

## Spring 2025 Proposal

### EXECUTIVE SUMMARY

██████████ is an education nonprofit bridging the gap between high school and the workforce by providing debt-free training for young adults, particularly those of color and from low-income backgrounds. Through our Medical Assistant (MA) Fellowship in ██████████, we equip young people with technical skills, professional development, career coaching, and financial support, ensuring a direct path to stable healthcare careers. In 2025, we aim to enroll 15 Fellows at ██████████ Hospital, recruiting through partnerships with local schools and community organizations. Running from July 2025 to June 2026, the program includes coaching, skills labs, an externship, and credentialing, culminating in direct job placement. ██████████ respectfully requests \$██████████ from The ██████████ Foundation to continue offering tuition-free education, stipends, and essential resources to help young adults achieve economic mobility while strengthening the local healthcare workforce.

### DESCRIPTION

██████████ is an education nonprofit urgently addressing a broken education-to-workforce system that is failing both young adults of color and healthcare employers. For too long, the disconnect between education and workforce systems has left many high school students without exposure to alternative pathways after high school, and many recent graduates with limited options for earning an income immediately.

Today, approximately thirteen million young adults aged 18-24 are neither working nor in school, nor are they stuck in low-wage jobs without higher education. Traditional college is not an option for many due to its high cost and time commitment, in addition to challenges disproportionately faced by Black and Brown young adults and those from lower-income backgrounds. They often face a false choice: forgo immediate income to pursue an expensive college education and accrue significant debt, or take a low-wage job with no career trajectory. ██████████ sees an urgent need to connect these young adults to debt-free healthcare training that offers a meaningful career without the burden of significant debt.

██████████ was founded in ██████████ in ██████████ by former Superintendent of Schools ██████████. Building on its ██████████ years of regional programming, ██████████ identifies an excellent opportunity to deepen its impact in 2025. For the next year, ██████████ projects enrolling 15 Fellows in our fall program to become full-time medical assistants with ██████████ Hospital. To reach this enrollment target, we aim to recruit and receive ~165 applications. Of our 2024 Fellows in ██████████, 93% identified as people of color, 95%+ identified as Female, and many of them are single mothers.

In ██████████, ██████████ Fellows enroll with our training partner, the ██████████, to receive the technical training to become Medical Assistants (MAs). ██████████ then complements that with our professional skill curriculum. Through a cohort-based fellowship (lasting ~36 weeks), Fellows receive peer support, career coaching, and professional development in soft skills like communication, confidence, and time management. Our coaches provide culturally responsive, relationship-based guidance. Propel ensures retention and completion by incorporating employer feedback and aligning support within each phase of the

Fellow journey, including externships and hiring. As relates to this requested support, Propel also ensures that our program is debt-free for our Fellows. [REDACTED] covers any tuition not covered by Pell funding, and we provide each Fellow with a laptop, textbook, stipend, and training supplies.

To date, [REDACTED] is proud of the significant impact we've had on the economic mobility of many young people in [REDACTED] and the local, diverse talent pipeline we've helped build for [REDACTED] Hospital. To reach young people in [REDACTED] and provide them training for upwardly mobile careers, [REDACTED] on-the-ground team has built meaningful partnerships across K-12 and community-based organizations. These partnerships help us build a steady pipeline of young adults into our post-secondary fellowship, as they often gain exposure to [REDACTED] during high school. We greatly value our community partners in this process, as they play a crucial role in identifying and recommending potential candidates. We partner with high schools, host job fairs, and engage in digital outreach to identify candidates.

On the school side, [REDACTED] has formed partnerships with [REDACTED] and [REDACTED], which have gotten [REDACTED] into [REDACTED]. Our team presents our program at career fairs and recruits from [REDACTED]. In the spring of 2024, we offered a new [REDACTED] workshop at [REDACTED] to help expose 10-11th graders to alternative pathways (like [REDACTED]) that can lead to diverse careers in healthcare. At each of these districts, charter management organizations, or schools, [REDACTED] has an in-house advocate who is working directly with young people and sharing [REDACTED] fellowship as an opportunity for after high school graduation: [REDACTED].

[REDACTED] is actively recruiting for our fall cohort and is eager to enroll the next qualified group of young people to help fill critical talent gaps at [REDACTED].

## **TIMELINE**

[REDACTED] MA education pathway for young people in [REDACTED] will run from July 2025 to June 2026, offering a comprehensive, year-long fellowship. In August 2025, [REDACTED] will have a launch event and orientation. In September, fellows will begin coaching sessions and coursework through online training modules, building a foundation for their professional development. By October, biweekly in-person professional development sessions will start, covering key topics such as effective communication and giving feedback. Throughout the year, from October to June, fellows will also engage in multiple in-person Skills Labs, further honing their abilities. In May 2026, the externship phase will begin, and fellows will sit for their credential exam. The fellowship will culminate in June 2026 with a graduation ceremony, followed by a hiring period, marking the beginning of new career opportunities for the fellows.