

Five Stages of a Story

COMPONENTS

Stage 1 – Exposition (The Set-Up)

THE HOOK

Exposition is at the base of the mountain or the beginning of the story. This is where the author sets up the story including characters, setting, and main conflicts. CLIENT STORY, HISTORY UNFINISHED

Stage 2 – Rising Action (Add Depth to Characters)

The Rising Action occurs as you begin to move throughout the story. This is where conflicts start to build just like when you climb a mountain you are moving further along. POPULATION SERVED

Stage 3 – Climax (The Greatest Tension)

REVEALS PROBLEM TO FIX

The Climax is the turning point of the story. You have reached the top of the mountain and you cannot go any further, you have to turn and go down. This point in the story is when things finally start to move in a different direction and it may not always be a positive direction. GIVE HOPE > CREATE STRATEGY

Stage 4 – Falling Action (Start to Resolve Subplots)

Falling Action occurs after the climax as things start to work themselves out in the story. You are coming down the mountain just as you are coming down from the excitement of the climax. VALUES, MISSION, ACTION PLANS

Stage 5 – Resolution (Final Outcome)

The Resolution is the solution to the problem as you have reached the bottom of the mountain. The solution might not be what you want, but the conflict has been resolved. HOW DO YOU KNOW YOU ARE SUCCESSFUL

QUANTITATIVE + QUALITATIVE OUTCOMES

GPA presenter

FRANK VELÁSQUEZ JR

EX DIR JOBPATH, INC

8/21/18

-TEMPLATE

-GOOD FOR 'INQUIRY LETTER'
-REPRESENTATIVE STORY OF MANY OTHERS

JobPath: Story & Statistics

EXPOSITION (THE SET-UP)

Client Story (Unfinished)

Our story begins with Maritza...

Maritza always dreamed of becoming a nurse, but for her, that's all she thought it would be because she did not come from a place of means. She was, to be blunt, poor. However, she was extremely motivated to achieve her dream. She got a minimum-wage job, bought a car, and began saving money to help pay for this expensive program. A year later, her grit and determination paid off as she was successfully accepted into the ultra-competitive nursing program, and her first semester was a resounding success!

However, that success was short-lived when two weeks into her second semester she hit a financial roadblock. She was informed that she needed to pay the \$65 balance of her tuition or she would be dropped from the program. To make matters even worse, she needed an additional \$160 to pay for her required skills bag. In other words, her dream of becoming a nurse would end abruptly all because of \$225. She began to understand that no matter how much grit, determination, and motivation she had, they alone could not keep her on her path. She was devastated.

Unfortunately, Maritza's story is all too common.

RISING ACTION (ADD DEPTH TO CHARACTERS)

Describe the population served.

2017-18 Participant Demographics:

- *100% of the 300 JobPath participants fell below the poverty level per HUD guidelines (identified as low-income, very low-income, and extremely low-income)*
- *Average age was 31.8 years*
- *63% were female*
- *50% were head of household*
- *56% identified as Hispanic/Latino, while 8% identified as African American or Black, 2% Asian, 2% American Indian/Alaskan Native, and 2% Multi-Ethnic/Non-Hispanic*

CLIMAX (THE GREATEST TENSION)

What is the problem your organization is trying to address?

Thus, the struggle to attain economic equity for our participants is very real and deeply personal. They live in poverty (19.1% of the Pima County population lives in poverty), and often find themselves in minimum-wage positions with limited access to education and job training programs. Furthermore, they will need more than financial support to complete their education because of competing issues such as being the sole provider for their families, working multiple jobs, and being first-generation college students.

This is exacerbated by the fact that by 2020, two thirds of all jobs in Arizona will require some form of higher education. Yet here in Pima County, 69% of adults ages 25 and over do not possess a postsecondary degree. With an obvious skilled workforce gap that can be closed by local, motivated talent like Maritza, more must be done.

That's where JobPath comes in!

FALLING ACTION (START TO RESOLVE SUBPLOTS)

What is your organizational history?

What is your organization's mission?

How does your organization address the need?

What is your organizational overview?

Why is the approach you are taking to solve this problem innovative and/or effective?

In the mid 1990's, Pima County Interfaith Council (PCIC) and local business leaders found that while businesses in Pima County were struggling to find skilled employees to meet their workforce needs, many adult residents within Pima County were working multiple minimum wage jobs to support their families. Community leaders advocated for JobPath funding to help meet this urgent need through educational and job training support.

Founded in 1998 and incorporated in 2004 as a public, not-for-profit 501 (c)(3) corporation, JobPath is a workforce development program that provides opportunities for underserved adults to achieve financial independence through improved education and training in local, high-demand careers that lead to high wages, such as Nursing, Aviation Technology, and Engineering.

Based on a proven, innovative model, JobPath provides pathways out of poverty using a holistic approach designed to support underserved participants. This program goes beyond financial assistance, and begins with motivated participants and focused, viable career paths that lead to high-wage positions in the community. While these students are older, impoverished and with limited support networks of their own, they demonstrate passion about their program of study and commitment to completion. This approach ensures significant economic mobility.

While good intentioned individuals and organizations believe that money alone will help underserved students succeed, if this were actually the case, then 100% of them would indeed finish college and reach financial independence.

However, at JobPath, we understand that it requires more than financial support!

When enrolled at JobPath, participants receive emotional and social support in addition to financial support. Participants receive wrap-around support services, including individualized education plans specific to each person's needs, because our counselors understand that participants will encounter hurdles that a student with means simply would not. They also receive an unbiased ear from our counselors that is always available to listen. Additionally and perhaps most importantly, is the social support participants receive, otherwise known as peer support. JobPath staff and family members often cannot fully understand participants' stresses brought forward by their rigorous, demanding programs. Peer support, facilitated by counselors twice a month, provides participants the opportunity to talk to each other through challenging circumstances and flesh out some real and meaningful solutions, on their own.

Finally, JobPath provides financial assistance for college-related expenses such as tuition, books, certification exams, as well as providing financial support for expenses that might otherwise derail a participant's path to graduation, such as car repairs, utility bills, rent, or childcare.

THE RESOLUTION (FINAL OUTCOME)

QUANTITATIVE:

What are your current/anticipated outcomes?

So does JobPath's model work?

In JobPath's 20-year history:

- 90% of participants graduate
- 80% of JobPath graduates attain employment in their field within six months of graduation.
- Most incredibly, since 2006, JobPath graduates experience, on average, a \$33,000 increase in post-training wages!

In addition, as evidenced by the latest annual (2018) economic impact report by Applied Economics, an outside consultant that specializes in economic impact, the positive impacts include the following:

- The economic impact over the past twelve years totals \$517.7 million, based on cumulative wage increases of \$139.7 million

↑ put maybe in RISING ACTION

- During this same period, graduates of the JobPath program who found jobs experienced a total increase in wages of \$23.7 million and there was a reduction in public assistance costs (i.e. TANF, food stamps, AHCCCS) estimated at \$3.6 million for these individuals
- The annual program funding can be compared to the increase in wages less the decrease in public assistance for the year, resulting in an average return on investment of 224 percent over the past twelve years
- And for every \$1.00 of funding from local sources, JobPath produced \$2.40 in direct wage increases for graduates in 2016-17

THE RESOLUTION (FINAL OUTCOME)

QUALITATIVE:

How do you know you are successful?

As a result of your program, what will be different about those served?

This is a true pathway out of poverty and onto a path to financial independence. Graduates can now choose a job that pays them their worth, to save for their future and ultimately break the generational cycle of economic and social inequity while giving back to their community.

→ *JobPath is changing paths! JobPath is changing lives!*

As for Maritza, when faced with the possibility of giving up on her dream, she fortunately heard about JobPath from two nursing students who happened to be JobPath participants. She was quickly enrolled into JobPath, and JobPath paid off her expenses immediately to keep her on her path to her dream.

We will never forget the day Maritza graduated! Her family was so proud that they needed an entire table to themselves to celebrate her achievement! She gave an incredible speech to her fellow graduates. She was grinning from ear to ear because she had officially graduated from the nursing program at Pima Community College! Today, she is gainfully employed at Tucson Medical Center as an RN and has even paid it forward by giving a sizable donation to JobPath. She also has forged the path for her sister Claudia who begins the RN program this fall.

If you could meet Maritza, she would tell you what she told us that graduation night, "Thank you for giving me the opportunity to work for my dream. Thank you for paving the path for my job, future and life!"

FRANK VELASQUEZ
GFA Presenter
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