Engaging Employers to Support Career Exploration

Joshua Gunn, President and CEO, CEO Council and Peoria Area Chamber of Commerce

Kari Rauh, Director of Workforce Solutions, Greater Peoria EDC

EQUITY FIRST: BUILDING TOWARD A BETTER FUTURE AND REVITALIZING LEARNING
Regional Workforce Alliance: Priority Essential Skills

Over 85 Community Members from the region including individuals from local businesses, labor unions, nonprofit organizations, and educational partners

EQUITY FIRST: BUILDING TOWARD A BETTER FUTURE AND REVITALIZING LEARNING
RWA: GPEAK Essential Skills Certification

Teamwork & Conflict Resolution
Communication
Problem Solving
Decision Making
Critical Thinking
Adaptability & Flexibility
Initiative & Self-Drive
Reliability & Accountability
Cultural Competence
Planning & Organizing

EQUITY FIRST: BUILDING TOWARD A BETTER FUTURE AND REVITALIZING LEARNING
Collective Impact Approach

WHAT
An Alliance of regional business, educational, community-based organization and economic development leaders dedicated to aligning efforts through community-based collaborations that increase the number of credentialed adults, grow the workforce, address workforce gaps, and expand regional economic vitality.

WHY
In 2017, CEO Council Business Retention Visits and survey responses, employers cited the ability to find qualified employees and the lack of essential skills in workforce as their biggest challenges.
Regional Workforce Alliance

**GOAL:** Create the regional workforce required to stabilize and grow our economy by systemically connecting employers, educators, community-based organizations with high school graduates, the under-credentialed and adults with multiple barriers to ensure 60% of our population has the required certifications to obtain gainful employment.
EQUITY FIRST: BUILDING TOWARD A BETTER FUTURE AND REVITALIZING LEARNING
Regional Workforce Alliance Projects:

- **CareerSpark** – day long middle school career fair integrated learning
- **GPEAK** – Regional open access essential skills system
- **Big Table** – Biannual event for community wide input on workforce and equity issues
- **Talent Pipeline Management**
- **Sparked Corporate Workforce Investment**
  - WEI – CAT Foundation, Gilmore Foundation CEFCU – total just under $1 million
  - CareerSpark - $60k Annual Corporate Investors
  - CEO Council - $40k in GPEAK, and $50k in Workforce Sustainability Center
RWA Spotlight Project:
Purpose

Classroom- and event-based learning to introduce eighth-grade students to the working world.

- Primary Purposes:
  - Reduce barriers to career exploration
  - Demonstrate measurable outcomes on graduation and postsecondary attainment rates

- Secondary Purposes:
  - Connect employers with upcoming talent
  - Bring students from region together
EQUITY FIRST: BUILDING TOWARD A BETTER FUTURE AND REVITALIZING LEARNING
Key topics of the program include:

- Networking
- Career clusters
- Career mapping
- Job hunting
- Job skills
Participants

- 4,571 8th Graders
- 5,280 High Schoolers
- 71 Schools
- 15 Schools
In order to assess the effectiveness of the CareerSpark/JA Inspire program, an evaluation by a third party research firm was conducted with six key objectives in mind.

- Measure the program’s impact on students’ behaviors
- Understand the students’ career interests
- Measure the program’s impact on students’ knowledge
- Assess the students’ perceptions around the program’s value and application to their real life
- Assess perceptions of students, educators, and volunteers surrounding program highlights, impact, effectiveness, and willingness to participate in future events
- Identify opportunities for program improvement
Outcomes: Impact on Student Behavior

Key Behavioral Indicators
(n=850)

<table>
<thead>
<tr>
<th>Behavior</th>
<th>Answered Yes</th>
<th>Overall Student Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have looked at the different types of career fields.</td>
<td>74%</td>
<td>+20%</td>
</tr>
<tr>
<td>LMI (n=183)</td>
<td>74%</td>
<td></td>
</tr>
<tr>
<td>Non-LMI (n=667)</td>
<td>67%</td>
<td></td>
</tr>
<tr>
<td>Aggregate (n=850)</td>
<td>68%</td>
<td></td>
</tr>
<tr>
<td>I have a career plan or am in the process of making a career plan.</td>
<td>70%</td>
<td>+8%</td>
</tr>
<tr>
<td>LMI (n=183)</td>
<td>70%</td>
<td></td>
</tr>
<tr>
<td>Non-LMI (n=667)</td>
<td>55%</td>
<td></td>
</tr>
<tr>
<td>Aggregate (n=850)</td>
<td>58%</td>
<td></td>
</tr>
<tr>
<td>I have discussed my career interest(s) with someone close to me (family</td>
<td>74%</td>
<td>+3%</td>
</tr>
<tr>
<td>member, teacher, mentor, counselor, etc.)</td>
<td>74%</td>
<td></td>
</tr>
<tr>
<td>LMI (n=183)</td>
<td>79%</td>
<td></td>
</tr>
<tr>
<td>Non-LMI (n=667)</td>
<td>81%</td>
<td></td>
</tr>
<tr>
<td>Aggregate (n=850)</td>
<td>78%</td>
<td></td>
</tr>
</tbody>
</table>

After participation in CareerSpark/JA Inspire all student groups reported an increase of looking at different career fields, having a career plan, and discussing their career interests.
Outcomes: Career Interests

Students Considering New Careers  
(n=850)

<table>
<thead>
<tr>
<th></th>
<th>LMI (n=183)</th>
<th>Non-LMI (n=667)</th>
<th>Aggregate (n=850)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>58%</td>
<td>49%</td>
<td>51%</td>
</tr>
</tbody>
</table>
### Understanding of Key Career Concepts

<table>
<thead>
<tr>
<th>Key Concepts</th>
<th>Before</th>
<th>After</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career Plan – Overall</td>
<td>77%</td>
<td>78%</td>
<td>+1%</td>
</tr>
<tr>
<td>LMI (n=183)</td>
<td>64%</td>
<td>68%</td>
<td>+4%</td>
</tr>
<tr>
<td>Non-LMI (n=667)</td>
<td>80%</td>
<td>81%</td>
<td>+1%</td>
</tr>
<tr>
<td>Interview Questions – Overall</td>
<td>69%</td>
<td>78%</td>
<td>+9%</td>
</tr>
<tr>
<td>LMI (n=183)</td>
<td>57%</td>
<td>68%</td>
<td>+11%</td>
</tr>
<tr>
<td>Non-LMI (n=667)</td>
<td>72%</td>
<td>81%</td>
<td>+9%</td>
</tr>
<tr>
<td>Networking – Overall</td>
<td>64%</td>
<td>71%</td>
<td>+7%</td>
</tr>
<tr>
<td>LMI (n=183)</td>
<td>52%</td>
<td>62%</td>
<td>+10%</td>
</tr>
<tr>
<td>Non-LMI (n=667)</td>
<td>67%</td>
<td>74%</td>
<td>+7%</td>
</tr>
</tbody>
</table>

*Note that percentages have been rounded.*

Student knowledge increased across every key career concept covered in the JA Inspire program, despite relatively high marks from the pre-program test.
Teachers and volunteers overwhelmingly agreed that the program had a positive influence on students.

92% of educators feel the program will help students develop a career plan that matches their interests and talents (n=80).

91% of volunteers feel the program increased student understanding of skills and abilities they need to reach their career goals (n=67).

81% of educators agreed the program connects classroom learning to industry needs.

77% of educators agreed that the program introduces students to critical skills.

77% of educators agreed the program had enough hands-on activities.

92% of educators agreed the program connects classroom learning to industry needs.

Outcomes: Perception of Program Impact and Effectiveness

Educator and Volunteer Willingness to Participate in Future JA CareerSpark Events

Scale: 5-point, from Strongly Disagree to Strongly Agree. Percentages indicate Agree or Strongly Agree

EQUITY FIRST: BUILDING TOWARD A BETTER FUTURE AND REVITALIZING LEARNING
### Outcomes: Real-Life Perceptions

<table>
<thead>
<tr>
<th>Statement</th>
<th>Agreement</th>
</tr>
</thead>
<tbody>
<tr>
<td>The things I learned at CareerSpark/JA Inspire will be important later in life.</td>
<td><img src="chart.png" alt="Bar Chart" /></td>
</tr>
<tr>
<td>CareerSpark/JA Inspire connected what I am learning in the classroom to real life.</td>
<td><img src="chart.png" alt="Bar Chart" /></td>
</tr>
<tr>
<td>CareerSpark/JA Inspire made me realize the importance of staying in school.</td>
<td><img src="chart.png" alt="Bar Chart" /></td>
</tr>
</tbody>
</table>

**Students from each segment saw value in the CareerSpark/JA Inspire program for making future decisions.**

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**Student Agreement of Program Value**

(LMI n=183, Non-LMI n=667, Aggregate n=850)

- **LMI**
  - Strongly Disagree: 7%
  - Disagree: 3%
  - Somewhat Disagree: 9%
  - Somewhat Agree: 24%
  - Agree: 29%
  - Strongly Agree: 28%

- **Non LMI**
  - Strongly Disagree: 4%
  - Disagree: 6%
  - Somewhat Disagree: 11%
  - Somewhat Agree: 29%
  - Agree: 29%
  - Strongly Agree: 21%

- **Aggregate**
  - Strongly Disagree: 5%
  - Disagree: 5%
  - Somewhat Disagree: 11%
  - Somewhat Agree: 28%
  - Agree: 29%
  - Strongly Agree: 22%

---

**EQUITY FIRST: BUILDING TOWARD A BETTER FUTURE AND REVITALIZING LEARNING**
Outcomes: Real-Life Perceptions

<table>
<thead>
<tr>
<th>Statement</th>
<th>Agreement</th>
</tr>
</thead>
<tbody>
<tr>
<td>After participating in CareerSpark/JA Inspire, I feel I am better prepared to make an informed decision about my high school plans.</td>
<td><img src="chart.png" alt="Chart" /></td>
</tr>
<tr>
<td>I believe I benefitted from my participation in CareerSpark/JA Inspire.</td>
<td><img src="chart.png" alt="Chart" /></td>
</tr>
</tbody>
</table>

Student Agreement of Program Value (LMI n=183, Non-LMI n=667, Aggregate n=850)

Overall, the JA Inspire program benefited the students, and they felt more prepared to make future career decisions after participating in CareerSpark.
Adjustments Needed Along the Way...

- Digital conferencing platform in response to COVID-19
- Printed booklets to reduce impact of digital divide
- ADA Compliance Measures
  - E.g. alt text, closed captioning, "select" rather than "click", colors that are visible
What Has Made CareerSpark Successful?

- Aligns with PACE framework - provides a tangible solution
- Implemented in partnership with schools and employers
  - Responsive to needs and user experience (pre and post surveys for all parties)
- Unified messaging across regional partners
- Substantive: JA curriculum, pre and post survey, experience tied to classroom learning (PACE)
Future Initiatives
Contact Us

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E jgunn@peoriachamber.org
W https://www.peoriachamber.org/

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E krauh@greaterpeoriaedc.org
W www.greaterpeoriaedc.org
Engaging Employers to Support Student Career Exploration

Neil Gambow – Chair, Mayor’s Employer Advisory Council (MEAC)
Tana Francellno – Career Partnership Manager

March 1, 2022
MEAC – Bridge to the Community

- Launched June 14, 2018 – Bring Evanston Township High School (ETHS) and Local Employers into closer cooperation to support local careers that do not require college. NOW MUCH MORE THAN THAT!
- All Volunteer Council – 137 Roster Members
- Stakeholder Networking Organization
  - 52 Employers - continuing to grow roster, energized and committed.
  - D65, D202, Beacon Academy, Oakton Community College
  - Evanston Cradle to Career
  - City of Evanston - Youth & Young Adult Division, Workforce Development Coordinator
  - Local non-profit workforce development organizations
  - Evanston WE program
- Supporting Career Experience Initiative at D65 Middle Schools
- 60 by 25 Statewide Organization focused on Work-Based Learning (WBL)
Engaging Local Evanston Employers

● MEAC looks at employer engagement through the employer lens.
● Employers recognize the value of career exploration but they are:
  ○ Busy running their companies
  ○ Having a tough time finding good people
● Not necessarily tuned in to how to recruit and retain new high school graduates
● Looking for programs they can relate to that connect them with high school students
● Place them on the MEAC roster
● Make it as easy as possible to engage!
Evanston Township High School

2022 KIT Spring Job Shadow & Summer Internship

We are searching for 25-30 dedicated ETHS Wildkits to be placed in multiple local businesses to explore various Career Pathways!

Age 16+
Paid $15/Hour
Must be available during Spring Break and Summer 2022

Apply now!
tinyurl.com/ETHSIKITAPPLICATION

Questions?
Email Mrs. Vázquez: vazquezme@s202.org
Ms. Francellino: francellnot@s202.org
iKit Paid Summer Internship Program

● Third Year for Program
● Class of 2021 Results
  ○ 15 Participants
    ■ 2 Employer paid (NorthShore Health System)
    ■ 2 Funded by ETHS foundation – Evanston Rebuilding Warehouse (Trades)
    ○ 11 funded by City of Evanston
● 5 permanent placements
  ○ 2 - NorthShore Health Systems – Labs
  ○ 1 - Aramark – Patient Transport/Oakton Community College
  ○ 1 – Evanston Lumber
  ○ 1 - S&C Electric (Manufacturing)
● ETHS Class of 2022 Students Eligible (Seniors)
2022 iKit Paid Summer Internship Program

- **Length of program – 10 weeks**
  - $15/hr
  - 25 Hours per week
- **Goal – 40 Students with 50% permanent placement after completion of internship**
- **Employer Paid**
  - Interns placed on employer payroll
  - Hiring requirements are per employer handbook
- **Subsidized**
  - Placed on City of Evanston payroll system through Mayor’s Summer Youth Employment Program (MSYEP)
  - All insurance covered by City of Evanston
  - No cost to employer sponsor
- **Multiple Pathways - Manufacturing, Health Care, Agriculture, Business, Finance, Etc.**
# 2022 iKit Summer Internship Timeline

<table>
<thead>
<tr>
<th>Action</th>
<th>Responsibility</th>
<th>Timeline</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Host Employer Recruitment</td>
<td>MEAC, The City, Evanston C of C</td>
<td>Now - April 1</td>
<td></td>
</tr>
<tr>
<td>Session 1 Training</td>
<td>Introduction to iKit</td>
<td>8-Apr</td>
<td></td>
</tr>
<tr>
<td>Session 2 Training</td>
<td>Host Employer Preparation and Participation</td>
<td>15-Apr</td>
<td></td>
</tr>
<tr>
<td>Session 3 Training</td>
<td>Onboarding Your Intern</td>
<td>22-Apr</td>
<td></td>
</tr>
<tr>
<td>Host Employer Documents Due</td>
<td>Host Employer</td>
<td>April 22</td>
<td></td>
</tr>
<tr>
<td>Student Applications Accepted</td>
<td>ETHS</td>
<td>Feb 1 - April 4</td>
<td></td>
</tr>
<tr>
<td>First Interview</td>
<td>ETHS, MEAC</td>
<td>April 11-21</td>
<td></td>
</tr>
<tr>
<td>Student Assignment</td>
<td>ETHS, MEAC</td>
<td>April 22 - May 2</td>
<td></td>
</tr>
<tr>
<td>Second Interview</td>
<td>Host Employer and MEAC</td>
<td>April 22 - May 2</td>
<td></td>
</tr>
<tr>
<td>Offer Letter Delivered to Intern</td>
<td>Host Employer</td>
<td>May 17-23</td>
<td></td>
</tr>
<tr>
<td>Job Readiness Training</td>
<td>ETHS, City of Evanston</td>
<td>May 16 - 31</td>
<td></td>
</tr>
<tr>
<td>Internship Starts</td>
<td>Host Employer and Partners</td>
<td>June 13</td>
<td></td>
</tr>
<tr>
<td>Interim Report</td>
<td>Host Employer and Partners</td>
<td>Week of July 18</td>
<td></td>
</tr>
<tr>
<td>End of Internship</td>
<td>Host Employer and Partners</td>
<td>26-Aug</td>
<td></td>
</tr>
<tr>
<td>Final Employer and Intern Report</td>
<td>Host Employer and Partners</td>
<td>Sep 6-11</td>
<td></td>
</tr>
<tr>
<td>iKIT wrap up meeting</td>
<td>Host Employer and Partners</td>
<td>Week of Sept 12</td>
<td></td>
</tr>
</tbody>
</table>
2022 iKit Paid Summer Internship Program

- **Host Employer Training – 3 Sessions (30-45 minutes each)**
  - Session 1 – iKit Summer Internship Program Details
  - Session 2 – Host Employer Preparation for iKit Summer Internship Program
  - Session 3 – Host Employer Preparation for iKit Summer Internship Program, Onboarding Your Intern

- **Tools for Host Employer Success**
  - Host Employer Checklist
  - Host Employer Placement Letter
Expectations – Host Employer

● Due by April 22
  ○ Provide clear internship job description (no more than one page)
  ○ Name one point of contact at the company for intern
  ○ Provide documented “First Day” schedule
  ○ Complete Host Employer Checklist and return to Tana
● Provide formal offer letter (Professional Development for Intern)
● Maintain close communication with program managers throughout internship.
● Agree to hire the intern:
  ○ Good job performance
  ○ Has an opening
Host Employer Checklist

Host Employer Pre-Employment Requirements for Intern

- Drivers License
- Background Check
- State ID (Drivers license will fulfill this requirement)
- Fingerprinting
- HIPAA training (Health Care Only)
- Vaccinations Required
  - 
  - 
  - 
- Personal car
- Work Attire Requirements
  - Steel-toed work boots,
  - no shorts, no tee shirts, etc.
  - Other
- EJC Training for Job Readiness
- Forms to be Completed by Intern Before First Day (List)
  - 
  - 
  - 
- Other Requirements
  - 
  - 

Check if "YES" Date: 

Rev. 2 2/10/2021
Host Employer Placement Letter

Template - Participant Placement Letter for Career Development Experience

[Date]

Dear [Participant’s Name],

We are excited to inform you that you have been accepted to participate in a Career Development Experience! Your placement will be with [Host Name] and will begin on [Start Date]. Your [Managing Organization] point of contact will be [Name of Contact Person]. Please see below for additional details on your Career Development Experience:

As a Participant in a Career Development Experience, you will:

- Engage in authentic, hands-on tasks related to your career interest area
- Receive one-on-one mentorship and guidance from industry experts
- Discover the various pathways and requirements for employment in your career interest area
- Determine whether your career interest area is a good fit for you
- Develop a network of professionals and industry experts to access future opportunities

Host Information (Note: providing the information from the Host Profile is helpful for Participants to receive a more detailed view of the types of tasks and environment they will be engaged at):

- Host name
- Host address
- Name of Host Supervisor and contact information
- Website

Schedule:

- Start date
- Weekly schedule and number of hours per week
- Calendar of events

Congratulations and we look forward to working with you!

Should you have any questions regarding your Career Development Experience, please contact your [Managing Organization] point of contact at [provide their information here].

Sincerely,

[Managing Organization]
Student Application Preparation

Intern must:

- Apply to the iKit and WE Programs
- Indicate that they do not plan to attend 4-yr college immediately after graduation
- Identify their career pathway interest
- Attend job readiness training

<table>
<thead>
<tr>
<th>Intern Job Readiness Checklist</th>
<th>Date Completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intern Name:</td>
<td></td>
</tr>
<tr>
<td>Resume Preparation</td>
<td></td>
</tr>
<tr>
<td>First Impressions Introductions and greetings</td>
<td></td>
</tr>
<tr>
<td>30-second elevator pitch</td>
<td></td>
</tr>
<tr>
<td>Background knowledge of the Host</td>
<td></td>
</tr>
<tr>
<td>Appropriate Attire for Work Environment</td>
<td></td>
</tr>
<tr>
<td>General dos and don’ts of clothing for interview</td>
<td></td>
</tr>
<tr>
<td>Resources for professional and work environment wear</td>
<td></td>
</tr>
<tr>
<td>Reliability and Accountability Timeliness</td>
<td></td>
</tr>
<tr>
<td>Communicating when late or absent Following through</td>
<td></td>
</tr>
<tr>
<td>Professional Communication</td>
<td></td>
</tr>
<tr>
<td>Writing an email</td>
<td></td>
</tr>
<tr>
<td>Asking for help/clarification Customer service skills</td>
<td></td>
</tr>
<tr>
<td>Teamwork and Conflict Resolution</td>
<td></td>
</tr>
<tr>
<td>Building on the strengths of others</td>
<td></td>
</tr>
<tr>
<td>Being a productive team member</td>
<td></td>
</tr>
<tr>
<td>How to manage issues and frustrations</td>
<td></td>
</tr>
</tbody>
</table>
iKit Spring Break Job Shadow Program

- New for 2022
- March 21-25
- Open to Sophomores, Juniors and Seniors
- Goal – 20 Students
  - 20 hours
  - Student paid a $300 stipend
- Funded by the ETHS Foundation
- Many Pathways
ASPIRE
Evanston Healthcare Community Workforce Development Program

Illinois 60 by 25
March 1, 2022
Who am I?

Samir Desai
Vice President, Talent Management
NorthShore Edward-Elmhurst
COMBINED SYSTEMS
OPPORTUNITY TO CREATE A REGIONAL COMMUNITY-BASED SYSTEM

SERVICE AREA POPULATION 4.2M
(one-third of IL population)

- +300 Sites of Care
- 9 Hospitals
- Adjacent geographies
- Serving >1 million patients, >25% of service area
Vibrant, Community-Connected Care

COMMUNITY CONNECTIONS
- Investing in our communities
- Closing health equity gaps
- Assuring convenient access

EXPERT CARE CLOSE TO HOME
- Regional centers of care
- Exemplary patient experiences
- Innovative solutions

THE VALUE OF PEOPLE
- Best place to work
- Best place to learn
- Best place to practice
- Best place to receive care
Our Commitment

Diversity, equity and inclusion is at the core of who we are, being there for our patients and each other with compassion, respect and empathy.

We believe that our strength resides in our differences and in connecting our best to provide community-connected healthcare for all.

Inclusion

Opportunity

Health Equity
Career Opportunities in Healthcare is greater than just Healthcare

Angio Technologist * Athletic Trainer * Cardiac Sonographer * Cytologist * Dental Hygienist * Exercise Physiologist * Histologist * Human Resource Specialist * Medical Lab Scientist * Medical Lab Technologist * Occupational Therapist * Pathology Assistant * Practice Manager * Prior Authorization Representative * Registered Pharmacist * Recreational Therapist * Rehabilitation Therapist * Revenue Cycle Analyst * Respiratory Therapist * Speech Therapist * Staff Nurse * Food Service Manager * Marketing Specialist * Staff Accountant * Exercise Physiologist * Social Worker * Application Analyst * End User Computer Analyst * Environmental Services Manager * Public Safety Manager * Cooks * Accounts Payable Support Assistant * Human Resource Coordinator * Patient Care Technician * Pharmacy Technician * Phlebotomist * Surgical Technician * Lab Technician* PC Support Technician * Logistical Support Representative * Public Safety Officer * iKit & WE Lab Intern * Pharmacy Intern * Rehabilitation Aide * SIM Lab Intern * Staff Support Technician * EPIC Analyst Intern * Accounts Payable Intern * Concierge * Driver …
Multiple entry points to Healthcare jobs

- Early Workers (OTJ Training for 11th & 12th Grade)
- Certified & Non-Degreed Young Adults
- College Graduates
Creating pathways for the youth of today, for healthcare careers of tomorrow – through partnership and collaboration
ASPIRE
A Holistic Vision and Framework for Community Workforce Development

Career Seekers

- 7th-10th Grade Students
- 11th-12th Grade Students
- Community College Students
- Early Adults 18-30

Focus on underserved communities, diverse populations

Career Programs

- Career Launch
- Teacher Partnerships
- Job Shadowing
- Career Fairs
- Digital Career Portal
- Certification & Scholarships
- Internships

Career Acceleration

Meaningful Careers

Clinical Pathways

On-the-job Certification College grads

Entry Level Roles

Growth Opportunities

Non-Clinical Pathways
Internship is about experience, and it’s more than that. Our framework is built around three areas:

**Observation**
**Experiences**
**Mentorship**

Internship departments prioritized based on pathways that lead to employment, certification, or degree program.
Pathways from a Job to a Career

**DIRECT PATIENT CONTACT**
- SST to PCT/MA to RN

**BACK OF HOUSE**
- SPD Tech (non-certified) to Certified SPD Tech to Lead Tech to Supervisor
- Lab Assistant I to Lab Assistant II to Phlebotomist I, II to Lead

**DIAGNOSTIC**
- SST to Specialty Tech (GI/OB)

**PHARMACY**
- Pharmacy Tech I, II, III

**FUNCTIONAL to LEADERSHIP**

*Successful pathway*
## Certifications to Accelerate Pathways

<table>
<thead>
<tr>
<th>Title</th>
<th>Certification &amp; Training</th>
<th>Required Time</th>
<th>Costs</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Patient Care Technician</strong></td>
<td>Certified Nursing Assistant</td>
<td>130 Hours</td>
<td>• International Career Institute - $940</td>
</tr>
<tr>
<td><strong>Pharmacy Technician</strong></td>
<td>Pharmacy Technician Certification</td>
<td>7-9 Credit Hours</td>
<td>• Oakton College - $136.25 per hour</td>
</tr>
<tr>
<td><strong>Phlebotomist</strong></td>
<td>Phlebotomy Certification</td>
<td>190 Hours</td>
<td>• International Career Institute - $1,890</td>
</tr>
<tr>
<td><strong>Surgical Technician</strong></td>
<td>Surgical Technology, AAS Degree</td>
<td>69 Semester Credit Hours</td>
<td>• Malcolm X - $2,429</td>
</tr>
</tbody>
</table>
Supporting Healthcare Career Pathways

Healthcare Career Development

- Scholarship
- Professional Development
- Mentorship
- Wrap-Around Support
- Certification
Workforce Development
Making A Real Impact