



G R O U P i & i

THE LATEST

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Group i&i completes the evaluation of a Large Health Profession Opportunity Grant (HPOG) project

Earlier this month, Group i&i completed its evaluation of the 10-county consortium designed to train low-income and TANF individuals for healthcare occupations. The New Jersey Health Professions Consortium (NJHPC), funded by a highly competitive \$23.5M grant from the U.S. Department of Human and Health Services, Administration for Children and Families, involved 10 community colleges, workforce systems, and other business partners.

A qualified team was assigned to this evaluation work back in December 2010 when the Consortium was launched. The Team included organizational developers, data analysts, and program managers, whose consistent efforts led to five extensive annual evaluation reports and numerous presentations along the way. The last of which, a summative review, assessed project outcomes, analyzed participant enrollment and performance data across dozens of certificate and associate's degree programs, as well as employment and job retention data.

"I give Group i&i the highest possible score," offered Justin Doheny, FACHE, Director of the Consortium. "I found the Group to be creative, forward-thinking, and flexible in all our dealings." He added: "The Evaluation Team partnered with us to complete the project and adjusted with us as circumstances demonstrated the need to do so."

Beyond the usual operational review, output measurement, and outcomes assessment, which were based on a wide spectrum of data-gathering activities, the final report examined developments and trends across three main themes: employer engagement, participation and success of individuals receiving Temporary Assistance for Needy Families (TANF), and characteristics of a consortium across otherwise independent entities working closely together in a home-rule culture.

"This was a marathon, not a sprint" shared Toufic Hakim, PhD, Lead Evaluator. "We saw the development of this Consortium from its conceptual stages, one building block at a time."

He added: “We were fortunate to engage with the leadership and management teams in a continuous exchange during our formative review stage. We also had in-depth conversation with leaders of many of the college partners, not to mention workforce agencies and employers.”

In addition to the usual evaluation work, the Team built an online intake form for participants, through which data records were streamed to a national database; reviewed workforce data from labor-supported WIA funds across the country; and examined over 50,000 New Jersey’s UI records over a series of consecutive quarters to understand employment and job persistence patterns, and track the performance of HPOG participants.

By serving over 5,000 participants, the Consortium affected thousands of lives and families, built permanent training programs at many of the participating colleges, and strengthened their engagement with local and regional businesses and social service partners.

Group i&i is a firm based in Union, NJ, focused on advancing communities. Through its work, it helps facilitate the development of partnerships, fostering of community dialogue, and empowerment of individuals through education, employment, and personal development. The firm’s activities revolve around strategic funding, outcomes and impact evaluations, and forward-looking, strategic organizational development.

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