

ACF's National HPOG Study: "Implementation, Systems and Outcome Evaluation of the Health Profession Opportunity Grants to Serve TANF and other Low-Income Individuals"

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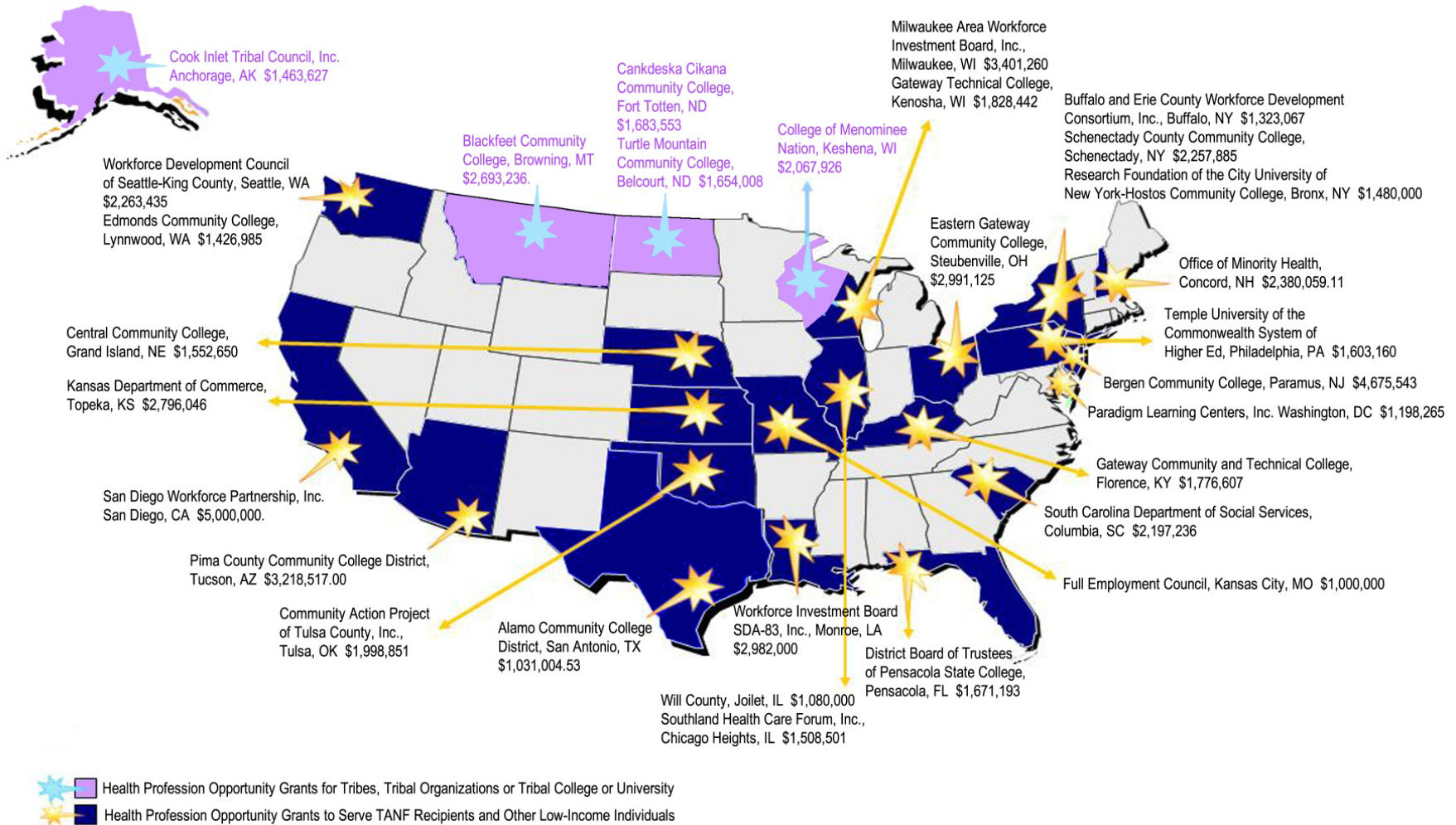
Introduction: HPOG National Evaluation

- Purpose and objectives
- Evaluation approach and methods
- Schedule
- Coordination with Tribal Evaluation

HPOG Grantees

- Institutional Diversity
 - 5 tribal grantees; 27 non-tribal grantees
 - 16 higher education institutions (tribal and non-tribal)
 - 8 Workforce Investment Boards (WIBs)
 - 3 nonprofit training institutions
 - 3 state agencies, 2 local agencies
- Size Diversity
 - Most plan to train 200-300/year
 - 4 plan fewer than 100 trainees a year
 - 4 plan for more than 600/year
- Geographic Diversity—in 24 states
 - 7 mainly rural (including 4 tribal grantees)
 - 3 are statewide
 - Most include more than one program service location

HPOG Grantees Geography



HPOG Grants in Regions VI and VIII

- Region VI (All are TANF/Low-Income HPOG Grants)
 - Workforce Investment Board, SDA-83 (Monroe, LA)
 - Community Action Project of Tulsa County, Inc. (Tulsa, OK)
 - Alamo Community College District (San Antonio, TX)
- Region VIII (All are Tribal HPOG Grants)
 - Blackfeet Community College (Browning, MT)
 - Cankdeska Cikana Community College (Fort Totten, ND)
 - Turtle Mountain Community College (Belcourt, ND)

Evaluation Purpose and Objectives

- Performance management
- Evaluation design
- Coordination of related projects

Performance Management Component

- Develop and maintain the HPOG Performance Reporting System
- The system has two purposes:
 - Facilitate federal and grantee performance management
 - Provide data for current and future evaluations

HPOG Performance Reporting System: Key Features

- Multi-level data system:
 - Participant
 - Program
 - Grantee
- Internet-based, secure
 - Interface capability to existing MIS
- Electronic production of grantee reports to ACF
- Comparability with data in related programs and projects & future evaluations
- Operational September 30, 2011

HPOG Data Categories

- Participant level
 - Characteristics at enrollment
 - Services and components (e.g., education, training, employment services, social services)
 - Outcomes (near-term, long-term)
- Program/grantee level
 - Organizational/institutional features (administrative, operational, partnerships, employers/industry)
 - Grantee/program targets
 - Target population
 - Program model
 - Service/component features (e.g., occupational focus, duration, dosage, provider)

Evaluation Design Component

- 5 major research questions:
 - How are health professions training programs being implemented across the grantee sites?
 - What changes to the service delivery and workforce systems and are associated with program implementation?
 - What individual-level outputs and outcomes occur (for example: recruitment, enrollment, retention, completion (accreditation/ certification), job entry, employment retention and advancement, and earning)?
 - What can be learned about how best to implement these programs for this population (what implementation and/or systems components are related to programs outputs and outcomes)?
 - What key components appear necessary or contribute to the success of these programs?
- Three interrelated analytic issues:
 - Systems change
 - Implementation
 - Participant outcomes

Evaluation Design Challenges

- Equal interest in implementation, systems and outcome analysis; requires for rigorous evidence-based approaches for all three
- 32 diverse grantees, ~200 programs, different institutions
- Grantee discretion on program design, population targeting, partnerships, services, occupations of training
- Variation in grantee IT sophistication; new centralized system being developed

Evaluation Design Opportunities

- Standard centralized data on participants and programs
- Accumulating similar data across related studies to build evidence base
- Substantial design phase to develop creative approaches to fill knowledge gaps:
 - Analyze relationships among implementation, program, services and outcomes
 - Explore interaction of implementation and outcomes using multi-level hierarchical modeling of outcomes and implementation, *as well as* experimental design impact analysis in selected sites (ISIS/HPOG)
 - Identify successful strategies and models using qualitative implementation/process analysis *as well as* structured studies of implementation success, network analysis, client flow, and training models
- Analyzing systems change using a theory-building approach:
 - Increased and improved employer/industry interaction with training/workforce development institutions
 - Expanded health care occupational training capacity
 - Enhanced program network partnerships
 - Improved institutional support for occupational training for low-skilled workers

Coordination Component

- HPOG National Evaluation, HPOG Tribal Evaluation (NORC), ISIS Project, future HPOG evaluation and research projects
 - Minimize burden and duplication of effort
 - Maximize consistency (e.g., data item definitions, scheduling, designs)
- Coordination in developing the HPOG performance reporting system and defining data items
- 3 HPOG grantees will be in ISIS project
- Bi-monthly coordination meetings around data collection and definitions, evaluation designs, and site communications

Next Steps

- HPOG Performance Reporting System operational by September 30, 2011
- HPOG grantee programs continue to operate through September 30, 2015
- HPOG Tribal Evaluation preliminary reports (NORC)
 - Beginning in 2012
- HPOG/ISIS random assignment in selected sites
 - Beginning in Fall 2011
- HPOG National Evaluation Design Report
 - December 2011
- Future ACF HPOG evaluation and research efforts
 - 2012-2015

National HPOG Evaluation

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