

HPOG/ TANF Partnerships: Lessons Learned from HPOG 1

Building Pathways
to a Brighter Future



Health Profession Opportunity Grants

OFFICE OF FAMILY ASSISTANCE



Two Useful Papers

[Health Profession Opportunity Grant and TANF Partnerships: Lessons Learned in Engaging TANF Participants \(Program Office TA Paper\)](#)

[Training TANF Recipients for Careers in Healthcare: The Experience of the Health Profession Opportunity Grants \(HPOG\) Program \(OPRE Report using Impact Evaluation Data\)](#)



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Health Profession Opportunity Grant and TANF Partnerships: Lessons Learned in Engaging TANF Participants

February 2015

Building Strong Collaborations Between HPOG and TANF

- Include TANF Partners Early
 - Make sure HPOG grantee has a clear understanding of the TANF agency's work in the community, participant demographics, needs, and work participation requirements
- Establish Formal Agreements
 - MOU: creates a structured approach to identify and refer participants and outline how the organizations will communicate
- Align Service Approaches between HPOG and TANF
 - Ensure no duplication of services; relying on the strengths of each organizations

Building Strong Collaborations Between HPOG and TANF (cont.)



- Co-locate Services
 - HPOG staff at TANF locations: facilitates increased communication and information sharing, as well as quickly connecting with referrals and meeting the needs of TANF participants
- Share Success Stories
 - Discuss/ Share client success stories and best practices; use these accomplishments in the community

Engaging TANF Participants

- Create Structured Identification and Referral Process
 - Clear referral guidelines and process given to TANF staff
- Provide Intensive Case Management Supports
 - Offer or coordinate with TANF to provide a range of supportive services and case management
- Address TANF Work Participation Requirements
 - HPOG programs should work with TANF agencies to ensure work participation requirements are met
 - This might entail ensuring students are not sanctioned or lose benefits when participating in longer-term training programs; properly coding training-related activities; or arranging for participants to simultaneously work and attend trainings.



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Training TANF Recipients for Careers in Healthcare: The Experience of the Health Profession Opportunity Grants (HPOG) Program

September 2015

Key TANF Data

- As of April 2015, approximately **15 percent** of HPOG participants were receiving TANF benefits at intake.
- About **62 percent** of TANF HPOG participants completed at least one training course within 18 months of enrollment, compared to 59 percent of non-TANF HPOG participants. However, a higher percentage of TANF HPOG participants completed training courses of shorter duration (such as for nursing aides) than non-TANF HPOG participants did.
- Almost three-quarters of TANF HPOG participants (**72 percent**) were employed after finishing training and exiting the HPOG Program, with the majority in healthcare occupations. Their **employment rate is similar to non-TANF HPOG participants**. However, TANF HPOG participants were **more likely to enter lower-wage jobs** in the healthcare field than were non-TANF HPOG participants.

Key TANF Data (cont.)

- Although TANF HPOG participants had higher average levels of education at intake than the national TANF population, their **educational attainment at program entry was lower than non-TANF HPOG participants.**
- HPOG program staff reported **anecdotally that TANF HPOG participants faced more challenges to program retention** and completion than non-TANF HPOG participants, including greater housing and child care needs and lower income at program intake.
- Although state TANF policies may present challenges to participation in education and occupational training programs, strong partnerships, communication, and **collaboration between TANF agencies and training programs can mitigate obstacles.**

HPOG Program Strategies for Engaging TANF Recipients

- **Cultivating Strong Partnerships** – early, build on history
- **Communicating Effectively** – management and front-line staff meeting regularly
- **Co-Locate Staff** – Raised profile of HPOG program; decreased number of unsuccessful referrals
- **Define Roles Clearly**
- **Collaborate to Accomplish Shared Goals** – TANF staff training HPOG staff, cohorts specifically for TANF participants
- **Address Barriers to Success** – case management, sharing time sheets/ pay stubs to address work participation or child care requirements



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Questions?