



THE PAYOFF TO HEALTHCARE TRAINING: BY TRAINING LENGTH



Health Profession Opportunity Grants
OFFICE OF FAMILY ASSISTANCE

What are the tradeoffs between how long it takes to complete a healthcare training vs. how much that training is likely to 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, the average time it took to complete them, and projected growth for each occupation through 2028. The next page shows employment and earnings three years after completing training for participants in the first round of HPOG, grouped by whether training length was short-, medium-, or long-term.

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 EMPLOYMENT CHANGE THROUGH 2028 FOR HEALTHCARE TRAINING BY SHORT/MEDIUM/LONG TRAININGS

SHORT



<4 months

MEDIUM

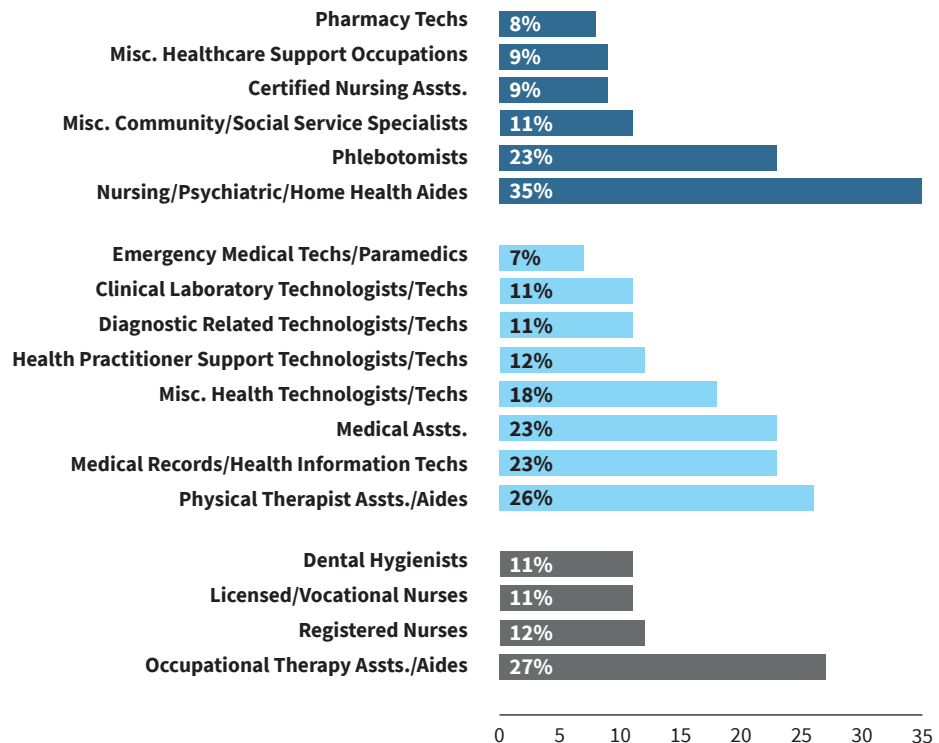


4-11 months

LONG



12+ months



Projected Growth Through 2028 (Percent)

Source: Authors' calculations from Bureau of Labor Statistics and HPOG 1.0 administrative data.

AVERAGE EMPLOYMENT THREE YEARS AFTER HEALTHCARE TRAINING BY LENGTH

Across all healthcare training programs offered by the first round of HPOG, participants who completed long-term training programs had the highest rates of employment at 92% or more. Those who completed medium- and short-term training programs had a 78 percent rate of employment.

SHORT



78%



MEDIUM



78%



LONG



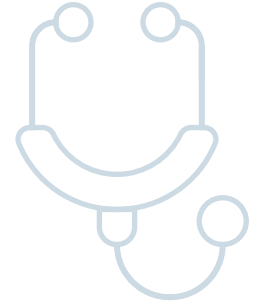
92%



0 20 40 60 80 100

Average Employment (Percent)

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



AVERAGE ANNUAL EARNINGS THREE YEARS AFTER HEALTHCARE TRAINING BY LENGTH

Across all healthcare training programs offered by HPOG, participants who completed a long-term healthcare training earned an average of \$47,400 per year. Those completing medium-term training earned \$29,200 on average, and those who completed a short-term training program (such as certified nursing assistants) earned \$23,200 on average.

SHORT



\$23,200



MEDIUM



\$29,200



LONG



\$47,400



0 10000 20000 30000 40,000 50,000

Annual Earnings (Dollars)

Source: HPOG 1.0 administrative data and NDNH.

