Impact Findings from the Health Profession Opportunity Grants (HPOG 1.0) Program Evaluation

Laura Peck
Abt Associates | May 1, 2019
Abt-APPAM Forum on Career Pathways
HPOG 1.0 Program Design

- HPOG is a federal grant program administered by ACF with a comprehensive, rigorous evaluation portfolio

- HPOG’s dual policy goals
  - Train low-income people and TANF recipients in healthcare
  - Increase the healthcare labor supply

- Funding Opportunity Announcement shaped design
  - Target skills and competencies demanded by healthcare industry
  - Support “pathways”—advancing through successively higher levels of education/training
  - Result in portable credentials/certificates/licenses
  - Combine support services with education/training
  - Provide training at convenient times/locations
Where did the HPOG 1.0 Impact Study take place?

23 GRANTEES OPERATING 42 DISTINCT PROGRAMS

- Workforce agency
- Government or nonprofit agency
- Institution of higher education
Experimental Impact Evaluation

- **Eligible Individuals**: 13,802 randomly assigned
- **Treatment**: 8,699
- **Control**: 5,103
Who participated in the Study?

32 YEARS OLD ON AVERAGE

- 89% FEMALE
- 63% HAD AT LEAST ONE CHILD
- 84% UNMARRIED
- 56% RECEIVING SNAP/WIC
- 88% COMPLETED AT LEAST HIGH SCHOOL OR EQUIVALENT
- 54% HAD SOME POST-SECONDARY EDUCATION OR TRAINING
- 43% EMPLOYED
- 12% RECEIVING TANF
HPOG 1.0 as Implemented

- The 42 varied programs represent a funding stream

- Types of trainings offered
  - Shorter-term training = nursing aide, orderly, attendant
    - Most common
    - Average time to complete: 2.3 months
    - These trainings typically lead to CNA
  - Longer-term training = licensed vocational nurse, registered nurse
    - Less common
    - Longer duration: 8-9 months, for those who completed

- Support services key component of HPOG
  - Wide range offered: personal, academic, financial, career
Training & Service Participation Impacts

**PERCENT OF STUDY PARTICIPANTS**

- **ENROLLED IN TRAINING OR RELATED ACTIVITIES**
  - Control Group: 62.1%
  - Treatment Group: 71.4%
  - Relative Impact: +9.3***

- **RECEIVED ANY CAREER SUPPORT SERVICES**
  - Control Group: 26.1%
  - Treatment Group: 39.3%
  - Relative Impact: +13.1***

- **RECEIVED ANY ACADEMIC SUPPORT SERVICES**
  - Control Group: 47.4%
  - Treatment Group: 56.6%
  - Relative Impact: +9.2***

- **RECEIVED ANY OTHER SUPPORT SERVICES**
  - Control Group: 27.0%
  - Treatment Group: 39.4%
  - Relative Impact: +12.4***
Outcomes of Focus

- **Short-term follow-up = 15-18 months / 5 quarters**
- **Main outcome**
  - Assesses the extent to which the program is making progress toward its goals
  - Educational progress = “completed or still enrolled in training”
- **Other outcomes**
  - Employment, employment in healthcare, job quality, public assistance use, earnings
- **Data Sources**
  - Participant follow-up survey
  - National Directory of New Hires
Impacts on Outcomes of Focus

**PERCENT OF STUDY PARTICIPANTS**

- **EDUCATIONAL PROGRESS**
  - Control Group: 60.3
  - Treatment Group: 67.6
  - Relative Impact: +7.3***

- **EMPLOYMENT IN Q5**
  - Control Group: 69.4
  - Treatment Group: 69.7
  - Relative Impact: +0.2

- **EMPLOYED IN HEALTHCARE**
  - Control Group: 41.4
  - Treatment Group: 52.6
  - Relative Impact: +27.1***

- **JOB OFFERS HEALTH INSURANCE**
  - Control Group: 55.7
  - Treatment Group: 57.9
  - Relative Impact: +3.9%

- **PUBLIC ASSISTANCE (TANF) RECEIPT**
  - Control Group: 3,345
  - Treatment Group: 3,482
  - Relative Impact: +$137***

- **EARNINGS IN Q5**
  - Control Group: 8.8
  - Treatment Group: 8.5
  - Relative Impact: -0.4
Differential Subgroup Impacts

**EDUCATIONAL PROGRESS (%)**

- **TANF**
  - Control Group: 54
  - Treatment Group: 65
  - Increase: +12***

- **WIC/SNAP**
  - Control Group: 57
  - Treatment Group: 66
  - Increase: +9***

- **NO ASSISTANCE**
  - Control Group: 66
  - Treatment Group: 71
  - Increase: +5***

**EARNINGS ($)**

- **TWO OR MORE BARRIERS**
  - Control Group: 2,997
  - Treatment Group: 2,813
  - Decrease: -184

- **ONE BARRIER**
  - Control Group: 3,163
  - Treatment Group: 3,156
  - Decrease: -11

- **NO BARRIERS**
  - Control Group: 3,465
  - Treatment Group: 3,705
  - Increase: +240***

*Abbreviations:***
- t indicates a statistically significant difference at the 10% level.
- * indicates a statistically significant difference at the 5% level.
- ** indicates a statistically significant difference at the 1% level.
Take-Aways from Short-Term Report

In the context of service-rich environments and with a control group comprised of motivated individuals, HPOG achieved...

- Increase in educational progress
  - With greater relative increases for TANF and SNAP/WIC recipients
- Increase in employment in healthcare (despite no detectable change in employment in general)
- Slight increase in earnings
  - With greater increase for those with no baseline barriers
- No impact on public assistance use
Implications for Practice

- Programs should be flexible for working students
- Most participants chose shorter-term trainings, which
  - Associate with quick employment
  - Are part of career pathway
  - Support longer-term training
- Major area of contrast = support services, financial assistance
  - Staff point person to help navigate, access supports
Next Steps

- Intermediate and longer-term follow-up research is underway to assess impacts after three (2019) and six years (2021) on
  - Further educational progress
  - Employment in general
  - Employment in healthcare
  - Earnings
  - Career progress
  - Family and child well-being
For More Information:

Hilary Bruck, ACF/OPRE
hilary.bruck@acf.hhs.gov

Laura Peck, Co-PI
laura_peck@abtassoc.com