



Introducing the Health Profession Opportunity Grants (HPOG) Program & Evaluation

2019 TRIBAL TANF AND NEW
NATIONAL SUMMIT

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Health Profession Opportunity Grants

OFFICE OF FAMILY ASSISTANCE



What is HPOG?



What is HPOG?

- Authorized in 2010 to provide **TANF recipients** and other low-income individuals with **education and training** for occupations in the **healthcare** field
- **HPOG 1.0** (2010 – 2015)
 - 27 non-tribal grantees
 - 5 tribal grantees
- **HPOG 2.0** (2015 – 2020)
 - 27 non-tribal grantees
 - 5 tribal grantees
- Administered by ACF Office of Family Assistance (OFA)

What is HPOG?

- Key components:
 - Career pathways
 - Partnerships
 - Comprehensive support services
- Authorized as a demonstration program with a mandated federal evaluation
 - Led by ACF Office of Planning, Research, and Evaluation (OPRE)

What are Career Pathways?

Post-secondary **education and training**, along with related **supportive services**, in a **series of manageable steps** leading to successively **higher credentials** and employment opportunities in growing occupations



HPOG Evaluation

Evaluations of HPOG 1.0 (Grants Awarded in 2010):

- HPOG Implementation, Systems and Outcomes Project
- HPOG National Implementation Evaluation
- HPOG Impact Study
- Pathways for Advancing Careers and Education
- Career Pathways Intermediate Outcomes Study
- Career Pathways Long-term Outcomes Study
- Evaluation of Tribal HPOG
- University Partnership Research Grants for HPOG

Evaluations of HPOG 2.0 (Grants Awarded in 2015):

- Evaluation and System Design for Career Pathways Programs: 2nd Generation of HPOG
- National Evaluation of the 2nd Generation of HPOG
- Tribal Evaluation of the 2nd Generation of HPOG
- Health Profession Opportunity Grants University Partnership 2.0 (HPOGUP 2.0) Research Grants

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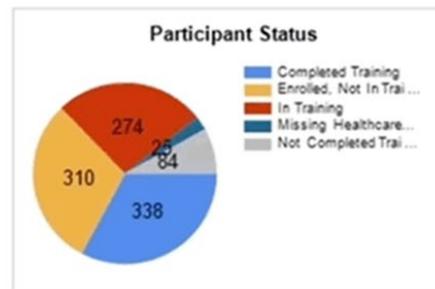
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Participant Accomplishment and Grant Evaluation System (PAGES)

- Multiple purposes:
 - Program performance monitoring
 - Research and evaluation activities
 - Grantees' program management, participant tracking, CQI efforts, outreach to stakeholders

Participant Status & Enrollment

Participant Status	Current	% of Cumulative Enrollment
Enrolled, has not Started Healthcare Training:	310	30.07%
In Healthcare Training:	274	26.58%
Missing Healthcare Training Progress Data:	25	2.42%
Completed Most Recent Healthcare Training:	338	32.78%
Not Completed Most Recent Healthcare Training:	84	8.15%



Program Enrollment	Actual	Projected	% of Projected	Explanation of Variance
Cumulative Enrolled:	1031	2200	46.86%	None
FY 2018 Enrollment:	239	483	49.48%	None
Cumulative TANF Enrolled:	265	330	80.30%	None
FY 2018 TANF Enrollment:	74	75	98.67%	None

TANF Specific Resources

- **Training TANF Recipients for Careers in Healthcare Report**
<https://www.acf.hhs.gov/opre/resource/training-tanf-recipients-for-careers-in-healthcare-the-experience-of-the-health-profession-opportunity-grants-hpog-program>
- **HPOG & TANF Partnerships Infographic**
<https://www.acf.hhs.gov/ofa/resource/hpog-tanf-partnerships-infographic>

*Reports look at data from the non-tribal HPOG programs

TANF Specific Resources

HPOG & TANF PARTNERSHIPS



15%
OF HPOG PARTICIPANTS
were receiving **TANF benefits** at intake*



79%
OF TANF HPOG PARTICIPANTS
had annual household incomes **below \$10,000** at intake*
(*intake as of April 2015)



62%
OF TANF HPOG PARTICIPANTS
completed at least one training course
within 18 months of enrollment¹

TANF Specific Resources

EFFECTIVE COLLABORATION STRATEGIES

used by HPOG programs to guide TANF participants along a career pathway:



STRONG PARTNERSHIPS THROUGH COORDINATION

TANF partners were included early to ensure understanding of partner's work, goals, and demographics



EFFECTIVE COMMUNICATION

Formal agreements helped to create structured referral processes and **defined roles clearly**



ALIGNED SERVICE APPROACHES

Streamlined services and **co-location** ensured conservation of resources and helped partners **address barriers to success** quickly



ACCOMPLISHMENT OF SHARED GOALS

Discussion of **client successes** and **best practices** helped build longer-standing relationships and accomplish **shared goals**

More Information

- OFA HPOG Program Website <https://www.acf.hhs.gov/ofa/programs/hpog>
- OPRE HPOG Evaluation Website <https://www.acf.hhs.gov/opre/research/project/evaluation-portfolio-for-the-health-profession-opportunity-grants-hpog>
- www.career-pathways.org

Questions, Comments, Curiosity?

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