



Tomeka Rushing, Director of Employment and Career Services



Established in 1965 as The Economic Opportunity Planning Association of Greater Toledo, Inc. The agency rebranded its name to Pathway, Inc. (Pathway), and we are the designated Community Action Agency serving Toledo, Lucas County.

The agency has been a helping hand to those in need by creating programs and partnerships that empower, mentor, and support individuals, and families while placing them on the path to self-sufficiency.



Community Action as a whole

Community Action changes people's lives, embodies the spirit of hope, improves communities, and make America a better place to live.



We care about the entire community, and we are dedicated to helping people help themselves and each other.

The Employment and Career Services Programs

The Professional and Individual Development (PAID) Program



- PAID is the key workforce program at Pathway that serves as the driver to all other employment programs and services.
- Through classroom instruction and career coaching, the program specializes in providing adults, 18 and over, professional and individual development training, job skills, digital literacy assessments, effective job search, interviewing techniques, problem-solving skills, access to certification opportunities, linkages to educational opportunities, and job placement services.

Since January 2023, 74 participants enrolled in the program with 71 graduating. Of the 71, 42 secured permanent employment with 12 earning a living wage. 8 graduates were previously employed with 1 increasing their net income. 4 graduates chose to further their education by enrolling in a short- term certification program with 2 completing.

Financial Opportunity Center (FOC) Partnership with the Local Initiative Support Corporation (LISC)

Financial Literacy is offered to anyone seeking to change their financial well-being. Pathway partners with other FOC's to provide the following services:



- Principles of Budgeting and Balancing
- Dealing with Debt
- General Finances and Savings
- Credit (Scores, Reports, Repair, etc.)
- VITA Tax Preparation Services in partnership with United Way

Since January 1, 2023, 131 individuals enrolled and continue to receive financial literacy services

Summer Youth Employment Program (SYEP) Partnership Lucas County Department of Job and Family Svcs. (LCDJFS)

- Pathway partners with LCDJFS to offer in school youth, ages 14-18, a summer work experience.
- Youth are able to receive a 1 week paid orientation to help them become work ready, followed by 7 weeks of on the job work experience.
- Youth are assigned to a career coach to mentor and guide them through their work experience.
- Pathway partners with Toledo Urban Federal Credit Union to offer checking and savings accounts, as well as other banking services to the youth and their families.



2014 SYEP Data and Outcomes

Pathway Green Neighborhoods Program “The Green Team” partnership with the City of Toledo

- ❖ Pathway was awarded \$2,485,966
- ❖ Participants Ages: 16-24 Wages: \$8.00/hr.
- ❖ 1,418 applications were submitted with 776 determined eligible
- ❖ 715 youth were placed exceeding the goal of 700 youth to be served
- ❖ 71% completed the program (514)
- ❖ 39 youth people obtained permanent employment
- ❖ 115 quit the program and 86 unfortunately were terminated
- ❖ 139 worksites partnered to offer a real work experience for the youth
- ❖ 650 lots (135 acres) of land were cleaned and mowed in the City of Toledo



2015 SYEP Data and Outcomes

Pathway Green Neighborhoods Program Continues

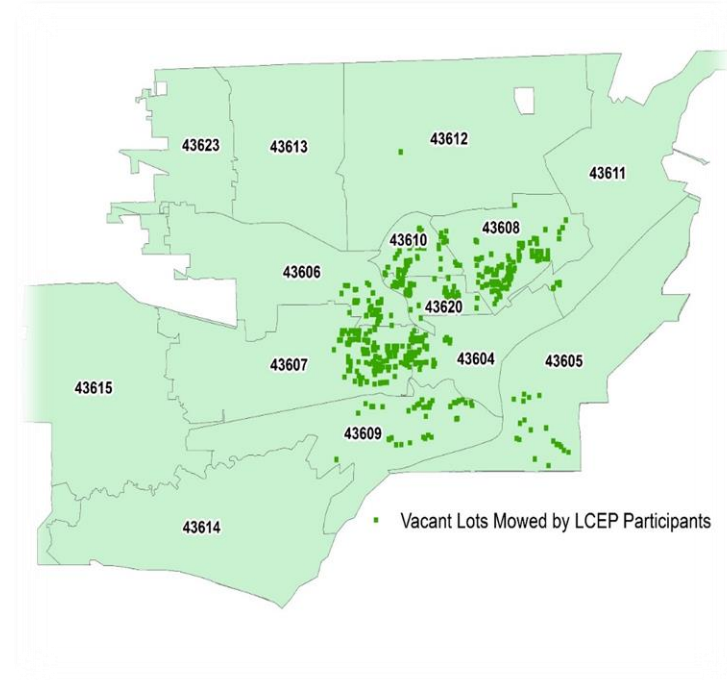
- ❖ Pathway was awarded \$1,289,254.00
- ❖ Participants Ages: 16-24 Wages Rate: \$10.00/hr.
- ❖ 2,090 applications were submitted with 640 determined eligible
- ❖ 460 youth were placed exceeding the goal of 400 youth to be served
- ❖ 75.2% completed the program (346)
- ❖ 39 youth obtained permanent employment
- ❖ 36 quit the program and 78 unfortunately were terminated
- ❖ 121 worksites partnered to offer a real work experience for the youth
- ❖ 400 individual lots (40 acres) were cleaned and mowed in the City of Toledo



2016 SYEP Data and Outcomes

“Pathway Teams Up with Life Skills High School”

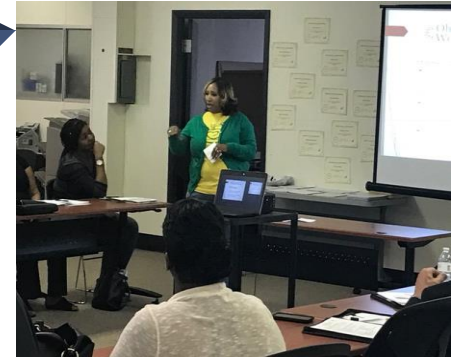
- ❖ Pathway was awarded \$2,377,503.00
- ❖ Participants Ages: 15-24 Wages: \$10.00/hr.
- ❖ 2,238 applications were submitted with 640 determined eligible
- ❖ 547 youth were placed exceeding the goal of 500 youth to be served
- ❖ 79% completed the program (435)
- ❖ 16 young people obtained permanent employment
- ❖ 40 quit the program and 72 unfortunately were terminated
- ❖ 147 worksites partnered to offer a real work experience for the youth
- ❖ 700 lots were cleaned and mowed in the City of Toledo



2017 SYEP Data and Outcomes

“Career Readiness Training and Development”

- ❖ Pathway was awarded a total of \$584,258.50
- ❖ 186 applications were submitted with 95 determined eligible
- ❖ Additional funding was awarded granting the opportunity for an additional 91 youth to be served, who were previously placed on a waiting list
- ❖ 83% completed the program (155)
- ❖ 9 youth obtained permanent employment through their worksites
- ❖ 31 quit the program and 0 were terminated
- ❖ 79 worksites partnered to offer a real work experience for the youth. Of the 79 worksites, 42 extended their contracts to support the additional youth



SYEP Funding Opportunity Returns to Pathway for Program Years 2021 and 2022

SYEP 2021

- ❖ Pathway was awarded \$354,823.00
- ❖ Participants Ages: 14-15 Wages: \$10.00/hr.
- ❖ 132 applications were submitted with 85 determined eligible
- ❖ 80 youth were placed
- ❖ 88% completed the program (70)
- ❖ 8 young people obtained permanent employment
- ❖ 5 quit the program and 5 unfortunately were terminated
- ❖ 44 worksites partnered to offer a real work experience for the youth

SYEP 2022

- ❖ Pathway was awarded \$556,763.00
- ❖ Participants Ages: 14-15 Wages: \$13.00/hr.
- ❖ 106 applications were submitted with all households determined eligible
- ❖ 106 youth were placed exceeding the goal of 100 youth to be served
- ❖ 86% completed the program (91)
- ❖ 8 young people obtained permanent employment
- ❖ 8 quit the program and 7 unfortunately were terminated
- ❖ 42 worksites partnered to offer a real work experience for the youth

Summer Youth Program Barriers

- Limited program preparation time
- Funding limitations
- Worksite supervisors not trained to mentor “at risk” youth
- Youth violence including gang activity, guns, and deaths
- Limited parental participation and youth support
- Timely payroll submission from employers
- Combining age demographics (14-16 versus 18-24 years of age)
- Youth reporting to work timely
- Placing younger youth due to age restrictions
- Staff Capacity
- Transportation to worksites not on the bus line

The Career Connections Closet “Dress for Success”

- Pathway offers program participant’s free new and/or gently used career clothing through the Career Connections Closet.
- Job seekers are encouraged to utilize the career closet to assist them in becoming work ready.
- All Donations are accepted daily to replenish inventory.



Pathway's Programs and Services

- Employment and Career Services
- The Community Connection Program
- The Community Resource Center/Home Relief
- The Home Energy Assistance Program
- The Senior Brokering Program
- The Senior Emergency Home Repair
- Brothers and Sisters United Programs



Community Partnerships



Through strong relationships and collaborations in the community we have developed strong and valued partnerships with a number of agencies/organizations that give back to the community and help aid in providing participants a work experience and barrier removal services.



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And it all begins with US! Questions????

