

# PROMISING PRACTICE

## EMPLOYMENT STRATEGIES | EDUCATION, TRAINING, AND SUPPORT SERVICES

Hostos Community College –  
Allied Health Career Pipeline Program(I-CATCH)



### Hostos Community College proves that personalized case management and career services are the keys to successful employment in healthcare.

For their **Allied Health Career Pipeline Program**, Hostos Community College utilizes a three-phase case management approach to ensure successful outcomes: **Orientation to Training, Completion to Career Services, and Career Services to Employment. By focusing on student engagement and individual case management throughout the program, students are motivated, supported, and empowered to achieve their goals.**

Before training begins, each student is assigned a personal Case Manager who coaches them through a comprehensive orientation program. These powerful allies help set the tone for what is expected from each student, explain available support services, and identify individual needs or challenges that may potentially derail success. Students also consult with Career Services Specialists to discuss potential career pathway options.

During training, students meet with their Case Managers on a weekly basis to assess their progress and receive support service referrals as needed. After the first week, students are equipped with an individual service plan that outlines their objectives and the steps necessary to achieve success.

Midway through the program, Career Services Specialists perform employment readiness assessments to determine each student's level of career preparedness. The assessment is designed to evaluate prior education and experience, as well as identify current challenges

to employment ranging from access to childcare to availability of professional attire. Case Managers and Career Services Specialists confer to create actionable strategies to help each student achieve his or her employment goals.

Upon course completion, Career Services Specialists prepare students for job readiness by conducting mock interviews, resume reviews, and additional vocational assessments while Case Managers continue providing support as necessary. Even after program completion, the team continues to engage with students, focusing on employment retention.

By enhancing the role of social workers in the case management team and increasing the frequency of student contact with career services team, the Pipeline Program experienced its highest yearly employment goals since it began HPOG 1.0 in 2010. Personalized attention, professional evaluation and continuous contact provide the necessary engagement to prepare students for successful employment upon program completion.

**“The Hostos HPOG Pipeline program has been a blessing from the sky because it has helped me further my health career from HHA to CNA. I am now a certified professional and I will not stop climbing until I become a registered nurse.”**

– **Patience Mbaba, CNA**

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