



# PATHWAYS TO HEALTHCARE PROFESSIONS

Annual Grantee Meeting

Breakout Session

August 1 – 2, 2018



Positive Choices for Brighter Futures



Great Plains Tribal Chairmen's Health Board  
Pathways to Healthcare Professions  
2611 Elderberry Blvd.  
Rapid City, SD 57703



Positive Choices for Brighter Futures

# Success Class

## College Readiness

- ▶ Career Planning
  - ▶ Occupational Info.
- ▶ Time Management
- ▶ Stress Management
- ▶ Study Strategies
- ▶ Test-taking Strategies
- ▶ Financial Management
  - ▶ Budgeting
  - ▶ Credit Reports
  - ▶ Benefit Cliff

# Professional Development

## Career Readiness

- ▶ Customer Service
- ▶ Professionalism
- ▶ Dress for Success
- ▶ Interview Skills
- ▶ Resume Writing
- ▶ Social Media
- ▶ Cultural Components

PRE-TRAINING SOFT SKILLS



# Post Training Employment Assistance

- ▶ Resume
- ▶ Cover Letter
- ▶ References
- ▶ Schedule interviews if needed
- ▶ Assist with post-secondary education applications
- ▶ Invite employers attend and address class on last day of training
  - ▶ Solicit employer feedback
- ▶ Provide list of job openings & pay scales
- ▶ Access to PC, printer, phone, fax, etc.
- ▶ Transportation assistance
- ▶ Other support services

CAREER PLACEMENT ADVISOR



# WAIHAKTA LOOKING OUT FOR SOMEONE WHO NEEDS HELP



Rural communities

Promise Zones

Barriers are Unique

Cultural Diversity

State Depts.

Employers

Training / education entities



Positive Choices for Brighter Futures

- ▶ Denver Roundtable April 2017
- ▶ Requested TA
- ▶ Kailiah Thomas, Program Specialist
- ▶ Data mining for information
- ▶ Nov. - Dec. 2017
  - ▶ 3 one-hour webinars
  - ▶ Mary Hayes, JBS International
  - ▶ Emily Campbell, AD  
The Center for Community Solutions
- ▶ Model to describe the benefit cliff and family encounters moving from poverty to prosperity
- ▶ Mandatory Orientation/On-Boarding
- ▶ Broad application
- ▶ Help prevent "Blindside and Discouragement"
- ▶ Encourage higher levels of training/education
- ▶ Tangible product we share with our partners

## BENEFIT CLIFF TECHNICAL ASSISTANCE

## Lessons Learned

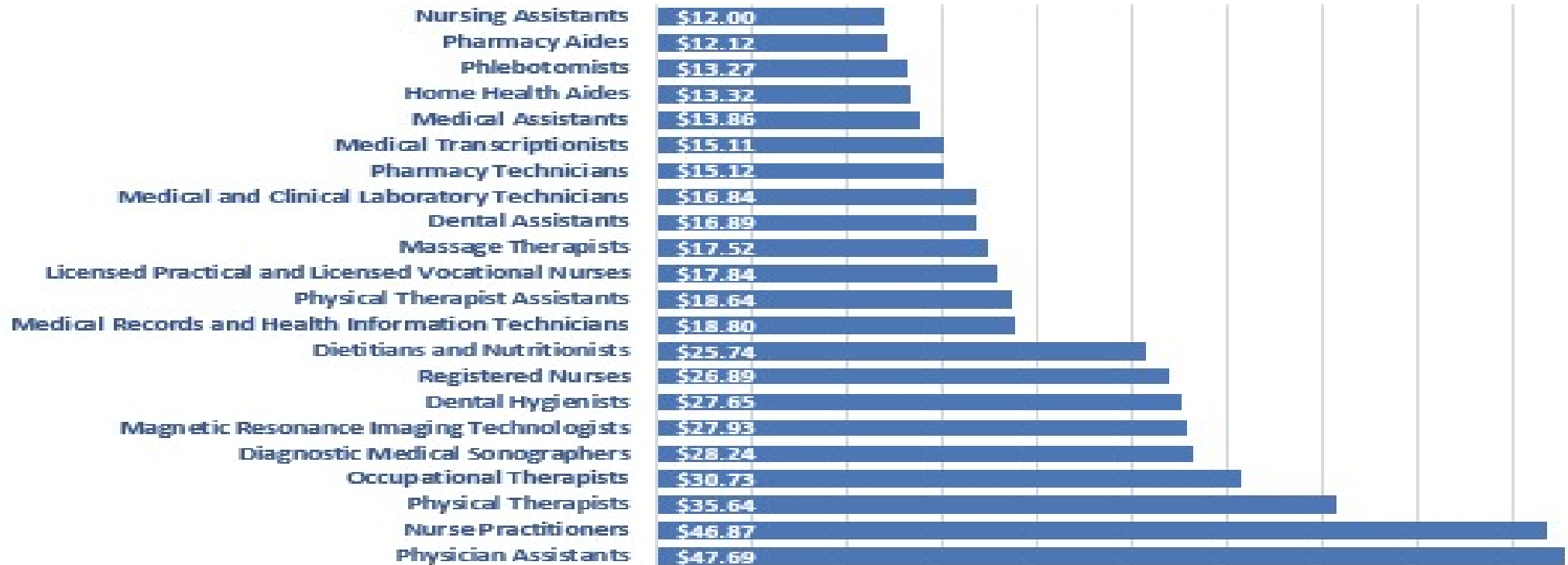
- ▶ As earnings increase, families begin to lose public benefits
- ▶ No gradual phase out.
- ▶ Hard cutoff so funds disappear
- ▶ Expenses increase e.g., (housing, childcare)
- ▶ Earn more without improving overall financial situation.
- ▶ Less money at the end of the month
- ▶ Work harder but financially worse off
- ▶ Disincentive toward economic mobility

## Ideally

- ▶ Phase out gradually
- ▶ Earn more/need less/receive less
- ▶ Advocate for policy changes
  - ▶ Increase housing income limits to incentivize work
  - ▶ Asset Test (car worth more than \$5k or X amount of \$ in the bank)

PAY INCREASES ARE NOT ALWAYS A REASON TO  
CELEBRATE

# Getting By & Getting Ahead



MANY JOBS IN THE HEALTHCARE FIELD PAY ENOUGH FOR A FAMILY TO BREAK EVEN. THIS CHART SHOWS THE AVERAGE HOURLY WAGE FOR SELECT POSITIONS IN SD ([HTTPS://WWW.BLS.GOV/OES](https://www.bls.gov/oes) MAY 2016).



MIT's Living Wage Calculator provides information about the hourly wage required to be economically independent. Their estimates are greater than their break even threshold, below which the family can always meet their basic expenses in our model.

<b>Family Composition (South Dakota)</b>	<b>Break Even Hourly Wage</b>	<b>Living Wage</b>
Single Adult	Less than \$8.65	\$9.62
One Adult, 2 Children	\$14.50	\$24.89
One Adult, 3 Children	\$17.50	\$31.03

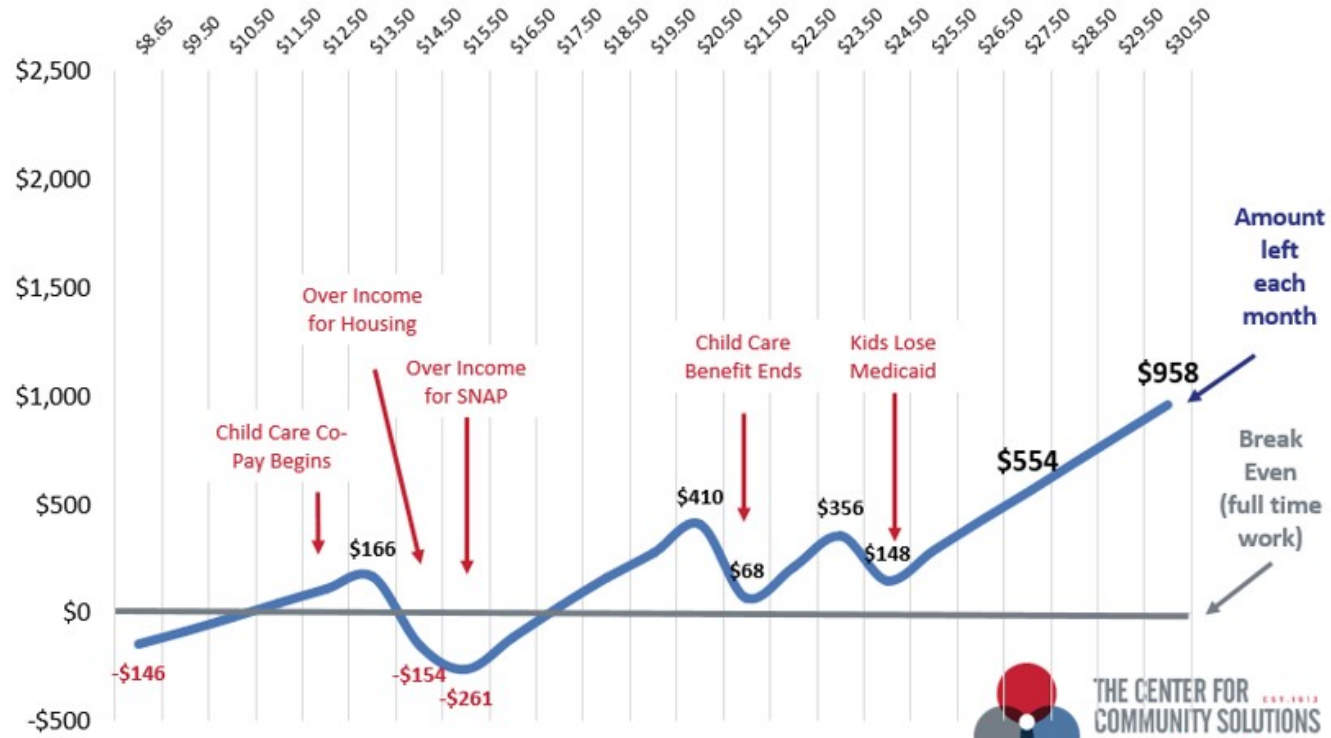
<http://livingwage.mit.edu/>

Each of the succeeding charts shows the amount a family has left over each month after paying for their basic budget, less benefits received. Hourly wage is listed at the top. Anything above the “break even” line means the family is able to make ends meet with benefits. Below the line indicates that they are not able to make ends meet, even with benefits.

## BENEFIT CLIFF FOR VARIOUS FAMILY COMPOSITIONS



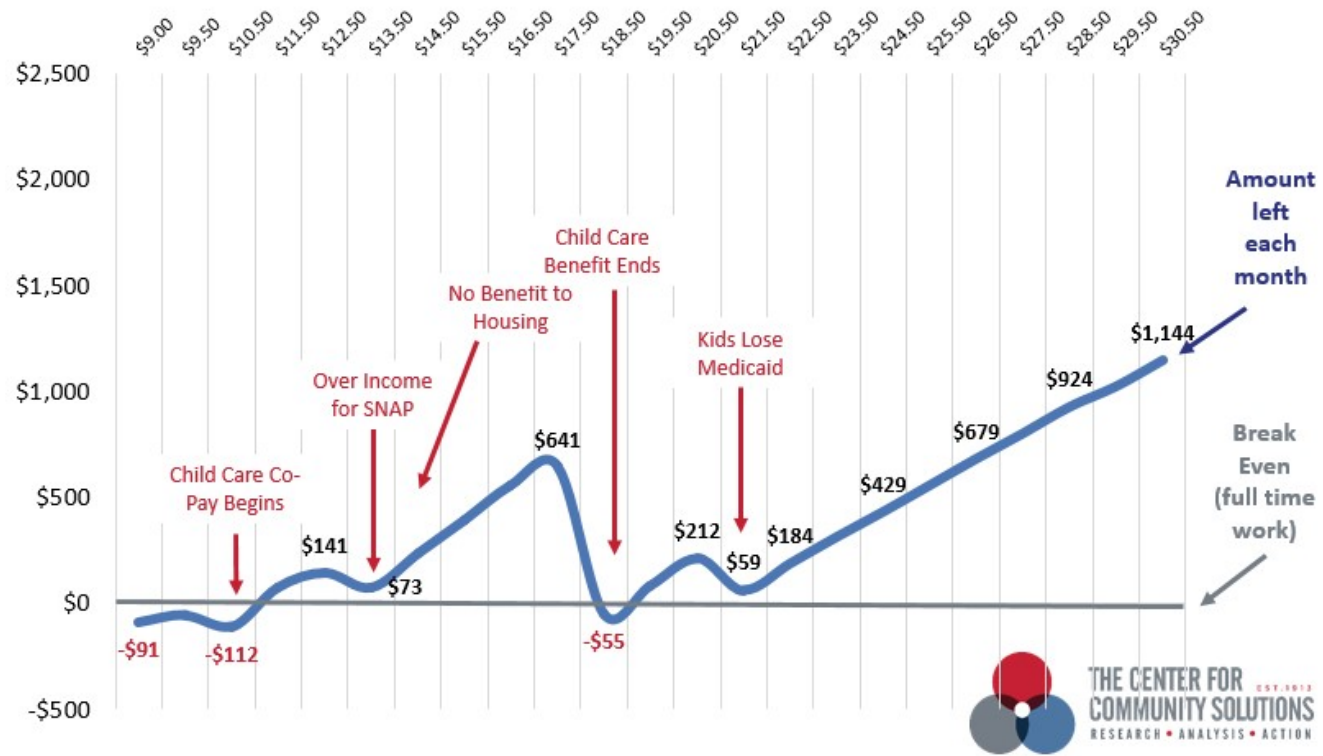
# South Dakota Benefit Cliff = Family of 4 1 Adult, 3 Children



# South Dakota Benefit Cliff = Family of 3 1 Adult, 2 Children



# Nebraska Benefit Cliff = Family of 3 1 Adult, 2 Children





THE COLLECTIVE EFFORTS OF A FEW CAN CHANGE THE LIVES OF MANY.  
ENCOURAGE HIGHER LEVELS OF TRAINING / EDUCATION.



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