

# Jen Cady

## Registered Nurse

### **PROBLEM:**

***“My college closed and I lost all credits and had to start over.”***

### **SOLUTION:**

***“A-STEP helped me to prepare for tests to exempt remedial classes and secured scholarships and support to offset expenses while I was in school.”***





# Brett Hicks

## Year Up

### **PROBLEM:**

***“I am homeless and suffer from a mild form of autism.”***

### **SOLUTION:**

***“ASTEP has provided me with daily case management and support in college enrollment, disability accommodations, testing, personal needs (clothing, transportation) and financial support.”***

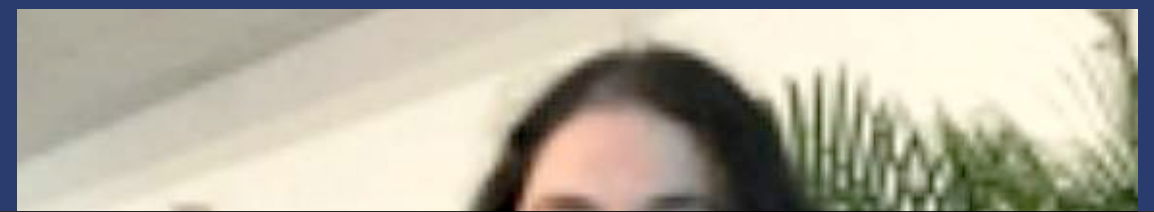
# Kristin Holland

## **PROBLEM:**

***“I lacked skills and education due to a heart condition. That limited my ability to work and go to school.”***

## **SOLUTION:**

***“A-STEP provided me with career advisement and guidance to determine what type of job I would enjoy and was physically able to perform.”***



# Vision Statement



**A-STEP (Academic Support through the Employment Process) is highly effective and cost efficient workforce preparation program that takes the most disadvantaged adults past entry-level employment to a sustainable career. Unique to workforce development programs, A-STEP main demographics are adults over the age of 25, the majority of which are single mothers working below national poverty guidelines. These individuals and their families can break the cycle of poverty through successful education.**

# Services offered to A-STEP candidates

- **Pragmatic career planning**
- **Assessment of resources needed for success**
- **Program/Education selection and enrollment**
- **Intensive case-management throughout the first 10 months**
- **Career mentoring**
- **Financial assistance – “gap” funding**
- **Professional development**



# A-STEP Story



Current A-STEP graduation rate since 2015 – **79%**

**45%**

Average wage increase after graduation

**100%**

of A-STEP graduates are employed in the sector of their certificate or degree

**\$1,762**

average per-student investment in Goodwill Gap Funding



Future growth will include enrollment of **200** low-income adults earning their first certificate or degree

Goal of graduating **100**



candidates per year

Will need **5** College Navigators/



case-load of **40** individuals



**1** Program Manager

# A-STEP Profiles



## Twalita

Twalita was referred to our program by the Single Family Project "BEAM". She struggled to support herself and her young children. However, once she finished her certification and was placed at her job, she became more independent and empowered herself with what she needed to provide a better life for herself and her young children.

- **Certification or degree earned: Medical Coding Certification • A-STEP Investment: \$385**
- **Currently hour wage: \$18.00 • Previous hourly wage \$9.00**

## Cierra

Cierra, a single mom of 2 young boys, was referred to A-STEP from the Scheidel Foundation, a partner agency of Goodwill. Cierra had a G.E.D. but found it difficult to earn a living. After another layoff, Cierra enrolled in the Practical Nursing program at Florida State College at Jacksonville. In less than 13 months, Cierra went from no income to \$31,000 a year with full benefits.

- **Certification or degree earned: Practical Nursing • A-STEP Investment: \$385**
- **Currently hour wage: \$14.00 • Previous hourly wage \$0.00**

## Nancy

Nancy was in a retail warehouse prior to entering the A-STEP program. Nancy enjoyed working in warehouse but wanted to advance in the industry. Within 3 months, Nancy was promoted from processing deliveries to driving a forklift. Nancy's wage not only increased, she is now teaching safety classes to new employees.

- **Certification or degree earned: OSHA 3-/ Forklift • A-STEP Investment: \$375**
- **Currently hour wage: \$14.00 • Previous hourly wage \$9.00**



# A-STEP Profiles



## Ken-yata

Ken-yata's previous attempts at college were unsuccessful but she yearned to give it one more try. She was tired of working in the fast food industry and knew she was capable of more. With a modest amount of support from A-STEP, Ken-yata went from earning F's to earning A's and B's right from the start! Ken-yata is now working in the banking industry, has already been promoted to a lead position, and is currently working on her Bachelor's degree in Business Management.

- **Certification or degree earned: Business Management • A-STEP Investment: \$2,100**
- **Currently hour wage: \$15.00 • Previous hourly wage \$9.00**

## Alex

Alex made a bad choice in his late teen's that had a detrimental impact on the course of his life. After serving 3 years in prison, Alex turned to Operation New Hope for a fresh start. Due to his background, Alex needed to earn some credentials in order to be more competitive in the job market. Alex successfully completed 2 industry recognized certifications through A-STEP and has been employed with a large corporation for almost 2 years.

- **Certification or degree earned: OSHA 30/ Forklift • A-STEP Investment: \$267**
- **Currently hour wage: \$14.00 • Previous hourly wage \$0.00**

## Sheila

Sheila, a longtime stay-at-home mom, suddenly found herself single (and broke) at age 51. Armed with a high school diploma, Sheila filled out hundreds of applications for various positions. She had no skills, no education, and little job history. Sheila needed a fast track certification that could help kick-start a new career. Through the support of A-STEP, Sheila started a new life (and career) in the Insurance industry. In less than 1 yr., Sheila became a certified Ins. Claims Adjuster and was hired by a large Insurance corporation. She is currently working on additional industry certifications and loves being single!

- **Certification or degree earned: Insurance Claim Adjuster • A-STEP Investment: \$1,350**
- **Currently hour wage: \$18.00 • Previous hourly wage \$0.00**

## Liz

Liz came to A-STEP with little education and very few marketable skills. Liz was homeless in her 20's but never let her past life dictate her future. She was determined to better her life through education. Liz received the support she needed to pursue, persist, and complete college through A-STEP. Liz graduated top of her class in Medical Assisting and currently works on the Cardiology floor at a large hospital in Jacksonville.

- **Certification or degree earned: Medical Assisting • A-STEP Investment: \$3,800**
- **Currently hour wage: \$16.00 • Previous hourly wage \$9.00**



# A-STEP Profiles



## Daniel

Daniel comes from a family of 10 children, none who have been to college. Daniel is an extremely intelligent young man who is on his way of achieving his dream of becoming a Chemical Engineer. Daniel earned his A.S. degree (first degree in his family) through A-STEP and is currently pursuing his bachelor's degree at University of North Florida. Daniel is employed with UPS and has his own apartment which he is very proud of.

- **Certification or degree earned: Environment Science Tech • A-STEP Investment: \$682**
- **Currently hour wage: \$15.00 • Previous hourly wage \$12.00**

## Nekia

As a single mom of two young boys, Nekia was barely able to make ends meet. Her job as a patient tech was in the right field but she knew she was capable of more. Nekia was referred to A-STEP through the Single Parent Project with BEAM. Through the support of two organizations, Nekia is now a nationally certified Surgical Technician. Nekia graduated from Florida State College at Jacksonville in the top of her class and was hired by a large hospital immediately following graduation. Nekia is in the process of purchasing her first home for her and her boys.

- **Certification or degree earned: Surgical Tech • A-STEP Investment: \$5,500**
- **Currently hour wage: \$16.00 • Previous hourly wage \$10.00**

## Jennifer

Jen moved to Jacksonville with her teenage daughter following a painful divorce. Jen had the desire to return to school but lacked funding and time. A-STEP provided the funding needed to get Jen started in the A.S. RN program at FSCJ. Jen went on to earn multiple academic scholarships and was inducted into the Honor Society for Registered Nurses. Jen is a certified R.N. and works for a large hospital in Jacksonville.

- **Certification or degree earned: Associate in Science in Registered Nursing • A-STEP Investment: \$6,000**
- **Currently hour wage: \$22.00 • Previous hourly wage \$9.00**

## Matthew

Matthew was laid off from a large manufacturer after 9 yrs. of employment. Matthew was referred to A-STEP from Goodwill's youth program, Take Stock in Children. With 5 children to support, Matthew felt it was time to pursue a career with higher earnings and better opportunities. A-STEP provided financial support, ongoing encouragement, and hands-on help to ensure Matthew's success. Matthew graduated from Florida State College at Jacksonville and has been employed as a certified Auto Technician for over a year.

- **Certification or degree earned: Auto Technician • A-STEP Investment: \$2,500**
- **Currently hour wage: \$16.00 • Previous hourly wage \$0.00**



# A-STEP Profiles



## Jucoby

Jucoby graduated from high school and planned to work for his uncle who owned and operated an electrical business. Unfortunately, Jucoby's uncle could not employ him as an electrician because he was not certified. A-STEP assisted Jucoby with admission to Florida State College at Jacksonville. There were no seats left in the current class, but A-STEP advocated on Jucoby's behalf and he was admitted. Jucoby graduated and passed the certification exam. He was hired by his uncle as a certified Electrician.

- **Certification or degree earned: Electricity • A-STEP Investment: \$780**
- **Currently hour wage: \$14.00 • Previous hourly wage \$0.00**

## Jeff

Jeff has always worked in the IT field but with little formal education, his opportunities to advance were slim to none. Jeff enrolled in the online fast track program at Florida State College at Jacksonville through A-STEP. Jeff had numerous barriers throughout his journey, but with the support of A-STEP, he made it through successfully. Jeff is now employed as a Network Support Specialist – his “dream job”- and is traveling across the country with the company.

- **Certification or degree earned: Network Support Tech • A-STEP Investment: \$782**
- **Currently hour wage: \$17.00 • Previous hourly wage \$9.00**

## Mike

Mike was referred to A-STEP from the college. Mike's financial aid was on hold due to a crime he committed while attending another college 15 yrs. ago. Mike was already enrolled in the HVAC program but couldn't remain due to lack of funding. Mike needed a 2nd chance at life so A-STEP stepped in. Mike has been a model student and leader within the Florida State College at Jacksonville community (peers and staff). Mike has shared his story of success with others and is a true role model to his family. Mike was hired by a very reputable HVAC company and thoroughly enjoys his job.

- **Certification or degree earned: HVAC I & II • A-STEP Investment: \$1,200**
- **Currently hour wage: \$14.00 • Previous hourly wage \$9.00**

## Jessaca

Jessaca was referred to A-STEP through Fresh Ministries. Jessaca did not fall into the typical age range of an A-STEP student but we recognized a young lady with a lot of determination and accepted her as a student. Because of her age (20) and her desired field of study (banking), Jessaca enrolled in the Year Up program at Florida State College at Jacksonville. Jessaca earned all A's and B's while in Year Up and was elected “Class President” for her cohort. Jessaca is employed in the mortgage fraud department at a large bank and recently became engaged (another Year Up grad).

- **Certification or degree earned: YEAR UP • A-STEP Investment: \$1,250**
- **Currently hour wage: \$16.00 • Previous hourly wage \$8.75**

# Eligibility Criteria

- **US citizen/legal resident**
- **Live at or below national poverty guidelines**
- **24 years and above**  
(under 24 will be considered on an individual bases)
- **High School diploma or GED**
- **Must be able to commit to the duration of the educational program once enrolled**







# A-STEP candidates are enrolled in or graduated from:

<b>Registered Nurse</b>	<b>3</b>
<b>Nursing Prerequisites</b>	<b>3</b>
<b>Respiratory Care</b>	<b>2</b>
<b>Practical Nursing</b>	<b>1</b>
<b>Surgical Tech</b>	<b>1</b>
<b>Medical Assistant</b>	<b>1</b>
<b>Medical Coding</b>	<b>2</b>
<b>Health Care Management</b>	<b>1</b>
<b>Occupational Therapist Asst</b>	<b>2</b>
<b>Physical Therapist Assistant</b>	<b>1</b>
<b>Bio Med</b>	<b>1</b>
<b>IT</b>	<b>7</b>

<b>Business Administration</b>	<b>4</b>
<b>Environmental Science Tech</b>	<b>1</b>
<b>HVAC</b>	<b>5</b>
<b>Welding</b>	<b>3</b>
<b>Culinary</b>	<b>1</b>
<b>Auto Collision</b>	<b>2</b>
<b>Electricity</b>	<b>2</b>
<b>OHSA/Fork Lifts</b>	<b>2</b>
<b>Insurance Claims Certificate</b>	<b>1</b>
<b>Office Management</b>	<b>1</b>
<b>B.A. Library</b>	<b>1</b>

# A-STEP Future Budget

**Total Cost  
Estimate**

## BUDGET

Total Salaries: \$360,000

Gap Funding: \$400,000

Supplies &  
Marketing: \$5,000

Admin Fees: \$10,000

**TOTAL  
COSTS:**

**\$775,000**



# The future of A-STEP

- **To graduate 100 per year**
- **Goodwill Umbrella – Chief Development Officer**
- **One Program Manager**
- **Five College Navigators under the PM**
- **Each College Navigator will have a case load of 30-40**







**GOODWILL**  
**INDUSTRIES OF NORTH FLORIDA**

