Fact Sheet: Health Profession Opportunity Grant (HPOG) program

The HPOG demonstration grants support a “career pathway” approach, which bundles education and training with key support services like child care, transportation, and career coaching to provide a supportive pathway to a career (not just an entry-level job) in a well-paid and in-demand health profession.

**HPOG stands out among other job training approaches** because of the mix of support services, career coaching, job placement, and post-employment training provided as part of the program. The HPOG approach increases the number of qualified health professionals in both rural and urban areas in need of more workers.

Current annual funding for HPOG is $85 million. The demonstration grant cycles have run from 2010 to 2015 and from 2015 to 2020. To date, HPOG has served over 60,000 participants. H.R. 4378 provided funding to support current HPOG grants through November 21, 2019. H.R. 3398, Pathways to Health Careers Act, would complete the current demonstration grants and authorize new grants for additional research and to make HPOG available across the country.

<table>
<thead>
<tr>
<th>Entry-level trainings</th>
<th>Mid-level trainings</th>
<th>High-level trainings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certified Nursing Assistant</td>
<td>Licensed Practical Nurse</td>
<td>Registered Nurse</td>
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<tr>
<td>Home Health Aide</td>
<td>Medical Lab Tech</td>
<td>Medical and Health Services Manager</td>
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<tr>
<td>Medical Assistant</td>
<td>Paramedic</td>
<td>Radiologic Tech</td>
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<td>Medical Records or Health Info Tech</td>
<td>Dental Hygienist</td>
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**Investing in the Healthcare Workforce**

- **Those receiving HPOG services** were more likely to enroll in or complete health training than a control group, and were more likely to be employed in health professions at the end of the program.
  - 77% of those who enrolled in HPOG 1.0 training completed it on time.
- **Three years into the HPOG 2.0 grant cycle:**
  - 69% are enrolled in healthcare training.
  - 88% of those completed or are still working towards graduation.
- **Training retention in HPOG 2.0 was high even among those with work barriers:**
  - 92% enrollment retention for those who enrolled in basic skills training
  - 76% later enrolled in healthcare training.

**HPOG opens the door for Americans struggling to get ahead**

- HPOG participants are disproportionately:
  - Not college educated (46% have a high school diploma or less)
  - Low-income (59% receive SNAP, 67% receive Medicaid)
  - Women (91%)
  - Parents (67%)
  - People of Color (43% Black, 21% Latinx, 6% American Indian, 2% Asian)
Federal projections indicate that the Certified Nursing Assistant certification is one of the fastest growing occupations that requires postsecondary education. But annual average earnings for typical CNAs are near the federal poverty level.

Because the goal of HPOG is to move people toward family-sustaining wages, HPOGs don’t stop after individuals earn CNA certification; the training bundles the certification with other training and certification programs, which can create a career ladder for promotion within the field, or to advancing along a career pathway to move into a higher paying credential. That both makes the initial CNA job more attractive, helping address the shortage, and also ensures that workers don’t get stuck in poverty.

### Positive Economic Mobility

- In the first round of HPOG 1.0 grants, 15% of those who got jobs in healthcare received wage increases right away, during the evaluation period.
- During the second round of HPOG 2.0 grants,
  - 67% of participants who completed training in the first three years also pursued and attained a professional license or certification in the first three years.
  - More than 25% of participants completed an entry-level training and moved on to a higher level.

### Keys to HPOG Success

**The tested HPOG model includes…:**
- **Career pathway approach:** including apprenticeships and other work-based learning models;
- **Case management:** including establishing a plan for credential attainment, interview and resume coaching, employment assistance with job placement;
- **Career coaching and career navigation:** including mentoring and peer support, goal setting, resource and referral counseling, all of which build social capital and soft skills and confidence;
- **Supports to level the playing field:** child care, transportation, work supplies, uniforms, tuition, license application fees

**….resulting in these outcomes:**
- More workers in fields with shortages
- Filling in-demand jobs
- Helping people fulfill career goals
- Opening doors to career ladders, not dead-end jobs
- Making work possible for parents
- Investing in tribal communities
- Investing in U.S. territories
- Investing in rural communities
- Partnering with employers
- Investing in education