



**Health Careers Pathways (H2P) Consortium**  
***Department of Labor TAACCCT Funded***  
**H2P Grant Overview**

On September 26, 2012 the Department of Labor awarded a \$19.6 million grant to fund a Health Career Pathways initiative to 9 community colleges in 5 states. The grant was one of the largest ever awarded by the Department of Labor through a discretionary grant from the DOL Trade Adjustment Assistance Community College and Career Training (TAACCCT) program with the aim of better preparing the target population of trade displaced and lower skilled workers, and other beneficiaries for high-wage, high-skill employment and ultimately increasing attainment of degrees, certificates and other industry recognized credentials.

The H2P Consortium is led by Cincinnati State Technical and Community College and is comprised of 9 community college co-grantees and 6 partner organizations. In addition, the consortium colleges partner with local employers, community and workforce agencies.

**Community College co-grantees:**

- Anoka-Ramsey Community College, Coon Rapids MN
- Ashland Community and Technical College, Ashland KY
- Cincinnati State Technical and Community College, Cincinnati OH
- City Colleges of Chicago, Chicago IL
- El Centro College, Dallas TX
- Jefferson Community and Technical College, Louisville KY
- Owens Community College, Perrysburg, OH
- Pine Technical College, Pine City MN
- Texarkana College, Texarkana TX

**H2P Partners:**

- Hipcricket - Text Messaging/Communication provider
- I-Seek – Promoting implementation of Virtual Career Network for co-grantees
- National Network of Health Career Programs in Two-Year Colleges (NN2)
- National Association of Workforce Boards (NAWB)
- Office of Community College Research and Leadership (OCCRL) – Grant evaluator
- Teaching Institute for Excellence in STEM (TIES) - Technical assistance provider

**What we do:**

The H2P is working collaboratively via sharing best practice, building upon unique skills and learning and accessing rich resources provided by national consulting partners and technical assistance specialists to dramatically improve health professions training via career pathways and the development of core curriculum and core credentials.

To achieve these goals, H2P colleges are replicating a comprehensive model of best practices centered on a career pathways framework and competency-based core curriculum. Strategies have been developed in eight core areas to frame our efforts.

**H2P Core Strategies:**

- 1) Online assessment and career guidance
- 2) Contextualized developmental education
- 3) Competency-based core curriculum
- 4) Industry-recognized stackable credentials
- 5) Career guidance and retention support
- 6) Training programs for incumbent healthcare workers
- 7) Enhanced data and accountability systems
- 8) Galvanize a national movement: “Achieving a National Consensus on Core Curricula in the Health Professions”

**Progress to Date:**

Since October 1, 2011, co-grantees have been working to develop Programs of Study (POS) representing the three pathways in healthcare: Therapeutics, Diagnostics and Informatics. The POS are being developed or modified to include contextualized learning, core curriculum and stackable credentials whenever possible. To date over 2,000 participants are being served by the nine co-grantee colleges with over 67 new, revised or modified POS launched. For year two, the focus will be to develop core curriculum for co-grantee colleges and a draft of a national model, develop and implement innovative intrusive advising for program participants including text messaging, and incumbent worker training programs in collaboration with industry partners. Through development and implementation of the eight core strategies, the H2P Consortium has a blueprint that is anticipated to result in increased capacity, retention and employment of much needed health professionals within our communities. The established data collection protocols and evaluation in collaboration with OCCCRL in year one are foundational.

**Evaluation Plan:**

In addition to improving outcomes for students and increasing job placement in needed health occupations, the H2P is a research study under the capable direction of the Office of Community College Research and Leadership (OCCCRL). The goal of this significant investment will be to capture model outcomes that will support transformative change in the education and industry partnership.

**Sustainability and Scaling Strategies:**

A National Advisory Council has been established to help us meet one of our core strategies “to galvanize a national movement to improve health professions education and training programs”. This advisory council has a strong, influential Health Care representation including national and regional employers, community colleges, trade and professional associations, accreditation and credentialing organizations, private foundations, workforce development agencies, and state community college systems. Additionally, the H2P National Advisory Council is teaming with the American National Standards Institute (ANSI) who is convening a Panel on Health Care Evidence Based Credentialing to work toward a collective goal of improving health education needed for the future workforce.

The National Advisory Council is working with the Consortium to validate core curriculum as relevant to the needs of a future healthcare workforce.

In December 2012, the H2P Consortium was selected as one of eight TAACCCT consortia nationally to participate in a Community College Transformative Change Initiative. This two year project funded by Gates, Lumina and Joyce Foundations is studying the best practices and outcomes being generated by these innovative collaboratives and determining how they can be successfully scaled. The H2P Consortium has been hard at work with a representative team of Consortium leadership to further develop our plan to share our innovations that will help to support the transformative change necessary to meet the changing landscape of the healthcare industry.

If you would like any further information feel free to contact:

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