

Formative Evaluation Summary (Pilot Summer 2019)

Rush Education and Career Hub (REACH) provides education outreach and serves as a youth workforce development intermediary. Our mission is to support a cradle-to-career pipeline for underrepresented youth, diversifying STEM/health care professions and developing the workforce of the future.

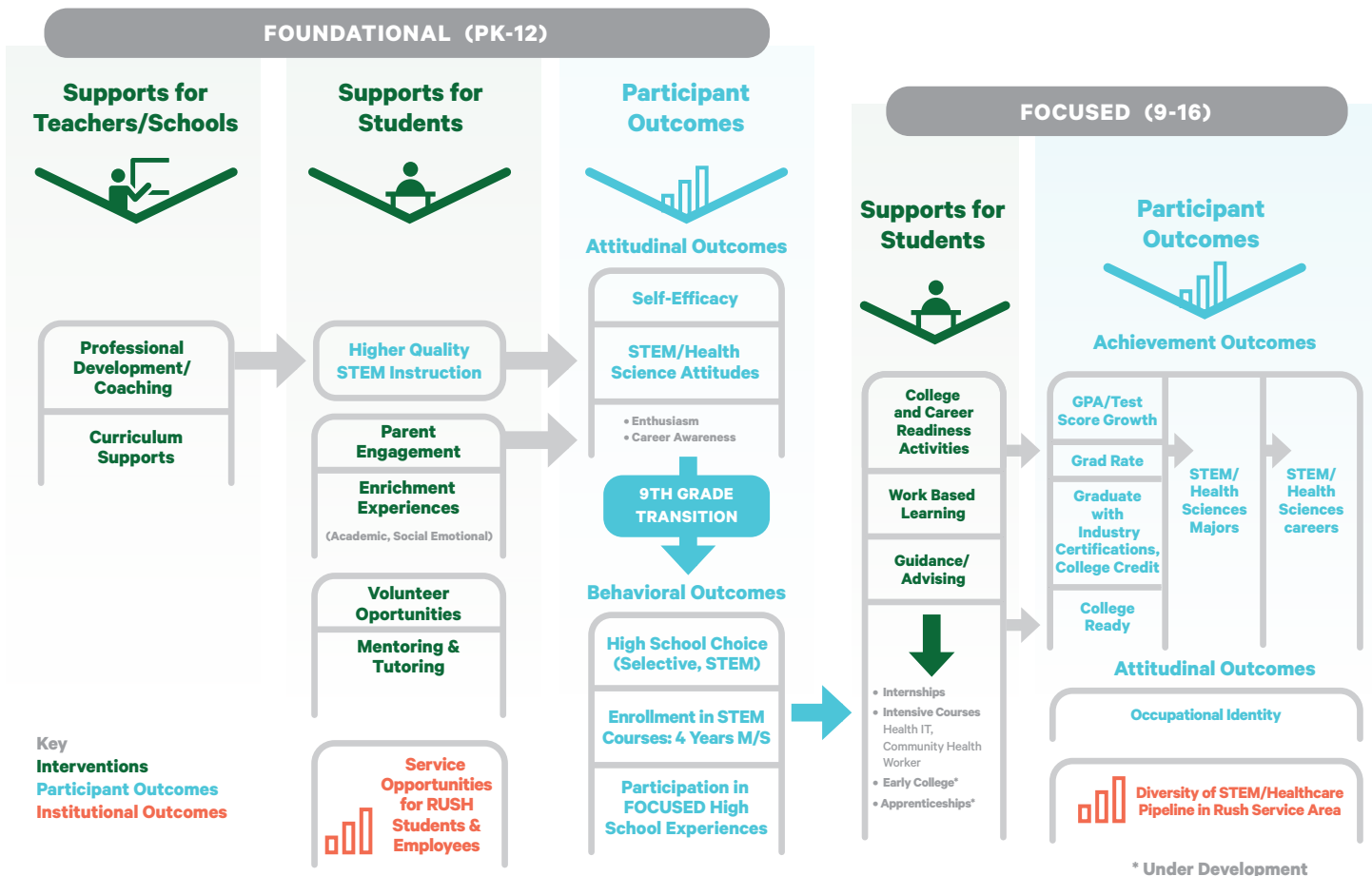
Programs

- Early Childhood/Elementary
- VITALS for STEM Success
- Future Ready Learning Labs
- MedSTEM Explorers
- MedSTEM Pathways
- College Internships
- Professional Development of PK-12 Teachers
- Community Engagement

Strategic Priorities

- Improve equity & access to high-quality learning experiences; improving STEM academic readiness, interest in STEM/healthcare, and postsecondary graduation
- Develop articulated career pathways **aligned to local labor demand** with 75% participating students earning industry-recognized credentials in STEM/health care fields
- Provide paid work-based learning opportunities designed to prepare high school and college students for the professional workplace and develop the skills necessary to navigate rapidly changing work environments
- Provide wraparound supports to facilitate student and family participation

REACH Logic Model



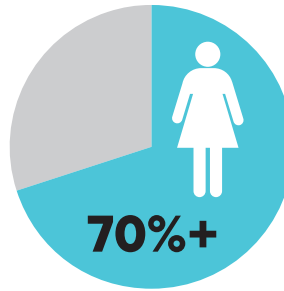
The pilot year evaluation shows that Rush Education and Career Hub (REACH) serves a diverse population of students, providing valuable learning experiences, offering stackable credentials and building their commitment to health careers.

Who are the participants?

REACH middle school, high school, and college programs primarily serve students from the schools and neighborhoods surrounding our hospital campus.

316
MIDDLE SCHOOL THROUGH COLLEGE STUDENTS
 with **191 work-based learning experiences** including **105 internships**.

80%+
 of all programs are majority **African-American & LatinX students**
 almost exclusively so in school-based programs, including the middle school programs and the Health IT course

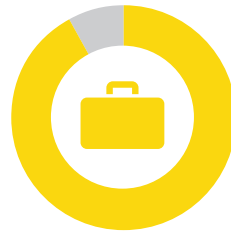


3.5+ GPA
 Most internship students come in already reporting a **HIGH GPA and a strong interest in health careers**; school-based programs are more mixed

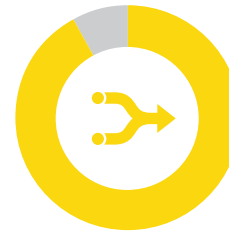
Top impacts reported by interns mix broad professional and health careers-specific skills



97%
COMMUNICATE EFFECTIVELY
 in the workplace



92%
 Understand how to **PRESENT MYSELF**
 in a professional environment



92%
WORK COLLABORATIVELY
 with other students



88%
LEARN PRACTICAL HEALTH-RELATED SKILLS



84%
 Understand the **RANGE OF JOBS**
 in the health care field



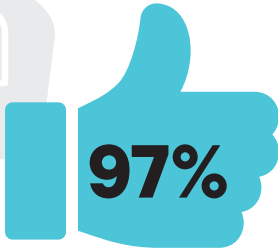
84%
 Understand what **EDUCATION I NEED**
 to have a health career



88%
 of interns and a **100%** of pre-interns **EARNED ONE OR MORE OF** the following industry recognized credentials: **CPR, First Aid-BLS, EKG**

Work-based learning for students, valued contributions for Rush departments

Rush employees who hosted REACH interns in their department confirmed growth in their skills and report that interns made significant contributions to the work of the department.



of intern hosts agreed most people in their department **VALUED HAVING AN INTERN**



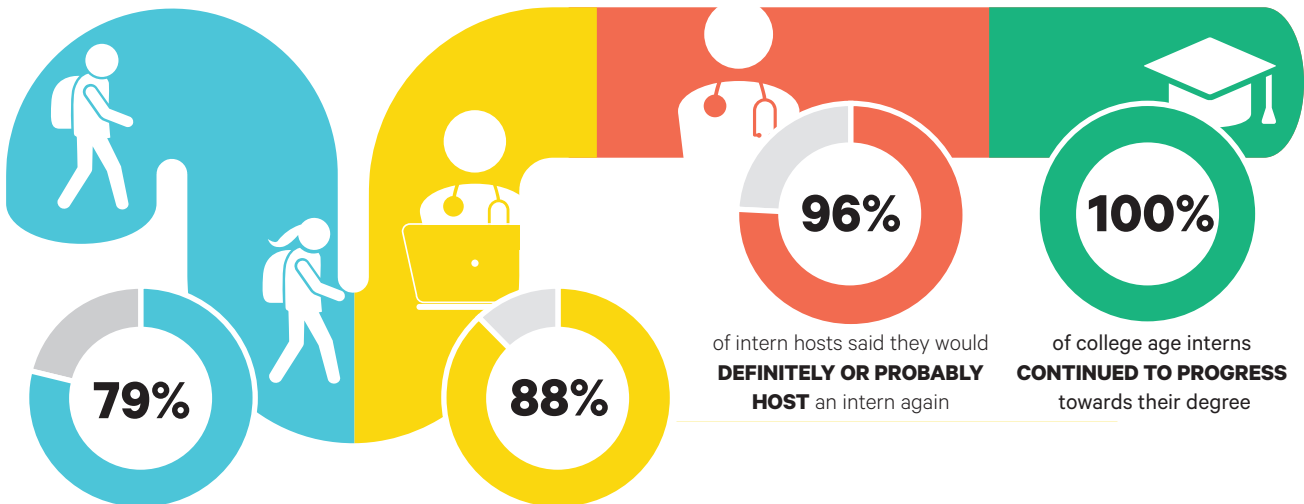
agreed their **INTERN MADE A REAL CONTRIBUTION** to the department



REPORTED IMPACTS on their intern's initiative, collaborative skills, and practical healthcare skills

Persistence in the Pipeline

Once students participate in a REACH program, particularly the internship, they tend to stay in the pipeline.



of interns are **RETURNEES** and/or had participated in a previous REACH program

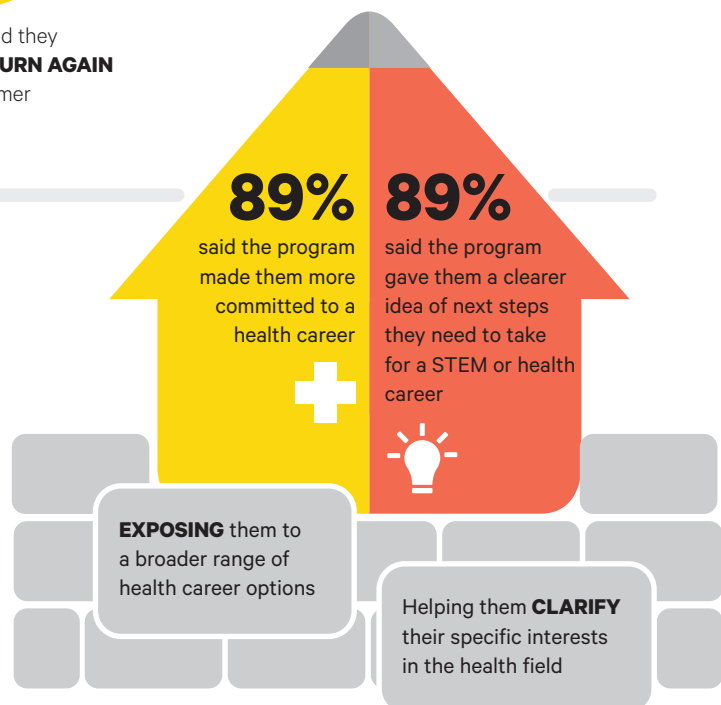
of interns said they **WANTED TO RETURN AGAIN** next summer

of intern hosts said they would **DEFINITELY OR PROBABLY HOST** an intern again

of college age interns **CONTINUED TO PROGRESS** towards their degree

Strengthened commitment to health careers

Most students started their internship already strongly interested in a health career. By giving students exposure to the range of health careers and clarifying their specific interests, the REACH internship made most students even more committed to working in healthcare.



EXPOSING them to a broader range of health career options

Helping them **CLARIFY** their specific interests in the health field

What we learned: keys to program quality

In the final section of the report we present findings about program implementation. These are intended not only as formative feedback to Rush Education and Career Hub (REACH) but also as guidance to the broader field. Based on the REACH experience, we highlight the following keys to program effectiveness in supporting youth in the educational and career pipeline to jobs in the healthcare field:

Focus the curriculum

Key considerations include balancing content breadth to address diverse career trajectories and interests with sufficient depth so that students can develop credentials, certificates and demonstrate these skills in authentic contexts.



Scaffold work placements

It requires significant time and attention (including creating exemplar models) to help department liaisons build internship experiences and mentor practices that develop student skills in the context of authentic work.



Treat students like professionals

Students valued opportunities to work in carefully designed internship experiences where they could network and engage in meaningful tasks that position them as valued professionals in the organizational culture.



Invest in effective communication

Critical to program effectiveness is ensuring information about learning outcomes, timelines, and resources is communicated and archived for easy referral between supervisors, students, faculty, and families.



About Rush University System for Health (RUSH)

Rush University System for Health (RUSH) is an academic health system whose mission is to improve the health of the individuals and diverse communities it serves through the integration of outstanding patient care, education, research and community partnerships. RUSH comprises Rush University Medical Center,

Rush University, Rush Copley Medical Center and Rush Oak Park Hospital, as well as numerous outpatient care facilities. Rush University, with more than 2,500 students, is a health sciences university that comprises Rush Medical College, the College of Nursing, the College of Health Sciences and the Graduate College.

VOLUNTEER By committing your time as a volunteer with REACH, you will be contributing to guiding, teaching and pushing students to be healthcare change agents of the future. To sign up, contact (312) 942-5961 or visit www.reachatrush.org/get-involved/.

BECOME A MENTOR Help a student reach their potential. To learn more, contact (312) 942-5961 or visit www.reachatrush.org/get-involved/.

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