

Career Pathway Services Progress Report

Program Year Summary (2019/20) and Cumulative Progress to Date 2011 – 2020

Updated: September 17, 2020 based on data available through August 2020

I. Success Story



Name: Jeriana T.

Graduated: Academy of Scholastic Achievement, 2020

Career Pathway Services Participation: Jeriana joined the Manufacturing Connect (MC, serving in-school youth) program in the Fall of 2019. When asked why she wanted to join, she said because it was getting close to graduation and she was not quite sure what she wanted to do. Jeriana started working at McDonalds her senior year and hated it. Once in the program Jeriana attended manufacturing field trips, participated in Job Shadow Day and had good attendance before and during the COVID-19 pandemic. Once she graduated, she secured a full-time General Labor position with Alpha Baking starting at \$16.00/hour with lots of opportunity for overtime. She worked so much overtime that she was able to purchase a 2008 Honda that she paid for in cash without any other assistance. Jeriana is very grateful for the MC program and all the support she continues to receive.

- II. **What is Career Pathway Services?** Career Pathway Services is the new name Manufacturing Renaissance uses to describe the work we do to inspire, prepare, and support youth and young adults for careers in manufacturing. Career Pathway Services includes three programs operated by Manufacturing Renaissance: 1) **Manufacturing Connect** is our program strategy to focus on in-school youth, ages 14-18; 2) **Young Manufacturers Association** is our program strategy to focus on young adults, ages 18-29, and; 3) **Instructors Apprenticeship for Advanced Manufacturing** is our program strategy to focus on expanding the pool of great manufacturing instructors.

Career Pathway Services is not a traditional workforce development program. MR draws heavily from a youth development and social services orientation to engage youth and young adults who typically may not identify or seek out manufacturing as a pathway that can assist them in achieving their life goals. MR introduces young people to the sector, finds a variety of ways for them to relate to peers already in the sector to help illuminate what could be possible for their future. No matter what they ultimately choose, young people benefit from having a network of professional and social support, work experiences, technical and professionalism skills. For those who enroll in our training program and choose to pursue a career-track job in manufacturing we support them as much as possible through training, job placement and beyond to help ensure their success.



III. Program Year Summary 2019 – 2020

Thanks to our funders this year who made this work possible: Chicago Cook Workforce Partnership, Boeing, Polk Brothers Foundation, Wells Fargo, Elizabeth Morse Charitable Trust, Austin Coming Together, United Way, Chicago CRED, Chicago Teachers Union Foundation, Cook County and direct contributions from 9 manufacturing employers.

Twenty-four manufacturing employers supported the Career Pathway Services program activities through direct support and participation, hosting facility tours, work experiences and hiring program participants. The table below summarizes the results of program activities (outputs) provided for participants across the Career Pathway Services program.

Activity Metrics	In-School Youth (MC)	Young Adults (YMA)	Teachers (IAAM)	Totals
Number participating in program activities	342	42	2	386
Number of participants enrolled in training	74	17	NA	91
Number of industry fieldtrips organized	4	1	NA	5
Number of participants who attended fieldtrips	53	6	NA	59
Number of participants who received individualized career coaching	90	42	NA	132
Number of participants who completed Work-Readiness Training	60	5	NA	65
Number of participants who completed College-Readiness Training	33	NA	NA	33
Number of participants who earned NIMS credentials*	NA	NA	NA	0
Number of work experiences organized	28	NA	2	28
Number of participants who completed a work experience (Job Shadow, Internship)	28	NA	2	28
Number of participants evaluated by Employer as “Proficient” or better in Work-Readiness	NA	NA	NA	NA
Number of participants who secured a positive placement or advancement	16	8	NA	24

*Program suspended requiring NIMS credentialing as requirement for program completion due to COVID-19 pandemic shut-downs.

IV. Cumulative Program Results 2011 – 2020

Below is a summary of our cumulative key program outputs and manufacturing job placement data June 2011 through August 2020. The placement data is an average across all those who we have placed in a manufacturing job whether they started the job in 2011 or in 2020.

Outputs & Outcomes Graduating Cohorts 2011-2020		As of August 2020
MC Outputs	Total Participants who Completed Program/ Graduated High School (since 2011)	396
	Total Work Experiences* Completed by Participants	674
	Total Participants Who Have Earned Industry Credentials	251
	Total Industry Credentials Earned by Participants	365
MC Outcomes	Total Individuals Placed in Permanent Mfg Jobs**	107
	Total Manufacturing Job Placements	154
	Average retention across individuals currently employed	2.3 years
	Average retention across total Job Placements	13 months
	Percent of individuals who met 90-day retention on the job or better	75%
	Average wage of those individuals currently employed (highest wage - \$22.50/hr; lowest wage - \$11.20/hr)	\$16.03

*Work Experiences include: Job Shadows, Paid Internships, Summer Jobs

**Not all participants choose to pursue job placement in manufacturing upon program completion; most choose to go directly to college or other non-mfg sector employment – MR has had limited capacity to track non-mfg outcomes over time.