Program Design

HCPI Design Overview

With a well-articulated TOC and Logic Model, we are now ready to begin designing the program. At its core, HCPI is a pipeline program *into* healthcare career pathways in educational and/or employment settings. HCPI advances participants toward their desired health career pathways through supporting participants to reach relevant benchmarks for their career goal(s). Through its core components, HCPI offers foundational knowledge, skills, experiences, and coaching that support participants to move toward further educational or employment milestones along desired career pathways.

The goal of HCPI's career pathways system is to structure intentional connections among adult basic education, occupational training, and secondary/post-secondary educational programs to meet the needs of both immigrant learners and employers. HCPI's services provides on-ramps (i.e. pipeline) to enter the career pathway system.
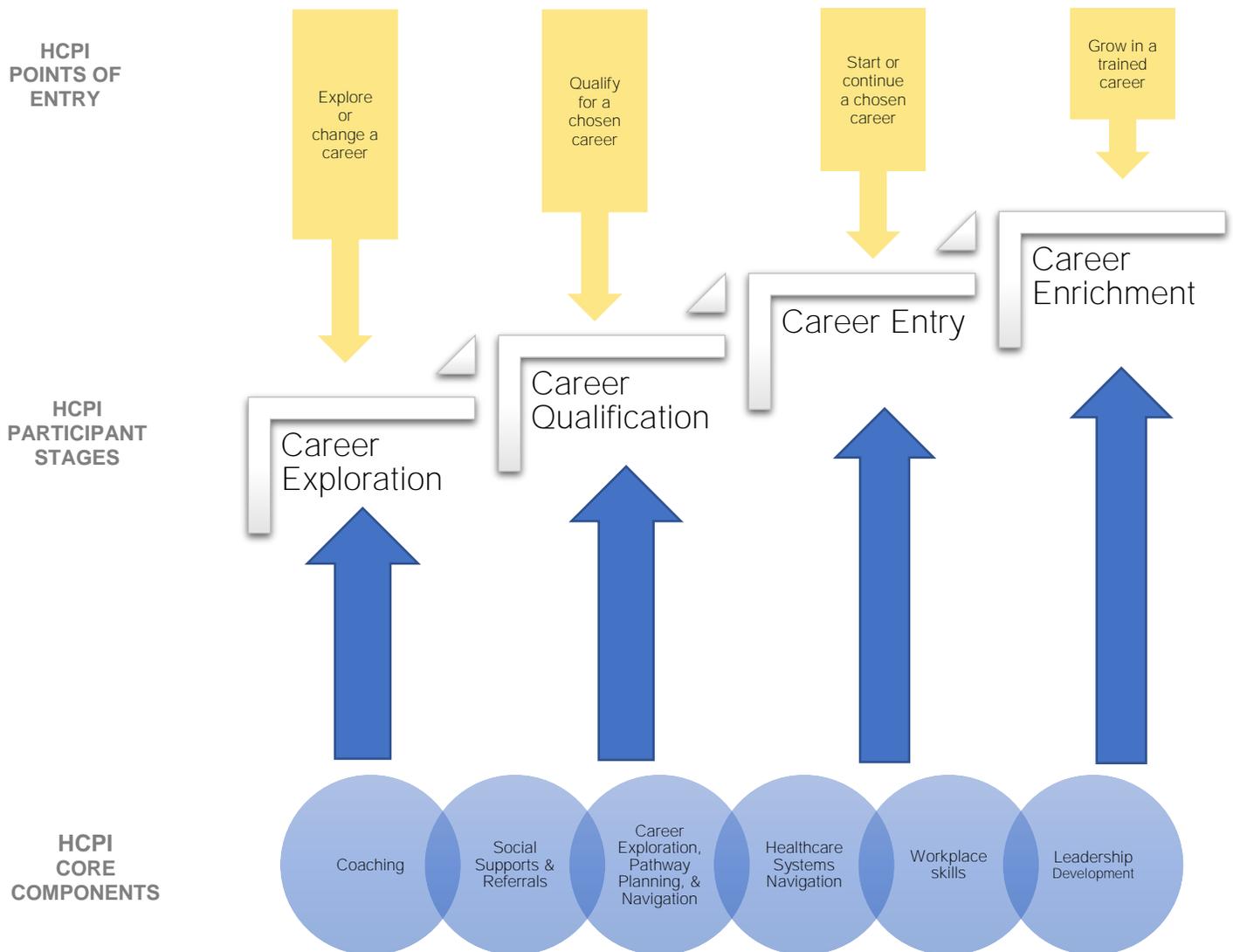
The process of designing and operationalizing HCPI is depicted in the next pages.

Program Design Elements

HCPI Stages

HCPI targets a specific population of participants at various stages of the career continuum: Career Exploration, Career Qualification, Career Entry, Career Enrichment.
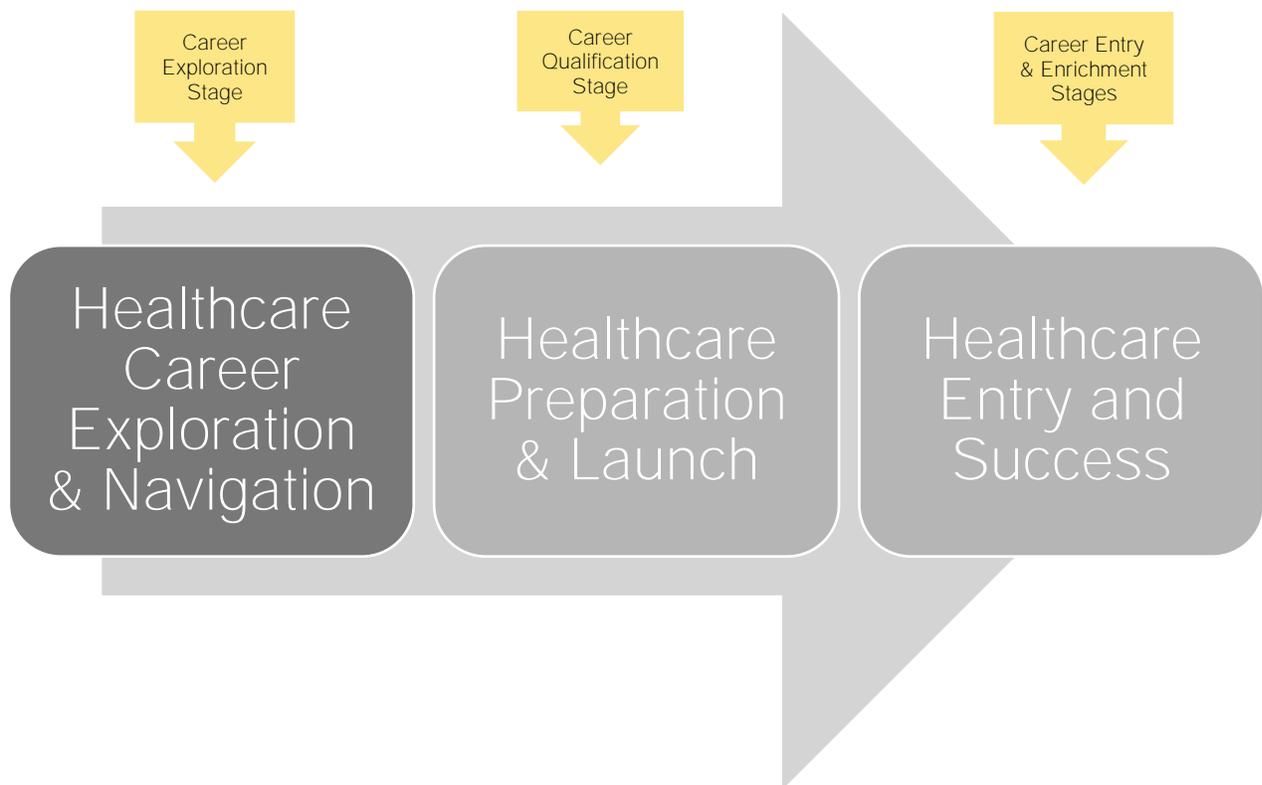
Figure 1 HCPI Stages

HCPI POINTS OF ENTRY

Explore or change a career

Qualify for a chosen career

Start or continue a chosen career

Grow in a trained career

HCPI PARTICIPANT STAGES

Career Exploration

Career Qualification

Career Entry

Career Enrichment

HCPI CORE COMPONENTS

Coaching

Social Supports & Referrals

Career Exploration, Pathway Planning, & Navigation

Healthcare Systems Navigation

Workplace skills
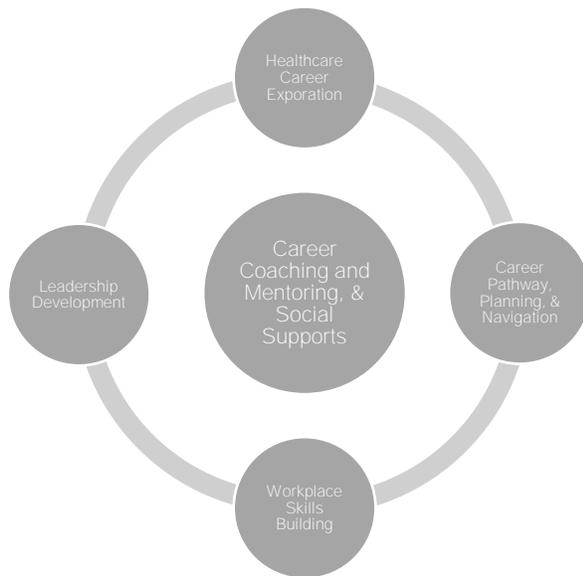
Leadership Development

HCPI Tracks

HCPI has **three main program tracks,** or cohort groups, to meet the needs of three main target population groups: 1) Healthcare Career Exploration & Navigation - those who are interested in exploring, entering or re-entering a healthcare career but do not know which career is right for them or the educational pathways to qualify for job entry. 2) Healthcare Career Preparation & Launch - those who have a fairly good idea of their career choice but need the basic knowledge and skills to be successful to complete the necessary certificate, degree, or licensure for healthcare profession; and 3) Healthcare Entry and Success - those who are working in healthcare but need help with improving English for their work environment and or advancing in their current profession. Each program track matches with specific HCPI career stage(s) described earlier.

Figure 2 HCPI Tracks

Career Exploration Stage	Career Qualification Stage	Career Entry & Enrichment Stages
Healthcare Career Exploration & Navigation	Healthcare Preparation & Launch	Healthcare Entry and Success

Figure 3 HCPI Core Components

Healthcare Career Exporation

Leadership Development

Career Coaching and Mentoring, & Social Supports

Career Pathway, Planning, & Navigation

Workplace Skills Building

Participants in all stages and tracks access HCPI's **five core components**:

Healthcare Career Exploration - Classes contextualized for healthcare to introduce new immigrants interested in pursuing a career in healthcare to how the US healthcare system works and help participants understand the career possibilities in the U.S. Topics include: US healthcare culture & system; social determinants of health and impact on population health; exploring primary and allied healthcare professions, qualifying requirements, roles on healthcare teams, and pathways.

Career Pathway Planning, and Navigation - Workshops led by DHTI coaches assist individuals to explore or change a career, qualify for a chosen career, start or continue a chosen career, or grow in a trained career. Career and program plan development is an important tool for helping participants map out their future healthcare careers and to successfully navigate the workforce continuum from career exploration, educational attainment, and employment in a healthcare field.

Workplace Skills Building - Connect participants with employers for work-based exposure and learning to bridge the transition to working in a healthcare environment. Meet healthcare employers and learn about job opportunities and career paths; attend classes and orientation sessions hosted by local healthcare providers; shadow healthcare professionals.

Leadership Building - Support grassroots community and young adult leaders in the East Bay from refugee and new immigrant communities, with interests in improving the health and wellness of their communities, to build skills, knowledge, and competencies to serve their communities. The goal is to create bridges between traditional healing practices and concepts of health, wellness and healing in the mainstream health sector. Currently, we offer a 1) Community Health Worker Fellowship track that combines healthcare and community literacy classroom training with work-based learning placement at community clinics and public health settings; and 2) a recently launched Young Leaders for Community Wellness program, a peer-led participatory model to introduce and increase the preparedness of new immigrant and refugee high school students to pursue careers in the primary and mental healthcare field by supporting leadership development and practice among Oakland high school students and their communities.
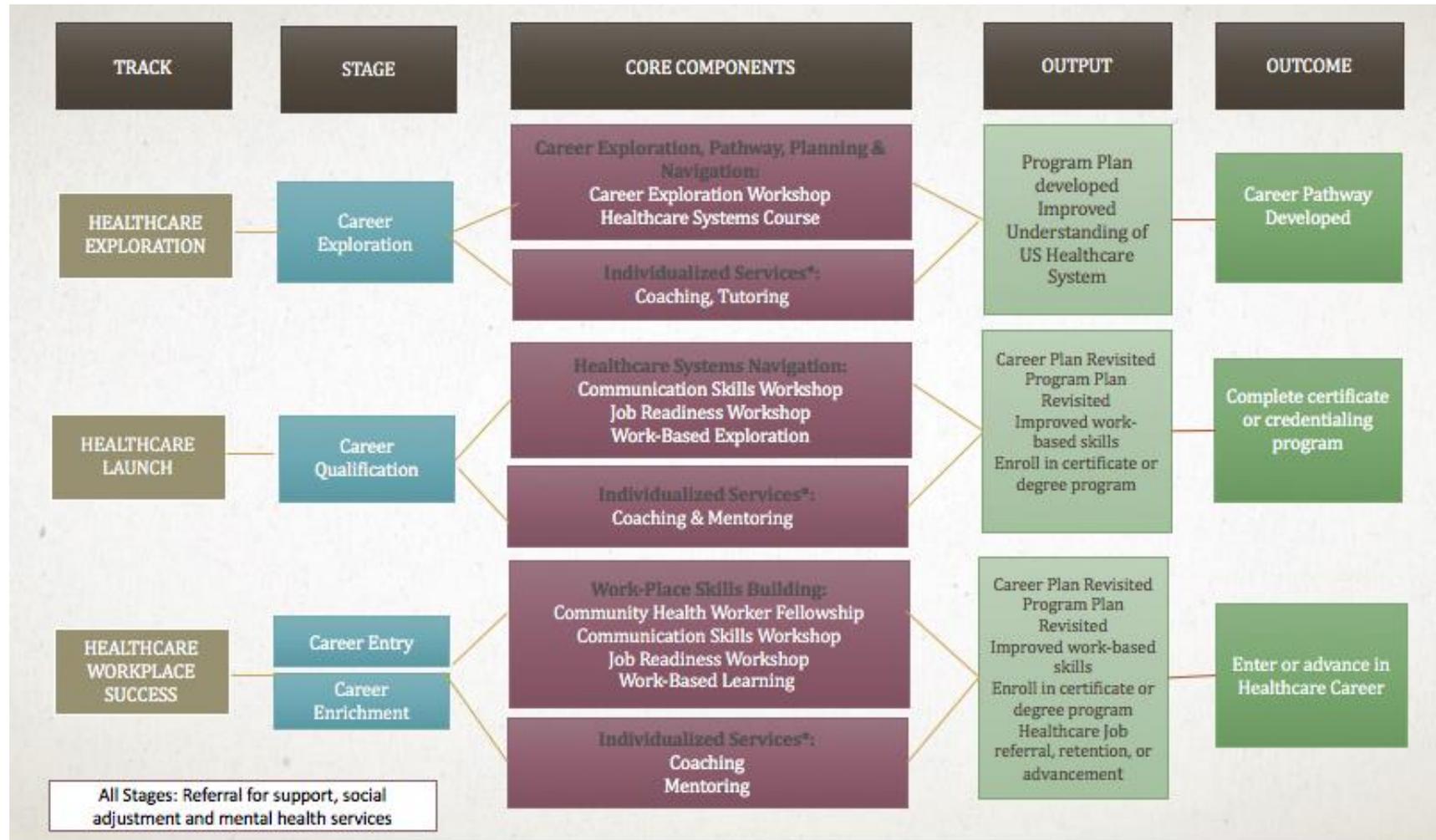
Career Coaching and Mentoring, & Social Supports - On-going coaching and support while participants take the steps to achieve their goals: improve the participant's

confidence and hopefulness while giving them a realistic assessment of their options and alternatives and identifies barriers to taking their first step towards achieving their career goals. We match participants with a mentor to assist them in developing specific skills and knowledge that will enhance their professional and personal growth.

HCPI Program Design

In the Figures 11 and 12, DHTI offers **two examples** of how the stages, tracks and core components work together to meet our participant needs.

Figure 4 HCPI Program Design By Core Services & Programs

Bringing all the elements together – stages, tracks and core components – and taking a step back, HCPI can be viewed as a pipeline program *into* healthcare career pathways in educational and/or employment settings. HCPI is a pipeline program that advances participants toward their desired health career pathways through supporting participants to reach relevant benchmarks for their career goal(s). Through its core components, HCPI offers foundational knowledge, skills, experiences, and coaching that support participants to move toward further educational or employment milestones along desired career pathways. This is visually represented in the diagram above.

Figure 5 HCPI : Both a Career Pathway and Pipeline