

# Tribal HPOG 2.0 Evaluation, 2015-2021

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## Learnings, Reflections, and Appreciation

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on behalf of the Tribal HPOG Evaluation team



# Agenda

01 Welcome

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02 Foundations

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03 Findings

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04 Reflections

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05 Appreciation

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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 (ACF), or the U.S. Department of Health and Human Services.

This work is funded by ACF's Office of Planning, Research, and Evaluation.

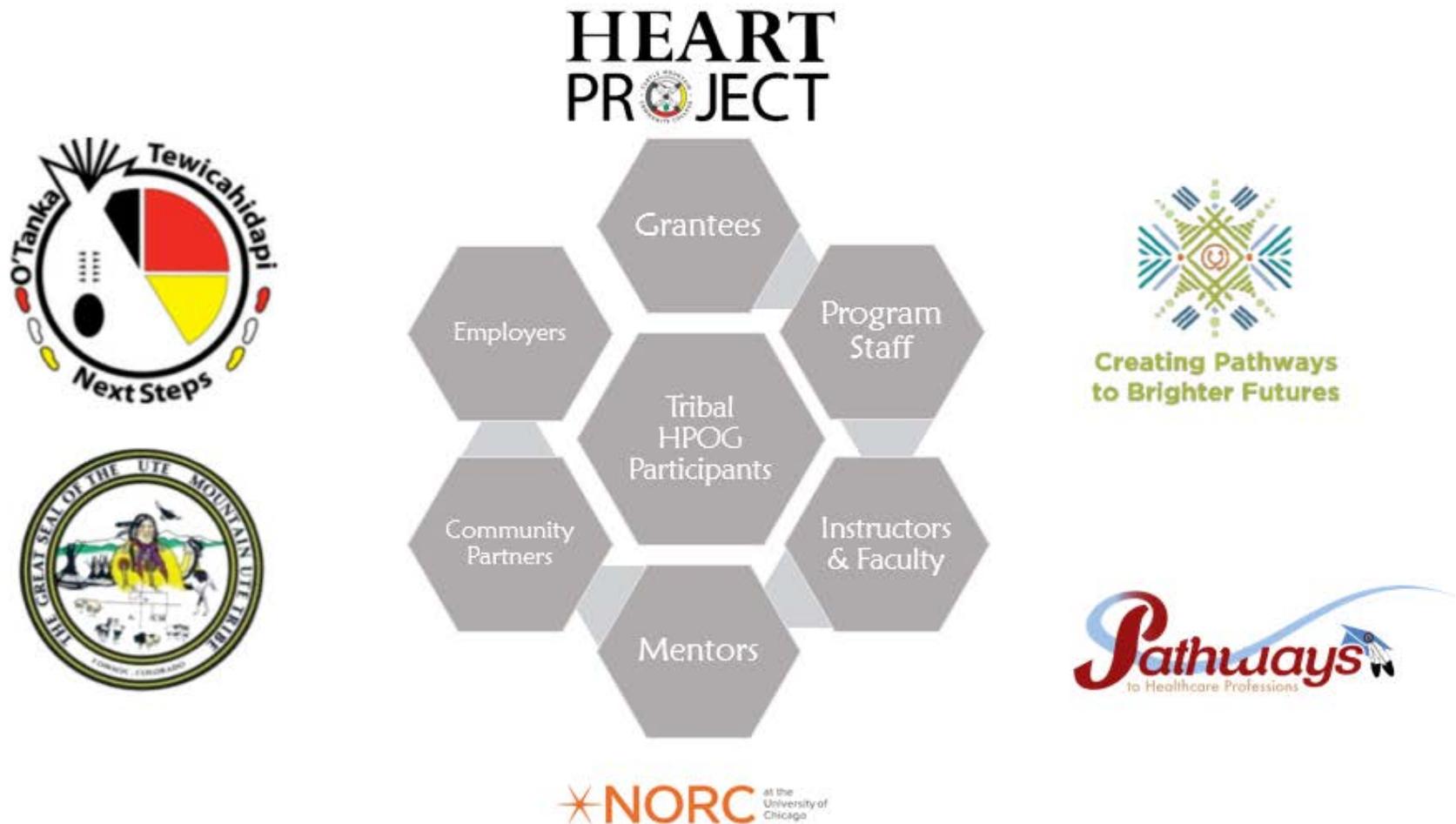
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# Welcome

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# Foundations

The foundation for the evaluation was building relationships and trust over time, respecting tribal sovereignty, being strengths-based, using a mixed-methods approach, and learning from each other.



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# What we Learned

## Cross-grantee findings

## Highlights

- Responsive to local workforce needs for training and employment (e.g., nursing and allied health)
  - All grantees offered training along the nursing career pathway; four grantees offered an emergency medical response pathway
  - All grantees offered certificate and degree programs in other healthcare fields
- Partners were critical to implementation; provided healthcare training, referrals, and served as clinical affiliates for practicums/internships
- Directors/leadership were actively engaged with healthcare employers
- Staff positions focused on supporting students, engaging employers, and providing job search assistance

### Satisfaction

#### *Employers*

Mutually  
beneficial  
relationships  
with grantees

#### *Partners*

Appreciation for  
grantee staff,  
importance of  
program for  
individuals and  
the community

## Highlights

- Staff assessed participant needs and goals at intake and then on an informal basis
- Grantees provided an array of academic and personal supports to support retention and completion;
  - Supports were tailored to participants, available resources, and local context
- Programs combined classroom instruction and lab work with hands-on work experience
- Grantees and instructors integrated tribal culture into programs

### Satisfaction

#### *Staff*

Pride and satisfaction in their work with participants

#### *Participants*

Encouragement from staff and instructors; a sense of empowerment

## Tribal HPOG 2.0 Participant Characteristics

- Participants were typically low-income women in their 20s and 30s, many with dependent children
- Most participants identified as American Indian/Alaska Native (61%)
- Education at enrollment
  - 87% of participants had at least graduated high school
  - Nearly 40% had some college experience
  - 37% held a professional, state, or industry certification or a license
- Income at enrollment
  - 16% of participants were receiving TANF at enrollment
  - 76% had annual household incomes of less than \$20,000
  - About 60% of participant households were receiving at least one public benefit

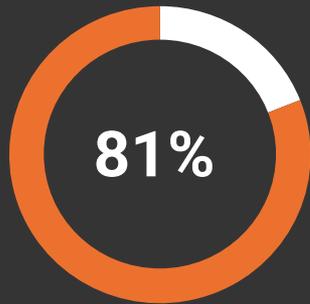


During the five-year evaluation period, 2,632 participants enrolled in Tribal HPOG 2.0.

Of those, 1,681 participants consented to participate in the evaluation.

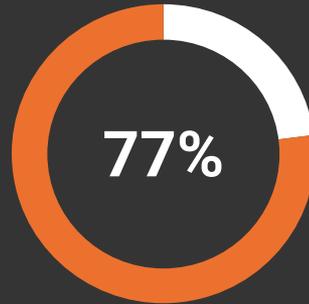
# Participants used a variety of academic and non-academic supports

## Training-Related Financial Assistance



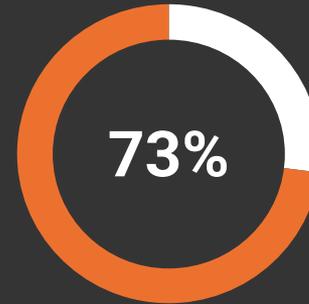
Included books, scrubs, supplies

## Academic Advising



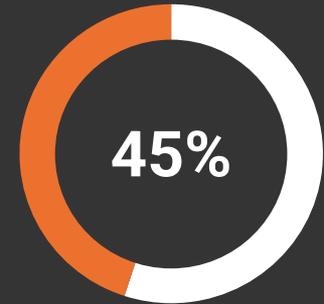
Related supports were tutoring, mentoring, exam preparation

## Case Management



Included assessing needs for supportive services, academic, career, and personal counseling

## Transportation Assistance



Through gas cards, mileage reimbursement

# Percent of Tribal HPOG 2.0 participants who enrolled in and completed each healthcare training program

83%

**Nursing  
Assistants**

(857 enrolled, 715 completed)

77%

**Medication  
Technician/Aide**

(183 enrolled, 141 completed)

57%

**Registered  
Nurses**

(132 enrolled, 75 completed)

## Number and percentage of Tribal HPOG 2.0 participants employed in healthcare after enrollment, 2015-2020 (N = 655)

Jobs attained by SOC code		
	Employed	Percentage
Nursing, Psychiatric, and Home Health Aides	372	57
Registered Nurses	58	9
Personal Care Aides	37	6
Licensed Practical and Vocational Nurses	35	5
Community and Social Service Specialists	32	5
Medical and Health Services Managers	20	3
Medical Records Specialists	19	3
Paramedics, Emergency Medical Technicians	14	2
Dental Assistants, Phlebotomists, Medical Assistants	13	2
Medical Office Clerk/Secretary/Specialist	10	2
All other categories	45	7

Source: PAGES. Participants enrolled between October 1, 2015 and September 30, 2020.

Participants can be employed in more than one occupation during the five-year evaluation period. Table based on the most recent available employment data as of February 2, 2021.

N = 655 participants who consented to provide evaluation data and obtained employment in healthcare. Percentages are of participants with data. Percentages may not total 100 due to rounding.

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# Questions?

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# Reflections

## Discussion

## Reflecting on the past 6 years ...

### **About your program**

- What are some of the achievements you are most proud of that you were able to accomplish in running your program?

### **About the HPOG Program**

- If you could improve any part of the HPOG Program, what would it be?
- What is something in particular you feel is unique to serving Tribes that federal programming should take into account?

### **About the evaluation**

- How can we strengthen or improve the evaluation methods used with Tribal communities?
- What are some insights that you learned in being part of the evaluation?



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# Appreciation

## Participant Voices

The program has other services and courses. It's not just about medical stuff: Its stuff to prepare you for life. They had a person come in to talk about credit score and keeping it good, and they gave ideas about how to keep it positive. That helped out a lot.

– PHP participant

Coming to college is the best thing I've ever done. Before college, I was barely scraping by, sometimes I only had \$5. This is the first time I've felt secure. I used to be very introverted. I went from hiding from the world to wanting to be part of society.

– HEART participant



Health Profession Opportunity Grants

OFFICE OF FAMILY ASSISTANCE

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

– Next Steps II participant

Having something to do every day has changed my confidence about myself and having a feeling of purpose definitely will help my children looking at me as an example.

– HCUTE participant

Without HPOG, I wouldn't have been able to get my certification. The staff are honest and open, they tell you the challenges and prepare you for the future.

– CITC participant

# Thank you.

**Carol Hafford  
Kate Fromknecht  
Michelle Dougherty  
Craig Holden  
Poulami Maitra  
Kai MacLean  
Sabrina Chmelir**

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