

FastPath. Your Road to Job-Ready.



WICHE - CHEO
Career Coach Workshop
March 5, 2015

FastPath



AGENDA:

- **What is FastPath?**
 - Video: <http://youtu.be/9RjijFr8vp8>
- **Role of the Career Coach**
- **What we're learning**

FastPath

A program to identify, recruit, and connect unemployed and underemployed adults with technical and employability skills that prepare them for a job.



FastPath is funded by a grant from the City of Columbus - Mayor Coleman and City Council.

FastPath

Key Design Principles:

- Short term customized training for in-demand occupations
- Successful completion of industry recognized credential or certification
- Entry level employment opportunities that lead to a career and educational advancement
- Committed employers engaged in design, delivery and hiring
 - Nationwide Children’s Hospital

FastPath

Short Term Customized Job Training

- Technical Training
- Employability Skills
- Case Management - Support Services

FastPath

Technical training includes embedded credentials to support career and education pathways

- **Four tracks:**
 - **Patient Care (STNA)**
 - **Building Services (OSHA-10)**
 - **Food Services (ServSafe™)**
 - **Logistics (CLA & OSHA-10) in April 2015**

What is FastPath?

Employability Skills

- Transferable Skills
- Resume writing
- Interview preparation
- Mock Interviews
- Employer Applications
- Retention Skills



FastPath

Case Management to Address Barriers

- **Food, Clothing, Shelter**
- **Child Care**
- **Transportation**
- **Medical and Dental Resources**
- **Mental Health**
- **Legal Aid**
- **Hygiene**

FastPath

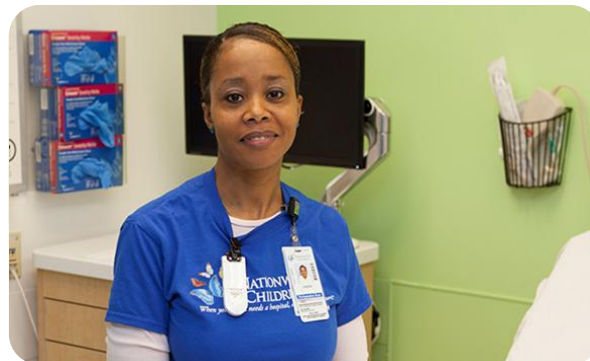
Employers engaged in design, delivery and hiring

- **Nationwide Children's Hospital is lead**
- **25 employers involved to date:**
 - **Curriculum development and feedback**
 - **Mock interviews**
 - **Clinical & work-practice sites**
 - **Job placement**

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In-Demand Jobs at Nationwide Children's

- **First three tracks identified and co-designed**
 - **Patient Care (STNA)**
 - **Building Services (OSHA-10)**
 - **Food Services (ServSafe™)**



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Career & Education Pathways

Position	Average Wages	Employment Outlook
Patient Care Assistant	\$9.68 - \$15.51	Growing Faster than Average
Building Services – Floor Care	\$9.35 - \$14.00	Growing Faster than Average
Food Services	\$9.32 - \$14.26	Growing Faster than Average

With Additional Training and Experience:

FastPath	Certificate	Associates Degree	Bachelor Degree
Patient Care Technician (STNA)	Medical Assistant	Licensed Nurse	Registered Nurse
Building Services (OSHA 10)	Maintenance Repair Worker	Facility Maintenance	Building Inspector
Food Services (ServSafe)	Baker	Hospitality Manager	Dietitian

Role of the Career Coach

- Build Rapport → TRUST
- Navigate Enrollment
- Develop Career Action Plan
- Assist with Barriers
- Coach
- Job Placement & Retention

Career Coach

Build Rapport → **TRUST**

#1

- Roger
- Natalie

Career Coach

Navigate Enrollment

- **Community Partner Recommendations**
 - See packet
- **Determine Eligibility and Suitability**

Career Coach

Eligible	<u>AND</u>	Suitable
<ul style="list-style-type: none"> Resident of Columbus 		<ul style="list-style-type: none"> Customer Svc. Certificate; comparable experience
<ul style="list-style-type: none"> 18 years or older 		<ul style="list-style-type: none"> Recommendation from Workforce Partner
<ul style="list-style-type: none"> H.S. diploma or GED & score at 9th grade level 		<ul style="list-style-type: none"> Readiness to adhere to program parameters
<ul style="list-style-type: none"> Background check – no felonies 		<ul style="list-style-type: none"> Motivation to work
<ul style="list-style-type: none"> Pass drug screen 		
<ul style="list-style-type: none"> Eligible to work in USA 		

Career Coach

Develop Career Action Plan



Career Coach

Assist with Barriers

- Housing
- Health & Dental Resources
- Rental & Utility Assistance
- Legal Aid
- Interview Clothes
- Transportation

Career Coach

Coach

- **Interviewing prep**
- **Career advising (multiple offers!) - Danielle**
- **Job placement & coaching - Robert**

What We're Learning

- **Community Partner Engagement & Recruitment**
- **Employer challenges**

Community Partner Engagement: MODEL

WHAT

Recruitment



Assessment and Career
Planning



Training



Job Placement



Job Coaching & Retention

WHO

Community Partners



Workforce Development
Partners & CSCC



Columbus State



Columbus State, COWIC, &
Jewish Family Services



Columbus State

Community Partner Engagement: **REALITY**

Recruitment Results to Date (6 cohorts):

Track - # cohorts	Students/ Cohort	Recruitment Goal	Enrolled To Date
Patient Care – 2	16	32	21
Building Services - 2	12	24	10
Food Services - 2	18	36	14
TOTAL	46	92	45

What we're learning

How to live the vision...

Dr. Kelly Kelleher

Director, Center of Innovation in Pediatric Practice

V.P., Health Service Research at The Research Institute
Nationwide Children's Hospital

<http://youtu.be/4LPqZ4SmyUo>

Learning

Employer Challenges

- Patient Care hiring process conducted in cycles
- Hiring process is extensive process
 - Multiple steps to application
 - Interview process has several steps (inconsistent)
 - Electronic filter for resumes – built in manual workaround
 - Traditional review of resumes - Tahtianna
- Process doesn't consider barriers of many applicants (e.g. parking instructions)

Questions & Feedback

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FastPath: GOALS

Track	Enrollment/ Cohort	# Cohorts	Total Enrollments	Completions 75%	Placements 75%
Patient Care	16	4	64	48	36
Building Svcs.	12	4	48	36	27
Food Services	18	4	72	54	20
Logistics	20	2	40	30	23
TBD	12	2	24	18	14
TOTAL			248	186	140
Cost/Participant*			\$6,048	\$8,065	\$10,714

*Note: Does not include GED students or College-level track.

FastPath: Budget

Budget Item:	Amount	%
Program – Direct Services	\$ 443,420	29.6%
Curriculum Development & Instruction	\$ 154,646	10.3%
Student Stipends & Transportation	\$ 110,000	7.3%
Supplies & Consumables	\$ 116,851	7.8%
Technology	\$ 12,000	0.8%
Administration	\$ 225,706	15.0%
Marketing & Outreach	\$ 55,000	3.7%
COWIC	\$ 150,000	10.0%
Other Partner Contracts	\$ 100,000	6.7%
External Evaluator	\$ 50,000	3.3%
F&A / Indirect	\$ 82,377	5.5%
TOTAL	\$ 1,500,000	100.0%