



## Tribal evaluation of 2<sup>nd</sup> Generation Health Profession Opportunity Grants Program (HPOG):

Serving TANF recipients in health-focused career pathway programs

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# Disclaimer

The views expressed in this presentation do not necessarily reflect the views or policies of the Office of Planning, Research, and Evaluation, the Administration for Children and Families, or the U.S. Department of Health and Human Services.

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# Tribal HPOG Overview

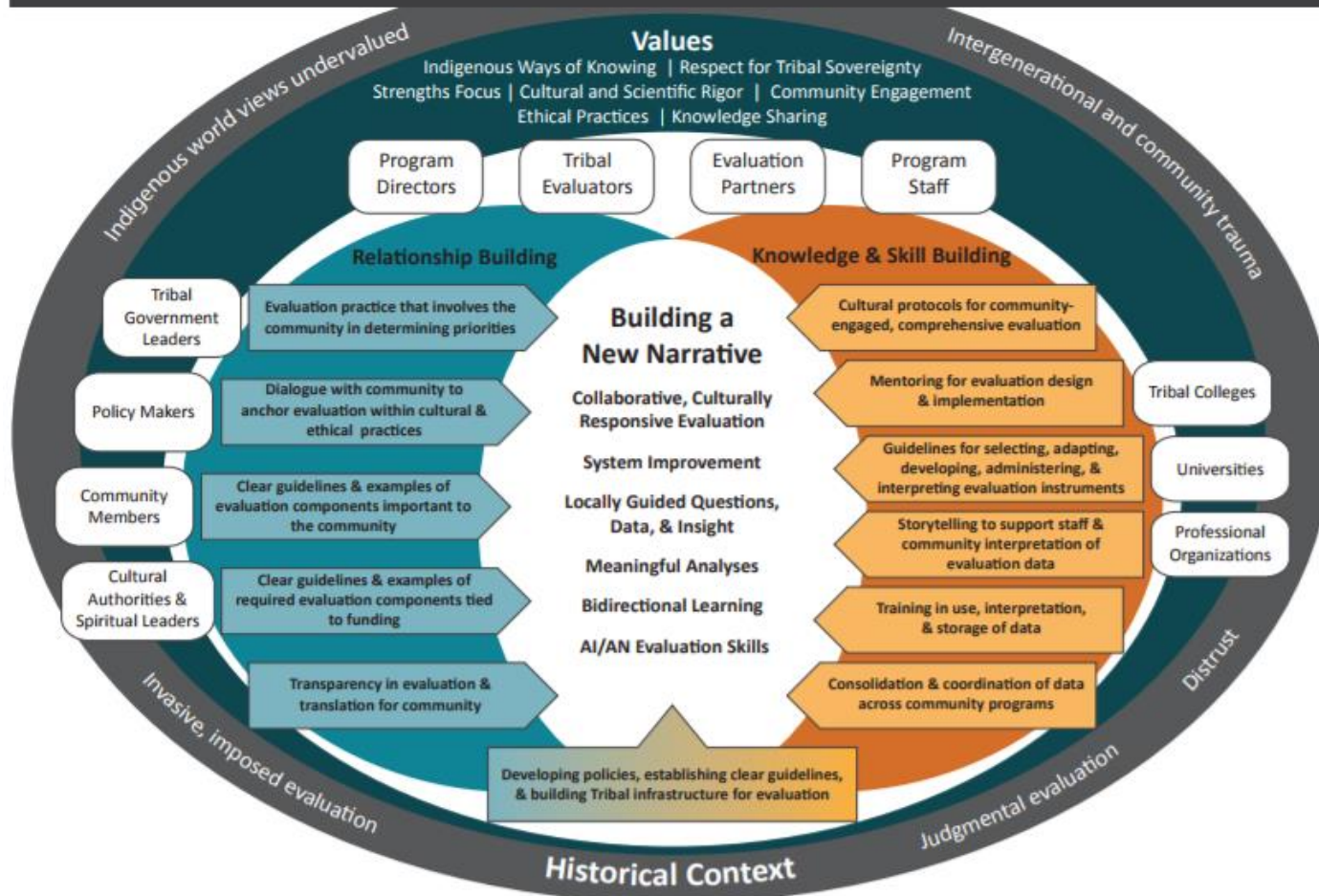
- HPOG provides eligible individuals with the opportunity to obtain education and training for occupations in the healthcare field that pay well and are expected to either experience labor shortages or be in high demand.
- HPOG Program created in 2010, authorized by the Affordable Care Act (HPOG 1.0)
  - Grants awarded to 32 organizations, including 5 tribal organizations
- HPOG Program extended in 2015 (HPOG 2.0)
  - HPOG 2.0 grants awarded to 32 organizations, including 5 tribal organizations
  - Approximately 50 percent are returning grantees

# Tribal HPOG 2.0 Grantees



# Roadmap for Collaborative and Effective Evaluation in Tribal Communities

## CO-CREATING COLLABORATIVE & EFFECTIVE EVALUATION TO IMPROVE TRIBAL CHILD WELFARE PROGRAMS



# Seven Values of the Roadmap

1. Indigenous Ways of Knowing
2. Respect for Tribal Sovereignty
3. Strengths Focus
4. Cultural and Scientific Rigor
5. Community Engagement
6. Ethical Practices
7. Knowledge Sharing



# Building on Tribal HPOG 1.0 Evaluation

- Continued emphasis on grantee engagement and building relationships
- Ongoing consultation with grantees and other tribal stakeholders
- Continued emphasis on in-depth qualitative methods and emphasis on meeting face-to-face with program staff, partners, and participants
- Increased emphasis on technical assistance and building local capacity for research

# Tribal HPOG 2.0 Evaluation: Data Collection Methods

- Qualitative Data
  - Review of grantee documents (applications, curricula, grantee reports)
  - Interviews with grantee administrative staff, program implementation staff, partners, and employers
  - Focus groups with current students
  - Follow up phone interviews with program completers and non-completers
- Quantitative Data
  - Review of data from the HPOG Participant Accomplishment and Grant Evaluation System (PAGES)



# TANF and Tribal HPOG 2.0 participation

- TANF recipients make up about 17.2 percent of overall Tribal HPOG enrollees (N=1,865)
- Grantees aim to serve between 20 and 200 TANF participants over five years

Grantee	Number of TANF Participants
Cook Inlet Tribal Council	156
Cankdeska Cikana Community College	30
Great Plains Tribal Chairmen's Health Board	35
Turtle Mountain Community College	83
Ute Mountain Ute Tribe	17
<b>Total</b>	<b>321</b>

Source: HPOG program data from the Participant Accomplishment and Grant Evaluation (PAGES) System PAGES as of 3/31/19

# Variation in Tribal HPOG and TANF Coordination

Grantee	TANF
CITC	Internal coordination between the HPOG program and CITC's Employment Training and Services Department
CCCC	TANF-qualified HPOG participants access services at county-based or Tribal TANF offices across North Dakota
Great Plains	<ul style="list-style-type: none"><li>• South Dakota Department of Labor and Regulation in Rapid City, SD recruits TANF recipients and provides supportive services</li><li>• South Dakota Department of Social Services office in Pine Ridge identifies and recruits TANF recipients and provides supportive services</li></ul>
TMCC	Rolette County Social Services refers TANF recipients to the TMBCI Tribal Employment and Training Office which partners with HPOG at TMCC
Ute Mountain Ute	TANF-qualified HPOG participants from the Tribe access the Montezuma County TANF office in Cortez, CO

# Challenges TANF participants have participating in HPOG 2.0

- Low educational attainment
- Balancing family obligations with education
- Cost of and access to childcare
- Unconventional work hours (shift work)
- Transportation
- Levels of social support may vary
- Family and/or personal issues (domestic violence, substance abuse)
- Distrust of government agencies

# Supportive Services Delivery and Coordination

- TANF and Tribal HPOG work together
  - “Wrap around” Services
    - Involves communication between TANF offices and dedicated HPOG grantee staff about an individual’s needs, strengths, and support received
  - Coordination to prevent duplication of services
    - Case management
    - Financial assistance
    - Childcare
    - Transportation
    - Supplies and job-appropriate clothing
  - Partnerships with childcare and human services agencies
  - Traveling support and education
  - Education and life skills training

# TANF HPOG participants: Characteristics and Outcomes

- Average number of children: 2.2
- Average age: 33
- 88% are American Indian or Alaska Native
- 26% of parents in TANF program are under 25 years old
- 50% have completed training
- 33% gained employment in healthcare after completing training

Source: HPOG program data from PAGES as of 3/31/19

# Participant voices: Success and gratitude

*“I have 4 daughters, and for me to go through going back to school at my age and having wanted to pursue my dreams and goals in the field that I am in... I hope that one day they’ll be able to look and see that no obstacle is too big and that’s the kind of impact I hope to make on them.”*

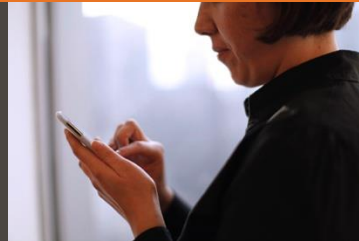


*“We come from an underprivileged area and my parents would have never been able to help me or pay for school or childcare. I don’t know that I would have been able to go to school without [Tribal HPOG]. Being a single mom and not being able to work, it really helped me. I feel very fortunate to be part of it and receive what I did.”*

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**Thank You!**



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