

# The CITC HPOG Program: Creating Pathways to Brighter Futures

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Creating Pathways  
to Brighter Futures

Cook Inlet Tribal Council (CITC) Health Profession Opportunity Grants (HPOG) program provides Temporary Assistance for Needy Families (TANF) and other low-income individuals in Anchorage and the Matanuska-Susitna (Mat-Su) Valley the opportunity to pursue healthcare education training with the goal of obtaining employment and gaining self-sufficiency. Since 2016, CITC HPOG has enrolled 611 participants. The purpose of this brief is to highlight key features of the CITC HPOG program and outcomes from the first four years of program implementation.



The CITC HPOG program serves an underserved population in their journey toward self-sufficiency.



88% with  
Dependent Children



85%  
Female



74% Alaska  
Native/American Indian



73% with Annual  
Income Below  
\$10,000



60% with no  
Postsecondary  
Education



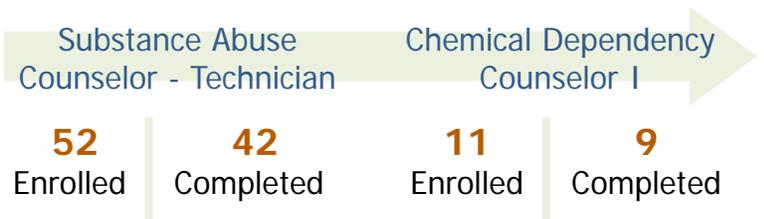
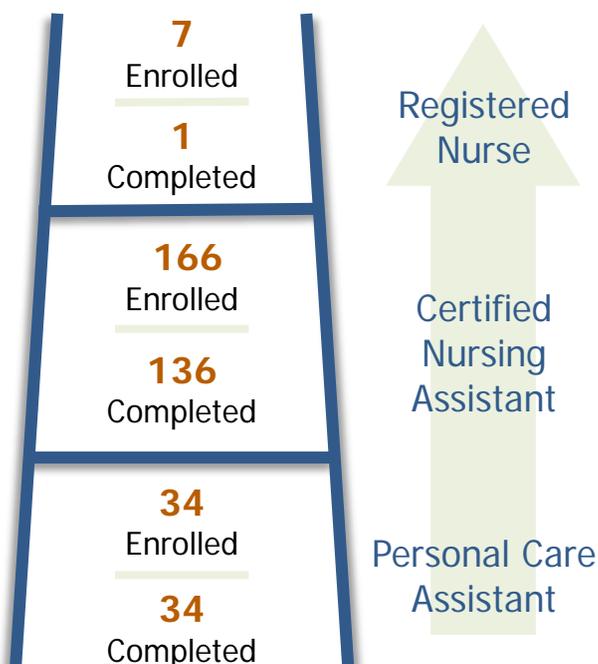
51% Below  
30 years old

*"Being a Certified Nursing Assistant student in the CITC HPOG program helped open my kid's eyes up to all of the different professions and what it takes to dedicate yourself to studying and working when you want something."*

– CITC HPOG participant



CITC HPOG participants are trained in a variety of healthcare fields to meet the growing workforce needs in Alaska and are supported along a healthcare career pathway.



Field	Enrolled	Completed
Medical Office Assistant	88	55
Medical Billing & Coding	15	5
Medical Assistant	11	6



## CITC HPOG participants are **competitive job candidates** and are prepared to enter the healthcare workforce.

All CITC HPOG participants complete the HPOG PATH Academy, an intensive introduction to working in healthcare. Participants earn certifications in Mental Health First Aid, First Aid, and Basic Life Support by the end of the academy.

CITC HPOG staff work with participants on:

- career readiness skills
- interpersonal skills
- mock interviews
- job searches
- portfolio development
- career mapping
- job retention

CITC HPOG staff work with hiring managers of local businesses to identify workforce needs and refer and place exceptional candidates in high-demand healthcare positions.

Over **200** participants have gained employment in healthcare.

**3 out of 4** participants who gained employment in healthcare were unemployed at intake.

*"The applicants who stood out at our hiring event were CITC HPOG. They came in business clothes, were well prepared for interviews, had an icebreaker story, and described what they hoped to contribute to the organization."* – Local employer



## CITC HPOG participants receive **financial and non-financial supportive services** to reduce barriers to healthcare training and employment.

*"Without CITC HPOG, I wouldn't have been able to get my certification. The staff are honest and open, they tell you the challenges and prepare you for the future."*  
– CITC HPOG participant

CITC HPOG participants receive financial supportive services including:

- tuition and related cost assistance
- clinical and other required attire
- transportation assistance
- emergency housing relief

CITC HPOG staff work individually with participants to provide:

- tailored case management
- academic advising
- linkage to additional supportive services



For more information about how to get involved with the CITC HPOG program, please contact us:  
3600 San Jeronimo Drive  
Anchorage, AK 99508  
907-793-3322

[www.citci.org](http://www.citci.org)

 Follow [CITC.HPOG](https://www.facebook.com/CITC.HPOG) on Facebook



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The purpose of this factsheet is to summarize the status of the CITC HPOG program as of September 30, 2019. All results in this factsheet are descriptive and should not be interpreted as causal impacts. The data in this factsheet come from the HPOG 2.0 Participant Accomplishment and Grant Evaluation System (PAGES), a participant tracking and management system that includes data on participant characteristics, engagement in programs, and training and employment outcomes. PAGES also includes information on the activities and supports grantees offer. Grantee program staff enter data in PAGES.

