



**THE HOWLEY
FOUNDATION**



The Howley Foundation Grantee Spotlight: ASPIRE Pathways

HOWLEY ASPIRE PATHWAYS' MISSION:

To provide a supportive direct pathway to sustainable and rewarding healthcare careers for underrepresented or economically disadvantaged students and to expand our team of diverse Cleveland Clinic caregivers.

THE NEED:

Patients come from varied backgrounds. Having a healthcare workforce that reflects the diversity of the population can help build trust and improve communication between patients and providers while addressing disparities and ensuring that all patients receive culturally competent care. Increasing diversity in healthcare jobs also provides economic opportunities for underrepresented groups and can help reduce unemployment and poverty in those communities.

PROUD PROGRAM MOMENT:

Launched in the fall of 2022, the Howley ASPIRE Pathways is an innovative enrichment program dedicated to developing educational and career opportunities for students interested in careers in healthcare. The program provides students with hands-on experience at Cleveland Clinic's cutting-edge simulation facility. Students learn clinical and non-clinical careers and practical applications to successfully pursue their selected career goals.

WHAT THE HOWLEY FOUNDATION FUNDED:

The Foundation funded \$9.5 million for programmatic support and student scholarships.



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WHY THE HOWLEY FOUNDATION FUNDED THIS WORK:

After sponsoring the successful ASPIRE Nurse Scholars Program at Cleveland Clinic for seven years, The Howley Foundation wanted to expand into other areas of healthcare to further address workforce needs. It was a natural next step in impacting students who are underrepresented and economically disadvantaged while fueling the pipeline with a highly qualified and diverse next generation of healthcare professionals.

ABOUT THE ASPIRE PATHWAYS PROGRAM:

Students participate in a 12-week enrichment program at Cleveland Clinic's Stanley Shalom Zielony Plaza to develop their understanding of careers in **Respiratory Therapy, Surgical Technology, and Sterile Processing**.

- Approximately 50 high school juniors are selected each year from a long list of applicants from Northeast Ohio.
- Eligibility is based on a holistic model which takes into consideration the applicants' academic metrics, attributes and experiences. To be considered for the program, students must be:
 - A current junior in high school
 - Have the ability to attend all 12 Saturday sessions
 - Must either demonstrate financial need, be an underrepresented minority in healthcare, or be a first-generation college student
- After the successful completion of their junior year, students are invited back to continue with the program during their senior year of high school.
- Upon high school graduation, students receive generous scholarships to attend college or obtain on-the-job training in their chosen career path:
 - Cuyahoga Community College for Surgical Technology
 - Kent State University for Respiratory Therapy
 - Robust on-the-job training and certification in Sterile Processing from Cleveland Clinic
- The first cohort of students completed the program in Spring 2023. Plans are underway to welcome the next group of Howley ASPIRE Pathways students in 2024.