

>> ZAREMBA: Well good afternoon everybody. My name is Paul Zaremba, and I'm with the Southland Health Care forum. I am the program director, and my presentation is going to be a video, but it's not going to be as impressive as the last one. It was inspiring. But hopefully it will be in certain ways. We're working with Dr. Philip Hong with Loyola University. He is an HPOG grantee evaluator, and he's going to tell you a little bit about our results on hope, barriers, and empowerment.

>> HONG: Hello, my name is Philip Hong, and I'm the principal investigator of Loyola University Chicago's HPOG University Partnership Grant. The title of our grant is "Evaluation of Empowerment Pathways to Self Sufficiency in Health Professions Career Development for Low Income Individuals." We're a very proud partner of three HPOG program grantees: South and Health Care Forum in Chicago Heights, Illinois; Gateway Technical College in Kenosha, Wisconsin; and Instituto Del Progreso Latino in Chicago, Illinois. I'm sure all three of our partners are in the audience today. I'd like to say hello to all of them.

For today's Lightening Talk session, one of our three partners, Southland Health Care Forum and Loyola University Chicago come together before you to present on our preliminary analysis from the two years of evaluation on hope, barriers, and empowerment. This has been a mutually beneficial evaluation looking at psychological self-sufficiency that comprises employment hope and perceived employment barriers as they relate to economic self-sufficiency as students move through the various training programs. And so far we have uncovered that employment hope and perceived barriers contribute significantly to economic self-sufficiency, and also, improvement in employment hope in earlier stage contributes positively to increase in economic self-sufficiency in later stage.

So what is the added value of this evaluation? We're tapping into a non-tangible process by examining psychological self-sufficiency. It captures the staff effort in providing intensive coaching, helping students develop and maintain hope, and resilience building through informal or formal interactions with students. And also, it encourages the use of psychological self-sufficiency as an intermediary benchmark of success in workforce development using theory of change based on empowerment perspective.

The top row illustrates the HPOG partners logic model, and the bottom row illustrates the university partners research question. And the middle is where they converge as a common theory of change. Career goals, resource skills, and motivation developed while pursuing education and training in health career pathways, and also overcoming barriers and becoming work ready by receiving support and services upon completion leads one to become economically self sufficient.

We have administered approximately 388 surveys at Southland Health Care Forum. Corresponding to the time points of the PRS system we had also surveyed at intake, midpoint, exit, and six-month follow up. We also compared our data from the Southland Health Care Forum to the total surveys, which include other HPOG sites and other comparison sites.

If you compare the change in employment hope over time, between the total versus Southland data, in the total population, between time one and time two, you see a huge hike, and then it drops off at time three. In the Southland data, between time one and time two, you see a marginal decrease, and then it hikes up at time three.

I'd like to bring your attention to the blue line, which is employment barriers, and on the left-hand side is the total population. Between time one, time two, and time three, there's hardly any change. On the right-hand side is the Southland Health Care Forum, and between time one and time two you see a decrease of 7.5%, and time two and time three, about 14.19% decrease.

After merging PRS data with our survey data, the examined students weren't using any type of counseling services. For those students who were using services twice or more, their employment hope scores increased gradually. For those students who used the counseling services twice or more, their employment barrier scores decreased gradually. Interestingly, these findings were very similar from data obtained from our other HPOG partner, Gateway Technical College.

So what lessons have we learned? One aspect of these HPOG programs could be contributing to these changes. After having discussion with program manager and program specialists, they suggested that intensive coaching provided to students by program specialists, either informally or formally, could be making a difference in terms of maintaining and improving psychological self-sufficiency. I would like to thank all of you for listening, and have a wonderful conference.

Well with that said, the most important part about that [inaudible] myself, is to how did we deal with this abstract data -- Phillip, he just doesn't want to stop talking -- is how to use that data, that abstract data, and put it into other grant proposals. So I also have Salvador El Canter, our senior case manager, who works very closely with Loyola, to be at our session, breakaway session and to answer specific questions about that. Thank you very much.