



Volume 1, Issue 2 -- 2002

# PathFinder Pages

A publication of the **St. Louis PathFinder Network**

Regional Center for Education & Work  
University of MO-St. Louis, College of Education

## "A DAY AT THE MOOSE" South Tech Students Shadow the Moose

The **Bull Moose Tube Company**, headquartered in Chesterfield, MO., recently played job shadowing host to three PathFinder students. **Winald Caldwell** (Computer Information Systems), **David Schildroth** and **Matt Kelley** (CISCO Network Administration) are enrolled at South Tech High School, and this was the first job shadowing experience for **David** and **Matt**.

According to **Jan Viele**, one of the CIS instructors at South Tech, all three students "thoroughly enjoyed the day at Bull Moose Tube Company." Sharing the experience with their classmates the following day, the three students said:

**Winald:** "It was a fun business atmosphere where everyone seemed to enjoy their work." **David:** "I enjoyed seeing how things happen in the workplace." **Matt:** "Everyone was really helpful in making me understand how things work."

Onsite hosts for the day at Bull Moose were **Debbie Pashia** (HR), **Joyce Wade** (Help Desk), **Brent Huffman** (Network Administration), and **Dunstan Disselhorst** (Safety and Quality). The students were treated to a brief overview of the company's history, a tour of the facility and then one-on-one time spent with their hosts. Students learned about the skills needed for a variety of positions at the company, and received expert advice about the college degree and/or specialized training each job required. Common questions asked by the students included: "What caused you to get into this career?" "Will IT certification help me find a job when I graduate?" "What kind of college degree will I need in this field?" "How can I get my college tuition paid for?" and "What do you like most [least] about your job?"

**Joyce** explained that she was hired, in part, because she had researched the company prior to her interview. **Brent** suggested considering a stint in the military (the Navy, in his case) as a way to get college benefits and gain valuable work skills at the same time. **Dunstan** mentioned that originally he had wanted to be a sports commentator—until he shadowed a sports commentator from his home community and learned what the job was **REALLY** like. This kind of advice from the experts—successful professionals already working in a given career field—can be among the most meaningful to high school students about to enter the field themselves. Of course, therein lies the value of job shadowing.

**Joyce Wade**, who describes herself as a "people person," mentioned that working with high school students is one of her jobs and: "...proposing the job shadow project to the company was exciting for me." When asked what prompted Bull Moose to host a job shadowing event, **Debbie Pashia** said this was one of the ways Bull Moose could contribute to the development of the area's future workforce. Hopefully, through this kind of outreach, they can help young people find careers they will enjoy. **AND**—perhaps—one or more of their student shadows some day will want to come to work at Bull Moose.



**Pictured left to right:** Brent Huffman, David Schildroth, Matt Kelley, Joyce Wade, Winald Caldwell, Debbie Pashia, Dunstan Disselhorst.

**Bull Moose Tube Company**, founded in 1962, has become one of the largest and most dominant tubing manufacturers in North America. Besides its facilities in Missouri, the company has plants in Illinois, Georgia, Indiana, Ohio and Ontario (Canada). Bull Moose tubing is used in a wide range of industrial, commercial and residential applications including buildings, fencing, playground equipment and sprinkler systems. Its HSS (hollow structural sections) product is a key ingredient in construction applications around the world.

**Special Acknowledgements:** **St. Louis PathFinder Network** is grateful to Bull Moose for offering to host this event, and to South Tech for coordinating the effort on behalf of its students. There is **NO FEE** for businesses to post career exploration activities on PathFinder. If your company or school would like to participate in job shadowing or similar activities, contact **Rosanne** at **314-516-4378** or **vrugtmann@msx.umsi.edu**. Also, visit our website at: <http://stlpathfinder.communityos.org>.



**School Affiliates:** Our network continues to grow—we're up to 49 affiliates and counting! Since our last issue of the *PathFinder Pages*, we've added the following schools/youth organizations:(in alphabetic order):

Beaumont High School  
Community Partnerships (STC) at E. Central College  
Four Rivers AVTS  
Gasconade County R-2 High School  
Gateway Institute of Technology  
Jennings High School  
Lakeside Resident Center  
Regional Center for Education & Work  
Ritenour High School  
Roosevelt High School  
Special School District  
St. Clair R-13 Schools  
Sullivan School District  
St. Louis Career Academy  
WIA Youth Program—St. Louis County

For a complete list of PathFinder schools, go to:  
<http://www.umsl.edu/rcew/pf/sitelicenses.pdf>

**OOPS!** In the last issue of *PathFinder Pages*, we inadvertently omitted **South Technical High School** from our affiliates list. Sincere apologies to our good friends at South Tech, a very active PathFinder partner.

*NOTE: Be sure to check the front page of this newsletter for a story about three students from South Tech who recently participated in job shadowing at Bull Moose Tube Company.*

**You Can Join!** We still have a few **FREE** site licenses (worth \$850) to give away to area public middle and senior high schools or youth organizations that assist young people with career and education planning. The service area of the St. Louis PathFinder Network includes St. Louis City, St. Louis County; St. Charles, Jefferson, Franklin and Clinton counties in Missouri; and parts of St. Clair and Madison counties in Illinois. To find out how you can join the PathFinder family, call **Rosanne** (or **Jim**) at **314-516-4378**, or email your inquiry to: [pathfinder@umsl.edu](mailto:pathfinder@umsl.edu).

*NOTE: Private and parochial schools also can participate by purchasing a PathFinder site license. Please contact us for details.*

**Employer Affiliates:** The good word about PathFinder continues to spread among area employers. After learning they can post opportunities on PathFinder at **NO FEE**, and that PathFinder staff serves as the single point-of-contact for activity coordination, employers often ask: "Why **WOULDN'T** we do this? **That's the one question for which we have no answer!** We're especially grateful for our employer partners, including:

A.L.I.V.E.  
AmeriCorps St. Louis  
Black College Expo/WMS Conference  
Bull Moose Tube Company  
Center for Entrepreneurship & Econ Educ, UM-St. Louis  
Custom Cuts  
Dierbergs Markets  
Father Dunne's Newsboys Home  
First Community Credit Union  
Genome Sequencing Center  
Greater St. Louis Dental Society  
Imaging Center (The)  
Logan College of Chiropractic  
McCarthy  
Mid-American Grocer's Association  
Office of Pre-Collegiate Programs, UM-St. Louis  
Quest Diagnostics  
Regional Center for Education & Work  
Resler-Kerber Optometry, Inc.  
Sigma-Aldrich Corporation  
St. Anthony's Medical Center  
St. John's Mercy Hospital-Washington  
St. John's Mercy Medical Center  
St. John's Mercy Medical Center/Student Flex Team  
St. Louis Carpenter's Joint Apprenticeship Program  
St. Louis PathFinder Network  
St. Louis Veterans' Administration Medical Center  
Stepstone Productions  
The Performance Edge  
The Repertory Theatre of St. Louis  
Transitions Unlimited  
Westfield Shoppingtown Northwest  
Wicks Pipe Organ Company

For a complete list of PathFinder employers, go to:  
<http://www.umsl.edu/rcew/pf/empaffiliates.pdf>

**You Can Join!** To find out how your business or agency can join the PathFinder family, contact **Rosanne** (or **Jim**) at **314-516-4378**, or email your inquiry to: [pathfinder@umsl.edu](mailto:pathfinder@umsl.edu)



Labor and Education Market Analysis  
University of Missouri-St. Louis College of Education

### EDUCATIONAL SUCCESS MODEL An Open Invitation for Educators

What if you had a model that identified and estimated the factors driving educational success? How would such a model assist your planning, policy, hiring, budget, and fund-raising decisions?

**Good News!** LEMA is now hard at work on an **Educational Success Model** for the St. Louis region. The Labor and Education Marketing Analysis initiative (of the Regional Center for Education & Work, UM-St. Louis, College of Education) supports the St. Louis region's educational policy and workforce development communities by providing education and labor market research and analysis. LEMA's unique *Econometric Models* are designed to estimate the area's labor supply, demand and wages, and education and training needs.

The **Educational Success Model** is designed to identify and estimate key predictors of educational success and workforce attainment by the region's K-12 students. When complete, the model will be joined with labor supply, demand and wage models to create an integrated model for the entire region.

## We Want You!

Are you interested in learning more about the *Educational Success Model* and how it is being developed? **Would you like to participate** in LEMA's interviews with local business people and community leaders?



LEMA staffers **James P. McHugh**, and **Gregory Aubuchon** invite area educators, guidance counselors and school administrators to participate in development of the *Educational Success Model*.

To learn more, call **314-516-4002** or **314-516-4003** (or email LEMA: at [mchughjp@msx.umsl.edu](mailto:mchughjp@msx.umsl.edu) or [aubuchong@msx.umsl.edu](mailto:aubuchong@msx.umsl.edu)).

**YOUR EXPERT INPUT AND ADVICE IS NEEDED!**

# Coordinator Corner

This column provides tools, tips and techniques to help Coordinators get the most from the PathFinder system.

**Student Profiles:** Before students can interact with the PathFinder system (i.e., post information or request opportunities), they must register, be activated, and save their individual profiles. Here are the steps to follow:

1. Go to: <http://stlpathfinder.communityos.org>
2. Click on "Sign Me Up," then click "Agree" at the bottom of the User Agreement page.
3. Complete the "Registration Form" and click "Register." (*Be sure to copy User Name, Password and ID when they appear on the screen.*)
4. Go back to the home page. Click "Enter PathFinder."
5. At the portal page, click "Students" and enter User Name and Password (*NOT case sensitive*).
6. At the "dot page," click the little purple dot to "Add/Individual Resumes and Profiles."
7. Complete the profile and click "Save Individual Profile" at the bottom of the page.
8. Click on the "My Interests" icon, complete and save.
9. Click on the "My Resume" icon, complete and save.
10. Click on the "My Portfolio icon to visit other areas of the electronic portfolio. Add information and/or conduct extensive online searches of education and career-related sites as desired.

Once these steps have been completed, students (and educators) may return to the "dot page" to "Search" the "Employer" and "Opportunities" databases for activities matching their interests. To request an opportunity, simply click the "Request" button at the bottom of any opportunity profile page. We receive requests immediately via the system's automated "Online Assistant" tool. Before processing student requests, we email the school coordinator for a release. Upon approval, we contact the employer for their acceptance, then notify you. You and they then coordinate the final details together.

**PathFinder Help Desk:** If you have questions about any of these steps, need assistance registering students and/or educators, or would like to schedule a free onsite visit to your location, contact the PathFinder Coordinator. It is our pleasure to assist you. Our commitment is to respond to your questions immediately or to return your call or reply to your email within 24 hours. Contact us at: **516-4378** or email [vrugtmann@msx.umsl.edu](mailto:vrugtmann@msx.umsl.edu).

## THE RESULTS ARE IN!

### **Writing grants? Searching for study data to support your efforts to provide career-related learning activities for your students or clients?**

You may be interested in the results of these studies that confirm the substantial benefits of school-to-work activities like those coordinated through PathFinder:

#### **JOB SHADOWING**

**The Kravis Leadership Study:** The Kravis Leadership Institute, Claremont McKenna College, evaluated the "Impact of Job Shadowing on America's Youth" (2-16 years old). They analyzed data on youth labor force and educational experiences from the National Longitudinal Survey of Youth 1997. 384 students who job shadowed were compared to non-shadowing participants.

**Results:** Teens who have job shadowed are 1/3 more likely to seek employment (part-time, 20 hrs/wk or less) during their high school years (44% vs. 33% for students who have not job shadowed). Job shadowing teens are 5% more likely to believe they will obtain a college degree (79.1% vs. 74% for students who have not shadowed). A significant percentage of shadowing students expect to finish high school (98.4% vs. 94.6% for teens without job shadowing experiences).

**Bottom Line:** Students who job shadow will be more positive about their futures and more likely to complete high school, attend and graduate college, and be productively employed.

#### **MENTORING**

**1996 Center for Intergenerational Learning study,** Temple University, found young people who participated in an intergenerational mentoring project for high-risk middle school students in Philadelphia, exhibited:

- Less disruptive classroom behavior
- Better school attendance
- Improved relationships with adults and peers
- Positive changes in knowledge, attitudes and behaviors concerning substance use and related life skills

**1988 Proctor & Gamble study** of their mentoring programs in Cincinnati Schools found that the 133 young people with mentors were more likely to:

- **Stay in School**  
No student with a mentor dropped out of school; average daily attendance was also higher
- **Achieve and Aspire to Better Grades**  
GPA was approximately half a unit higher for young people with mentors
- **Go to College**  
86% of seniors went to college after mentoring programs were instituted (compared to 24-30% of students previously)

**1995 Public/Private Ventures study** of the Big Brothers/Big Sisters mentoring program found "Littles" who met regularly with their "Bigs" for about a year were:

- **Saying No to Drugs and Alcohol**  
46% less likely than peers to start using illegal drugs; 27% less likely to start drinking
- **Attending Class**  
52% less likely than peers to skip a day of school; 37% less likely to skip a class
- **Connecting to Adults and Peers**  
More trusting of parents or guardians; less likely to lie to them; and felt more supported/less criticized by peers and friends

**1989 Louis Harris poll** of 400 high school juniors and seniors who participated in Career Beginnings, a national mentoring program, found the vast majority credited mentors with helping to improve their lives:

- 73% said mentors helped them raise their goals and expectations
- 87% went directly to college or planned to attend college within one year of graduation
- 59% improved their grades
- 87% said they benefited from mentoring relationship

**1994 Linking Lifetimes study** from the Center for Intergenerational Learning at Temple University found that young people with older mentors (average age 65) showed improvement in:

- School-related behavior
- Self-confidence
- Personal skills

**1989-1991 Ford Foundation Quantum Opportunities Program survey** found that mentored high school students from families receiving public assistance were more likely than non-mentored students to:

- Graduate from high school and enroll in college
- Become involved in community service
- Have fewer children and avoid welfare/food stamps
- Have fewer arrests and be more hopeful about their futures

**Source:** *The National Job Shadow Coalition website:*  
[www.jobshadow.org/current\\_news/statistics.html](http://www.jobshadow.org/current_news/statistics.html)

#### **Other valuable sources of information:**

*"School-to-Work: Making a Difference in Education":*  
[www.tc.columbia.edu/~iee/PAPERS/Stw.pdf](http://www.tc.columbia.edu/~iee/PAPERS/Stw.pdf)

*"The Internet and Education" (Pew Internet & American Life Project) study:* [www.pewinternet.org](http://www.pewinternet.org)

*"Learning in Deed" (value of community service learning)*  
[www.servicelearningcommission.org/pressrel.html](http://www.servicelearningcommission.org/pressrel.html)

*"High Schools That Work" study about ways to improve the quality of high school career/technical education:*  
[www.sreb.org/programs/hstw/career/careerindex.asp](http://www.sreb.org/programs/hstw/career/careerindex.asp)

# Reflections

from the staff of the **St. Louis PathFinder Network**

April 2002

## *The Power of Partnership*

When I graduated from college, I went back to my hometown to visit friends. My parents had sold the family home a few years before and moved out of state, but I took time to drive by the old house, just to see it.

Out in the front yard, perched in "my" giant oak tree, was a boy about ten years old. I stopped the car and went over to introduce myself. I told the boy that when I was his age I practically lived in that tree. He thought that was funny, because his mother always tells people he lives in that tree.

We were standing there talking, laughing, feeling good about our shared tree, when a car stopped at the curb in front of us. A middle-aged man got out on the driver's side, then went around to the passenger side to help a very frail-looking elderly man out of the car.

The old man walked right up to the tree, patted it, looked at us, and said, "I planted this tree sixty years ago when there was nothing here but fields. I still like to come visit it now and then." With that, he turned around, got back into the car and they drove away.

The boy and I were both so shocked we didn't say a word until the old man had gone. Then the boy just looked at me and said, "Wow."

*Random Acts of Kindness. Conari Press. Used with permission.*

On a whim a young boy plants a single oak tree in an open field—never imagining the happiness it would bring to generations of boys to come. Just so, most of us do not see the long-term impact of the mundane decisions we make day-to-day. That is why awards recognizing our unique contributions are so meaningful.

### **ST. LOUIS BUSINESS JOURNAL TECHNOLOGY AWARDS**

The **St. Louis PathFinder Network** is pleased to announce that it was recently recognized as a finalist in the "St. Louis Technology Awards," sponsored by the *St. Louis Business Journal*. More than 100 area companies submitted nominations for this year's event. PathFinder was one of 30 finalists—one of two in the "Not-for-Profit" category. This was a notable achievement, since our initiative was not launched until September 2001. We felt especially honored to join winning companies like **Boeing, BJC HealthCare, Maritz Travel, MasterCard International, Clayco Construction, the Missouri Valley Conference** and the **Build-A-Bear Workshop** in this second year of the technology awards competition.

**Acknowledgements:** We'd like to recognize just a few of the many friends and partners of the **St. Louis PathFinder Network**, whose ongoing support makes our success possible.

One partner whose support continues to be invaluable to us is **Judy Larson**, Tech Prep Coordinator at St. Louis Community College at Forest Park. **Judy** is a driving force behind several key groups in the community, including both the North County and South/West County School-Business Partnerships. Since our presentation about PathFinder at a South/West County meeting some months ago, students from several area high schools have been placed in paid part-time or internships positions with local employers. Thanks to **Judy**, her able staff, and other members of the South/West County advisory board for making these outcomes possible!

Our partners, **Don Reese** and **Mark Floretta**, at the U.S. Department of Labor, Bureau of Apprenticeship and Training, continue to share with us their connections to key member organizations, businesses, and individuals. Numerous presentations, PathFinder opportunities, and at least one new school affiliation have been a direct result of these connections. **Don** and **Mark** also serve on our "PathFinder Minder" Steering Committee.

**Paul Mackay**, Executive Director of the Metropolitan Vocational Technical Cooperative, has supported our efforts unstintingly—providing meaningful contacts, advice and encouragement as we continue to expand our outreach into the community. We often receive calls from individuals who were referred to us by **Paul**.

**Karen Putnam**, with the St. Louis Regional Chamber and Growth Association (RCGA), often forwards contact info for individuals who are interested in PathFinder. These contacts have resulted in numerous affiliations with both schools and employers throughout the region.

Among our employer partners, **Larry Kreyling**, with Dierbergs Markets and also a member of our Steering Committee, has supported our initiative from its inception. Not only was Dierbergs the first employer to post opportunities on PathFinder, but **Larry**, a former principal with the Ferguson-Florissant School District, clearly understands the importance of "connecting classrooms with careers."

**OUR THANKS TO ALL OF YOU—and to our many other partners and friends who will be acknowledged in future issues of PathFinder Pages!**

# PathFinder 101

**YOU'RE INVITED** to attend this hands-on event to learn more about PathFinder, a web-based career exploration system now serving employers, schools, and youth organizations throughout the region.

**Employers:** PathFinder provides a single point-of-contact for you and automates coordination of your community outreach activities—at **NO FEE!**

**Educators:** PathFinder provides access to a variety of employer-provided school-to-career activities for you and your students.

**Youth Professionals:** PathFinder expands education and career options for your clients, as well as resources for counselors and youth professionals.

**NO FEE to participate**

**Who Should Attend:** PathFinder partners, school personnel, employers, community leaders, parents and others committed to workforce development.

**When:** Session A - Wed., May 22 - 900-1000 a.m.  
Session B - Wed., May 22 - 1030-1130 a.m.

Session C - Tues., June 20 - 900-1000 a.m.  
Session D - Tues., June 20 - 1030-1130 a.m.

Session E - Thurs., July 23 - 900-1000 a.m.  
Session F - Thurs., July 23 - 1030-1130 a.m.

**Where:** E. Des Lee Technology & Learning Ctr (TLC)  
100 Marillac Hall (located on the S. Campus of the University of Missouri-St. Louis)

**To Register or Learn More:** Call **314-516-4378**, or email [vrugtmanr@msx.umsi.edu](mailto:vrugtmanr@msx.umsi.edu)

To sign up for **PathFinder 101**, become a **PathFinder affiliate**, or to learn more, contact the St. Louis PathFinder Network now at **314-516-4378** or [pathfinder@umsi.edu](mailto:pathfinder@umsi.edu).

## St. Louis PathFinder Network

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PathFinder: **"Connecting Classrooms with Careers"**  
through electronic portfolios and work-based learning opportunities.

## MEET YOUR PATHFINDER STAFF



### Seated left to right:

**Jim Duane**, Assistant Director/RCEW  
**Rosanne Vrugtman**, PathFinder Coordinator  
**Bernadette Dalton**, Administrative Assistant/RCEW

Our offices are located at I-70 and Florissant Road, on the University of Missouri-St. Louis campus. If you have questions or need assistance, we invite you to contact or visit us anytime at:

### St. Louis PathFinder Network

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Fax: (314) 516-6897

Email: [rcew@umsi.edu](mailto:rcew@umsi.edu)

Website: <http://stlpathfinder.communityos.org/>

