

Career Pathways Initiative Update

Healthy Neighborhoods Committee

February 6, 2024

Presentation Agenda

- History & Overview
- Budget
- CPI Team
- CPI Impact
- CPI Website
- Career Connections
- Q&A



LEADING OUR INITIATIVE

In August of 2022, with the support of Cincinnati City Council and community, **Mayor Aftab Pureval & City Manager Sheryl Long (at the time ACM Long)** announced the “Career Pathways Initiative” (CPI), aimed at augmenting economic opportunities for young people in Cincinnati
(Ages 14-24)



CPI'S MAIN GOAL?

TO HELP YOUTH SHAPE THEIR FUTURE WITH THE CITY OF CINCINNATI

Three tracks to **light** the path:

#1-Expand Youth Jobs (ages 14-17) across City Departments

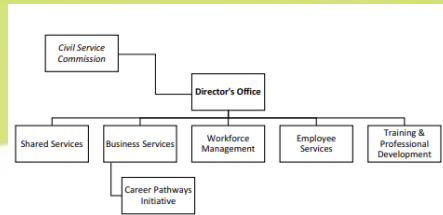
#2- Connect Young Adults (ages 18-24) to entry level employment within the City

#3- Entrepreneurship through an “Earn as You Learn Entrepreneurship Program”



CPI YTD Overview

*CPI came over to HR March of 2023.



Track 1: 14–18-year-olds

- Compliment/Support Existing Programs
- Increase Y2WK opportunities into new City Departments
 - FY23: CMO, HR, DOTE
 - FY24: CMO, HR, DOTE + DEI, CCA, GCWW & MSD
- Contracted Catalyst Training for all Y2WK to receive financial literacy and Social Emotional Learning training
- Funding for Artworks, Groundworks, Youth at the Center Youth Employment Programs
- Providing Support for CRC's Lifeguard Academy & CPD/CFD Academic Year Cadet Programming
- Outreach & Recruitment (Presence in 2-3schools/WK + CMO Push to increase Adopt-a-Class Participation)

Track 2: 18-24-year-olds

- Reviving CPD Young Adult Cadet Program to close the 18-21 gap
- Creating New Co-op Opportunities across departments
- Strengthening Co-op relationships with area Universities
- Outreach/Targeted Recruitment

Track 3: Entrepreneurship

- RFP/Contracted with Youth at the Center to serve as an “Entrepreneurship: Earn as you Learn Program Administrator.”

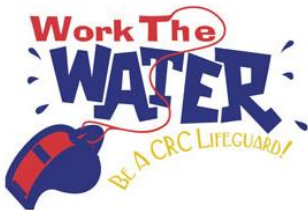
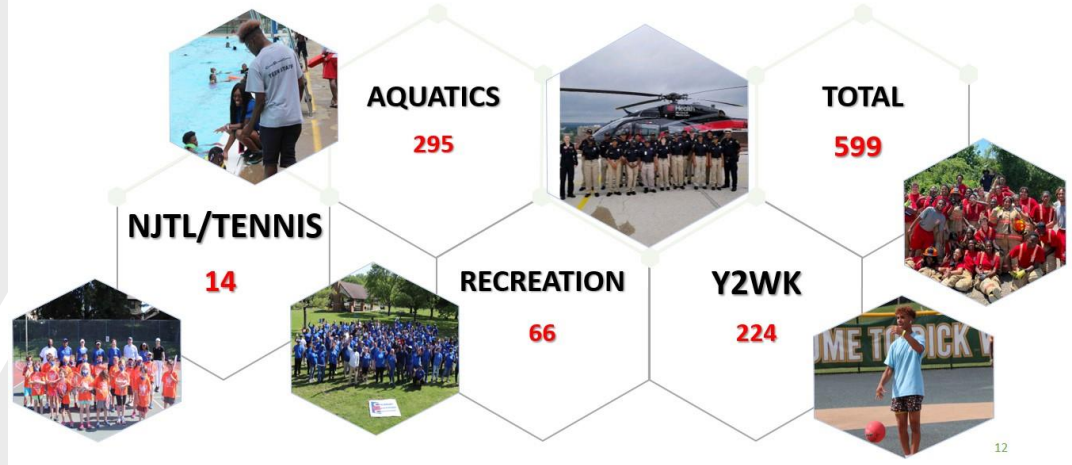


CY23 Y2WK Counts	
CY23 City Departments Y2WK	599
Artworks	79
Groundworks	90
Total	768
CY24 Y2WK Projections	
CY24 City Y2WK	599
CPD/CFD Academic	49
Artworks	79
Groundworks	90
Youth at the Center	24
Total	841



City Wide Young Adult Employment

hiring of 14–24-year-olds

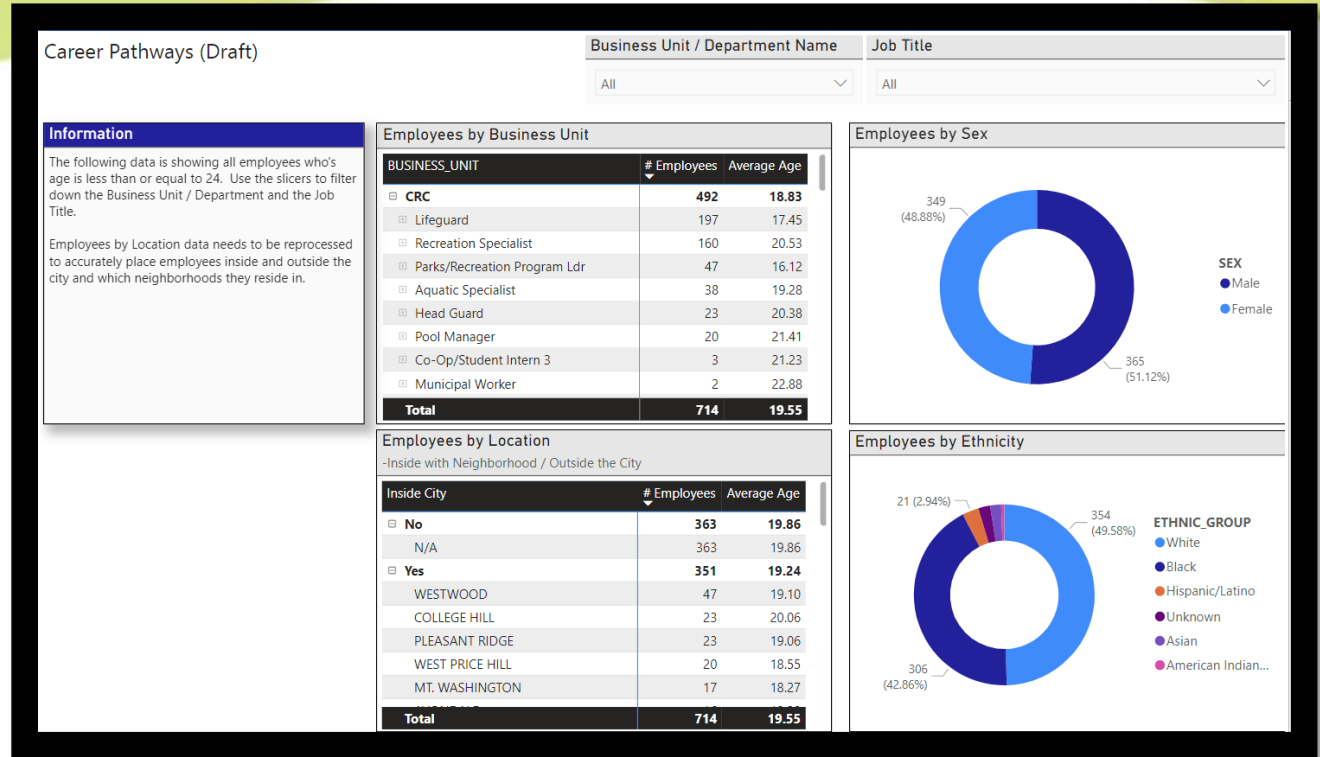


Goal: 24n24. CPI hopes to help CRC increase Aquatic count in 2024.

Other Efforts/Goal for CY24:

Creation of a CPI Dashboard from Draft to Public.

- Incorporate 3rd party City funded employers
- Splice data by year -> just point in time.
- Get more granular (E.g., #Race/Gender by Neighborhood).
- Long-term goal: capture retention.



CPI Budget*

FY23 CPI Allocation to 308	\$778,345.00	Notes
FY23 PSC Artworks	(\$260,000.00)	
FY23 PSC Groundworks	(\$220,000.00)	
FY23 PSC Catalyst Training	(\$50,000.00)	
FY24 CPI Allocation to 308	\$850,000.00	Notes
FY24 PSC Artworks	(\$260,000.00)	
FY24 PSC Groundworks	(\$220,000.00)	
FY24 PSC Catalyst Training	(\$50,000.00)	
FY24 PSC Youth at the Center (TRK3)	(\$50,000.00)	1/2 FY
Support for FY24 CPD Youth Cadet Academic Year	(\$188,446.00)	
Support for FY24 CFD Youth Cadet Academic Year	(\$193,257.00)	
Support for FY24 CRC Lifeguard Academy	(\$67,000.00)	
FY24 CPD Young Adult Cadet Program	(\$55,000.00)	1/2 FY
FY24 OES Young Adult Co-op	(\$7,500.00)	1/2 FY
Balance	\$7,142.00	
*** All MOU & PSC Terms "By mutual consent of the City and Contractor, and contingent upon the receipt of continued funding for the services by City Council"		

FY24 Carryover	\$7,142.00	Depart requests
FY25 CPI Projected Allocation	\$850,000.00	(\$511,203.00)
FY25 PSC Artworks	(\$260,000.00)	
FY25 PSC Groundworks	(\$220,000.00)	
FY25 PSC Catalyst Training	(\$50,000.00)	
FY25 PSC Youth at the Center (TRK3)	(\$100,000.00)	
Balance to spilt between CPD/CFD	\$227,142.00	

- Average cost per participant: \$2,500-3K/participant (14-18yrs of age) & \$15K-22K/participant (Co-op 18-24).
- *CPI does not cover all costs associated with Youth to Work. 304/Community Development Block Grant Dollars cover the approximate
- Total Y2WK is approximately \$1.7M/YR, serving close to 800 youth ages 14-24.
- Any increase to CPI Funding will protect from any loss to CDBG and will help maintain and even expand youth jobs.

OUR "BOOTS ON THE GROUND" TEAM-
HERE TO HELP YOU FIND YOUR PATH!



Ashley Thomas



Jude Johnson



Liz Baur

City of Cincinnati Human Resources Department
513-352-2412

2023 Cincinnati Area High School Partners (Public, Private, & Charter)

Public High Schools

(18) Cincinnati Public High Schools

Deer Park
 Finneytown
 Indian Hill
 Mariemont
 Mt. Healthy
 North College Hill
 Northwest School Dist. (Colerain & NW)
 Norwood
 Oak Hills
 Princeton
 St. Bernard
 Winton Woods

Private

Cincinnati Country Day
 The Seven Hills School

Catholic HS's

Elder
 La Salle
 Mercy McAuley
 Purcell Marian
 Roger Bacon
 Seton
 St. Ursula
 St. X

Charter HS's

Cincinnati College Preparatory Academy
 DOHN Community Schools
 Ohio Distance & Electronic Learning Acad.



2023 Area Colleges/Universities, Tech Schools, & Workforce Development Organizations

Colleges/Universities

Cincinnati State
Butler Tech
Gateway Technical & Community College
Great Oaks Career Campuses
Miami University (Main & Hamilton)
Northern Kentucky University
Sinclair Community College
University of Cincinnati (Main & Blue Ash)
Wilmington College
Xavier University

Workforce Development Organizations

Cincinnati Works
City Link “CEO” Program
Community Action Agency “CYC”
Cincinnati Youth Collaborative “CYC”
Disabled American Veterans “DAV”
Hamilton County Re-Entry Program
Jobs for Cincinnati Graduates “JCG”
Job Corps
Jobs Plus
Ohio Means Jobs
Talbert House
The Urban Minority Alcoholism & Drug Abuse Outreach Program
Urban League of Greater Southwestern Ohio

2023 Highlights

CRC Lifeguard Recruitment

- **2022:** (11) Pools opened
- **2023:** (19) Pools opened

Fire Department Fire Recruit

- Anticipated Applications 700
- Actual 2200

Municipal Workers (DPS Public Services/NOD)

- Positions Filled: All
- Waiting List: Full
- Applicants in Queue: Plenty



Established Career Pathways – Overview of the City

Established Career Pathways – Job Shadowing

***Over 2,000 Points of Contact-** Students, Teachers, Career Specialists + Networking

***Attended 187 Events in 2023-** Lunch Visits, Job Fairs, Career Days, Partnership Meetings, etc.

Goals for 2024

Continue to partner with local High Schools, Colleges/Universities, Tech Schools, & Workforce Development Organizations

Central State University (HBCU)
Cedarville University
Mount St. Joseph University
Thomas More University
University of Dayton
Wilberforce University (HBCU)
Wright State University

Strategic recruiting initiatives with Police & CRC



Career Pathways Website:

<https://www.cincinnati-oh.gov/careers/>

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QUICK CONTACTS

Joba Hillier
513.352.2374

Human Resources
513.352.2400

Career Pathways
513.352.4229
joba.johnson@cincinnati-oh.gov

Come work for the City of Cincinnati!

Are you ready to make a real difference in your community? Are you passionate about creating positive change, fostering growth, and contributing to the vibrant tapestry of Cincinnati? Look no further - the City of Cincinnati's local government is your gateway to a fulfilling and impactful career in public service.

The City of Cincinnati currently employs over 5,000 dedicated public servants, and approximately 400 young people annually through the Career Pathways Initiative. Whether you're looking for a full-time career, a part-time job, or a summer employment opportunity, there are countless ways to get involved in your local government.

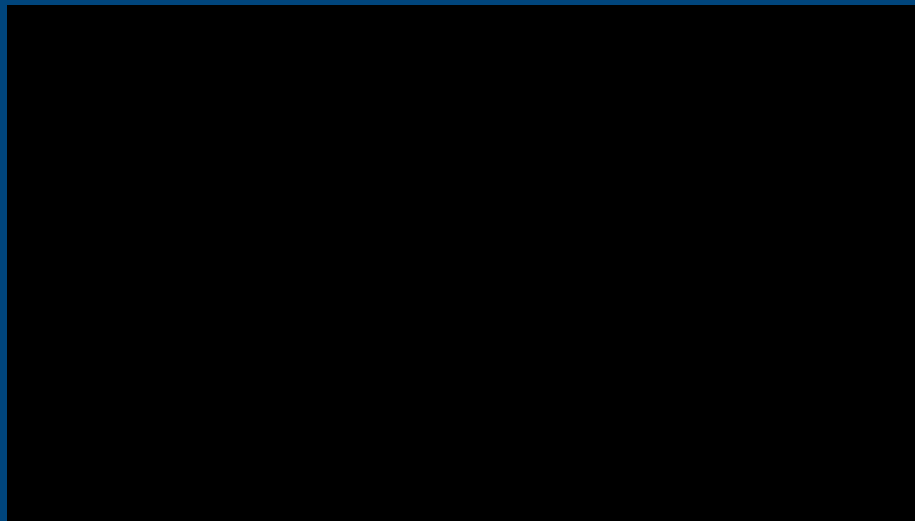
Discover the Career Pathways Initiative (CPI) Grant! Grants awards youth aged 14-24, CPI initiatives drive inside expanding youth jobs within city departments and community partnerships, connecting young adults to entry-level city employment, and fostering entrepreneurship. The initiative not only provides employment but also offers financial literacy and skill development, aiming to enhance economic prospects and promote public service careers among the youth.

[LEARN MORE](#)

FEATURED JOBS

LIFEGUARD COMPUTER SYSTEMS ANALYST AUTOMOTIVE MECHANIC (NCI) (NON-COMPETITIVE)

[VIEW ALL](#)



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Jobs Hotline
513-352-CITY

Human Resources
513-352-2400

Career Pathways
513-352-6239
jude.johnson@cincinnati-oh.gov

Career Pathways

Get Ready to Shape Your Future with the Cincinnati Career Pathways Initiative!

The city is buzzing with career news just for you! If you're between the ages of 14 and 24, we're excited to welcome you to the Career Pathways Initiative (CPI), the ultimate launchpad to supercharge your journey into the working world!

Introduced in August 2022 by City Manager Sheryl M.M. Long and Mayor Albio S. Pureval, CPI is aimed to help you shape your future with the City of Cincinnati. These leaders are all about turbocharging your economic prospects and opening doors you didn't even know existed.

The CPI comes packed with three tracks tailor-made to light up your path:

Track 1: Youth Jobs (Ages 14-17)
We're talking about real, meaningful jobs! City Departments and Community Partners are teaming up to hook you up with gigs that match your passion. Lifeguard? Check. Park and Recreation Program Leader? You got it. Police and Fire Youth Cadet? Absolutely! This is your chance to dive into the workforce and score some serious cash while you're at it.

Track 2: Entry-Level Opportunities (Ages 18-24)
Turning 18 doesn't just mean cake and candles. It also means you're ready to take on entry-level jobs within the City itself. Whether you're into tech, administration, or something else entirely, there are doors waiting to be opened. Think of it as your golden ticket to real-world experience that'll have your resume shouting "hire me!"

Track 3: Entrepreneurship
Entrepreneurship, anyone? Get this—there's an "Earn as You Learn Entrepreneurship Program" available at Youth at the Center. It's your chance to dive headfirst into the world of creating, innovating, and building your very own business. It's like getting paid while you're learning the ropes of being the next big thing. For more information, start here:

Now, you're probably wondering, "What's in it for me?" Well, besides the thrill of a job and some cold, hard cash, you'll also be soaking up some serious skills. We're talking about skills that'll make you not just a good candidate, but an irresistible one. And if you've ever dreamed about wearing a cape and doing some good in the world, this is your chance to explore a career in public service.

If you're ready to level up your game, shoot an email to Business Services Manager Jude.Johnson@cincinnati-oh.gov.

Let's break it down:

Track 1: Get paid to do what you love at City Departments and with Community Partners.

Track 2: Dive into entry-level jobs that'll make your resume pop.





Track 3: Entrepreneurship dreams? It's not just a dream anymore – it's a reality!

Remember, this isn't just about jobs – it's about unleashing your potential, getting paid a great wage, and having a blast while doing it. Cincinnati's calling, young go-getters. Are you ready to answer?

★ **New Opportunity for High School and College Students**- Does your school have a group of students interested in learning more about the City of Cincinnati? Career Pathways is now offering an opportunity to visit City Hall for an "Overview of the City" experience. Students are given the chance to learn more about City of Cincinnati positions, how to apply to those positions and will cap off their visit with an in-depth panel discussion with current employees from various departments and skill sets. To learn more or schedule your visit, please reach out to Jude.Johnson@cincinnati-oh.gov



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WHY CHOOSE CINCINNATI?

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Why Public Service?

When searching for the right employer it is important to think about not only what a company can offer you financially, but also how that position will fulfill you emotionally. A career in Public Service can provide not only an opportunity to grow professionally but to also give back to the community you came from or plan to be a part of in the future. City employees are vital to the health and success of our city, working each day to better our communities for the next generation.

Career Connections

Looking for a job? Check out our Career Connections videos to learn more about the variety of positions we offer, updates on new opportunities, and how to apply for employment. The mission of the Human Resources Department, in collaboration with its partners, promotes, grows, hires and sustains a diverse workforce that is skilled, valued, recognized, and engaged in building tomorrow's government today. The City of Cincinnati employees over 5,000 people in 19 Departments. We likely have one that will interest you or someone you know looking for employment!

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Career Connections - Episode 1 (City of Cincinnati)

CAREER CONNECTIONS

Job Information & Updates

Career Connections - Episode 1 from City of Cincinnati on Vimeo

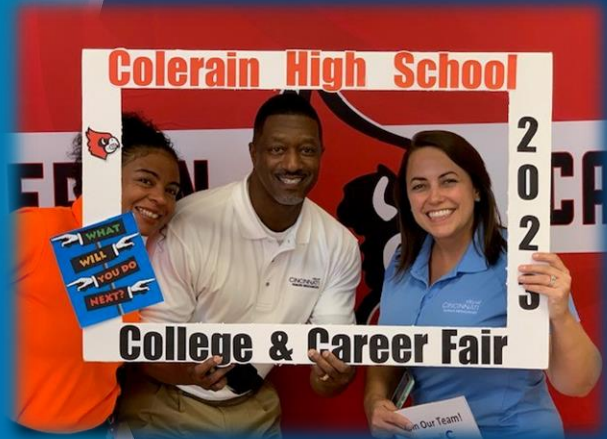
Career Connections - Episode 2 (City of Cincinnati)

Career Connections - Episode 2 from City of Cincinnati on Vimeo

Career Connections - Episode 3 (City of Cincinnati)

Career Connections - Episode 3 (City of Cincinnati) from City of Cincinnati on Vimeo

Career Connections



Career Connections Update: Human Resources Show

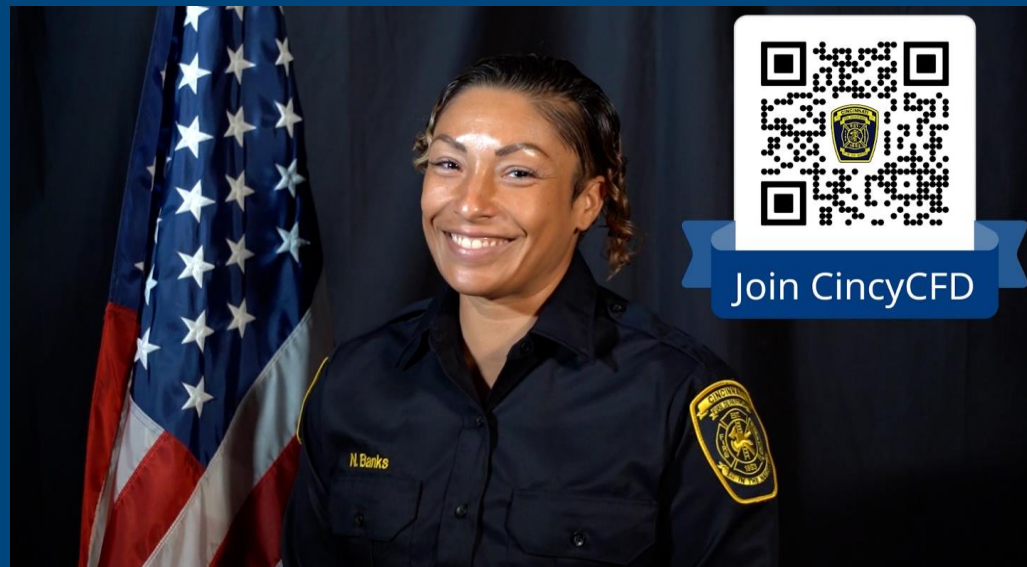


1996 - 2007



2023 - Present

Career Connections Plans to Highlight Every City Department



Firefighter Nykeba Banks, first female bomb technician in the Cincinnati Fire Department.

In 1853, the Cincinnati Fire Department became the first full-time paid fire department in the United States.

Fire Fighters can work 2 days a week, 9 days a month, 90 days a year.

- Fire Fighters Recruits \$48,000**
- Fire Fighters \$72,000**

Career Connections New Goals

- Increase appreciation and recognition
- Builds rapport and fosters a culture of trust and understanding within the organization.
- Promotes Career Opportunities
- Engages employees and the community.
- Recruitment and Research



Career Connections Segments: Job Listings



Quality Of Life Paralegal

Full-time:
\$42,709.35 - \$87,445.16
Annually
Department: Law

www.cincinnati-oh.gov/hr

(513) 352-2400



Information Technology Coordinator

Full-time:
\$51,211.37 - \$68,823.80
Annually
Department: ETS

www.cincinnati-oh.gov/hr

(513) 352-2400

Career Connections Segments: Job Spotlight



Career Connections Segments: Retiree Talks



Career Connections Segments: HR/Career Pathways in the Community



CPS Career Symposium: City Presentation



Career Connections Segments: HR Contacts

Contact the
Human Resources Department

(513) 352-2400



E-Mail

HumanResourcesCustomerInput@cincinnati-oh.gov

**Human Resources
Department**

**805 Central Avenue
Suite 200 - second floor
Cincinnati, Ohio 45202**

**Monday through Friday
8:00am to 4:00pm**

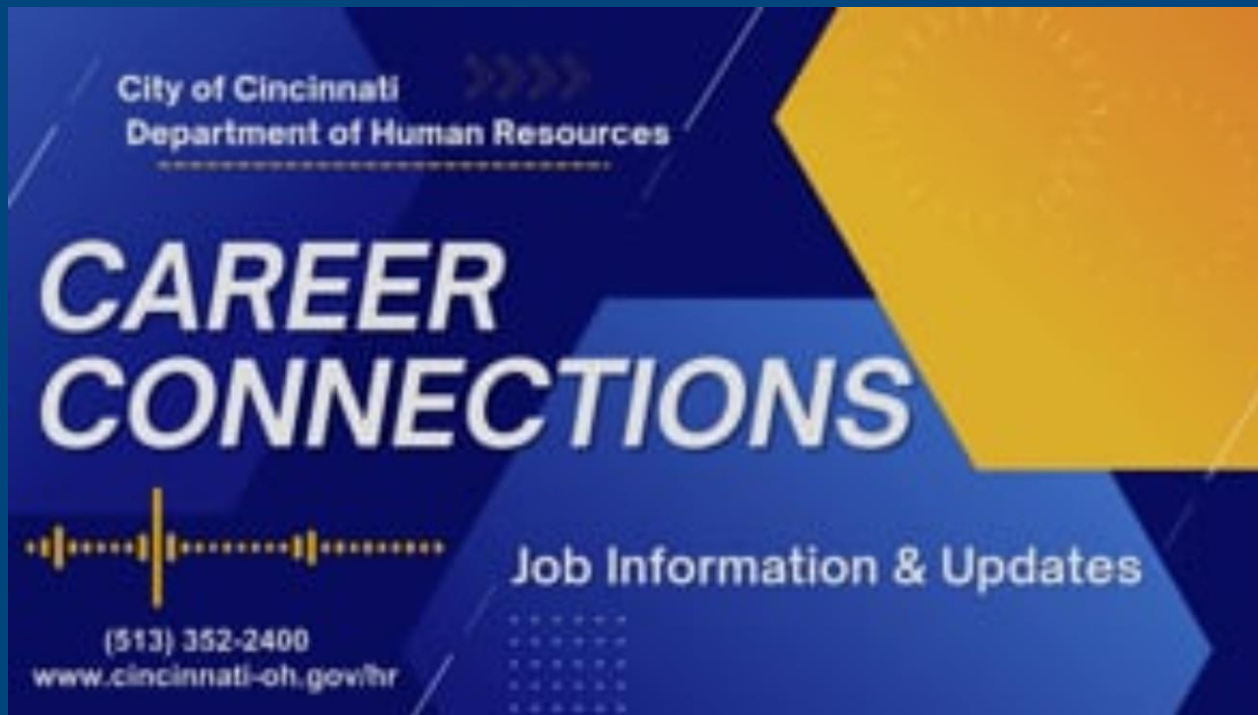


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Questions?

