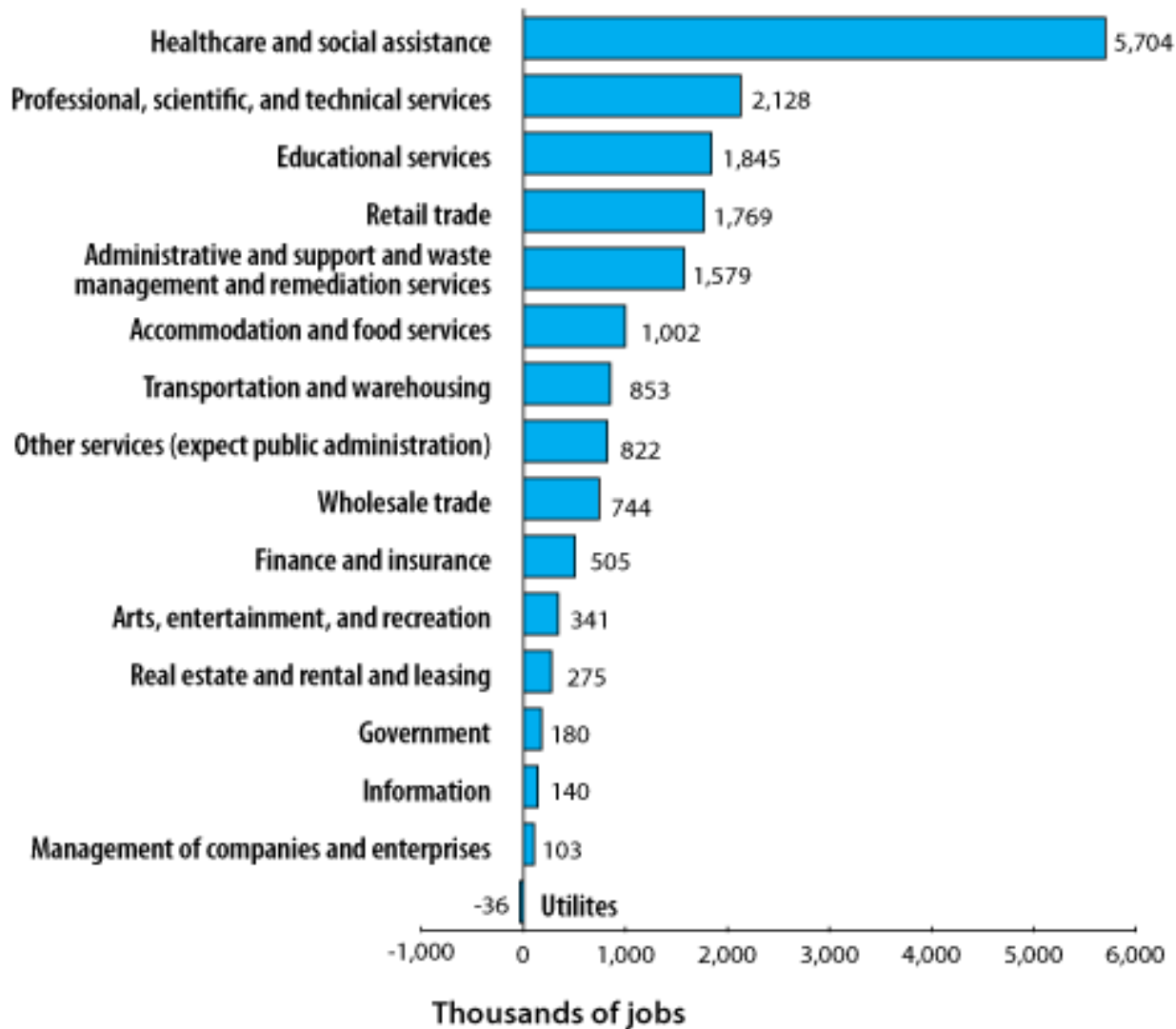


# Health Profession Opportunity Grants



US DEPARTMENT OF HEALTH & HUMAN SERVICES

## Numeric change in wage and salary employment in service-providing industries, 2010–20 (projected)



Source: BLS National Employment Matrix

# What is HPOG?

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**Goal:** To provide education and training to TANF recipients and other low-income individuals for in-demand, well-paying healthcare occupations.

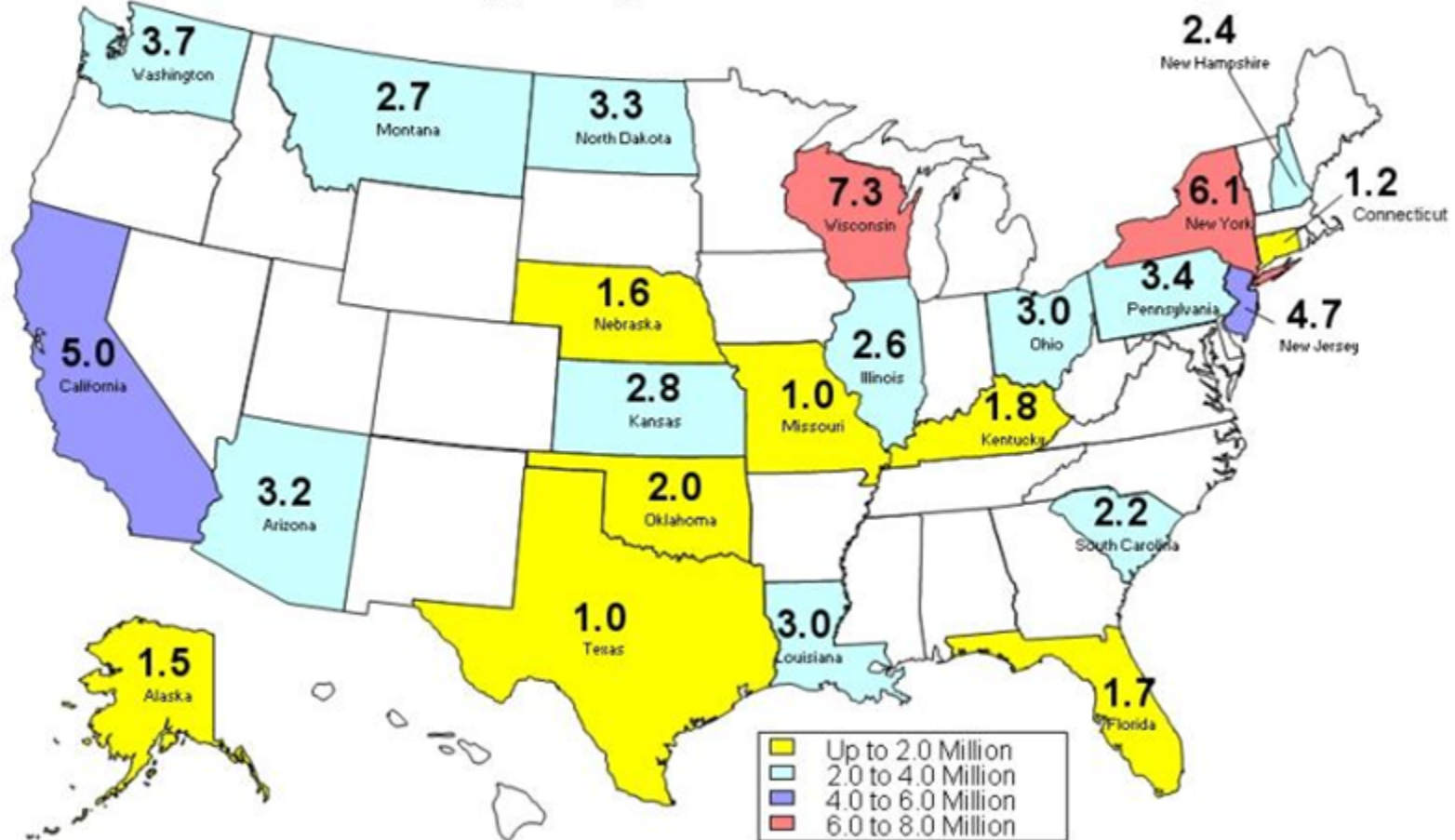
- Authorized by the Affordable Care Act
- 5 year Project (currently in Year 2)
- Over 30,000 students to be enrolled;
  - 70% of these to complete training
  - 70% of these to be employed



# HPOG Awards

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Health Profession Opportunity Grants: 32 Grants to 23 States Totalling \$67.0 Million



# Who are the Participants?

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Temporary Assistance for Needy Families (TANF) recipients and other low-income individuals, including:

- Individuals without a high school diploma or GED
- Incumbent workers
- Supplemental Nutrition Assistance Program (SNAP) recipients
- Disadvantaged and at-risk youth

# Occupations Trained

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Over 50 occupations trained, including:

- Nursing aides, orderlies, and attendants
- Licensed Practical and Licensed Vocational Nurses
- Medical Assistants
- Medical Records and Health Information Technicians
- Pharmacy Technicians
- Medical and Clinical Laboratory Technicians
- Registered Nurses



# Services Offered

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HPOG students are offered a number of academic and wrap-around support services, including

- Tuition assistance
- Intensive case management
- Transportation assistance
- Childcare assistance
- Academic assessment
- Developmental instruction
- Soft skills training
- Tutoring
- Housing assistance
- Counseling/Advising
- Job placement assistance

# Program Strategies

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- Identify careers in demand.
- Build close relationships with employers.
- Provide support and transitional services.
- Create Career Pathways.
- Leverage partnerships.





# Program Strategies

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HPOG programs partner with **employers, community organizations, and workforce developers**

- State agency responsible for administering TANF program
- Local Workforce Investment Board
- State Workforce Investment Board
- State Apprenticeship agency



# Program Strategies

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## Leverage Partnerships!

- **Temporary Assistance for Needy Families (TANF):** Cash assistance, child care, case management, short term training, and other services.
- **Workforce Investment Act (WIA):** One-stop career centers, training, career navigators, adult education and literacy, and other services.
- **Pell Grants:** Tuition for education and training programs.
- **Supplemental Nutrition Assistance Program (SNAP):** Financial assistance for food purchases, which are critical for meeting basic needs.
- **Earned Income Tax Credit (EITC) and Child Care tax credits:** Provides fully refundable tax credits, which can dramatically impact take home pay.

# College of Menominee Nation



## RECRUITMENT

1. **High demand health care occupations:** (Nursing) CNA to PN(LPN) to ADN(RN)
2. **Recruitment approaches:** Referrals from and recruitment at Workforce agencies, open houses (especially with Bio-science majors) and recruitment from Home Health Aide students; implementing strategic action plans to focus the next 12 months of recruitment on the unemployed/under-employed, veterans, Native Americans and those already in the health care industry (income criteria applies to all)
3. **Recruitment goal:** 1805 recruits this year for these occupations

## ASSESSMENT, ACADEMIC ADVISING, AND ACADEMIC SUPPORT

1. **Tests used:** Criminal background check, drug screen, ACCUPLACER, TABE, ATI TEAS test; typing, email functions, Microsoft OS (ties into academic and employment readiness) and physical assessment; 2-step TB test, Career Cruising and a variety of others
2. **Learning support available:** Tutoring on transferable skills, study group facilitation, workshops, identification of the need for learning disabilities evaluation and test anxiety, mentoring on the use of ATI resources, Read-on and other resources, critical thinking skill development, concept mapping, Bootcamp (HPOG and programmatic orientation)
3. **Enrollment goal:** 200 participants (2012)

## EDUCATION AND TRAINING

1. **Pre-training courses:** None currently offered.
2. **Programs offered:**
  - A. Nursing Assistant, 6-8 weeks, 120 hours, certificate of completion
  - B. Licensed Practical Nurse, 2-3 semesters, technical degree in Practical Nursing
  - C. Registered Nurse, 4-8 semesters or LPN plus 2-3 semesters, ADN
3. **Program completion:** 112 completers (56 CNA, 30 LPN and 16 ADN)

## SUPPORT SERVICES

1. **Transportation:** HPOG, WIA
2. **Child care:** HPOG, TANF, Headstart
3. **Tuition assistance:** HPOG, college financial aid, Pell, Workforce resources, other
4. **Rental assistance:** Temporary housing
5. **Food assistance:** Safparc, Menominee food distribution, Foodshare, St. Vincent DePaul and Salvation Army
6. **Computers:** HPOG Program
7. **Internet services:** HPOG Program
8. **Uniforms:** HPOG Program
9. **Textbooks:** HPOG Program
10. **State Board Review courses:** HPOG Program
11. **Budget seminar and individual budget planning:** HPOG Program

## EMPLOYMENT AND EMPLOYER RELATIONS

1. **Employer engagement strategies:** Host two job and or career fairs annually, host biannual employer advisory committee gatherings, have completers participate in local and regional job fairs
2. **Employment goal:** 92 in professions in the nursing career ladder (2012)

# Program Highlights

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- **Hostos Community College (South Bronx, NY)**  
Engaging employer partners
- **Full Employment Council (Kansas City, MO)**  
Offering stackable credentials
- **The College of Menominee Nation (Green Bay, WI)**  
Career pathways model



# Looking Forward...

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- Increase recruitment efforts among hard to serve.
- Strengthening partnerships.
- Increasing employer engagement.
- Leveraging resources and increasing program sustainability.
- Replicate program success!

