

Adolescent Career Mentoring Programs Annual Report 2012 – 2013

- In 2011, mean earnings for individuals with a high school diploma was \$11,388 more than those without a high school diploma (Census data).

Over the course of 16 years, St. Luke's University Health Network has partnered with the Bethlehem Area School District and the Lehigh Valley Workforce Investment Board Inc., to provide English as a Second Language students and at risk community youths the opportunity to explore healthcare careers; while encouraging and mentoring them to graduate from high school and enroll in post-secondary education or enter the workforce. These programs were created to help disadvantaged students rise and have an equal chance of success in education and in the workforce. The return on investment in these programs has been much greater than expected; high school graduation rates and enrollment in post-secondary education have increased, and the number of former participants working in the healthcare environment as bilingual employees has grown.

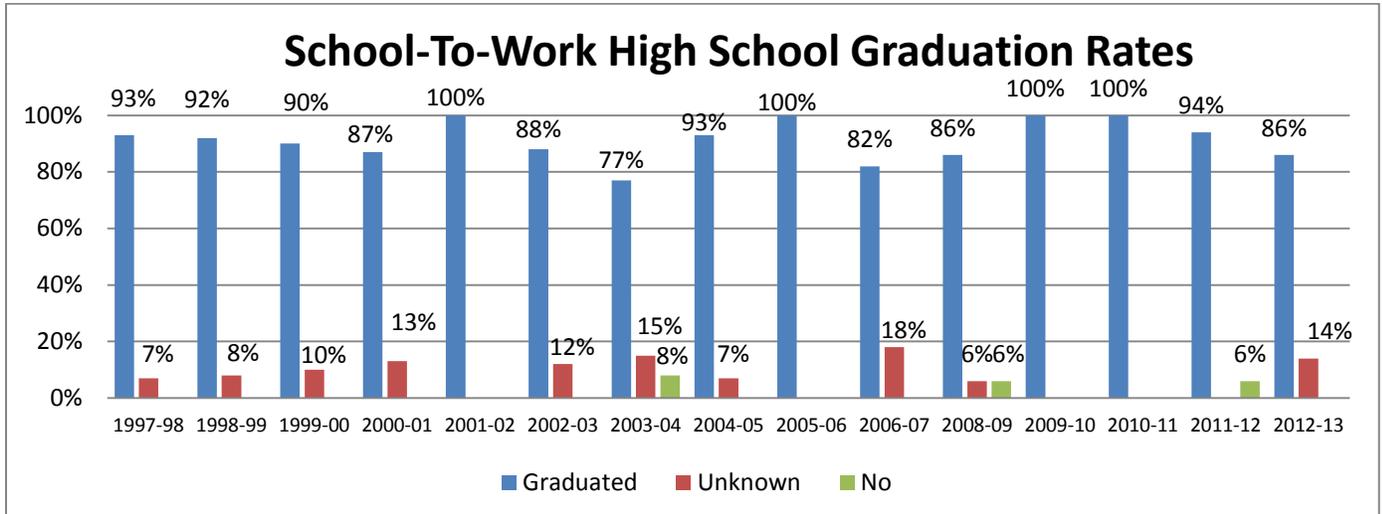


School-To-Work Program

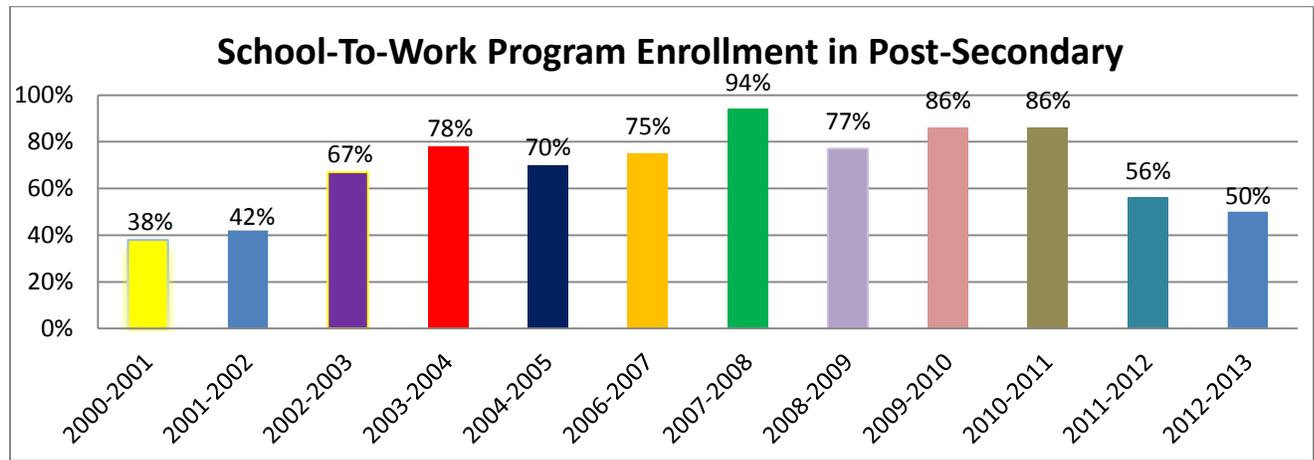
For the past 16 years, St. Luke's University Health Network and Bethlehem Area School district have been investing in the STW program. Sixteen years later, the investment in this program has changed the lives of many ESL students and has given them the chance to succeed.

- 94% (17 of 18 enrolled) of the School-To-Work Program 2012 – 2013 students completed the program successfully.
- 74% (n=14) of the 2012 – 2013 School-To-Work participants increased their English language proficiency.
- As of July 2013, 66% (20 of 30) of the former participants of the Adolescent Career Mentoring Program who are employed by St. Luke's University Health Network started their healthcare experience in the STW program.

High School Graduation Rates



Enrollment in Post-Secondary Education:



For the past two years, the high school graduation rates and enrollment in post-secondary education for STW participants has decreased. After students complete the program, they are relocating out of the school district, therefore, we are unable to know if they have graduated from high school. Also, for the past two years, the number of special education students enrolled in the School-To-Work program has increased. Through the program, those students are graduating from high school, but due to their academic disability, they decide not to enroll in post-secondary education.

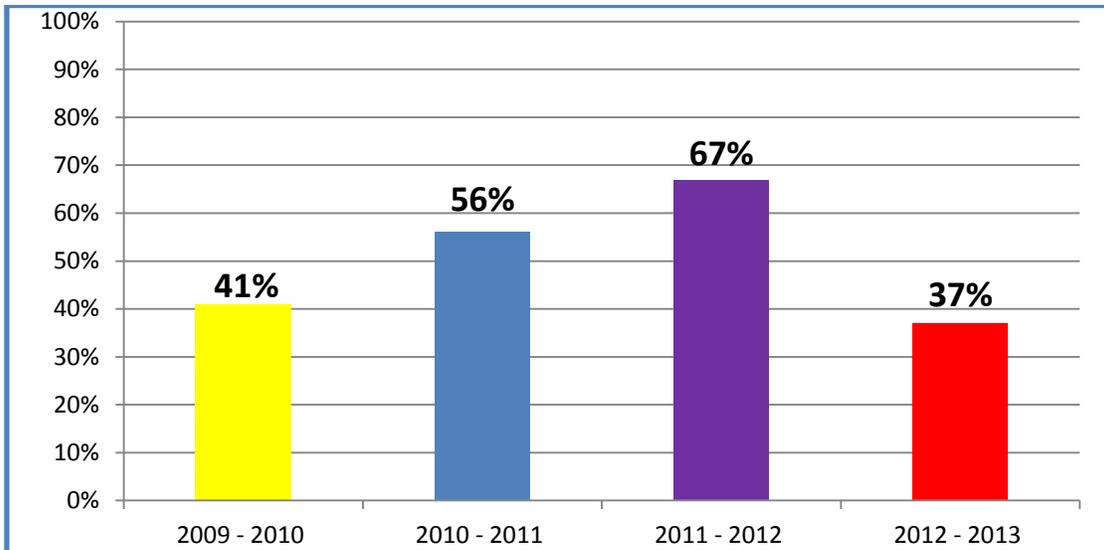
Next Step Program 2009 – 2013

The Next Step Program sought to prepare high school graduates for success in entry-level careers in a healthcare setting, receive job-specific training, career coaching, and develop marketable job skills. This will be the final report of the Next Step Program. The successful results shown below demonstrate the value of the investments made for the at-risk youths in the community.

- From July 2009 to July 2013, 59 community participants were enrolled in the Next Step Program, with 86% (n=51) completing the program successfully.
- Out of those who completed the program successfully, 47% (n=24) obtained unsubsidized employment at St. Luke's University Health Network in the past four years.

Currently, 41% (n=21) are employed at St. Luke's. Three more are working in other healthcare organizations in the Lehigh Valley.

Percentage of Next Step Participants who Obtained Unsubsidized Employment at St. Luke's University Health Network



- Of those who completed the program successfully, 65% (n=33) are employed after having completed the Next Step Program. The remaining 35% (n=18) who are not employed, are seeking employment, attending school, or choosing to remain unemployed for family reasons.
- Change in wage from beginning of program to post-program; starting from \$7.25 (minimum wage) with current range between \$8.25 to \$14.57 per hour.

Successes of the Adolescent Career Mentoring Programs

- The Adolescent Career Mentoring Programs were presented at the American Public Health Association Conference in San Francisco, California in October 2012. The abstract was entitled "Community Partnership: Developed programs to provide English acquisition students the opportunity to explore healthcare careers."

- Julianne Vargas, 2001 -2002 School-To-Work Program participant was hired in St. Luke's University Health Network as an RN in the PPHP 9 Department.
- As of July 2013, thirty former participants of the Adolescent Career Mentoring Programs are employed by St. Luke's University Health Network.



The investment in the Adolescent Career Mentoring Programs increased bilingual/bicultural healthcare workers at St. Luke's University Health Network, Bethlehem, PA, increased new employees in a high priority occupation cluster in the Lehigh Valley, PA and diversified the healthcare workforce in the overall community.

Contact Information

Victoria Montero

484-526-2104

Victoria.Montero@sluhn.org