



Bridges to Careers: A Collaboration between Adult Basic Education, Post-secondary, Workforce Development, Inc. and local employers to meet local workforce gaps

The Voices of Employers (video testimonials)

<https://vimeo.com/jj1767309/review/284213060/bb01ab29d8>

<https://vimeo.com/jj1767309/review/291565318/f3a2f658da>

<https://vimeo.com/jj1767309/review/296440190/329b21dbd3>

Measurable Success

- ❖ **Since 2013**
 - ❖ **461 people have been served**
 - ❖ **334 credentials earned**
 - ❖ **62 in progress**
 - **27 Phlebotomists**
 - **9 Hemodialysis Technicians**
 - ❖ **ROI for Healthcare: 120%**

<https://vimeo.com/jj1767309/review/296443788/22589af275>

- ❖ **Since 2017**
 - ❖ **76 students employed**
 - ❖ **18 area healthcare hiring employers**
 - ❖ **Common job titles include:**
 - **Certified Nursing Assistants**
 - **Phlebotomists**
 - **Hemodialysis Technicians**
 - **Home Health Aides**
 - **and more.**

Preparing for the future

Mao Doung, a previous English as a Second Language student who is now a Certified Nurse Aide, recalls creating a portfolio with a resume and references with her career navigators and preparing for job interviews in her Career Pathways class. "Students came to school dressed in their best business attire and we had mock interviews with local employers. I was nervous at first, but I remembered what I had learned, to be confident, make eye-contact, and how to shake hands, then I calmed down."

Mao Doung, CNA

Employment and Self-sufficiency

- ❖ **From 2013**
 - ❖ **97 students have co-enrolled in the Bridges program and MFIP**
 - ❖ **53% have since closed their MFIP cases with unsubsidized employment**
 - ❖ **11% did so voluntarily**
 - ❖ **23% continue to be co-enrolled in Bridges and MFIP**
 - ❖ **Average wage is \$12.48 with the highest wage recorded of \$19.07**

Meeting workforce gaps

- ❖ **Mayo Clinic**
 - ❖ **166 individuals have been hired since 2013**
 - ❖ **77% ethnically diversified the workforce**
 - ❖ **100% hired in departments experiencing workforce gaps**
- ❖ **Rochester Public Schools**
 - ❖ **18 individuals hired as paraprofessionals since 2017**

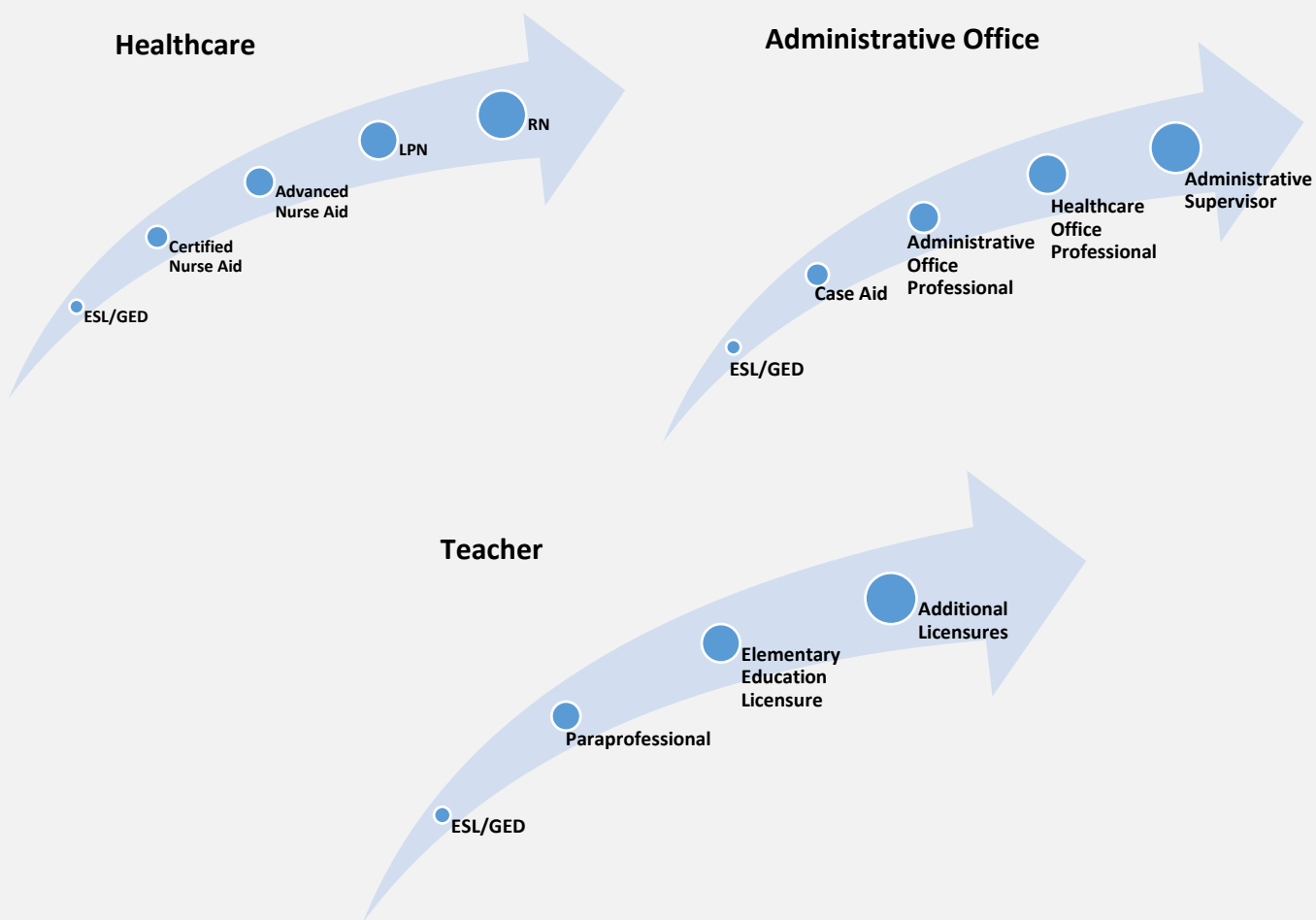
"There is such a workforce shortage...this [program] has been a great avenue for us to hire people into our organization".

*Christine Bakke, CEO
Madonna Towers*

A private/public partnership for workforce solutions

- ❖ The Bridges to Career program provides an entire workforce package building academic skills, knowledge, and confidence putting students in a position to succeed professionally.

Popular Career Pathways



Educational Success

- ❖ 228 students persisted to Rochester Community and Technical College
- ❖ 90% took Freshman English
 - ❖ 90% earned a C or better
- ❖ Average number of credits: 8.6/semester (part-time status)
- ❖ 63% retention rate from fall-to-fall semester (*Does not include credential completers*)
- ❖ 58% of the Fall '14 Cohort have earned *one or more* credentials

The Bridges to Career program has provided Mayo Clinic a way to connect with talent that we previously identified as being in our applicant pool, but struggling to move forward. We learned from students that they were dealing with a wide-range of barriers so it was important for Mayo Clinic to help remove those barriers by connecting with students throughout their journey and talking about our institutional values. But, Bridges to Careers is so much more...I have gotten to see first-hand how the program helps students to believe in themselves, and there is nothing more powerful than that.

Guy Finne, Mayo Clinic