

Dr. Saira Ali, Ed.d.

Hicksville, New York, USA | 516-605-7905 | saira.alichoudri@gmail.com

SUMMARY

Proven record of designing and implementing workforce development initiatives that improve healthcare workforce preparation, certification success, graduation outcomes, instructional quality, and workforce entry into critical healthcare occupations. Experienced in developing scalable educational systems that strengthen workforce pipelines, workforce retention, leadership capacity, and organizational performance.

Committed to advancing healthcare workforce development and home healthcare workforce sustainability through evidence-based leadership, workforce innovation, and educational excellence.

EDUCATION

St. John's University

Doctor of Education (Ed.D.), Instructional Leadership, Dissertation: Impact of Different Leadership Styles on Job Satisfaction of Private Sector School Teachers in Pakistan, Research Focus: Leadership Effectiveness, Research Focus: Employee Engagement, Research Focus: Workforce Retention, Research Focus: Organizational Performance, Research Focus: Workforce Sustainability 2025

Beaconhouse National University

Master of Philosophy (M.Phil.), Educational Leadership and Management

University of the Punjab

Master of Science (M.S.), Gender Studies

University of the Punjab

Bachelor of Arts (B.A.), Commerce

EXPERIENCE

Director of Education and Research

2024 – Present

Home Health Aide Training Institute (HHATI)

New York

Provide strategic leadership for healthcare workforce training programs, instructional quality assurance systems, workforce development initiatives, curriculum implementation, educational assessment, workforce readiness programs, and organizational improvement projects.

- Developed and implemented a structured Google Classroom learning platform supporting Certified Nursing Assistant (CNA) certification preparation.
- Supported 179 CNA students through workforce preparation and certification readiness initiatives.
- Achieved an average student academic performance score of 87.33%.
- Contributed to a 97% graduation rate across healthcare workforce training programs.
- Supported successful CNA certification examination outcomes through structured instructional interventions.
- Led development of a New York State-approved student portal system supporting academic tracking, workforce outcome monitoring, and compliance management.
- Contributed to workforce preparation systems supporting more than 7,000 healthcare aides.
- Helped strengthen workforce placement pathways with approximately 80% employment support outcomes.
- Workforce Development
- Healthcare Education
- Workforce Readiness
- Curriculum Innovation
- Faculty Development
- Instructional Quality Assurance
- Workforce Sustainability

- Organizational Improvement

Observer – Project WINGS

2024 – 2025

St. John's University, School of Education

Participated in federally funded educational leadership and instructional improvement initiatives.

- Educational observation
- Instructional assessment
- Program evaluation
- Organizational learning
- Educational quality improvement
- Leadership development activities

TECHNICAL SKILLS

Healthcare Workforce Training
Workforce Sustainability
Workforce Retention Strategies
Workforce Readiness Programs
Workforce Pipeline Development
Healthcare Education Systems
Instructional Leadership
Organizational Leadership
Leadership Development
Strategic Planning
Organizational Effectiveness
Continuous Quality Improvement
Curriculum Development
Competency-Based Education
Faculty Development
Professional Development
Educational Assessment
Program Evaluation
Workforce Research
Data Analysis
Workforce Analytics
Evidence-Based Practice
Performance Measurement

RESEARCH INTERESTS

Healthcare Workforce Development; Home Healthcare Workforce Sustainability; Workforce Retention; Workforce Readiness; Leadership Development; Healthcare Education; Faculty Development; Organizational Learning; Workforce Analytics; Healthcare Leadership

PROFESSIONAL ACHIEVEMENTS

Healthcare Workforce Impact: Supported workforce preparation of 179 CNA students; Contributed to 97% graduation outcomes across healthcare training programs; Developed workforce readiness systems achieving 87.33% average student performance; Supported workforce pathways for more than 7,000 healthcare aide trainees; Developed state-approved workforce education technology infrastructure. Leadership & Innovation: Designed scalable instructional systems for healthcare workforce preparation; Developed competency-based educational support models; Led

implementation of workforce tracking and educational analytics systems; Advanced workforce sustainability initiatives through educational leadership.

PROFESSIONAL AFFILIATIONS

Educational Leadership Organizations; Workforce Development Associations; Healthcare Workforce Development Networks; Professional Education Organizations; (Add memberships as applicable.)

NATIONAL INTEREST ENDEAVOR

Transforming the United States Home Healthcare Workforce Through Educational Leadership, Workforce Development, Leadership Innovation, and Organizational Excellence. Focus Areas: Healthcare Workforce Development; Home Healthcare Workforce Sustainability; Workforce Retention; Workforce Readiness; Leadership Development; Faculty Capacity Building; Organizational Learning; Healthcare Access Improvement

PROFESSIONAL OBJECTIVE

To advance healthcare workforce development in the United States by designing innovative workforce education systems, leadership development programs, workforce sustainability initiatives, and organizational excellence frameworks that strengthen the home healthcare workforce, improve healthcare access, and support national healthcare priorities.