2017 Linking TANF Families to Employment and Economic Opportunities Meeting

Program Implementation and Outcomes of the Health Profession Opportunity Grants (HPOG)

Presented by:
Robin Koralek, Abt Associates

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The Health Profession Opportunity Grants (HPOG) Program

• Funds training programs in high-demand healthcare professions targeted to TANF recipients and other low-income individuals
• Career pathways framework
• HPOG 1.0 (2010-2015)
  – 27 non-tribal grantees and 5 tribal grantees
  – More than 39,000 individuals served
  – HPOG 2.0 (funded for up to 5 years beginning in 2015)
  – 27 non-tribal grantees and 5 tribal grantees
The Health Profession Opportunity Grants (HPOG 1.0) Studies

- ACF has a multi-faceted research agenda examining:
  - How programs are designed and implemented
  - Changes to service delivery systems associated with program implementation
  - Participant outcomes
  - Participant impacts (short-term, intermediate, and long-term)
The HPOG National Implementation Evaluation

- Findings from the HPOG National Implementation Evaluation (NIE) Final Report
- Today reporting about
  - Eligibility criteria and participant characteristics
  - Healthcare pre-training and training courses, and participation
  - Support services
  - Education and employment and earnings outcomes
- Additional details are included in the forthcoming report
HPOG NIE: Data Sources

- 49 distinct programs operated by 27 non-tribal grantees
- Data collection included diverse sources, most notably:
  - Surveys with HPOG grantee informants, front-line HPOG management and staff, partners and stakeholders, and employers
  - The HPOG MIS – the Performance Reporting System (PRS)
  - 15-month follow-up survey
  - Employment and earnings data from the National Directory of New Hires (NDNH)
HPOG Grantees and Programs

- 27 HPOG 1.0 non-tribal grantees
  - 12 higher education institutions
  - 10 workforce development agencies
  - 5 public agencies and non-profit organizations
- Some grantees operated multiple programs
- Grantees not expected to provide all services and worked with partners and leveraged community resources

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ADMINISTRATION FOR CHILDREN & FAMILIES

OFFICE OF FAMILY ASSISTANCE
An Office of the Administration for Children & Families
HPOG Participants

- Characteristics of participants at intake from Oct. 2010 to Sept. 2015 (N = 29,942)
- Women (88 percent)
- With dependent children (62 percent)
- Single (84 percent never married or divorced)
- Minority (61 percent African-American, Hispanic or other ethnic minority)
- Half with HS diploma or equivalent; 45 percent with one or more years post-secondary
- 14 percent TANF recipients; 53 percent in SNAP households
- 30 percent in school; 41 percent employed
HPOG Support Services Offered (N=49 programs)

• Case management (98%)
• Academic supports
  – Academic and career counseling (92%), tutoring (78%), peer support groups (69%), mentoring (47%)
• Financial supports
  – Tuition assistance (92%) and tuition waivers (49%)
  – Books and licensing, certification, and exam preparation fees (100%)
  – Uniforms, supplies, and tools (98%)
• Personal and family supports
  – Child care assistance (53% directly; 20% directly and by referral)
  – Transportation assistance (79% directly; 15% directly and by referral)
HPOG Pre-Training and Training Courses Offered (N=49 programs)

- Pre-training courses: most were mandatory
- Occupational training courses
  - Most common were training courses for entry-level healthcare assistants and aides
  - Also longer-term training courses, for example for licensed, vocational and registered nursing
- Career pathways elements
Enrollment in Healthcare Training Courses by 36 Months (N=7,653 with at least 36 months of post-enrollment experience)

<table>
<thead>
<tr>
<th>Training Course</th>
<th>36-month sample</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>Percentage</td>
</tr>
<tr>
<td>Nursing aides, orderlies, and attendants</td>
<td>2,961</td>
<td>34%</td>
</tr>
<tr>
<td>Registered nurses</td>
<td>699</td>
<td>8</td>
</tr>
<tr>
<td>Licensed vocational nurses</td>
<td>973</td>
<td>11</td>
</tr>
<tr>
<td>Medical records and health information technicians</td>
<td>688</td>
<td>8</td>
</tr>
<tr>
<td>Medical assistants</td>
<td>639</td>
<td>7</td>
</tr>
<tr>
<td>Psychiatric and home health aides</td>
<td>299</td>
<td>3</td>
</tr>
<tr>
<td>Pharmacy technicians</td>
<td>243</td>
<td>3</td>
</tr>
<tr>
<td>Diagnostic-related technologists and technicians</td>
<td>124</td>
<td>1</td>
</tr>
<tr>
<td>Phlebotomists</td>
<td>238</td>
<td>3</td>
</tr>
<tr>
<td>Healthcare support occupations (all others)</td>
<td>158</td>
<td>2</td>
</tr>
</tbody>
</table>
Training Retention and Completion at 36 Months (N=7,653 with at least 36 months of post-enrollment experience)

- **All Participants**: 78% Completed, 3% Still in Training, 19% Dropped Out/Failed
- **Nursing Aides, Orderlies, and Attendants**: 86% Completed, 13% Dropped Out/Failed
- **Licensed Practical and Vocational Nurses**: 63% Completed, 5% Still in Training, 32% Dropped Out/Failed
- **Registered Nurses**: 54% Completed, 12% Still in Training, 34% Dropped Out/Failed
Employment of HPOG Participants, by quarter (18-month Sample; N= 20,384)

Quarter before and after HPOG enrollment
N for each quarter ranged from 19,765 to 16,502
Earnings of Employed HPOG Participants, by Quarter (18-month Sample; N = 20,384)

Average quarterly earnings ($) vs. Quarter before and after enrollment

N for each quarter ranged from 14,808 to 8,074
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Job Characteristics of Employed Participants 15 Months after Enrollment
(N= 4,646 participants who responded to the 15-month follow-up survey)

<table>
<thead>
<tr>
<th></th>
<th>All Jobs (N= 3,369)</th>
<th>Healthcare jobs (N= 2,429)</th>
<th>Non-healthcare jobs (N= 940)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average hourly wage</td>
<td>$12.99</td>
<td>$13.49</td>
<td>$11.71</td>
</tr>
<tr>
<td>Average hours per week</td>
<td>34</td>
<td>35</td>
<td>32</td>
</tr>
<tr>
<td>Full-time (35+ hours/week) (percent)</td>
<td>59</td>
<td>63</td>
<td>51</td>
</tr>
<tr>
<td>Job offers health insurance (percent)</td>
<td>72</td>
<td>77</td>
<td>58</td>
</tr>
</tbody>
</table>
• Grantees succeeded in implementing HPOG
  – 27 non-tribal grantees designed and implemented 49 distinct programs and served just over 36,000 low-income individuals over 5+ years
  – Majority were single women with one or more children
Major “Takeaways” (continued)

- Within 36 months of entering HPOG, most participants enrolled in and completed at least one healthcare training course
  - 87% began a training course; of those, 78% completed a course and 3% were still in training
  - Most participants enrolled in short-term training for entry-level jobs
Major “Takeaways” (continued)

- Similar programs should consider:
  - Providing a balance of short-and long-term training
  - Strategies to increase likelihood of continued training for participants training for entry-level jobs
  - Strategies to lower eligibility standards while increasing participation in training for academically underprepared individuals
Major “Takeaways” (continued)

- Employment and earnings increased following HPOG enrollment
  - Three years after enrollment, about 75 percent of participants were employed
  - Average quarterly earnings increased steadily over the three years following program entry
  - Earnings and employment increased after training completion for each of the five most common occupations

- Most jobs were entry-level jobs
  - The mean hourly wage for healthcare jobs was $13.49 and $11.71 for non-healthcare jobs
Available Resources

  - information about current ACF-funded career pathways studies
  - links to reports and other resources
- Resources from HPOG 1.0 include:
  - Annual reports
  - Literature reviews
    - Career pathways programs
    - Healthcare occupational training
  - Report on TANF recipients’ engagement and experiences in the HPOG Program
  - HPOG NIE Descriptive Implementation and Outcome Study report
  - HPOG NIE Systems Change report
  - HPOG NIE Performance Information to Manage Health Professions Training Programs report
Forthcoming Resources

- Final report on program implementation and participant outcomes
- Report on impact findings at 15 months after random assignment
- Report on impact findings at 36 months after random assignment
- Report on impact findings at 72 months after random assignment
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Contact Information

HPOG National Implementation Evaluation Team

Alan Werner
Abt Associates
Alan_Werner@abtassoc.com

Robin Koralek
Abt Associates
Robin_Koralek@abtassoc.com

Pamela Loprest
Urban Institute
PLoprest@urban.org

ACF Project Officers

Hilary Forster
Hilary.Forster@ACF.hhs.gov

Amelia Popham
Amelia.Popham@ACF.hhs.gov