



Hello:

First and foremost, I want to thank you for your interest in the School-to-Work program at TriHealth. This program is a game-changer for Cincinnati Public School students, and it's people like you that make it possible. Thank you for that.

School-to-Work is also critical for TriHealth. It is modeled on the Rochester Youth Apprenticeship program in New York that serves high school juniors through a two-year apprenticeship in healthcare. Since that program's inception in 1989, nearly 600 students have completed the program. The results speak for themselves:

100% of the students who completed the program graduated from high school and gained college acceptance.

85%-95% of the students pursued careers in healthcare.

75%-80% of students finished a two-year or four-year college degree

Not only is this program effective, it is a transformational experience for the students that participate. **I know this, because I am a proud alum.**

The School-to-Work program gave me my start in healthcare and helped me believe I could lead in healthcare even though I didn't see many African American leaders or clinicians at the time. I look back 20 years later as a leader helping to provide this opportunity to many other students in another city and I can't be more grateful.

By supporting School-to-Work, you're providing so much more than just a job to Cincinnati Public School students. You're providing them with an experience and a framework that can help shape the professional that they will grow to be. You're helping them take that difficult first step into the healthcare field, and on any journey the first step is always the hardest.

This program works and this program will change lives. I'm living proof.



Gratefully,

Jeremiah Kirkland
President & COO Good Samaritan Hospital at Evendale
Executive Sponsor, TriHealth School-to-Work



The School-to-Work Giving Initiative

Changing Lives Through Philanthropy, Education, & Opportunity





What is School-to-Work?

TriHealth's School to Work Program offers Cincinnati Public School Juniors and Seniors the opportunity to participate in a two-year apprenticeship with TriHealth. School-to-Work aims to inspire diverse high school students to pursue a career in healthcare by providing real-world experience, teaching job readiness or soft skills, and providing support and guidance through a mentorship program with TriHealth professionals. School-to-Work has the potential to provide meaningful long-term impact for participating CPS students, their families, our local healthcare providers, and our community at-large.



ABOVE: TriHealth and CPS collaborate to give students real-world work experience and mentorship in the healthcare field.

School-to-Work inspires students to build a pathway to a better tomorrow. The program provides the foundational pieces to prepare students for a career in healthcare through exposure to real-life work experiences within TriHealth and teaching essential work readiness and life skills. Students are also provided a first-hand glimpse into the wide range of opportunities that healthcare offers, as they can rotate into several different roles and departments within TriHealth including Labor & Delivery, Rehab Services, Pharmacy, Transportation, Logistics, Telemetry/Vascular, Behavioral Health, Food & Nutrition, Perioperative Services, and more. Additionally, students earn income that can contribute to their immediate family and their community. For many students, the pressures and demands of being in a low-income family can force them to abandon their schooling in order to provide financial support for their household. School-to-Work enables them to continue their education while positioning them for long term success. **The program is only possible because of philanthropic support from community partners and people like you.**

Program Goals & Opportunities

School-to-Work was initially funded with a seed grant by bi3, Bethesda, Inc.'s grantmaking initiative to transform health and healthcare. The Program has three broad goals:

- One:** Inspire and empower minority High School Students to pursue various careers in healthcare and position them for long-term growth and success.
- Two:** Disrupt the cycle of poverty for families through access to career pathways in healthcare.
- Three:** Improve future health outcomes for minority populations by building a more diverse healthcare workforce that better reflects the community in which it serves.

A Proven Model for Meaningful Change

The School-to-Work program is modeled on the success of a program in Rochester, New York with proven outcomes. Since the Rochester Youth Apprentice program's inception in 1989, they have had nearly 600 students complete the program. When reviewing data on the program's graduates over a 9-year period it has been reported that 100% of the students who completed the program graduated from high school and

gained college acceptance. Of the graduates, 85%-95% pursued careers in healthcare. In addition, 75%-80% of students finished a two-year or four-year college degree and 60% remained in the healthcare field.

In Cincinnati, we anticipate seeing the same results as we forge forward. We recently celebrated our first graduating class from the program. Out of the 10 students, 100% graduated from high school, 60% are working at TriHealth, and 80% are enrolled to continue their education, and 10% are enlisting. As we learned from the Rochester program, the support and exposure to mentors, rotations, and professional positions fosters a program of success.

Voices of Rochester School-to-Work Alum

"The idea behind the program is actually gaining exposure to various departments in the hospital and I think is very critical."

- Ream Kidane, Biomedical Engineer

"This program provided me with great understanding as to what being in the healthcare field really meant."

- Tamika Ward, Registered Nurse, Pediatrics

The students that are graduating from the program are college bound kids and that is very important. Like I was, they too are very excited of having a career after high school and not just a job. They really expand their minds while working here as students."

- Tommy Anders, O.R. Assistant, Operating Room

"This program has helped me a lot. I would highly recommend it to any high school student that would be interested even slightly in healthcare."

- Tamara Kieran, Certified Registered Nurse Anesthetist

"The School To Work program in Rochester helped me find my passion for healthcare and taking quality care in Pediatrics to the next level."

- Lidia Montesino, Registered Nurse, Pediatric Cardiology Nurse Practitioner, Graduation 2022

"I can credit the School to Work program as the most impactful experience that helped me choose to become a nurse and then to become a physician. My time working at Rochester General Hospital with program leaders, mentors, and job coaches helped me believe in myself and achieve my passion of caring for patients."

- Adaobi Ikpeze, RN, M.D. Pediatric Residency

A Collaborative Approach to Community Building

School-to-Work changes the lives of the students and their families, but it is also vital and valuable for CPS and TriHealth. This pioneering program assists CPS to further their mission of ensuring the students they serve are prepared to leave the classrooms, enter the job world, earn a decent living for themselves and their families, and contribute to society in meaningful ways. TriHealth benefits as well, as the program furthers the organization's mission 'to improve the health status of the people we serve.' More importantly for TriHealth, School-to-Work provides a pipeline to a talented and diverse workforce. As an organization committed to diversity and inclusion, TriHealth fervently believes that the health of our community improves when our caregivers reflect the rich diversity of Greater Cincinnati. Currently, the state of diversity in healthcare still has a long way to go to be representative of the general population, both in Cincinnati and throughout the US. For example, in Greater Cincinnati only 5% of practicing physicians are Black or

Latino. Yet, Blacks and Latinos represent 46% of the total population in the city of Cincinnati and 29% in Hamilton County.

The Need for School-to-Work Funding

The first three years of the School-to-Work program (2019-2022) is funded through a generous grant by bi3. The \$1,005,710 grant funds the salary and benefits for the Program Manager, stipends for the students, food for the students, stipends for the job coaches, training and technology. In addition, the grant provides funding for Healthcare Exploration Field Trips. This exciting component of the program has been paused during COVID-19. However, in the future students will have the opportunity to travel to world-renowned healthcare systems like Johns Hopkins Medicine, the Cleveland Clinic, New York Presbyterian, and the Mayo Clinic to gain exposure to highly regarded healthcare employers, have additional hands-on experiences, tour medical facilities, and participate in panel discussion with medical professionals.

As the School-to-Work program looks to the future, it is essential to secure long-term funding to ensure the continuation of this effort. The School-to-Work leadership team and the Community Sponsors (TriHealth/CPS) are seeking partners to fund a \$10,000,000 endowment that will support the program in perpetuity. When the endowment is fully-funded, the estimated distribution available to spend annually is \$500,000. In addition to this endowment, community partners and individual donors will be needed to fully support the additional cost of running the program. Unfortunately, if endowment funding is not secured before the end of the bi3 pilot grant, the program may suffer from lapses in offerings or execution. School-to-Work leadership may be forced to delay a year before recruiting a new cohort or reduce the number of students accepted into the program. For everyone involved in School-to-Work - the students enrolled in the program, the program leadership, the bi3 Board Members who approved the initial funding - this lapse would be heartbreaking for all who have witnessed the extraordinary effects of this program

Funding & Sustainability

As referenced, a fully-funded \$10,000,000 endowment will distribute \$500,000 annually that will support approximately 50 School-to-Work student apprenticeships annually (see FY22 budget addendum). 60% of these expenses are direct payments to students as stipends during their apprenticeships, a critical component of the recruitment and retainment of excellent students. Bi3 and TriHealth remain fully committed to this program and the development of the necessary sustainable funding. The Bi3 Board of Trustees will generously direct \$6,000,000 to the endowment, payable from FY22-FY24 at \$2,000,000 per year. TriHealth, also passionate about this program and invested in the outcome, has committed to match Bi3's FY22 pledge of \$2,000,000. Bi3, TriHealth and Cincinnati Public Schools will work collaboratively to seek the final \$2,000,000 of endowment funding through gifts from individuals, foundations and corporations in the community.

Your Investment In the Future

When you give to the School-to-Work program, you give the gift of hope, dignity, education, employment, equality, partnership, and opportunity. Your gift will not only make an immediate impact on the young people served, it also provides unparalleled benefits for our community well into the future.

Your gift will make a difference and your gift is vital.



TriHealth School-to-Work Apprenticeship Testimonials



Keyona Schill

"The School to Work program has made a great impact on my life. Thanks to this program I've worked my first job, became more social, learned time management, met amazing mentors and been on the news multiple times."



Andy Velasquez

"During the time I have been in School to Work I got to experience how nurses work, the pharmacists work, the speech pathologist job and the work that the Occupational and physical therapist do. It is safe to say that I have learned what I want to do and what I don't want to do when it comes to my healthcare career."



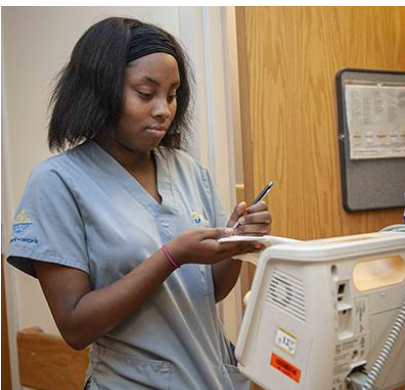
Brandyn Johnson

"The School to Work program has impacted my life by showing me various career options in a hospital. One day if I could I would like to give to the program in some sort of way just because I'm so thankful for the opportunity."



Moenaysia (Moe) Brewster

"I can say that I learned what I want to do in the healthcare field. I had the opportunity to learn about patient charges during their Rehab visit. I was not aware that I could have a Finance degree and work at TriHealth. Now that I can study business finance and still work in healthcare, finance will be my major in college."



Taja Williams

"The School to Work program has impacted my life by helping me decide on a career in health care. How I view my future after this program is that I will be prepared to excel in any job that I have."

Budget Addendum

School-To-Work Annual Budget

Salaries: Program Manager and Coordinators	\$117,600
Benefits	\$29,400
Total Salaries and Benefits	\$147,000
Other Expenses	
Materials/Supplies/Uniforms	\$3,500
Training/Education/Travel	\$5,000
Job Coach Appreciation	\$10,000
Student Stipends	\$304,000
Healthcare Exploration Field Trip	\$15,000
Other (Marketing, Computers, Food for Students, etc.)	\$15,500
Total Non-Compensation Expenditures	\$353,000
TOTAL EXPENDITURES	\$500,000

Note: The \$304,000 allocated for student stipends will provide a paid, TriHealth position to approximately 50 students on an annual basis.