

Evaluation Questions – Welcome Back Initiative

Sources of Information

DB = Welcome Back Data Base

SI = Staff Interviews (LA, SD, SF)

CPI = Collaborative Partner Interviews

CSS = Client Satisfaction Survey

CFG = Client Focus Group (year 3)

Clients	DB	SI	CPI	CSS	CFG
What outreach strategies were most successful in recruiting clients? Least successful	X	X			
For which clients did WB work best from the client's perspective? Least successful?				X	X
What were the demographic characteristics of the clients?	X				
Along the four paths, what were the characteristics of clients taking each path?	X	X			
Along the four paths, how far along the path did the clients progress during WB? Did they change directions?	X	X			X
What was the average length of participation in WB?	X				
What components of WB did the clients utilize?	X				
Did clients improve their English proficiency?	X				
Did clients obtain employment in the health care sector? What types of positions?	X				
Did clients obtain employment in underserved areas?	X	X			
What supports – individual and institutional - are required to successfully integrate internationally trained health professionals into their original profession?		X			X
What are client's personal barriers – cultural, linguistic, financial, and legal - to integration into the California health care workforce?		X			X
Was there a relationship between the characteristics of clients, WB components utilized, and employment obtained?	X				
Collaboration	DB	SI	CPI	CSS	CFG
What aspects of the WB collaborations between educational institutions, non-profit organizations, and employers worked well? Barriers encountered?		X	X		
Were there distinct regional collaborative models created (e.g. San Francisco, Los Angeles & San Diego)?		X	X		
What changes were made in educational institutions to meet the needs of internationally trained health professionals in the future?		X	X		
What changes did employers in hiring internationally trained health professionals in the future make?		X	X		

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Policy Change	DB	SI	CPI	CSS	CFG
What licensing or credentialing policies were changed? What were the strategies employed to achieve these changes?		X			
If policies were not fully changed, was progress made to achieve changes?		X			
Were there immigration policies that assisted or hindered the achievement of WB programmatic goals? Individual client goals?		X			X
Were there any other system-wide factors at the regional or state level that impacted the achievement of WB programmatic goals? Individual client goals?		X			X