The Health Profession Opportunity Grants (HPOG): The First Two Years

Theresa Anderson

August 20, 2013

Presented at the annual workshop of the National Association for Welfare Research and Statistics

Jamie Hall and Teresa Derrick-Mills contributed to the report on Year 1 outcomes. Lauren Eyster, Teresa Derrick-Mills, Pamela Loprest, and Hamutal Bernstein contributed to the report on Year 2 outcomes.

Allison Stolte was a great help in pulling together the data for the analysis.

The work presented today is part of the HPOG Implementation, Systems, and Outcomes Project funded by the Office of Planning, Research and Evaluation in the Administration for Children and Families.

Data presented from the second year of HPOG are preliminary and may be subject to change.
About HPOG

• Authorized by the Affordable Care Act of 2010 to provide training programs in high-demand health care professions to TANF recipients and other low-income individuals

• Administered by the Administration for Children and Families (ACF) within the U.S. Department of Health and Human Services (HHS)
About HPOG

32 organizations across 23 states were awarded 5-year grants for fiscal years 2010 through 2015.
Goals of HPOG

• Prepare participants for employment in the healthcare sector in positions that pay well and are expected to either experience labor shortages or be in high demand
• Target skills and competencies demanded by the healthcare industry
• Support career pathways
• Result in employer- or industry-recognized, portable educational credentials
• Combine supportive services with education and training services
• Provide training services at times and locations that are easily accessible to targeted populations
HPOG Key Elements

• The program designs vary based on the setting and employer demand, but they all include:
  - Outreach and screening
  - Pre-training activities
  - Healthcare occupational training
  - Support services

• Partnerships are important
HPOG Research and Evaluation Strategy

• Sponsored by ACF’s Office of Planning, Research, and Evaluation (OPRE)

• Six related evaluation efforts:
  - The HPOG Implementation, Systems, and Outcomes (ISO) Evaluation Design and Performance Reporting
  - HPOG National Implementation Evaluation (NIE)
  - HPOG Impact Study
  - Evaluation of Tribal HPOG
  - Innovative Strategies for Increasing Self-Sufficiency (ISIS) Project
  - University Partnership Research Grants for HPOG
Overview of the HPOG Programs in the First Two Years

- Basic Grant Information
- Participants
- Activities and Services
- Outcomes
- Implementation Lessons
- Summary
Basic Grant Information
HPOG Programs Varied in Size

• Grantees expect enrollments from fewer than 500 to more than 2,000 over the five years of the grant

• Awards range from $1 million to $5 million each year
  - Most are between $1 million and $2 million
Half of HPOG Grantees Are Higher Education Institutions

Grantees by Organization Type

0 2 4 6 8 10 12 14 16

Government Agency  Higher Education Institution  Workforce Investment Board  Non-Profit Organization
Participants
HPOG Enrollment

Year 1  
6,481

Year 2  
8,973

Total  
15,454

Data from the second year of HPOG are preliminary and may be subject to change.
At enrollment, HPOG participants were overall...

- Overwhelmingly female (89%)
- Disproportionately Non-Hispanic Black/African-American (36%)
- In their 20s and 30s (73%)
- Never married (61%)
- Caring for dependent children (69%)
- Not college attendees (58% have a high school diploma or less)
- In households with less than $15,000 in annual income (66%)
- Earning less than $5,000 in personal income (50%)

Data from the second year of HPOG are preliminary and may be subject to change.
Public Assistance Receipt by HPOG Participants

- TANF: 18%
- SNAP: 57%
- Medicaid: 41%
- SSI: 3%
- SSDI: 2%
- UI claimant: 15%
- UI exhaustee: 4%

Data from the second year of HPOG are preliminary and may be subject to change.
Activities and Services
Considering Participants in Year 2...

**Pre-Training**
- 33% did a pre-training
- 12% did more than one pre-training

*Most common:*
Orientation to healthcare careers or occupations (41%)

*Others include:*
Adult basic education, prerequisite courses, and English language classes

**Training**
- 74% did a training
- 11% did more than one training

*Most common:*
“Nursing, psychiatric, and home health aid,” specifically nursing assistants and aids and home health aids (37%)

*Others include:*
Licensed practical and licensed vocational nurses, registered nurses, medical records and health information technicians

**Support Services**
- Average of 6.7 support services each

*Most common:*
Counseling services, including mentoring, academic counseling/advising, assessment, and tutoring (17%)

*Others include:*
Training- and work-related resources, case management services, and social service resources

Data from the second year of HPOG are preliminary and may be subject to change.
Outcomes
Early Outcomes Have Been Promising

Data from the second year of HPOG are preliminary and may be subject to change.
Implementation Lessons
HPOG Programs Faced Early Start-Up Challenges in Year 1

• 2 out of 3 of grantees reported delays in getting programs running for administrative reasons
• Recruitment was delayed, but enrollment activity was strong
• Grantees put a lot of energy into building partner relationships
• Grantees tended not to have trouble aligning HPOG with existing systems
• Developing support services was a learning process
In Year 2, HPOG Grantees Further Refined their Programs

• Continued to tailor their programs to meet the needs of the population
• Adjusted to meet changing employer demands
• Adjusted to other constraints, such as training space shortage
Summary
In All, in the First Two Years, HPOG...

- Involved a diversity of grantees and participants
- Served nearly 15,500 participants
- Enrolled participants in over 18,000 trainings
- Provided pre-training opportunities and a large number of support services
- Saw some promising early outcomes:
  - Moving into healthcare employment
  - Increases in wages
- Provided grantees an opportunity to improve their programs and services to serve their clients more effectively
Stay tuned for...

• More annual reports – describing the activities that took place over the grant year
• Descriptive outcomes study – describing outcomes and doing detailed breakdown by attributes of participants and programs
• Implementation study – documenting and analyzing the processes behind HPOG
  - Network and systems change analysis – showing how HPOG has affected the structure of grantees’ professional networks
• Impact evaluation – looking overall HPOG success and specific components that correlate with success
• NORC tribal evaluation, university partnership research, ISIS findings
Questions?

Full brief with Year 1 results available at:

Year 2 report forthcoming

Theresa Anderson: TAnderson@urban.org