 20/20 class)**

Unsure	19
Massotherapy	1
Pharmacy Tech	1
X Ray Tech	1
LPN	5
RN	8
Business Management	3
Undetermined Degree	3
Education Degree	2
IT	1
GED	1
Cosmetology	1
Social Work	3
Medical Assistants	7
DHO	1
Respiratory Therapist	1
Lab Tech	1
<b>Total</b>	<b>59 (19% did not complete of 313)</b>



**Post Secondary Credentials of Non Completers in 20/20 class  
Including In Progress Students**

2 AAS Criminal Justice  
1 BSA Forensic Science  
1 AAS Dietician  
1 BSW Pre Social Work  
1 AAS Pre Dental Hygiene  
1 Undecided degree

1 LPN  
1 IT Web Developer  
1 OGT completion  
1 STNA credential  
6 Medical Assistants  
2 Patient Care Technician  
1 Medical Office Specialist

**Total** **20**  
**(of 59 non completers, 20 continued onto postsecondary goal; 34%)**