

# Findings from Surveys of Year 2 Students in The Gateway-In Project®

Baseline (Before Training), and One Month and One Year after Training Completion

Graduate Profile, Employment Outcomes, Financial Well-Being, Career Development Plans, Use of Wrap-Around Supports, and Program Satisfaction

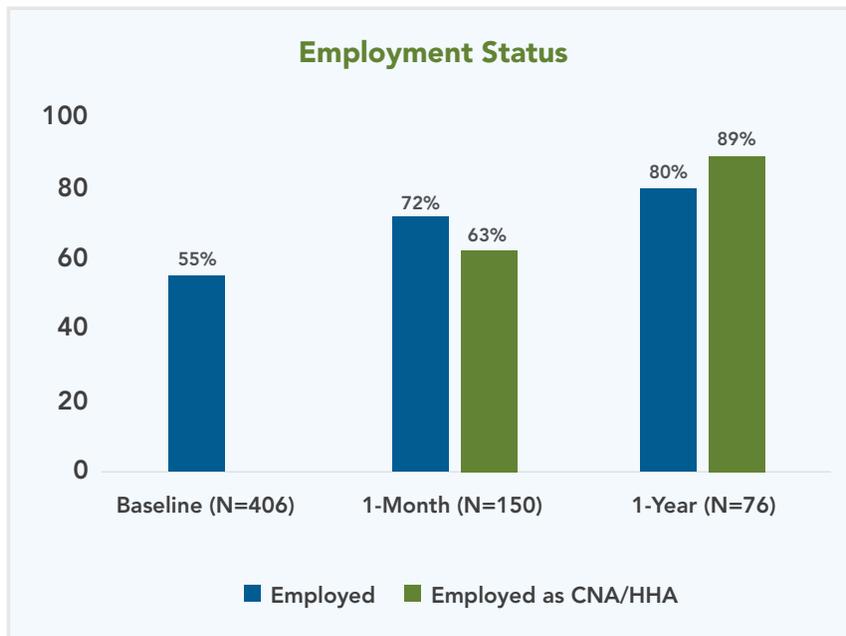
## Demographic Profile (N=412)



- ▶ **86%** are female
- ▶ **52%** Hispanic, **26%** Black or African American
- ▶ **9%** identify as Asian, **6%** identify as White
- ▶ **69%** were 35 years of age or younger
- ▶ **85%** earned at least a high school degree/GED
- ▶ **80%** are single; **53%** do not have children

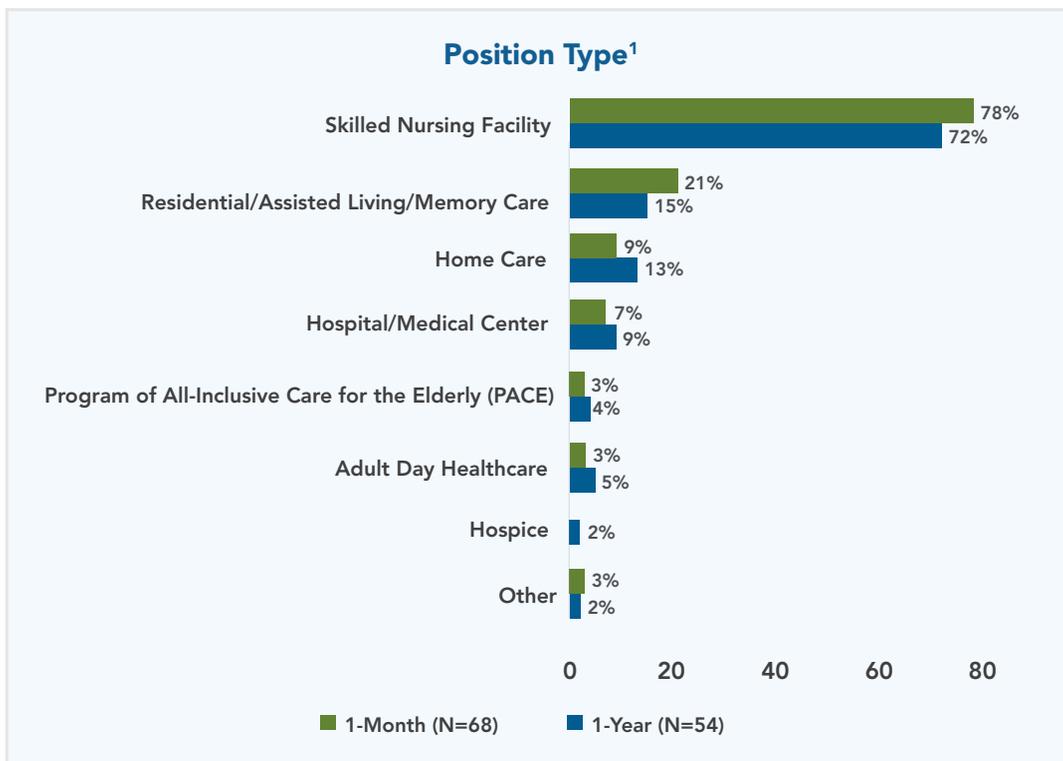
## Employment Status at One Month and One Year After Training

Employment rates across all occupations increased for Year 2 graduates. Employment as a certified nursing assistant (CNA) or home health aide (HHA) also increased between the one-month and one-year follow-ups.

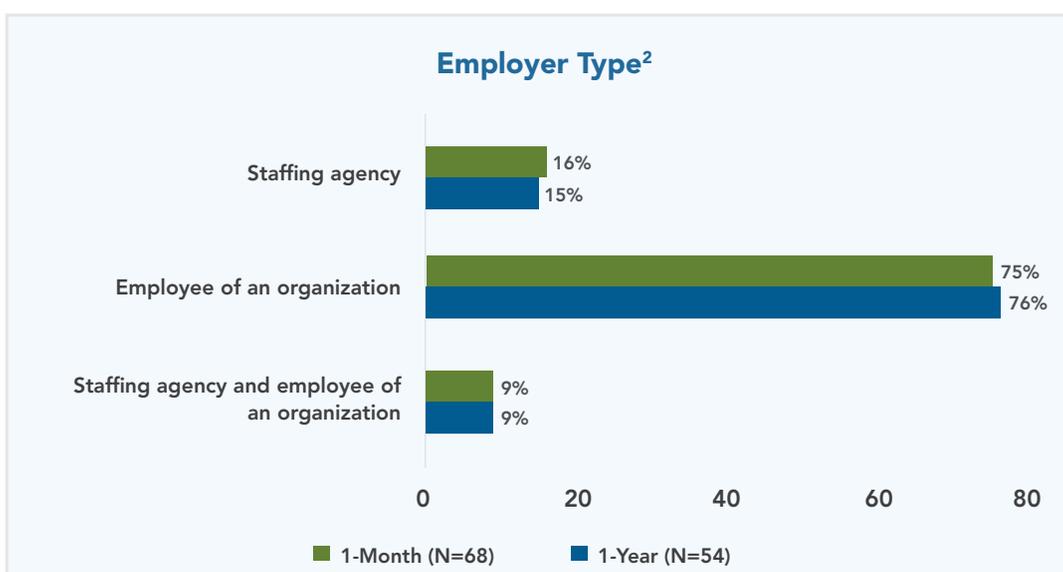


## CNA/HHA Position Type and Employer Type

Most graduates worked at a skilled nursing facility and were employees of the organization, rather than agency staff, at both the one-month and one-year follow-ups.



Note: <sup>1</sup>Some graduates held two jobs, and some carried out multiple assignments at one job.



Note: <sup>2</sup>One graduate did not provide data on the type of employer, resulting in a sample size of 67 for that variable.

## Job Satisfaction

More than three-quarters of graduates reported being satisfied with their jobs one year after completing training. Graduates reported being most satisfied with learning new skills and taking on challenging tasks. However, fewer than half of the graduates reported being satisfied with their wages or salary.



## Retention

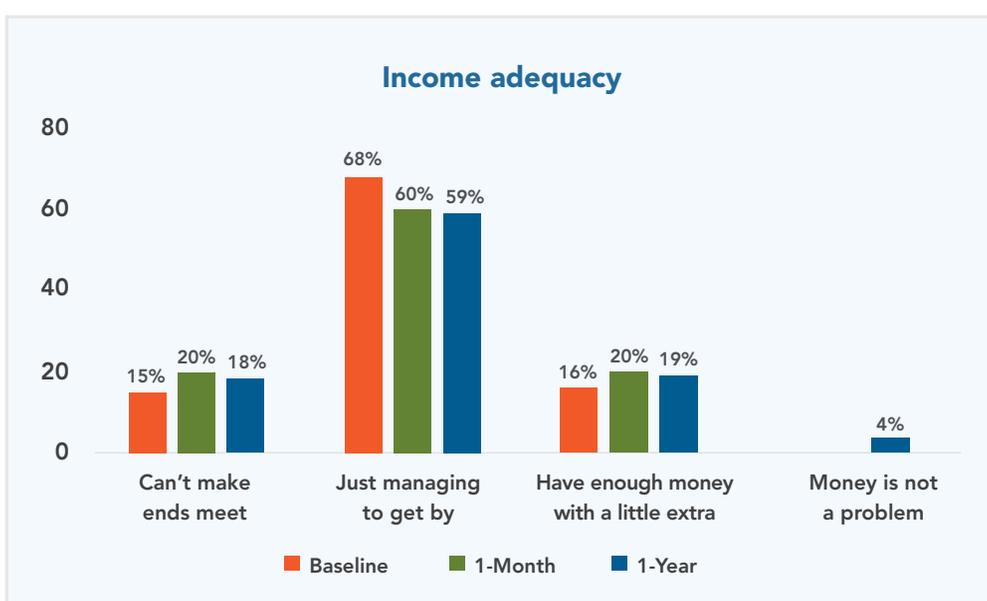
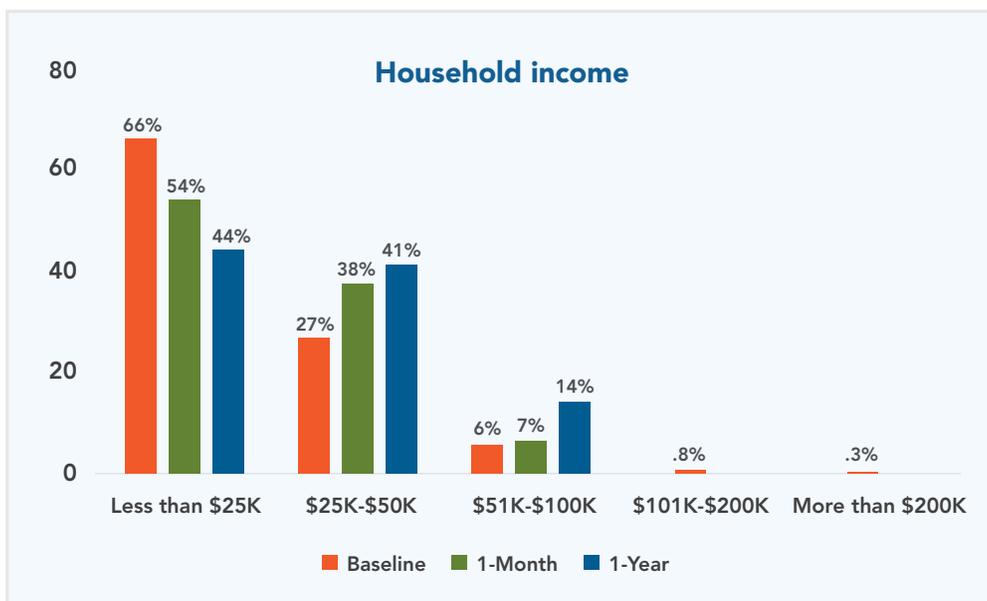


At the one-year follow-up, a smaller percentage of graduates (**74%**) reported being very likely or almost certain to continue working as a CNA/HHA in the next 3-6 months, compared with the percentage who reported this intention at the one-month follow-up (**93%**).

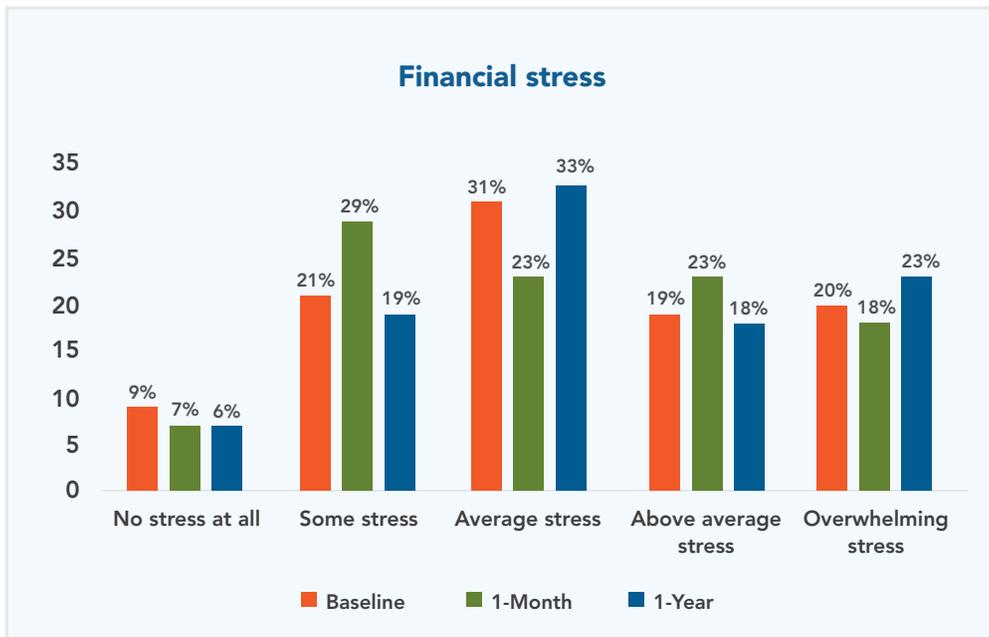
## Financial Status

The average household income of graduates significantly increased from baseline to the one-month post-training follow-up: **12%** fewer graduates reported earning less than **\$25,000** at the one-month follow-up. There was no significant change in household income from one month to one year.

About **60%** of graduates reported, both at baseline and during the one-month and one-year follow-ups, that they were “just managing” to get by on their income. Slightly more than **90%** of graduates reported experiencing some level of financial stress.



## Financial Status (continued)

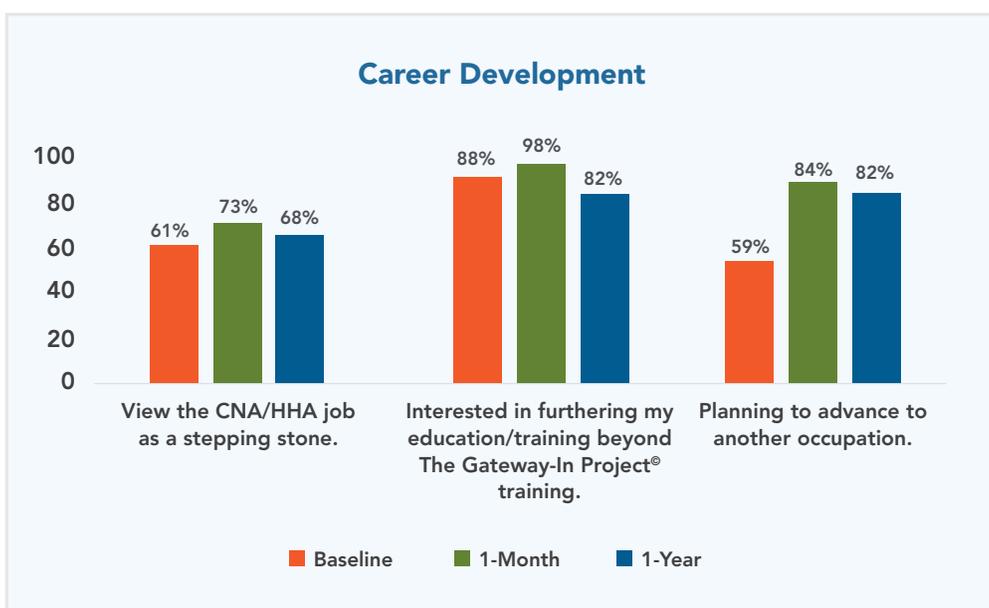


## Career Development

A significantly higher percentage of graduates viewed their CNA/HHA job as a stepping stone at both the one-month and one-year follow-ups, compared to baseline.

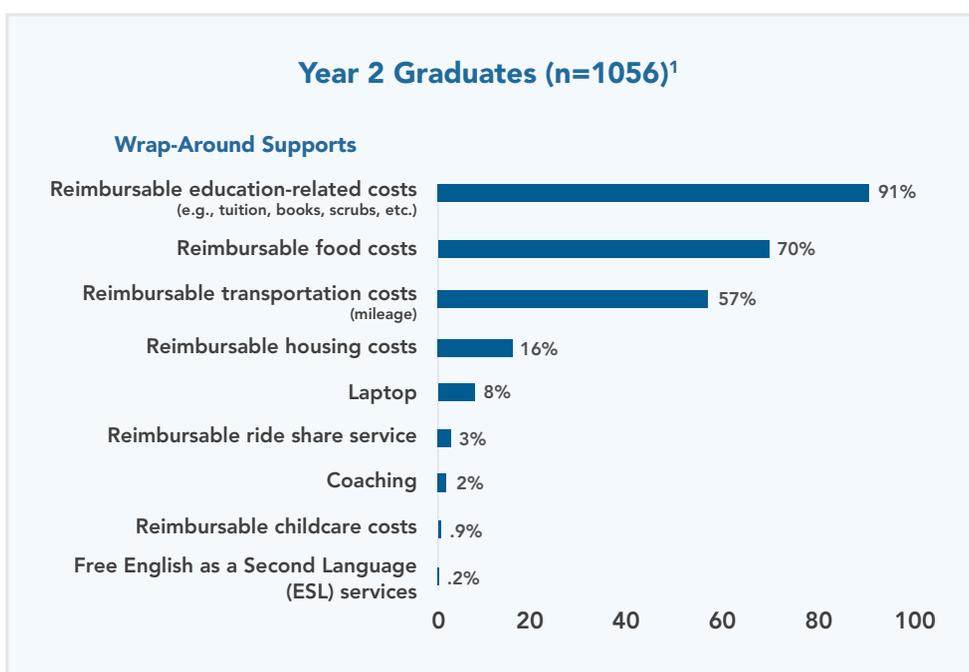
A significantly higher percentage of graduates expressed interest in pursuing further education and training beyond The Gateway-In Project® training at one month, compared to baseline. However, this interest declined between the one-month and one-year follow-ups.

The percentage of graduates planning to advance to another occupation increased from baseline to one month, but then significantly declined from one month to the one-year follow-up.



## Wrap-Around Supports

After completing training through The Gateway-In Project®, graduates received reimbursements for wrap-around supports they had used to navigate the training process. Wrap-around supports included the following:



<sup>1</sup>The data on student use of the supports was provided by LeadingAge California and includes all students enrolled in the program, not just those who completed the survey. Therefore, the sample size is 1,056, rather than the 54 graduates who completed the survey.

## Program Satisfaction

**98%** reported being satisfied or very satisfied with The Gateway-In Project® program.

**98%** would recommend The Gateway-In Project® to family members or friends.