

Overview

Contra Costa County is a region in need of high-quality health care as well as additional local career opportunities. In response to these needs, Ombudsman Services of Contra Costa and Solano, Mount Diablo Adult Education, and Opportunity Junction collaborated to create a Healthcare Careers Pathway (HCP) program. This program – funded by the John Muir Community Health Fund (CHF) – re-launched a Certified Nursing Assistant (CNA) training into Mt. Diablo Adult Education certification offerings. The CNA provides whole-person wraparound support for students as well as training in person-centered care. The HCP program is also collaborating with industry partners to train and hire CNA program graduates.

Harder+Company Community Research worked with the CHF and the HCP leadership to develop an evaluation plan and measure the implementation and impact of the HCP program. This summary highlights the characteristics of students who participated in the CNA program, their experience with the program, as well as opportunities for the HCP program moving forward.

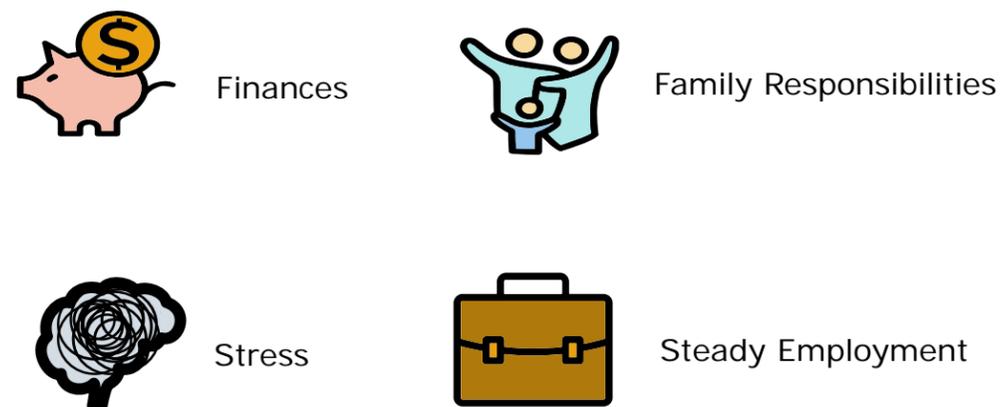
Characteristics of CNA students

44 students across three cohorts graduated from the CNA program

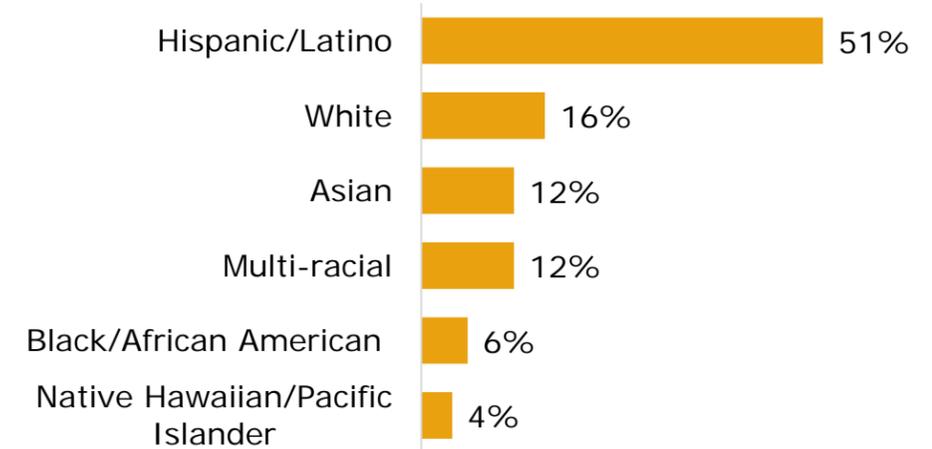
Reasons students were interested in the CNA program



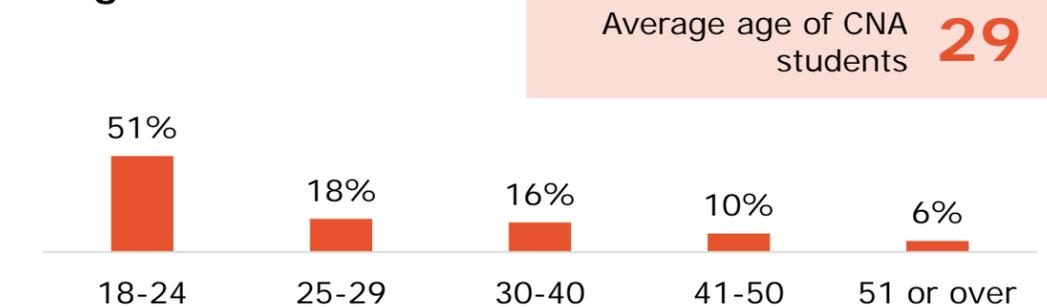
Barriers to meeting education and employment goals



Race and Ethnicity



Age



Income and household size

\$ 22,693

Average income

1.7

Average household size

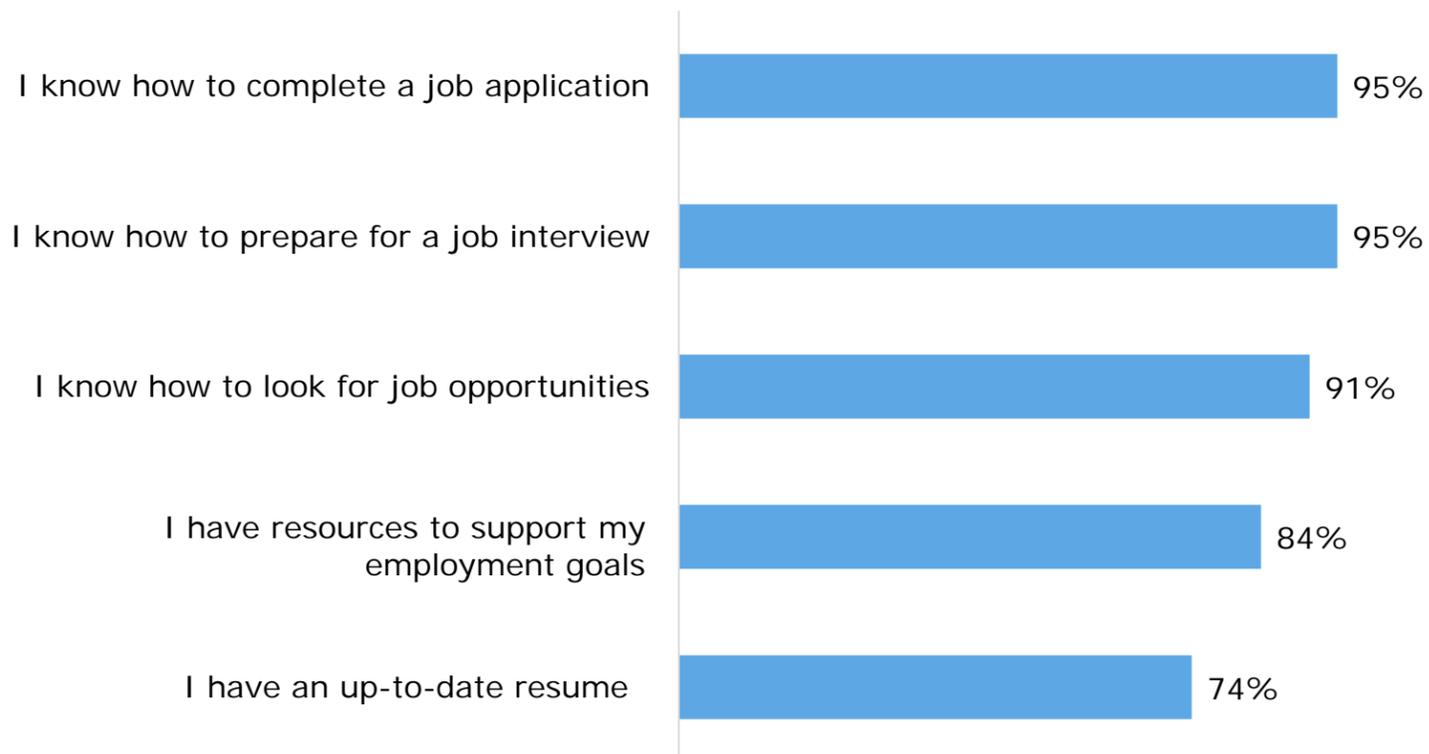
*Percentages may not total 100% due to rounding.

Program Highlights

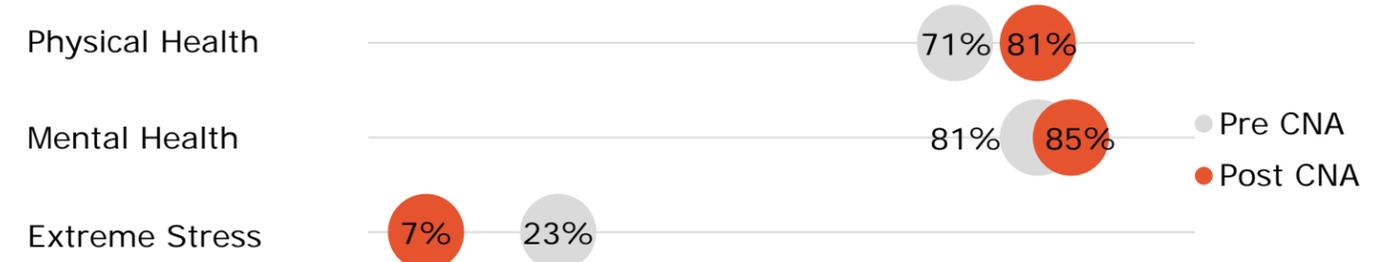
Within 90 days of completing the CNA program, nearly all students were certified and employed.

	Graduated from the program	Certified after program completion	Employed related to the CNA program
Cohort 1	89%	100%	88%
Cohort 2	100%	88%	75%
Cohort 3	80%	83%	83%
Overall	88%	95%	89%

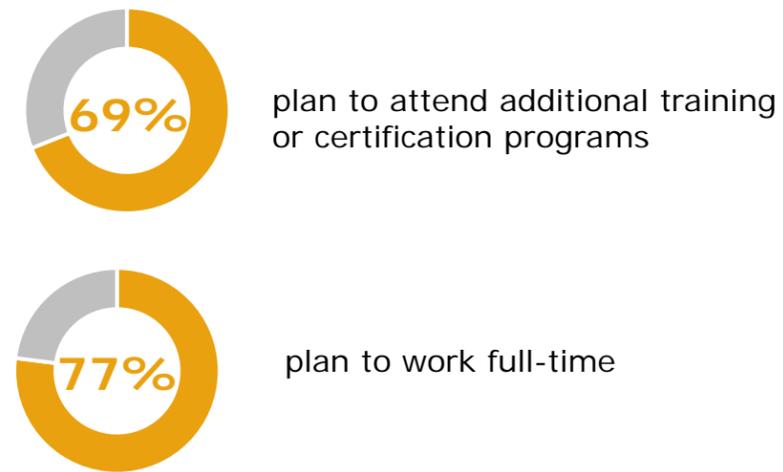
The majority of students reported increased job skills and readiness after participating in the CNA program.



Students reported increased health and well-being after participating in the CNA program.



Student's future plans include enrolling in additional training and working full-time.



"If MDAE decides to have an LVN program, I would be the first person in line to gladly sign up."
-CNA graduate

Opportunities for HCP moving forward

- Expand into other healthcare training programs and geographic areas through partnerships and additional funding
- Continue to advocate for policy change, including higher wages for CNAs
- Share HCP challenges, successes, and emerging best practices with key stakeholders, including policymakers and funders