



THE PAYOFF TO HEALTHCARE TRAINING: BY JOB TYPE



Health Profession Opportunity Grants

OFFICE OF FAMILY ASSISTANCE

How much do different types of healthcare training pay off financially?

This handout offers a guide for program/HPOG case managers, counselors, advisors, and participants choosing a healthcare training, based on insights from the first generation (2010 to 2015) of the Health Profession Opportunity Grants (HPOG) Program.

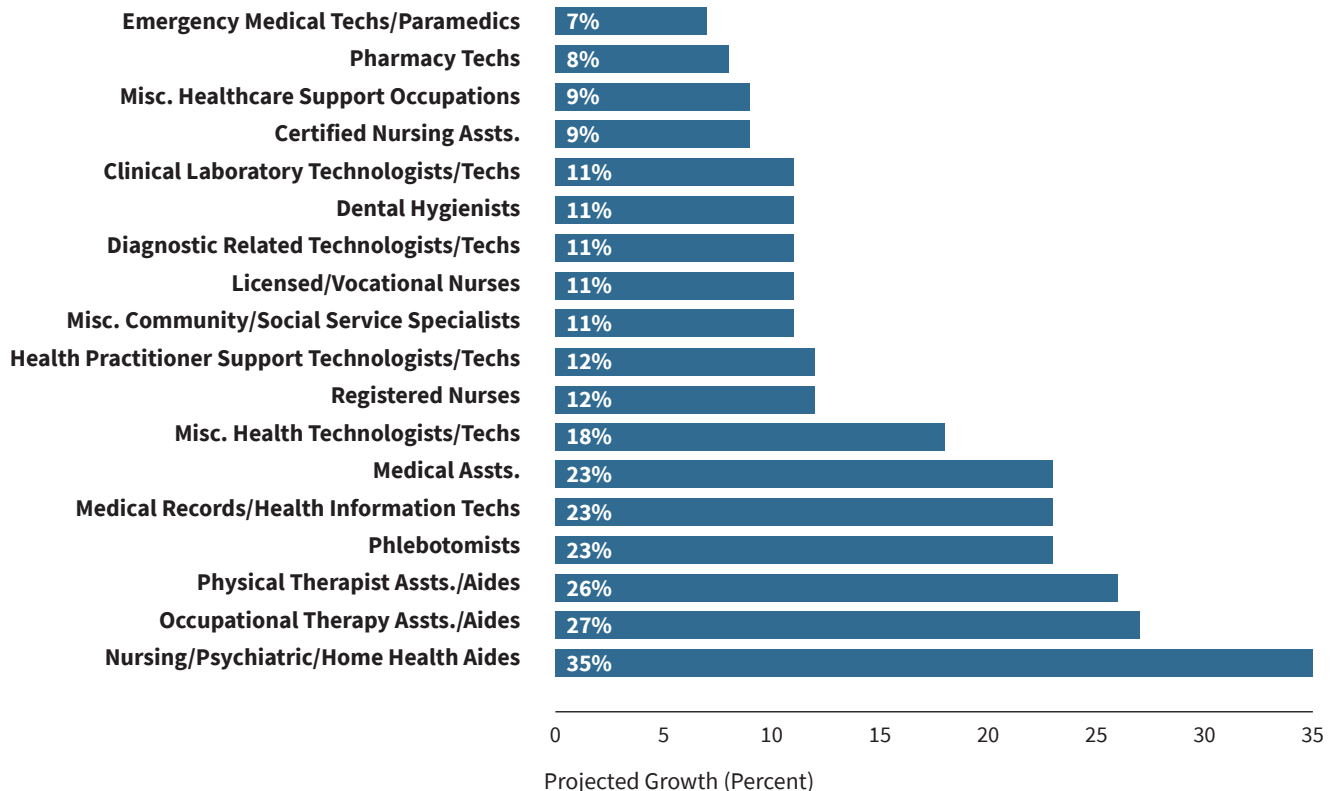
HPOG participants received training in over 70 healthcare occupational categories. About 52,000 people have enrolled in HPOG training, across two rounds of grants, with more than 35,000 completing as of 2020. The table below shows the top 18 HPOG trainings and the projected national growth in those occupations through 2028. The next page shows employment and earnings three years after completing each type of training for participants in the first round of HPOG.

Background on HPOG

The HPOG Program, administered by the Office of Family Assistance in the U.S. Department of Health and Human Services, provides education and training to low-income individuals around the country for healthcare occupations that pay well and are in high demand.

The HPOG Program uses a career pathways approach, which means offering a variety of trainings for entry-, mid-, and high-level healthcare jobs, as well as basic education, financial aid, and a range of academic, personal, and employment supports to help people complete training, attain employment, and advance in their careers over time. The descriptive information in this report does not represent a causal link between completing specific trainings and subsequent outcomes.

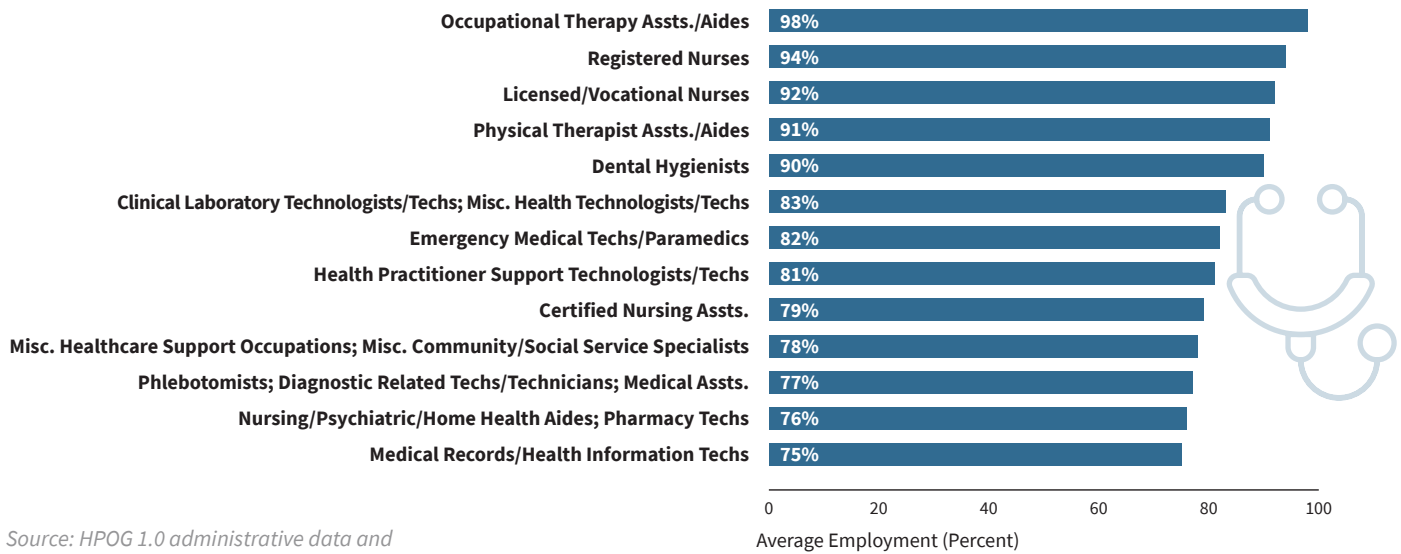
PROJECTED GROWTH THROUGH 2028 BY OCCUPATION



Source: Authors' calculations from Bureau of Labor Statistics data.

AVERAGE EMPLOYMENT THREE YEARS AFTER COMPLETING HEALTHCARE TRAINING

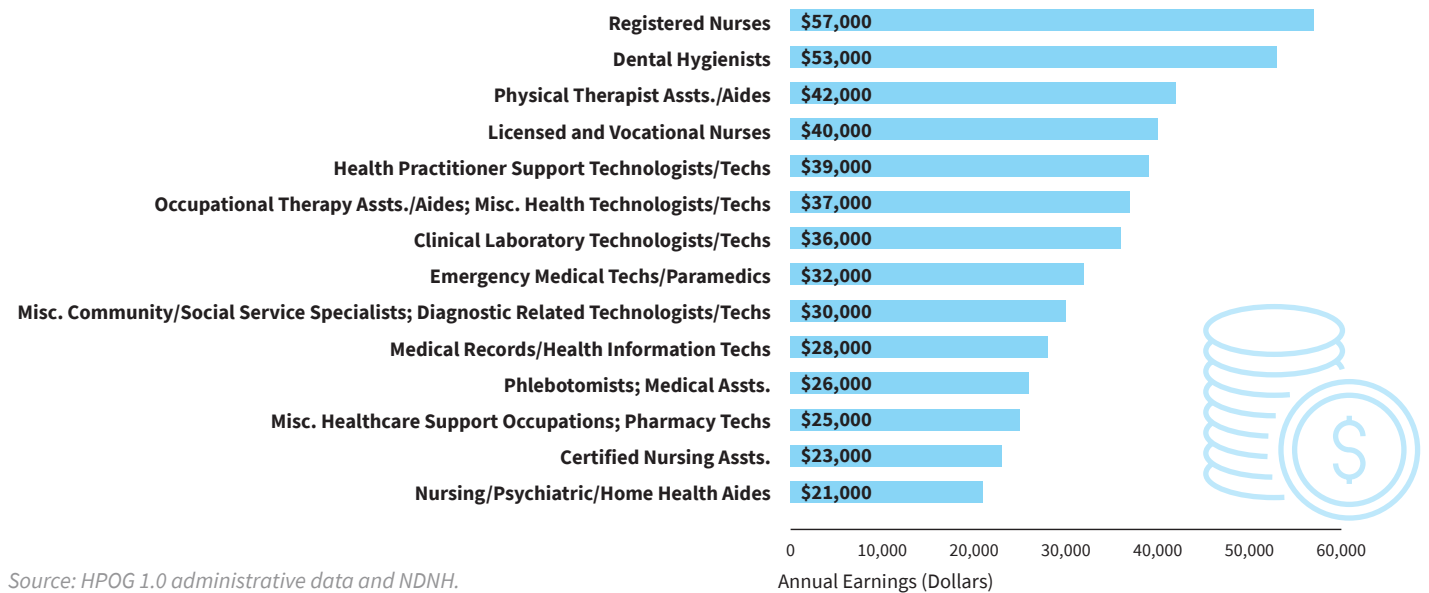
Across all HPOG trainings, those who completed training for occupational therapy assistants and aides, registered nurses, physical therapist assistants and aides, licensed and vocational nurses, and dental hygienists had rates of employment of 90 percent or more. Those who completed most other types of training programs had rates of employment between 75 and 90 percent.



Source: HPOG 1.0 administrative data and National Directory of New Hires (NDNH).

AVERAGE ANNUAL EARNINGS THREE YEARS AFTER COMPLETING HEALTHCARE TRAINING

Across all HPOG trainings, those who completed registered nurse training earned \$57,000 annually, on average. Participants who completed licensed and vocational nurse training earned \$40,000. Those completing medical records and health information technician training earned \$28,000. And those completing entry-level training typically earned less, from \$21,000 for nursing, psychiatric, and home health aides to \$26,000 for phlebotomists and medical assistants.



Source: HPOG 1.0 administrative data and NDNH.