Improving Economic Opportunity through Healthcare Training: Highlights from the National Implementation Evaluation of the First Round of the Health Profession Opportunity Grants (HPOG 1.0)

HPOG 1.0 funded training programs in high-demand healthcare professions, targeted to Temporary Assistance for Needy Families (TANF) recipients and other low-income individuals.

**27 NON-TRIBAL HPOG 1.0 GRANTEES IN THE NATIONAL IMPLEMENTATION EVALUATION**

These grantees SERVED MORE THAN 36,000 INDIVIDUALS

From September 30, 2010 to September 30, 2015

**HPOG 1.0 PARTICIPANTS**

HPOG 1.0 participants were generally young, mostly racial/ethnic minorities, and often parents. Many participants had some post-secondary and work experience.

**AT PROGRAM ENTRY**

- **88%** FEMALE
- **62%** PARENTS
- **≤30 YEARS**
- **53%** UNDER 30 YEARS OLD
- **63%** RACIAL/ETHNIC MINORITIES
- **45%** ONE OR MORE YEARS OF POST-SECONDARY EDUCATION OR TRAINING
- **55%** HIGH SCHOOL DIPLOMA OR EQUIVALENCY CERTIFICATE OR LESS
- **30%** IN SCHOOL
- **41%** EMPLOYED

N=29,942 participants who consented to participate in research.

**NATIONAL IMPLEMENTATION EVALUATION OF HPOG 1.0**

The purpose of the HPOG Program is to provide education and training to TANF recipients and other low-income individuals for occupations in the healthcare field that pay well and are expected to either experience labor shortages or be in high demand. In 2010, the Office of Family Assistance within the Administration for Children and Families awarded the first round of 5-year HPOG grants (HPOG 1.0) to 32 organizations in 23 states; five were tribal organizations. The 27 non-tribal grantees operated 49 local programs; these 27 grantees are the focus of this brief.

HPOG 1.0 grantees provided eligible participants with pre-training preparation, occupational training, support services, and employment assistance to help them train for and find jobs in a variety of healthcare professions.

This brief provides a summary of the Final Report of the HPOG National Implementation Evaluation. It presents participant characteristics and results of key outcomes of HPOG 1.0 healthcare training completion and employment, as well as participants’ pre-training activities and receipt of support services and employment assistance. It also includes information about HPOG 1.0 programs’ service delivery networks. The HPOG Impact Study is taking up questions of HPOG’s impacts in a separate study and report.
Most HPOG 1.0 participants enrolled in and completed healthcare training by 36 months after program entry.

HEALTHCARE TRAINING STATUS 36 MONTHS AFTER PROGRAM ENTRY

<table>
<thead>
<tr>
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<th>68% COMPLETED</th>
<th>17% DROPPED OUT</th>
<th>13% NEVER STARTED</th>
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<tr>
<td>3% STILL IN</td>
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<tr>
<td>87% STARTED TRAINING</td>
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N=8,748 participants at 36 months after program enrollment.

HPOG 1.0 participants’ enrollment, completion, and earnings varied by occupation.

ENROLLMENT AND COMPLETION STATUS FOR FIVE MOST COMMON TRAININGS 36 MONTHS AFTER PROGRAM ENTRY

Medical assistants: 9 MONTHS\(^a\), $16,571\(^b\)

Medical records and health information technicians: 6 MONTHS, $18,692

Licensed practical and vocational nurses: 13 MONTHS, $31,074

Registered nurses: 15 MONTHS, $45,345

Nursing aides, orderlies, and attendants: 2 MONTHS, $15,529

HPOG 1.0 programs offered a range of occupational training, but not every program offered each training.

For months in training, N=5,974 participants who began and completed healthcare training programs. For earnings, N ranges from 4,727 to 235 participants who have completed the particular course and were employed in the given quarter. For completion, N=7,653 participants for the 36-month sample who began healthcare training programs.

Many completers received a license, third-party certification, or degree.

44% EARNED A LICENSE OR CERTIFICATION

9% EARNED AN ASSOCIATE’S OR HIGHER DEGREE

To work in some jobs individuals must obtain a license (usually from the state), or can earn an employer-recognized certification from a trade or other organization. Other jobs require an associate’s or other advanced degree.

N=8,748 participants at 36 months after program enrollment.
HPOG 1.0 participants’ employment and earnings increased over time.

Three years after completing a training course or dropping out:

- 77% of those who had completed a training were employed, compared to 68% of those who had dropped out.
- Although average earnings had increased steadily for both, those who completed training earned more ($6,577 in 12th quarter) than those who did not ($5,206).

Sample includes participants who had completed training or failed to complete training at 36 months. N ranges from 4,948 to 5,850 for those who completed training and 2,177 to 2,473 for those who dropped out or failed to complete.

Sample includes participants who had completed training or failed to complete training at 36 months and were employed in a given quarter. N ranges from 2,015 to 4,511 for those who completed training and 872 to 1,617 for those who dropped out or failed to complete.
The majority of the jobs held by participants were in healthcare occupations.

PARTICIPANTS' HEALTHCARE JOBS

- **72%** OF THOSE EMPLOYED AT 15 MONTHS AFTER ENROLLMENT WERE WORKING IN HEALTHCARE JOBS
- **$13.49** AN HOUR ON AVERAGE
- **63%** HAD FULL-TIME HOURS
- **77%** OFFERED HEALTH INSURANCE

N=4,646 participants across all HPOG grantees who responded to the 15-month follow-up survey of HPOG participants.

In addition to training, HPOG 1.0 participants received pre-training services.

Within 36 months of program entry, many participated in activities that prepared them for training. Not all programs offered each type of pre-training activity and not all participants were in need of each type.

N=8,748 participants at 36 months after program enrollment.

Participants also received academic and training supports, personal and family supports, and employment assistance services.

Within 36 months of program entry, many participants took advantage of the support services programs offered. Each of these supports were directly offered by over 90 percent of programs. Many grantees also referred participants to available community resources.

N=8,748 participants at 36 months after program enrollment.
HPOG 1.0 programs were able to provide a diverse set of training and services to participants by collaborating and communicating with a network of different types of organizations in their communities, including education and training providers, non-profits, government agencies, and employers. Partners contributed by helping to design and plan the program; referring participants; providing training, counseling and support services; and providing employment assistance.

Most HPOG 1.0 programs included different types of partners.

<table>
<thead>
<tr>
<th>PERCENTAGE OF PROGRAMS INCLUDING TYPE OF PARTNER:</th>
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<tbody>
<tr>
<td>Education or training</td>
</tr>
<tr>
<td>Workforce development</td>
</tr>
<tr>
<td>Government</td>
</tr>
<tr>
<td>Non-profit</td>
</tr>
<tr>
<td>Business sector</td>
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Most HPOG 1.0 programs included different types of partners.

In most program networks, partners contributed resources not covered by grant funds.

<table>
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<tr>
<th>PERCENTAGE OF PROGRAMS CONTRIBUTING TYPE OF RESOURCE:</th>
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<tr>
<td>Student supports (other than tuition)</td>
</tr>
<tr>
<td>Staff/instructors</td>
</tr>
<tr>
<td>Equipment/space</td>
</tr>
<tr>
<td>Mentors</td>
</tr>
<tr>
<td>Curriculum/training materials</td>
</tr>
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</table>

Most partners felt that networks worked together effectively and were satisfied with local HPOG 1.0 programs.

On a scale from 1 (disagree) to 5 (agree), partners on average reported a 4.0 out of 5.0 that:

- THE NETWORK COLLABORATED TO SUPPORT KEY HPOG PROGRAM GOALS
- OTHER ORGANIZATIONS IN THE NETWORK MADE A VALUABLE CONTRIBUTION
- WERE CONFIDENT THEY WOULD SUSTAIN THE PARTNERSHIP AFTER HPOG
HPOG 1.0 National Implementation Evaluation

This brief is a summary of the Final Report of the HPOG National Implementation Evaluation, a study that includes all non-tribal HPOG 1.0 grantees. Findings presented here are based primarily on administrative data from the HPOG Performance Reporting System, the National Directory of New Hires, a participant survey, and surveys of all non-tribal grantees and their partners. Several different samples are used for various analyses, depending on data source and length of follow-up. For more detailed information on findings, samples, and data sources, see https://www.acf.hhs.gov/sites/default/files/opre/final_nie_final_report_1_11_18_clean_v2_b508.pdf


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