

**Hostos Community College, Allied Health Career Pipeline Program**  
**Dana Lennon, Program Director**

The Pipeline Program was completely new. We hired all new staff members, revised healthcare curricula, formalized new relationships, designed workplace literacy workshops and implemented case management. But we were missing our goals and needed to find out why.

Here Build This! We evaluated the program with five areas of focus: outreach / intake, cohort planning, career services, case management and data management.

We hired key leadership, empowered the staff to make proactive, forward-looking improvements, clarified roles & responsibilities, created a culture of team performance that values staff contributions and introduced staff performance objectives.

Change was needed to improve our effectiveness.

We imbedded data driven tools, marketed aggressively, drove recruitment to a planned calendar, became creative with space and integrated HPOG into Continuing Education.

We streamlined the process and learned many lessons. Strong leadership is needed. Approved space is a challenge. MOUs take time to create and implement. Multiple recruitment strategies are needed. Yearly incremental goal ramp-up is needed. Staff must have a data driven culture.

We accomplished Year 4's goals! 28 Classes are completed or in progress – 133% greater than Year 3 (16 more). We achieved or exceeded all Year 4 goals: Enrollment – 55% greater than Year 3, Completion – 52% greater than Year 3 and Placement – 61% greater than Year 3.

We improved conversations with ACF, partners and potential funders. Now we need to sustain momentum.

Hostos applied for two other Allied Health grants that require in-place programs: HRSA - Health Careers Opportunity Program (HCOP) and New York State – re-training funding established for long-term unemployed / dislocated workers.

And we need to achieve our anticipated Year 5 Results! This ensures continued and steady progress, creates the basis for sustainability, improves our ability to achieve overall grant goals and allows us to continue to fine tune and test the model.

Thank You!