

Office of Minority Health Department of Health and Human Services



RECRUITMENT

1. High Demand Occupations: Allied Health, Long-term Care, Child Care Health Advocacy, Health Information Technology and Nursing.
2. Recruitment Approach: NHEP, WIA, Food Stamp mailings, ethnic communities/leadership, media, consortia, network of low-income service providers, HPOP partners; fliers; informational handouts; information sessions on HPOP; Outreach/Marketing: informational materials are distributed through a network of partners.
3. Recruitment Goal: 1200 recruited in HPOP for this year (2012); 5580 recruited in HPOP for project lifetime.

ASSESSMENT, ACADEMIC ADVISING, AND ACADEMIC SUPPORT

1. Tests Used: application form; essays; academic history; work history; academic testing (CASAS); interview & reference check; sign contract; conduct baseline assessment; research instruments and other available tools.
2. Learning Supports Available: Conduct IEP to identify support service needs along with developing training and employment goals; mentoring; apprenticeships; internships; OJT; peer groups; academic counseling; intensive advising.
3. Enrollment Goal: 346 students enrolled this year (2012); 1334 students enrolled over project lifetime.

EDUCATION AND TRAINING

1. Pre-training courses: School readiness; work readiness; & job development skills; cultural orientations to U.S. school and work environments; vocational ESOL.
2. A. Programs offered: Allied health, 35% certificate programs, 60% Associates, 5% Bachelors.
B. Child Care Health Advocacy, N/A.
C. HIT, 25% certificate programs, 65% Associates, 10% bachelors.
D. Nursing & LTC, 60% LNA/Certificate, 20 LPN, 20% RN.
3. Program Completion: 70 students complete (2012); >1000 students complete over project lifetime.

SUPPORT SERVICES

1. Mentorship & Case Management: HPOP Program & LSSNE.
2. Employment Counseling: HPOP Program & LSSNE.
3. HPOP Program, LSSNE & Community Partners (tuition assistance; transportation; childcare; temporary housing; job development; one-time emergency payments; ESOL; continued services 3 months post-employment).
4. Placement: LSSNE & HPOP Partner Employers.
5. TARGET: 421 students assisted (2012); 1334 students assisted over project lifetime.

EMPLOYMENT AND EMPLOYER RELATIONS

1. Employer Engagement Strategies: Created an Employment Team of HPOP which does outreach; marketing; strategic planning; and meets monthly to discuss tactics. Holds quarterly regional meetings and informational sessions with potential employers using success stories, data and peer-interactions.
2. Employment Goal: 63 students employed (2012); 500 students employed over project lifetime.