

**The Geriatric Career Development Program:
A Partnership to Support At-Risk Youth as They Pursue
Healthcare Careers**

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May 14, 2010

Agenda

- History & Context of GCD Program
- GCD Program Goals
- GCD Program Structure
- Demographic profile of participants
- Participant Outcomes
- Program performance

Program Creation: 3 Major Forces

- Workforce Shortage
- Supports for Youth & Commitment to Intergenerational Programming
- Desire and Need to Create a Structured Program with Measurable Outcomes
 1. Report to funders
 2. Use findings to improve program
 3. Develop & identify best practice model

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Workforce Statistics

By 2010, the number of vacant positions in nursing homes is expected to reach 810,000 (American Association of Homes & Services for the Aging Statistics, 2007).

There is an estimated need for 1.2 million new nurses by 2014 (CCLC, 2007).

The number of US medical practitioners entering geriatric medicine fellowship programs decreased from 167 in 2003 to 91 in 2007 (American Geriatrics Society, 2007).

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Community Challenges **Upper Manhattan (UM) & South/Central Bronx**

● 44% of population receive public assistance (NYC Dept of city planning, Bronx Community Districts 1&7)

● \$34,031 median household income (US census 2000 Bronx Quick facts)

● 27% below poverty level (US census 2000 Bronx Quick facts)

● 12-15% teen pregnancy rates (Citizens Committee for Children-Keeping Track On-Line)

● 40% of Bronx residents do not have high school degrees

(Community Service Society "Mapping Poverty in NYC" 2007)

● 15% of Bronx & 7% of UM residents have BAs (US census 2000)



Partner Schools' Profiles & Challenges

(NYC Report Card 2007-2008, NYC Supplement 2006-2007, NYS Report Card, National Center on Education & the Economy (2007), NYC Report Supplement)

● Majority of schools "in need of improvement"

● All receive Title 1 funding

● Violence (e.g. physical fights, intimidation, weapon possession, gang activity)

● Many parents non-English speaking

● Economic pressure on youth to work & act as caregiver

● High school graduation rates as low as 33%

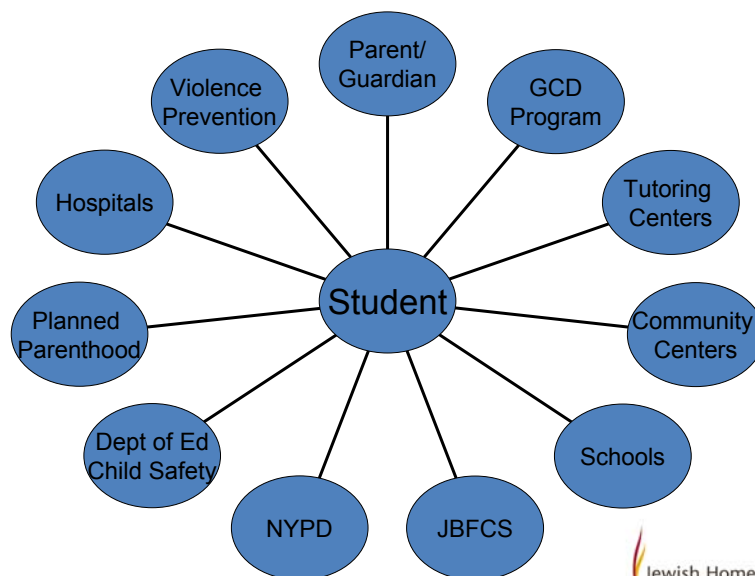
● Intent to attend 4 year college as low as 2% in some schools



GCD Program Goals

- Support academic performance
- ↑ students' knowledge about health care career opportunities
- ↑ potential for employment in health care field
- Support families to help their children through the college and career preparation process.
- ↑ students' knowledge & positive attitudes of elderly

Partnerships: It Takes a Village



Partnership

·Type of organization in which two or more individuals or entities pool money, skills, and other resources, and share profit and loss (success and challenges) in accordance with terms of the partnership agreement.

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Program Structure

- Open 6 days/week
- 7 partner schools
- Summer Session
- 5 Full Time Program Staff
- Uniforms
- Code of Conduct

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Slide 10

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make appropriate for 21st century

mphillips, 4/13/2010

Program Components

- Academic Support
- Clinical Training
- Professional Development & Life Skills
- Mentorship
- Enrichment Opportunities
- Parent Participation
- Alumni Engagement
- Research/Performance Improvement

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Student Demographics

- 84% Female
- 97% Minority Background
- 51% Bilingual
- 94% Live with a Mother; 38% Live with a Father

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Family Income

- 70% of students' household income is \$30,000 or less
- 86% of students are eligible for free lunch in school

*As with all data collected, reporting of family income is optional.
66% (119) of subjects completed this question.



Academic Performance

- Mean GPA: Range from 77 to 84
- SAT Averages:
 - Critical Reading: 382
 - Math: 353
 - Writing: 394



Program Performance

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GCD Program Retention

- Program Retention for Academic Year 2008/2009 = 82%
- Program Retention from 2008/2009 to 04/2010 = 90%

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Certification Status of 12th Grade

(Class of 2010)

Type	Total pursuing Certificate	Now Certified	Pursuing Certification
CNA	30	23 (77%)	7
Pharm Tech	26	23 (88%)	3
Total	56	46 (82%)	10

One student was not able to pursue certification due to immigration status and one student did not pursue certification last summer due to family issues, but will take certification course in summer 2010.



Certification Status of Alumni (Class of 2009)

Type	Total pursuing Certificate	Now Certified	Will Schedule Test
CNA	7	7 (100%)	0
Pharm Tech	4	4 (100%)	0
EMT	7	1 (14%)	6
Total	18	12 (67%)	6



Alumni Update (class of 2009)

● College Attendance

7 (39%) currently attending 4 year college programs

8 (44%) currently attending 2 year college programs

1 (6%) did not attend college due to financial issues

1 (6%) can not attend college due to immigration status

1 (6%) is out of country

● Employed by JHL

3 (17%) working as CNA at Bronx JHL

1 (5%) working in Day Center

1 (5%) working in NY Upstate Nursing Home 

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What new careers did you learn about?

Technician	Radiology	Residential Services
Pharmacist	Doctor	Dietician
CNA	Phlebotomist	Dialysis
Nurse	EMT worker	Transportation
Speech Pathology	Pharmacy Technician	Admissions
Occupational Therapist	Surgical Nurse	Financing
Licensed Practical Nurse	Human Resources	Aqua Therapist
Religious Services	Geriatric Nurse	Accounting
Physical Therapy	Social Work	Day Center Nurse
Therapeutic Recreation	Security	Marketing
Administration		

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Student Program Evaluations (2008/2009)

Question	Bronx 10 Mean(SD)
Enjoy the program?	4.01 (.84)
Benefit from program?	4.04 (.97)
Recommend program to friends?	4.30 (.79)
Impact on school performance?	3.82 (.85)
Learned skills that will help outside JHL?	4.31 (.91)
Developed relationships with elders?	3.90 (1.15)
Developed relationships with GCD staff?	3.89 (1.13)
Developed relationships with nursing staff?	2.75 (1.36)

Scale: 1="Not At All" to 5="Very Much"



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Next Steps in the GCD Partnership Model

- Enhancing the career development and employment program
- Facilitating exposure to college and workplace environments
- Growing the alumni program
- Program curriculum development
 - Program orientation
 - Academic
 - Clinical



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Collaboration

- 1. General: Cooperative arrangement in which two or more parties (which may or may not have any previous relationship) work jointly towards a common goal.
- 2. Knowledge management (KM): Effective method of transferring 'know how' among individuals, therefore critical to creating and sustaining a competitive advantage.

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GCD Partnership Panel

- Helen Torres – High School Partnerships
- Robyn Spiegel – Mosholu Montefiore Community Center, Academic & College Partnership
- Peter Mertens – Hostos Community College, Training Partnership
- Jesse Nieblas – CVS Employment Partnership
- Audrey Wathen – Jewish Home Lifecare Employment Partnership

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