



PROMISING PRACTICE

Workforce Skills

Hostos Community College - Allied Health Career Pipeline Program

For individuals entering the healthcare field for the first time, the workforce can be intimidating. It takes a helping hand to ensure they start off on the right foot.



The Allied Health Career Pipeline Program (Pipeline Program) Career Services team learned that many students who completed the program were not reporting their job placement. It seemed this oversight was, in part, due to difficulties adjusting to their new schedules.

Although students are prepared for workplace settings, employers have different work cultures that can take time to get used to. Many students required extra support to plan for the transition into the workplace.

The Pipeline Program sought an innovative way to help participants achieve their goals and balance family and work life. To boost job placement and retention, the program launched an incentive initiative.

Retention Specialists at the Pipeline Program reached out to over 200 graduates who had not reported their job placement.

Transportation was one of the most reported difficulties. So, the strategy to re-engage these students involved MetroCards, because the Pipeline Program felt that helping with transportation expenses would relieve financial stress.

The new incentive provides students with two 30-day MetroCards. Participants receive one for reporting and documenting their initial placement. The second MetroCard comes once participants have completed their 90-day work milestone. Along with the 40 initial employment placements captured, 45 students reported 90-day milestones.

“The incentive of receiving the monthly MetroCard saved a lot on cost, and it allowed me to attend more appointments as opposed to if I purchased my own MetroCard with limited rides,” said Pipeline Program participant, Octavia Johnson.

This Promising Practice was self-identified by the grantee and information contained in this document was provided by the grantee.