

**How Obama's College Completion
Agenda Influenced the Implementation
and Scaling of Health Professions
Pathways in U.S. Community Colleges**

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Problem & Context

- TAACCCT - “capacity building” grants to create, modify, and improve workforce/technical programs and student success
- Funding for adult learners to enter, re-enter, or retain employment after Great Recession
- Efforts to expand and deepen relationships with employers, workforce, other community-based organizations

Three Research Questions

- What is the national context for TAACCCT grant program that created the Health Professions Pathway (H2P) Consortium?
- How did the H2P Consortium implement a comprehensive package of reforms, and how did this reform package impact student outcomes?
- How did the H2P Consortium scale health care reform, and what factors contributed to scaling?

Methods

- Analysis of 3rd Party Evaluation (TPE) results from implementation and impact studies
 - Student-level data – TPE conducted performance reporting for consortium
 - Document review (on-going)
 - Site visits (early year 2 and early year 4)
 - Surveys and interviews assessing implementation
 - Participatory action research on emerging equity issues

RQ1 - National Context?

National Context

- American Graduation Initiative > TAACCCT but still \$2B
 - Largest single federal investment in community colleges in U.S. history
- Career pathways (DOL + federal agencies)
- Decades of healthcare core curriculum reform (see Pew, 1991)
- Multi-state consortium focused on scaling healthcare ed reform in 2YC

Core Curriculum

“A set of interdisciplinary courses, clinical training, and other educational exposures designed to provide allied health students at each level with the common knowledge, skills, and values necessary to perform effectively in the evolving health care workplace.”(Pew, 1995)

Eight

Health occupations core curriculum

Strategies

Online assessment and enhanced career guidance

Contextualized developmental education

Industry-recognized stackable credentials

Enhanced retention support

Training programs for incumbent health professions workers

Enhance data and accountability systems

Galvanize a nat'l movement to scale health care ed reform in 2YCs

H2P Consortium Implementation

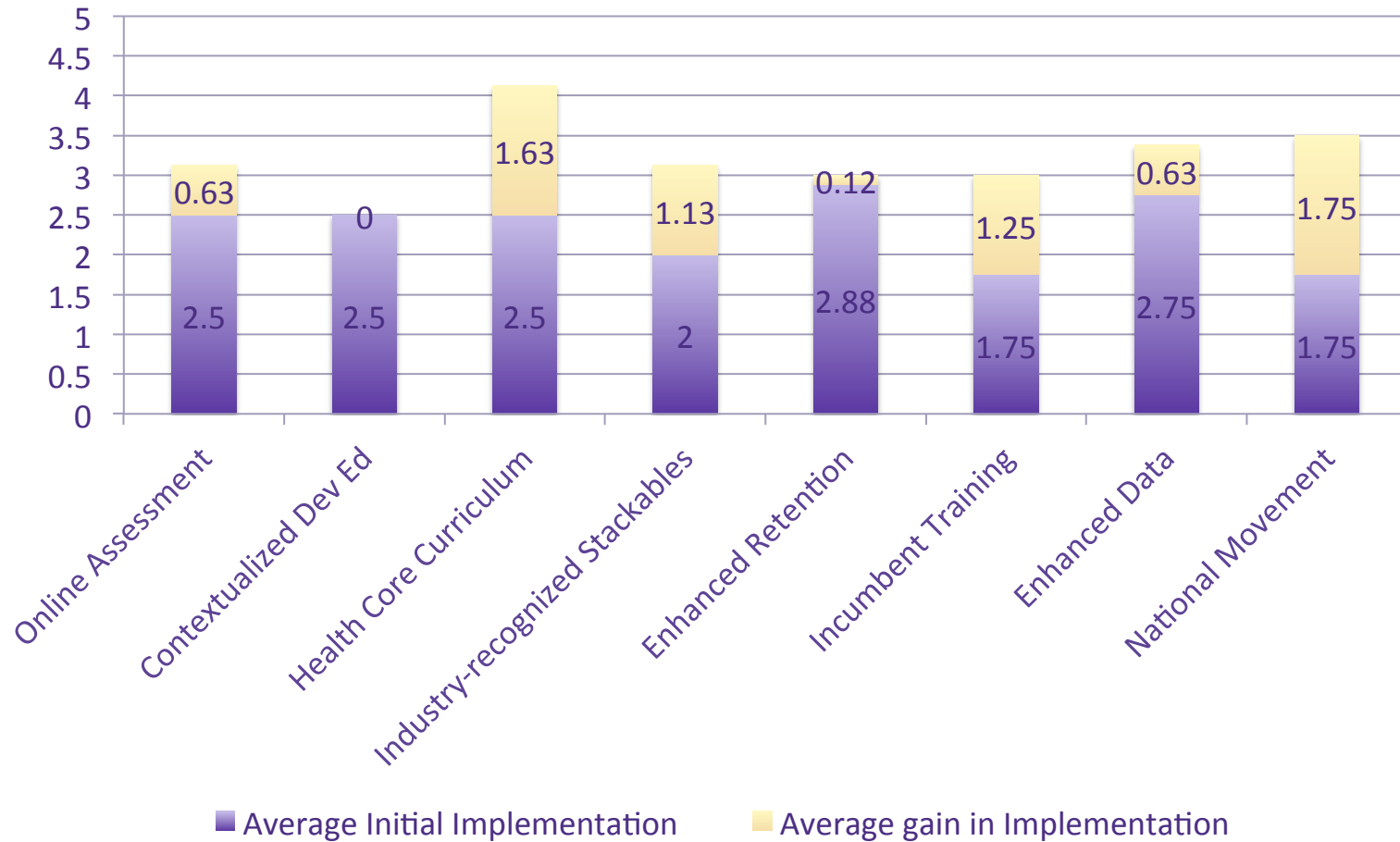
5
States

9
Colleges

41
Programs of
Study

4,888
Participants

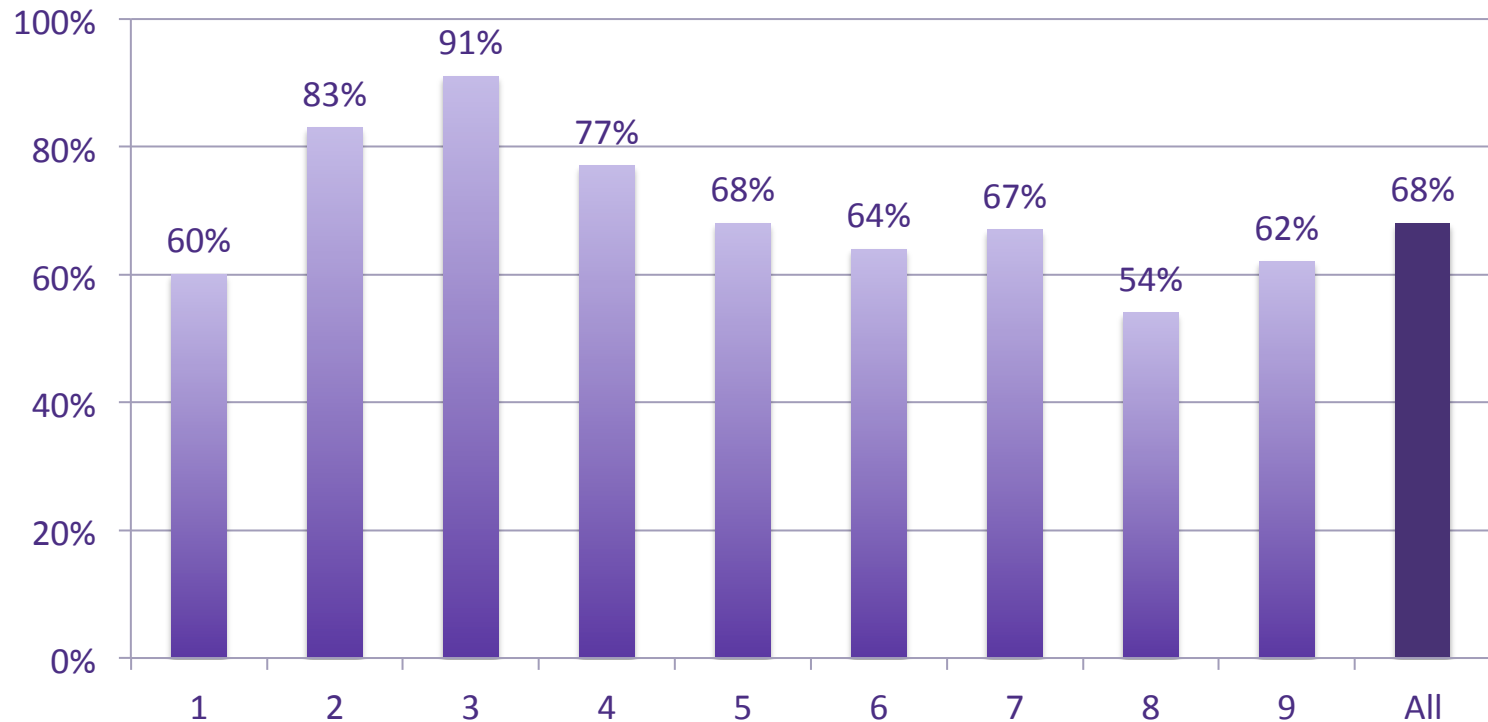
Average Implementation Score Initial & Summative



Rating scale = Not planned (0), Pre-planning (1), Planning (2), Implementation (3), Sustained (4), Scaled (5)

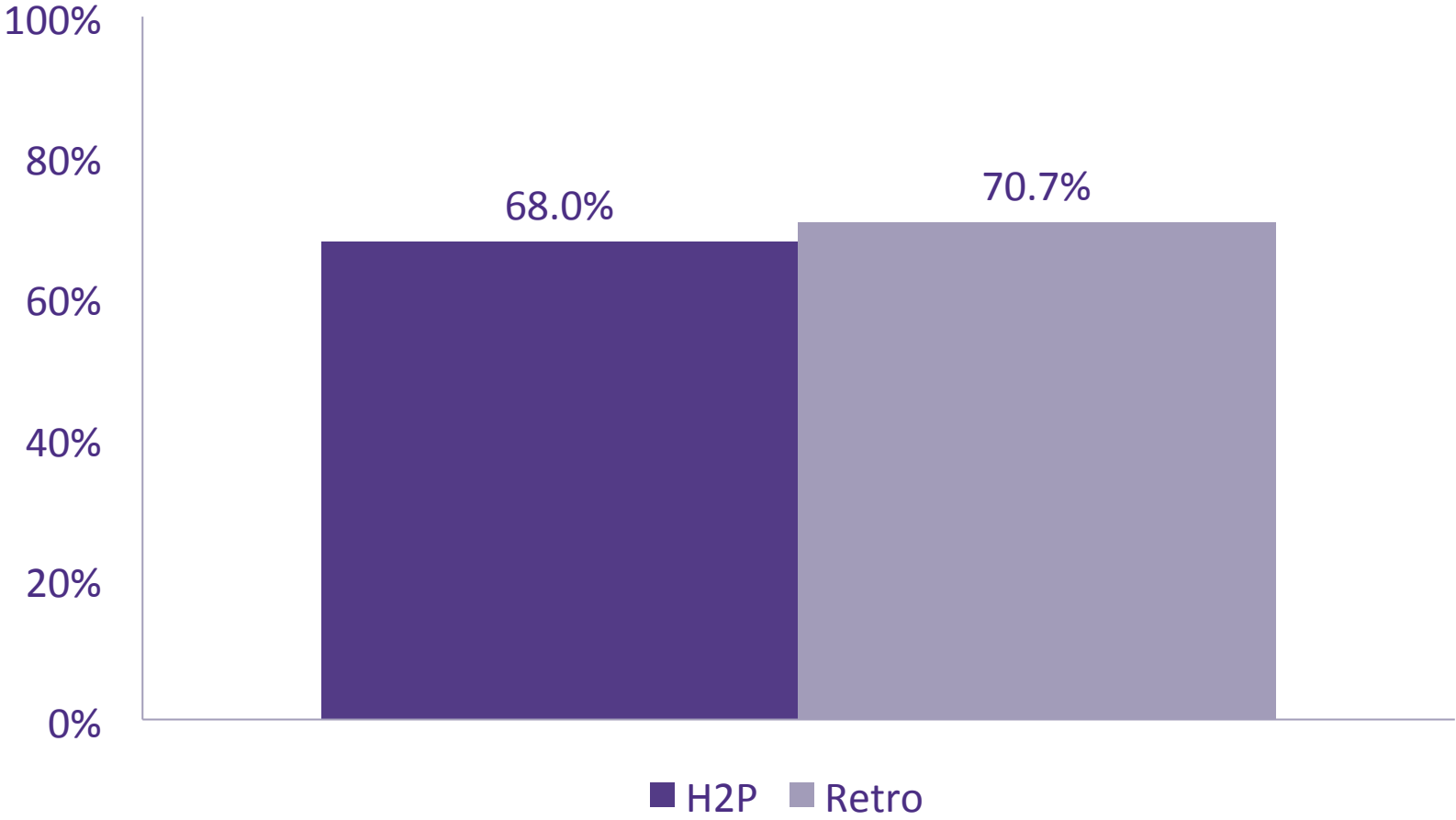
RQ2 - Education Outcomes & Impact

Credentialed or Retained by End of Grant



Rating scale = Not planned (0), Pre-planning (1), Planning (2), Implementation (3), Sustained (4), Scaled (5)

Overall Credential Attainment Rate



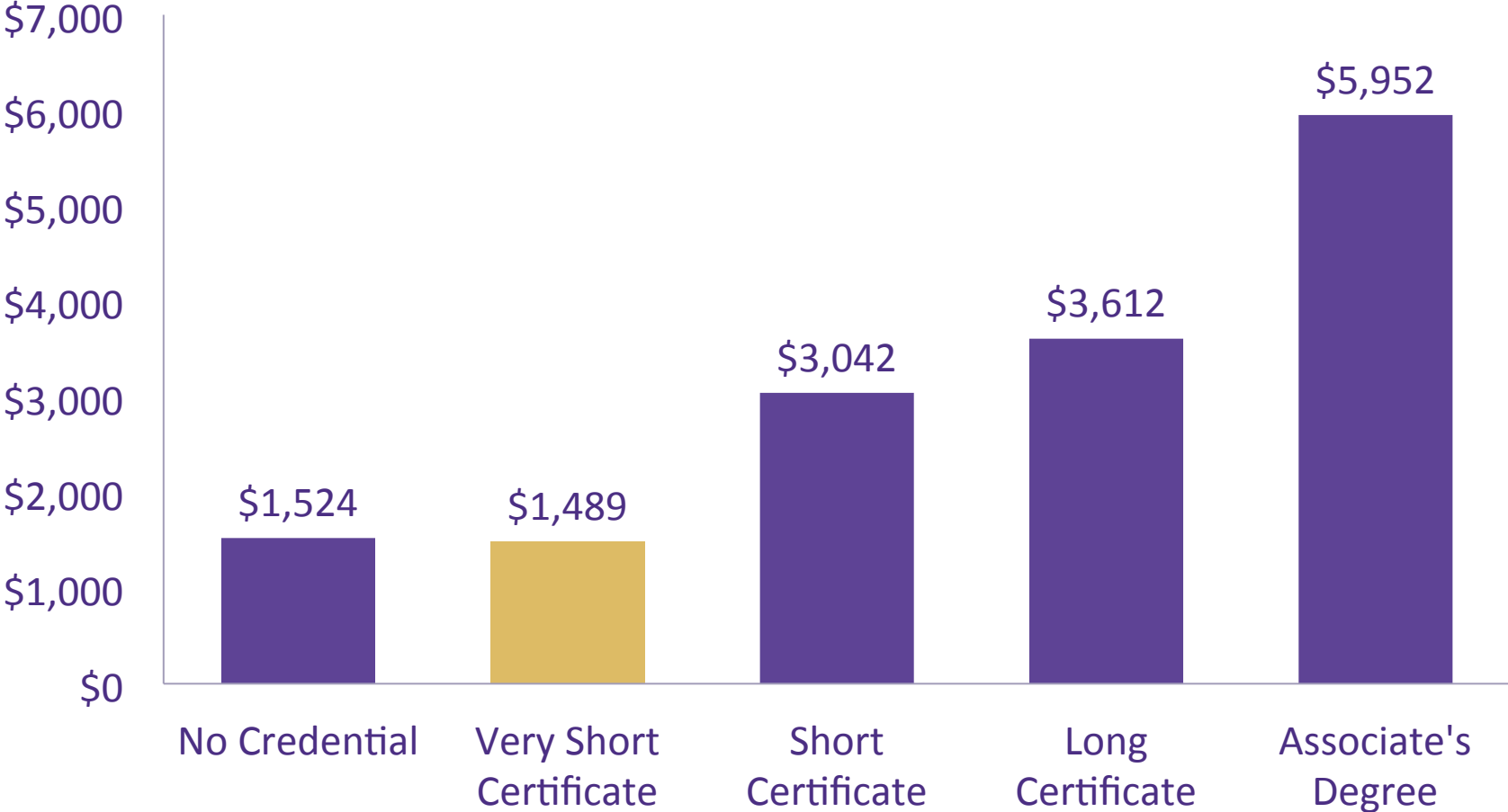
Average Treatment Effect (ATE) on Completion by Program

All Impact Sample		LVN Sample		ADN Sample	
ATE	Sig.	ATE	Sig.	ATE	Sig.
0.069	0.148	.180***	0.000	0.0039	0.941



Employment Outcomes & Impact

Earnings Gains Pre- to Post-Training by Highest Credential Earned



Average Treatment Effect (ATE) on Earnings

Model 1 – Attributes		Model 2 – Attributes & Pre-training Earnings		Model 3 – Attributes, Pre-training Earnings & College	
ATE	Sig.	ATE	Sig.	ATE	Sig.
0.112	0.32	0.102	0.27	0.224***	0.002
n = 1,170		n = 1,049		n = 1,049	

R3 - Scaling Change

Scaling Change

1. Transformative leadership
2. Focus on equity and outcomes
3. Capacity building
4. Policy change
5. Data/evidence
6. Intentional communications
7. Partnerships and networks

How Did H2P Do?

- ◆ Transformative leadership
- ◆ Partnerships and networks
- ◆ Policy change (some states)
- ✓ Capacity building
- ✓ Data/evidence (selective)
- ✓ Focus on equity and outcomes
- Intentional communications

Factors Affecting Scaling

- Implementation *and* scaling are hard to do
- Context matters *a lot more than most research/evaluation takes into account*
- Four years isn't long enough
- More and better data but too little focus on scaling
- Outcomes vs. Impact = big difference

Conclusion

- H2P demonstrated good student outcomes despite mixed implementation results and modest impact results
- Practical approach bares little resemblance to replication, trial, and adoption
- Need to prioritize scaling for lasting change

Conclusions

- H2P demonstrated good student outcomes despite mixed implementation results and modest impact results
- Practical approach bares little resemblance to replication, trial, and adoption
- Need to prioritize scaling for lasting change *and we need improved methods to support these efforts*

For More Information

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