

Step Up and Pathway

Investing in Frontline Workers by
Collaborating with Community Partners

Get In and Move Up



- CMC has ~8,000 employees, ~2,800 without degrees or certificates
- Entry-level job fills: up to 15-20:1 response to hire ratio

UH Workforce Development Mission

Enable people to develop careers in which they can meet their potential, aspirations, and earning power and help UH meet its workforce needs.

GREATER UNIVERSITY CIRCLE INITIATIVE

ANCHORS BUILDING SUSTAINABLE COMMUNITIES

BUY LOCAL

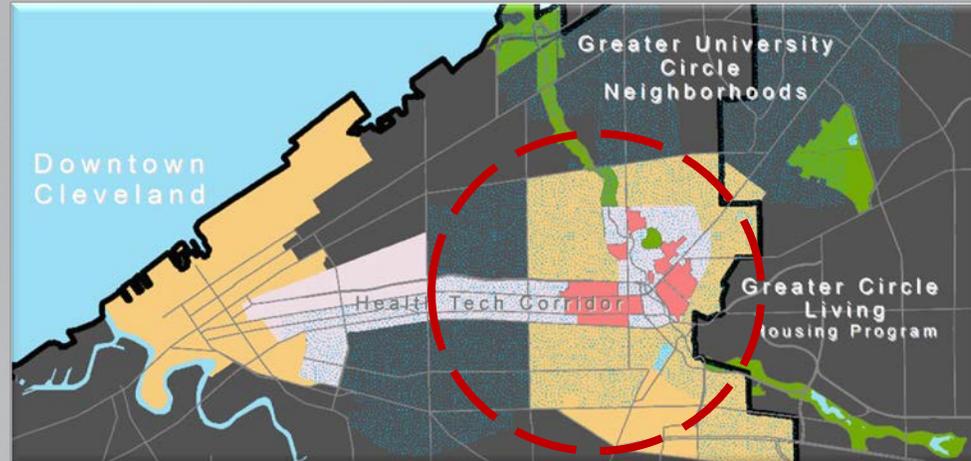
- Anchor procurement – increase local purchasing

HIRE LOCAL

- Anchor hiring – creating pipeline from community

LIVE LOCAL

- Greater Circle Living – employer assisted housing



University Hospitals™



Towards Employment



Vision

Through community partnerships, create a program that links Greater University Circle residents to employment opportunities that provide a potential career path

Provide opportunities to people who are challenged by the recruitment process and not prepared for employment

STEP UP TO UNIVERSITY HOSPITALS

THE FUNNEL BEFORE THE FUNNEL



Step Up to UH: EVS/NS/PCA

Towards Employment
provides job coach for first 6 months of employment

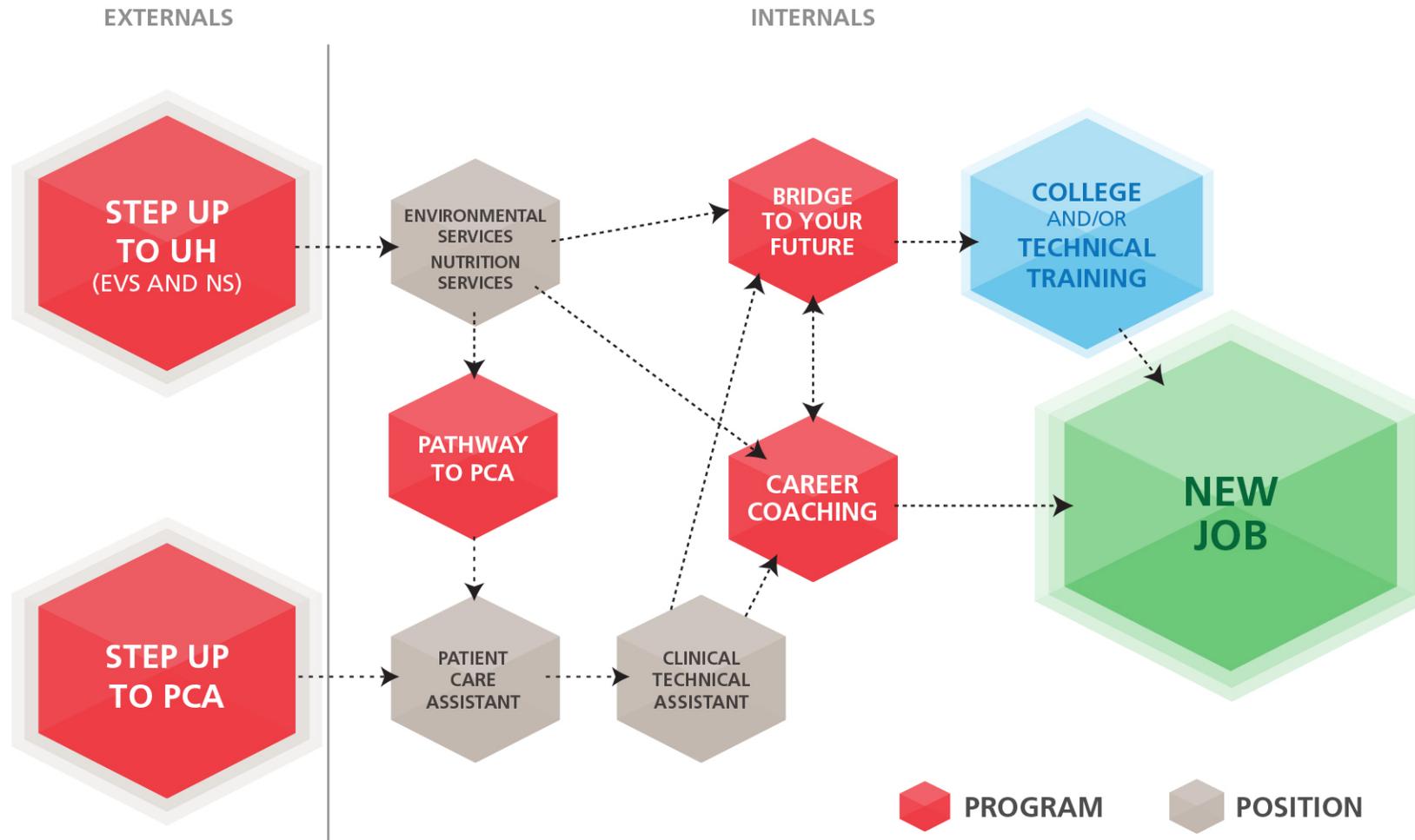
UH recruiter does final screen, hiring managers interview candidates and make hiring decisions

Towards Employment conducts pre-employment training, presents candidates to UH

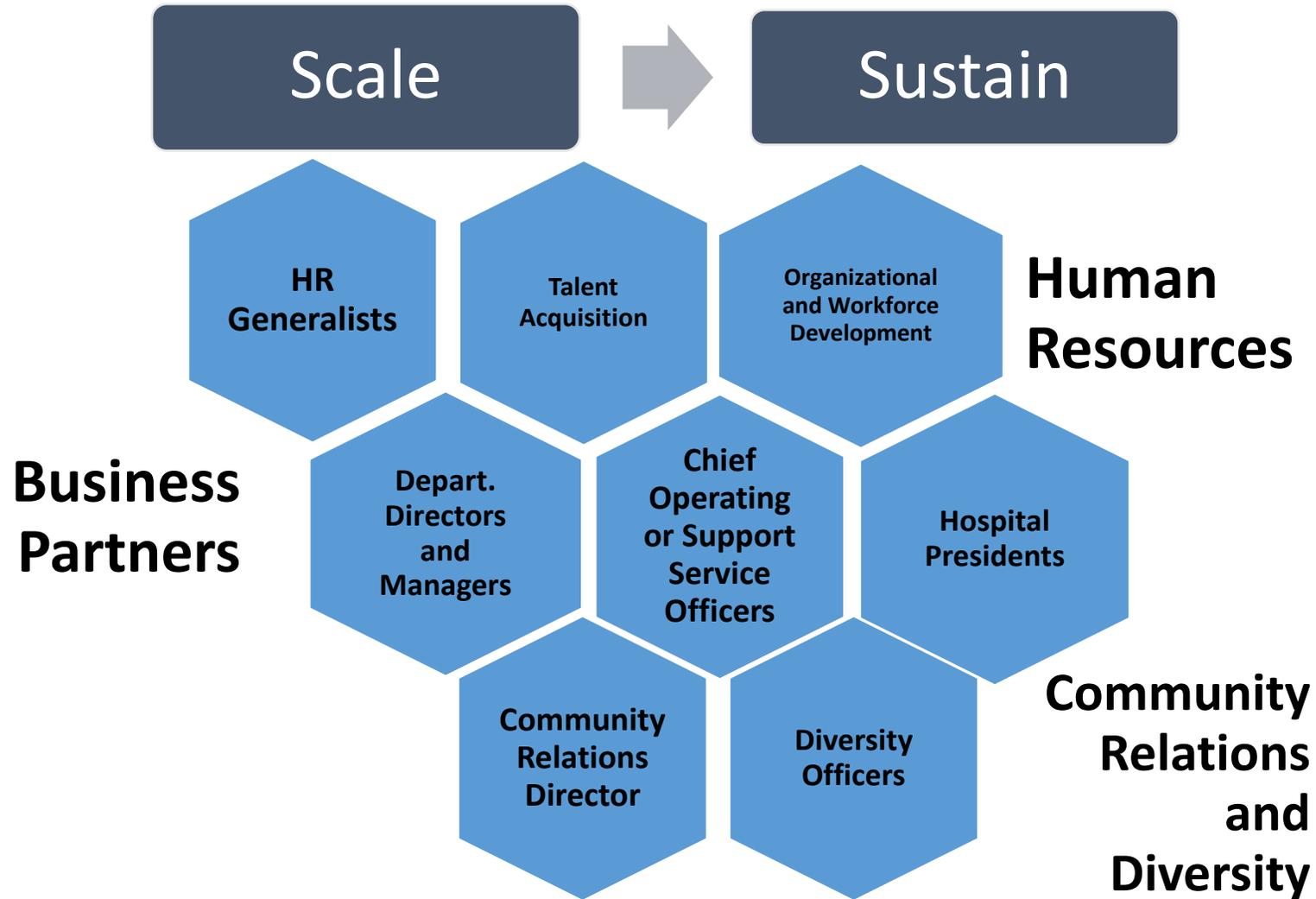
Towards Employment screens /interviews applicants

Neighborhood Connections
Info Meetings

UH Workforce Development Programs



Engaging Leadership and Managers



Outcomes

All Step Up and Pathway programs

- 242 hires in 4 years
- Reduced interview to hire ratio
- 1 year retention 80-90%

The success of Step Up to UH has resulted in expansion in other departments at UH as well as replication pilot programs in other industries