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2017 Linking TANF Families to Employment and Economic Opportunities Meeting Program Implementation and Outcomes of the Health Profession Opportunity Grants (HPOG)

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The Health Profession Opportunity Grants (HPOG) Program

- Funds training programs in high-demand healthcare professions targeted to TANF recipients and other low-income individuals
- Career pathways framework
- HPOG 1.0 (2010-2015)
 - 27 non-tribal grantees and 5 tribal grantees
 - More than 39,000 individuals served
 - HPOG 2.0 (funded for up to 5 years beginning in 2015)
 - 27 non-tribal grantees and 5 tribal grantees



The Health Profession Opportunity Grants (HPOG 1.0) Studies

- ACF has a multi-faceted research agenda examining:
 - How programs are designed and implemented
 - Changes to service delivery systems associated with program implementation
 - Participant outcomes
 - Participant impacts (short-term, intermediate, and long-term)



The HPOG National Implementation Evaluation

- Findings from the HPOG National Implementation Evaluation (NIE) Final Report
- Today reporting about
 - Eligibility criteria and participant characteristics
 - Healthcare pre-training and training courses, and participation
 - Support services
 - Education and employment and earnings outcomes
- Additional details are included in the forthcoming report



HPOG NIE: Data Sources

- 49 distinct programs operated by 27 non-tribal grantees
- Data collection included diverse sources, most notably:
 - Surveys with HPOG grantee informants, front-line HPOG management and staff, partners and stakeholders, and employers
 - The HPOG MIS – the Performance Reporting System (PRS)
 - 15-month follow-up survey
 - Employment and earnings data from the National Directory of New Hires (NDNH)



HPOG Grantees and Programs

- 27 HPOG 1.0 non-tribal grantees
 - 12 higher education institutions
 - 10 workforce development agencies
 - 5 public agencies and non-profit organizations
- Some grantees operated multiple programs
- Grantees not expected to provide all services and worked with partners and leveraged community resources



HPOG Participants

- Characteristics of participants at intake from Oct. 2010 to Sept. 2015 (N = 29,942)
- Women (88 percent)
- With dependent children (62 percent)
- Single (84 percent never married or divorced)
- Minority (61 percent African-American, Hispanic or other ethnic minority)
- Half with HS diploma or equivalent; 45 percent with one or more years post-secondary
- 14 percent TANF recipients; 53 percent in SNAP households
- 30 percent in school; 41 percent employed



HPOG Support Services Offered (N=49 programs)

- Case management (98%)
- Academic supports
 - Academic and career counseling (92%), tutoring (78%), peer support groups (69%), mentoring (47%)
- Financial supports
 - Tuition assistance (92%) and tuition waivers (49%)
 - Books and licensing, certification, and exam preparation fees (100%)
 - uniforms, supplies, and tools (98%)
- Personal and family supports
 - Child care assistance (53% directly; 20% directly and by referral)
 - Transportation assistance (79% directly; 15% directly and by referral)



HPOG Pre-Training and Training Courses Offered (N=49 programs)

- Pre-training courses: most were mandatory
- Occupational training courses
 - Most common were training courses for entry-level healthcare assistants and aides
 - Also longer-term training courses, for example for licensed, vocational and registered nursing
- Career pathways elements



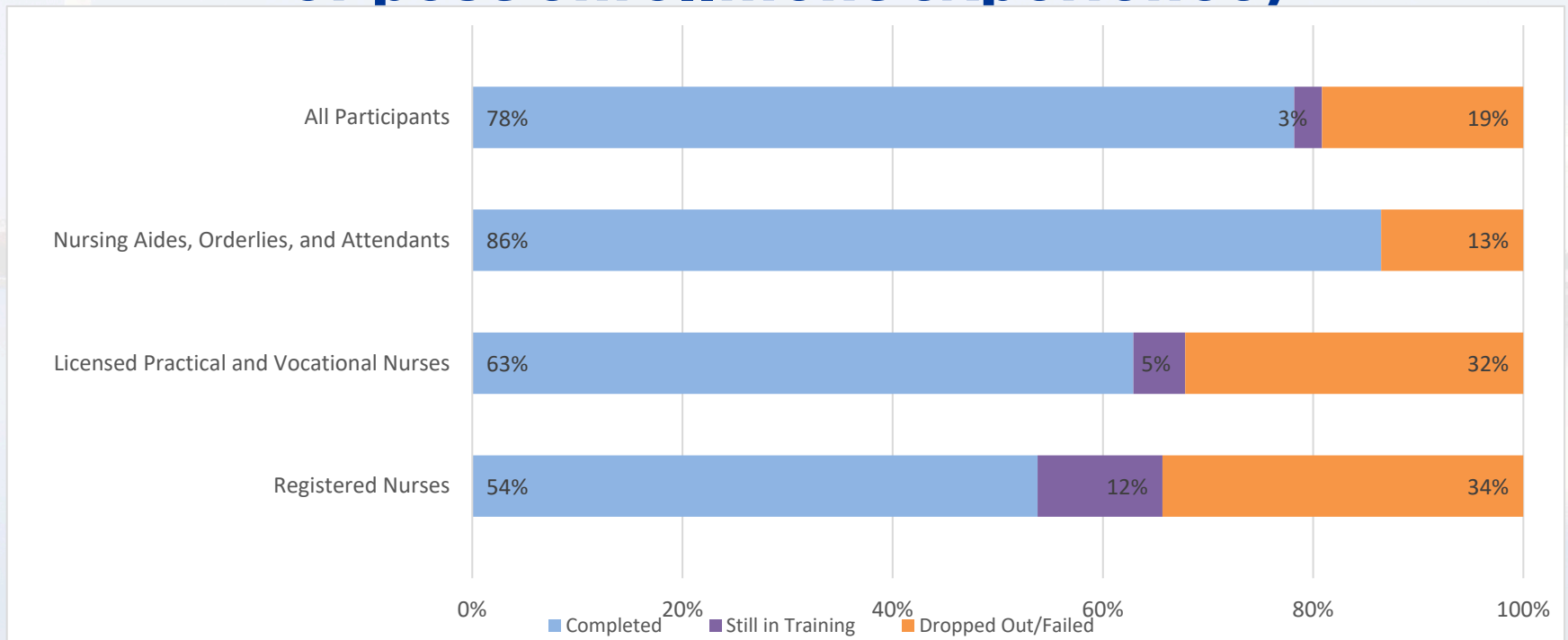
2017 Linking TANF Families to Employment and Economic Opportunities Meeting Enrollment in Healthcare Training Courses by 36 Months (N=7,653 with at least 36 months of post-enrollment experience)

Training Course	36-month sample	
	Number	Percentage
Nursing aides, orderlies, and attendants	2,961	34%
Registered nurses	699	8
Licensed vocational nurses	973	11
Medical records and health information technicians	688	8
Medical assistants	639	7
Psychiatric and home health aides	299	3
Pharmacy technicians	243	3
Diagnostic-related technologists and technicians	124	1
Phlebotomists	238	3
Healthcare support occupations (all others)	158	2



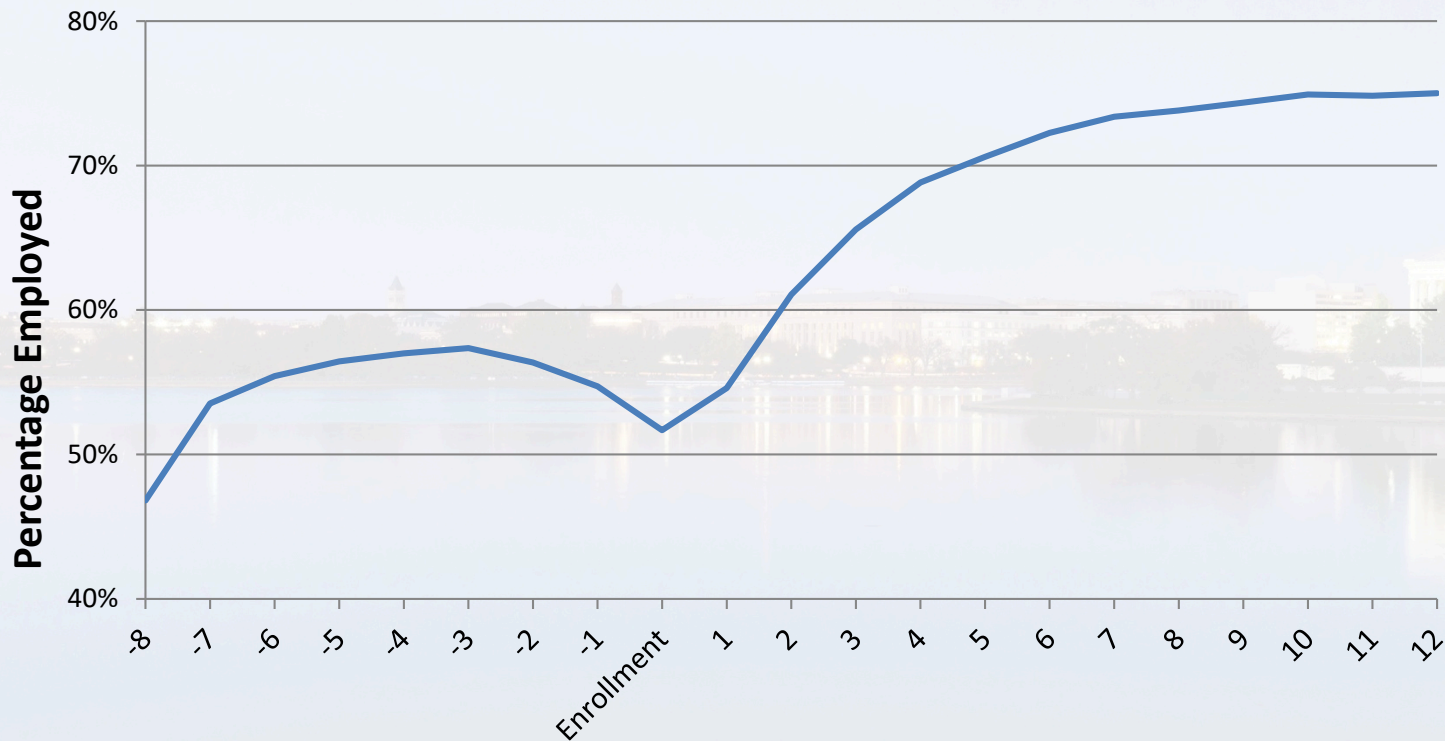
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Training Retention and Completion at 36 Months (N=7,653 with at least 36 months of post-enrollment experience)



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Employment of HPOG Participants, by quarter (18-month Sample; N= 20,384)



Quarter before and after HPOG enrollment

N for each quarter ranged from 19,765 to 16,502

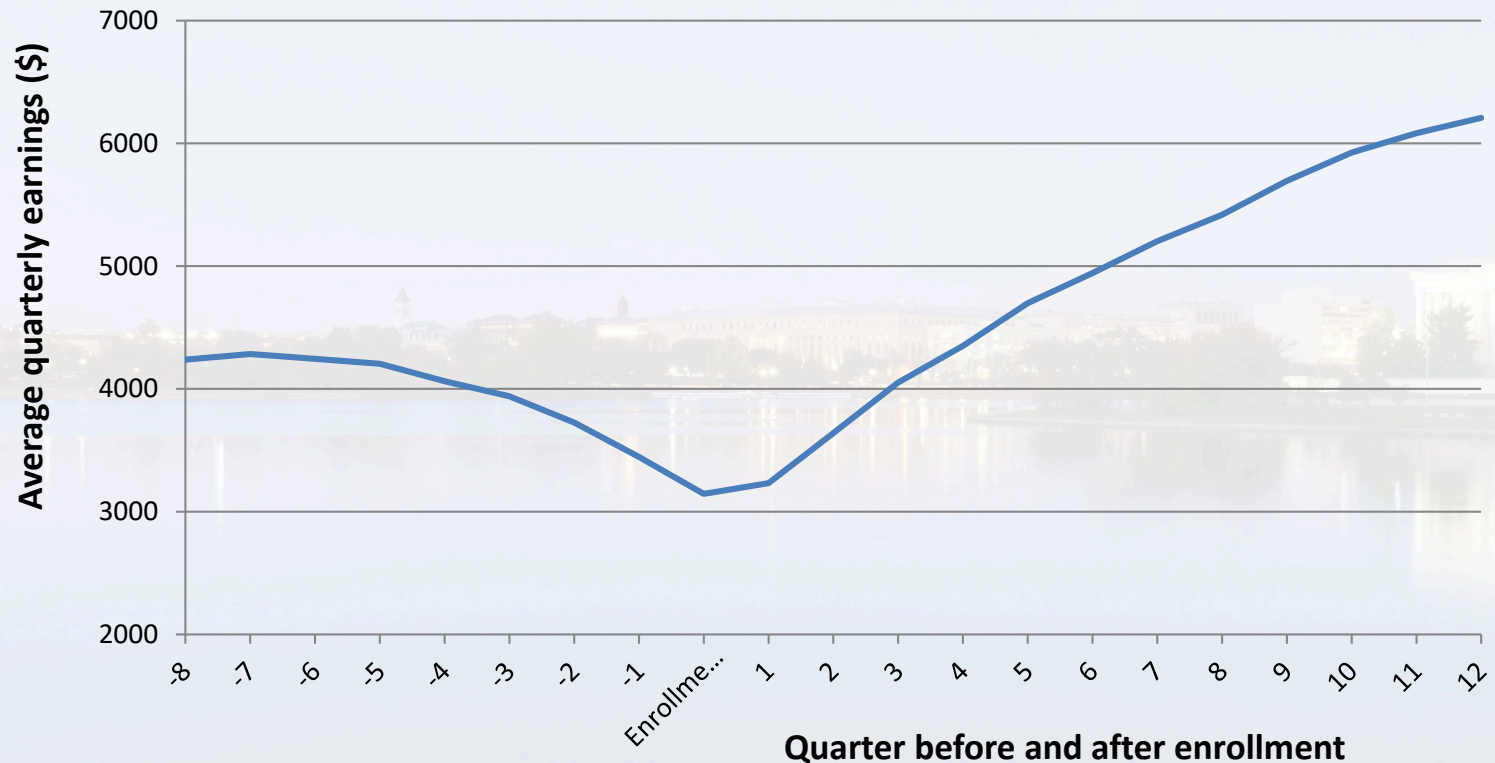


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Earnings of Employed HPOG Participants, by Quarter (18-month Sample; N = 20,384)



N for each quarter ranged from 14,808 to 8,074



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Job Characteristics of Employed Participants 15 Months after Enrollment

(N= 4,646 participants who responded to the 15-month follow-up survey)

	All Jobs (N= 3,369)	Healthcare jobs (N=2,429)	Non-healthcare jobs (N=940)
Average hourly wage	\$12.99	\$13.49	\$11.71
Average hours per week	34	35	32
Full-time (35+ hours/week) (percent)	59	63	51
Job offers health insurance (percent)	72	77	58



Major “Takeaways”

- Grantees succeeded in implementing HPOG
 - 27 non-tribal grantees designed and implemented 49 distinct programs and served just over 36,000 low-income individuals over 5+ years
 - Majority were single women with one or more children



Major “Takeaways” (continued)

- Within 36 months of entering HPOG, most participants enrolled in and completed at least one healthcare training course
 - 87% began a training course; of those, 78% completed a course and 3% were still in training
 - Most participants enrolled in short-term training for entry-level jobs



Major “Takeaways” (continued)

- Similar programs should consider:
 - Providing a balance of short-and long-term training
 - Strategies to increase likelihood of continued training for participants training for entry-level jobs
 - Strategies to lower eligibility standards while increasing participation in training for academically underprepared individuals



Major “Takeaways” (continued)

- Employment and earnings increased following HPOG enrollment
 - Three years after enrollment, about 75 percent of participants were employed
 - Average quarterly earnings increased steadily over the three years following program entry
 - Earnings and employment increased after training completion for each of the five most common occupations
- Most jobs were entry-level jobs
 - The mean hourly wage for healthcare jobs was \$13.49 and \$11.71 for non-healthcare jobs



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Available Resources

- <http://www.career-pathways.org/>
 - information about current ACF-funded career pathways studies
 - links to reports and other resources
- OPRE website <https://www.acf.hhs.gov/opre/research/project/evaluation-portfolio-for-the-health-profession-opportunity-grants-hpog>
- Resources from HPOG 1.0 include:
 - Annual reports
 - Literature reviews
 - Career pathways programs
 - Healthcare occupational training
 - Report on TANF recipients' engagement and experiences in the HPOG Program
 - HPOG NIE Descriptive Implementation and Outcome Study report
 - HPOG NIE Systems Change report
 - HPOG NIE Performance Information to Manage Health Professions Training Programs report



Forthcoming Resources

- Final report on program implementation and participant outcomes
- Report on impact findings at 15 months after random assignment
- Report on impact findings at 36 months after random assignment
- Report on impact findings at 72 months after random assignment



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