

HPOG Program Summary

New Hampshire Office of Minority Health and Refugee Affairs

New Hampshire Health Profession Opportunity Project (HPOP)



Location:

Concord, New Hampshire

Program Goals:

- Enroll 1,389 participants
- Ensure that 1000 of those enrolled complete training and education
- Enable 500 of those who complete training to secure employment
- Enhancing the infrastructure of training programs and healthcare employers statewide to recruit and retain minority students

Health Professions Taught:

Training will be provided for over 60 occupations within five occupational categories, including allied health, long-term care, child care health advocacy, health information technology, and nursing.

Approach:

HPOP aims to build New Hampshire's health professions workforce by training Temporary Assistance for Needy Families (TANF) recipients and other low-income individuals in healthcare occupations anticipated to be in high demand and offering advancement opportunities to motivated individuals already engaged in the field. The NH Department of Health and Human Services Office of Minority Health & Refugee Affairs (OMHRA) has partnered with the NH Division of Family Assistance (DFA), the Department of Labor, and the Office of Workforce Opportunity in the project design, and counts on these and other partners in its implementation.

HPOP incorporates elements from successful training models including nontraditional recruitment, occupational assessments, career ladders, ongoing case management, tuition assistance, supportive services, on-the-job training, peer groups, and job placement. Prerequisite courses including English for speakers of other languages (ESOL), adult education, and job readiness prepare participants to enter health profession training programs. Collaboration has resulted in clearly articulated outreach, application, enrollment and case-management processes for participants. A corresponding database will allow comprehensive tracking of participant information and "on the spot" documentation *with* participants, thus maximizing face-to-face time where case notes can be written collaboratively.

Key leaders of partner agencies, community groups, the community college system, and private educational programs are actively engaged. Networking has been enhanced with the strong support of the Leadership Team, the state-level Advisory Group, and the emerging Regional Advisory Boards. Outreach has included discussion with area healthcare employers about their workforce needs and the potential for mutually beneficial alliance. Planning for sustainability has resulted in capacity-building and employer-based training requests for proposals.

Participants receive as-needed support services for personal assistance, supportive classes, healthcare, transportation, housing, education needs, emergencies, or to meet other challenges, as approved by HPOP.