



**Bridges to Careers: A Collaboration between
Rochester Adult & Family Literacy
Rochester Community & Technical College, and
Workforce Development, Inc.**

The Voices of Employers (video testimonials)

[Mayo Clinic](#)

[Madonna Towers](#)

Measurable Success since 2013

- ❖ 665 people have been enrolled
- ❖ 500+ industry recognized credentials earned
 - Customer Service Certification
 - Certified Nursing Assistants
 - Home Health Aides
 - LPN
 - RN
 - Phlebotomists
 - Patient Care Associates
 - Hemodialysis Technicians
- ❖ 552 employed at 150+ area employers
- ❖ ROI for Bridges to Careers: 135%

[Return on Investment Information](#)
[Additional Program Results](#)

Employment and Self-sufficiency

- ❖ From 2013
 - ❖ 105 students have co-enrolled in the Bridges program and Minnesota Family Investment Program (MFIP)
 - ❖ 72% of co-enrolled individuals who closed their MFIP cases have done so with unsubsidized employment
 - ❖ Average wage is \$12.49 with the highest wage recorded of \$19.07

"This partnership has been a valuable investment in the future of Family Support and Assistance. Not only are we generating a diverse, qualified pool of candidates for county employment, we may also be supporting people on a path out of poverty. It's a win-win for us, every way we look at it." – Corrine Erickson, Olmsted County Director of Family Support and Assistance

Preparing for the Future

Mao Doung, a previous English as a Second Language student who is now a Patient Care Associate (PCA), 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."

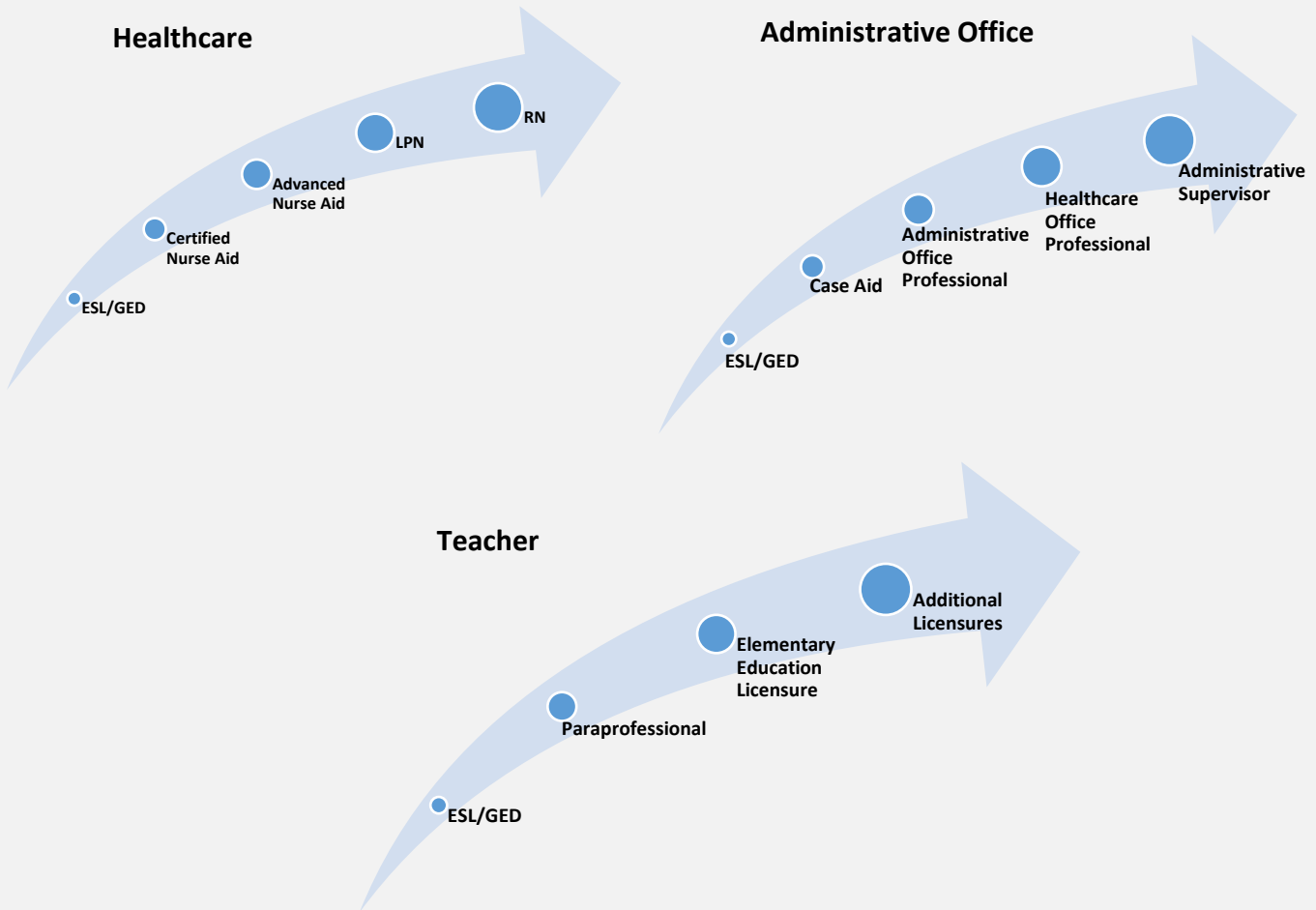
Mao Doung, PCA

Meeting Workforce Gaps

- ❖ Mayo Clinic
 - ❖ 221 individuals have been hired since 2013
 - ❖ 79% ethnically diversified the workforce
 - ❖ 100% hired in departments experiencing workforce gaps
- ❖ Area Long-Term Care Facilities
 - ❖ 129 individuals have been hired at local/regional long-term care facilities

- ❖ 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



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