

A photograph of a graduation ceremony. In the foreground, a young woman with dark hair and glasses, wearing a blue graduation cap and gown with a white stole, is smiling broadly and raising her right hand. In the background, other graduates in blue gowns and caps are visible, some with yellow tassels. The scene is brightly lit, suggesting an outdoor or well-lit indoor venue.

The Texas Healthcare Workforce Task Force

August 15, 2024



History

Founded by physicians over 35 years ago within the MacGregor Medical Assoc. in the Texas Medical Center, The College of Health Care Professions (CHCP) has grown to become one of the largest provider of allied healthcare training across Texas. CHCP provides working adults flexible pathways to economic mobility through meaningful professional careers while increasing quality healthcare to the communities it serves.

OVER **40,000** alumni today

Purpose

To prepare, graduate and place **adult learners with complicated lives** across today's healthcare workplaces.



Our Reach in Calendar Year 2024

6,000
graduates

Graduates hired by
2,300+
different employers

Limited Medical Radiologic Technologist

Cardiac Sonography

Echocardiography

Phlebotomy Tech

Vocational Nursing

Online
Programs

Emergency Medical Technician

Diagnostic Medical Sonography

Nursing Associate of Applied Science (LVN to
ADN)

Ophthalmic Assistant Certificate

Medical Coding & Billing

Pharmacy Tech

Surgical Tech

10
Campuses

Flexible hybrid/ blended learning
modalities

Dental Assistant

Rehabilitation Therapy Tech

Patient Care Tech

Medical Assistant

Graduates Hired by over 2,300 employers a year



Question: Given the expanding use of health care professionals with certification and technicians in every health care setting how can the state better support this expanding need for allied health professionals at these levels?

Adult Learners – A TX Opportunity

Texas Adult Learners (2021)

- 2.8 million 25 or older with no high school diploma *
- 3.9 million with some college, but no degree *
- 1.4 million with Associates degree *
- 356K high school graduates a year **
- 695K 2023 community college enrollments – avg. 22.8% graduation rate ***

*Trends in Educational Attainment: Some College, No Degree. Texas A&M – Blake Decker

**National Center for Education Statistics

*** Texas Higher Education Coordinating Board

Our Students

Working adult
learners with
complicated
and busy lives



Student Demographics¹

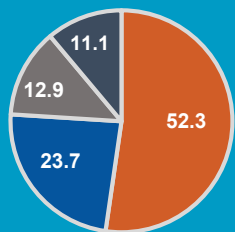
72%

are 22 years or older

42%

are parents

2023 Demographic



- Hispanic
- Black
- White
- Other



Student Demographics¹

90%

come from bottom
60% of income

40%

first-generation college

43%

have tried college
previously



CHCP Approach

A Potential Texas Adult Learner Approach



Short-term and Stackable

- Programs are industry recognized and lead to certifications & jobs.
- Students start in a short stackable certificate program rather than a multiple-year degree program, promoting early success and beginning their path to a degree while remaining employed in a steady, full-time healthcare job, allowing students to learn and earn.





Flexible, but Structured Environment for Working Adult Learners

- CHCP's on-campus, blended, online and hybrid stackable program offerings give students flexible options to learn on their schedule in a time- and cost- efficient manner, while not wasting time on unnecessary classes





Goal: Careers

- Work-integrated learning: All clinical programs include an externship and career services are integrated into the curricula.
- Career services offices are front and center in the campuses and integrated into courses.
- Employers are engaged in curriculum development.
- Alumni receive career services assistance for life.





Continuous Student Support In and Outside the Classroom:

- Robust internal student advising, including multiple personal wellness check-ins by faculty and advisors on a consistent basis.
- CHCP offers a external student assistance program that connects students to resources including childcare, wellness coaches and legal services.



CHCP's Scalable Model Impact

Outcomes

81%

Campus Retention rate²

84%

Job overall placement rate³



Impact Studies⁴


78%

Hispanic graduation rate

80%

Hispanic job placement rate

For both certificate and associate graduates, after graduation annual earnings for Hispanic learners were 300% of pre-college earnings.

 The College of Health Care Professions:
Impact Study on Hispanic Students

Adem Ekmekci, Ph.D.
Rice University
ekmekci@rice.edu

Alican Odemis
Rice University
ao33@rice.edu

2021

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¹The Longaker Foundation also hosts the Dr. Ann Eshy Aspiring Professional Memorial Scholarship Fund, which is supported by donations in memory of Dr. Ann Eshy, USCP's pioneer, who tragically passed away last year from complications related to COVID-19. Eshy scholarships are awarded directly to students to offset their living expenses.

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 Emsi

The College of Health Care Professions: Economic Value Analysis



EXECUTIVE SUMMARY
MARCH 2021

Increased Graduation Through Learning Modalities for Adult Learners

Texas Regulatory & Funding Opportunity



SHORT-TERM AND STACKABLE

- All programs are industry recognized and lead to certifications and jobs.
- Students start in a short stackable certificate program rather than a multiple-year degree program, promoting early success and beginning their path to a degree while remaining employed in a steady, full-time healthcare job.



FLEXIBLE BUT STRUCTURED ENVIRONMENT FOR WORKING ADULT LEARNERS

- CHCP's on-campus, blended, online and hybrid stackable program offerings give students flexible options to learn on their schedule in a time- and cost-efficient manner.



GOAL: CAREERS

- **Work-integrated learning:** All clinical programs include an externship, and career services are integrated into the curricula.
- Career services are front and center in the campuses and integrated into courses.
 - Employers are deeply engaged in the curriculum
 - Alumni receive career services for life.



CONTINUOUS STUDENT SUPPORT IN AND OUTSIDE THE CLASSROOM

- Robust student advising, including multiple personal wellness check-ins by faculty and advisors on a consistent basis.
- CHCP offers a student assistance program that connects students to resources including childcare, wellness coaches and legal services.



Brooking Research. How U.S. employers and educators can build a more nimble education system with multiple paths to success

Endnotes

¹ **Student Demographics** Statistics are based on the information on the Institutional Student Information Record (ISIR) and student-supplied information from enrollment documentation for students who were enrolled during the 2022-23 award year. ISIRs contain student information reported on the Free Application for Federal Student Aid (FAFSA), as well as National Student Loan Data System (NSLDS) financial aid history information.

² **Retention Rate** An aggregated retention rate across all CHCP programs and residential campuses for the reporting period covering July 1, 2022 to June 30, 2023 (the Reporting Period) using the Accrediting Bureau of Health Education Schools (ABHES) calculation methodology (described at <https://www.abhes.org/wp-content/uploads/2022/07/2022-2023-Annual-Report-Guidebook.pdf>). ABHES is the institutional accreditor for CHCP and all related campuses and sets the Reporting Period as well as calculation methodology for the retention rate for each program. The ABHES Retention Rate is calculated by dividing the number of students who graduated during the Reporting Period, plus those who were still enrolled at the end of the Reporting Period, divided by the still enrolled students as of the beginning of the Reporting Period plus new and returning students during the Reporting Period.

³ **Job Placement Rate** An aggregated placement rate across all CHCP programs and campuses for students who graduated between July 1, 2022 and June 30, 2023 (the Reporting Period) using the ABHES programmatic reporting methodology (described at <https://www.abhes.org/wp-content/uploads/2022/07/2022-2023-Annual-Report-Guidebook.pdf>). ABHES sets the Reporting Period for programmatic information and the placement rate calculation methodology. The ABHES placement rate is calculated by dividing the number of graduating students who were employed in a position wherein the majority of the graduate's job functions require the use of skills and knowledge acquired through successful completion of the training program by the total number of students who graduated from the program, not counting those unavailable for placement due to continuing education, health-related issues (including death), military obligations and/or incarceration.

⁴ **Rice School Mathematics Project:** The College of Health Care Professions: Impact Study on Hispanic Students. October 2021