

Connecting TANF to Career Pathways with HPOG

Building Pathways
to a Brighter Future



U.S. Department of Health and Human Services
COMMUNICATIONS FOR
CHILDREN & FAMILIES
Office of Family Assistance



What is HPOG?

- The Health Profession Opportunity Grants (HPOG) program provides education and training to TANF recipients and other low-income individuals for occupations in the health care field that pay well and are expected to either experience labor shortages or be in high demand.
- HPOG 1 (September 30, 2010 to September 29, 2015)
- HPOG 2 (September 30, 2015 to September 29, 2020)
- Best place to learn more about program and grantees

<http://www.acf.hhs.gov/ofa/programs/hpog/>

What is HPOG?



HPOG GRANTS

5-year funding award to HPOG grantees

HPOG

OFFICE OF FAMILY ASSISTANCE
An Office of the Michigan Department for Children & Families

DEPARTMENT FOR
CHILDREN & FAMILIES



is a program of:

is an office of:

is a division of:



HPOG GRANTEES

Organizations that administer services to HPOG participants

2015 GRANTEE RECIPIENTS



10 HIGHER EDUCATION INSTITUTIONS



5 TRIBAL ORGANIZATIONS



7 WORKFORCE SYSTEM AGENCIES



4 STATE GOVERNMENT ENTITIES



6 COMMUNITY-BASED ORGANIZATIONS



HPOG PARTICIPANTS

TANF recipients & other low-income individuals

33,000+

HPOG 1.0 PARTICIPANTS have enrolled in a healthcare occupational training program

CAREER PATHWAYS



NURSING PSYCHIATRIC AND HOME HEALTH AIDE

Expected career demand growth:* **38%**

Average annual salary **\$22,870**



NURSE ASSISTANT/MEDICAL AIDE

Expected career demand growth:* **17%**

Average annual salary **\$26,820**



LICENSED NURSE PRACTITIONER

Expected career demand growth:* **16%**

Average annual salary **\$44,030**



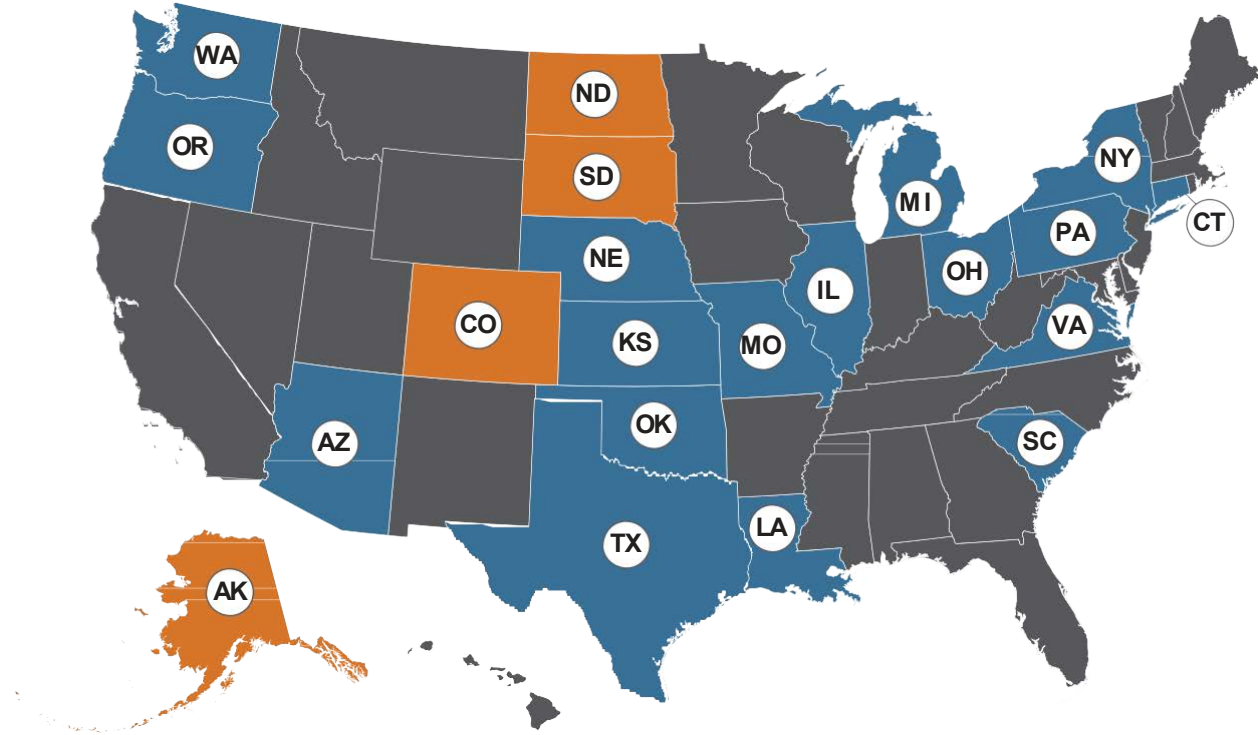
REGISTERED NURSE

Expected career demand growth:* **16%**

Average annual salary **\$71,000**

* Expected growth over the next 10 years (2014-2024).

HPOG Grantee Locations



2015 Tribal HPOG Awards
2015 HPOG Awards

ALASKA (AK)
• Cook Inlet Tribal Council, Inc.
ARIZONA (AZ)
• Pima County Community College District
COLORADO (CO)
• Ute Mountain Ute Tribe
CONNECTICUT (CT)
• Eastern Connecticut Workforce Investment Board, Inc. • The Workplace
ILLINOIS (IL)
• Chicago State University

KANSAS (KS)
• Kansas Department of Commerce
LOUISIANA (LA)
• Workforce Development Board SDA-83, Inc.
MICHIGAN (MI)
• Volunteers of America Michigan
MISSOURI (MO)
• Missouri Department of Social Services
NORTH DAKOTA (ND)
• Cankdeska Cikana Community College • Turtle Mountain Community College

NEBRASKA (NE)
• Central Community College
NEW YORK (NY)
• Skenelecty County Community College • Montefiore Medical Center • Buffalo and Erie County Workforce Development Consortium, Inc. • Action for a Better Community, Inc. • Hostos Community College/RF
OHIO (OH)
• Zepf Center

OKLAHOMA (OK)
• Community Action Project of Tulsa County Inc.
OREGON (OR)
• Worksystems, Inc. • Rogue Community College District
PENNSYLVANIA (PA)
• Community College of Allegheny County • Central Susquehanna Intermediate Unit
SOUTH CAROLINA (SC)
• South Carolina Department of Social Services

SOUTH DAKOTA (SD)
• Great Plains Tribal Chairman's Health Board
TEXAS (TX)
• Volunteers of America Texas • San Jacinto Community College District • Alamo Community College District
VIRGINIA (VA)
• Goodwill Industries of the Valleys
WASHINGTON (WA)
• Edmonds Community College • Workforce Development Council of Seattle - King County

HPOG/ TANF Connection

- All grantees have established a quantifiable projection tied to serving TANF individuals.
 - That projection is the number of TANF recipients that will be enrolled by the program each year that is reasonable given the total number of TANF recipients within the proposed service area.
- Under HPOG 1 we enrolled around 15% TANF
- Goal for HPOG 2 TANF recipient enrollment is 31%
 - Currently at 18%
- HPOG Evaluation, Impact Study, and Random Assignment

How HPOG can Serve TANF Recipients

- Career Pathways
 - Includes Basic Skills and Occupational Training
 - [Information Memoranda: Supporting Career Pathways for TANF Recipients](#)
 - <https://www.acf.hhs.gov/ofa/resource/tanf-acf-im-2016-05>
- Connections to Employment
 - Employer Engagement
- Case Management/ Navigation Services
 - HPOG Programs have coaches, navigators, or case managers that guide participants through HPOG.
- Supportive Services
 - HPOG Programs may provide a range of supportive services to help participants eliminate barriers during training and employment