



The HPOG 2.0 National Evaluation: Progress and Updates

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Presentation to the HPOG Annual Grantee Meeting
August 2, 2018



Presentation Overview



- National Evaluation Overview
- Upcoming Data Collection
- Questions

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The National Evaluation



Why?

- Estimate the impact of the HPOG 2.0 Program
- Build on HPOG 1.0 evaluation findings
- Inform the field; build evidence to support sustainability of HPOG
- Growing interest in career pathways

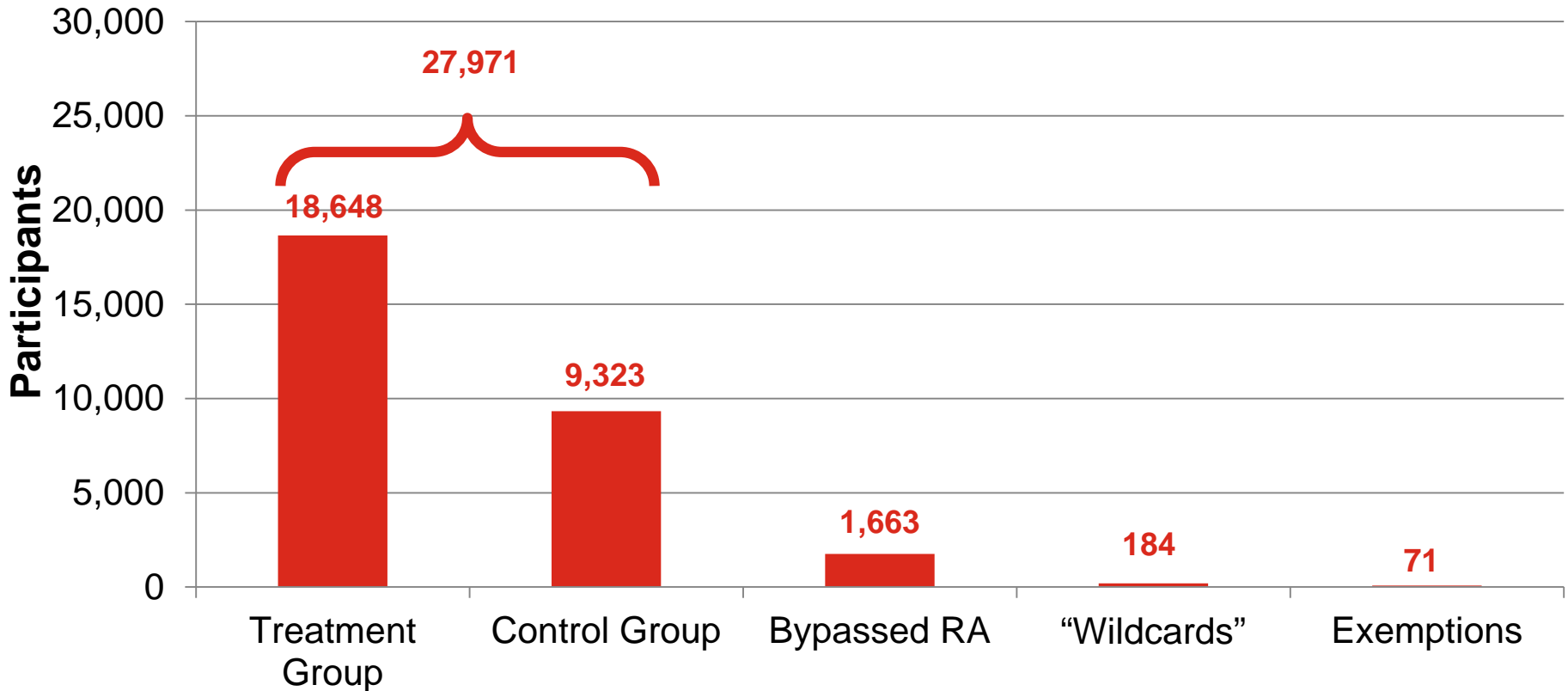
Who?

- 27 non-tribal grantees
- 38 distinct programs

What?

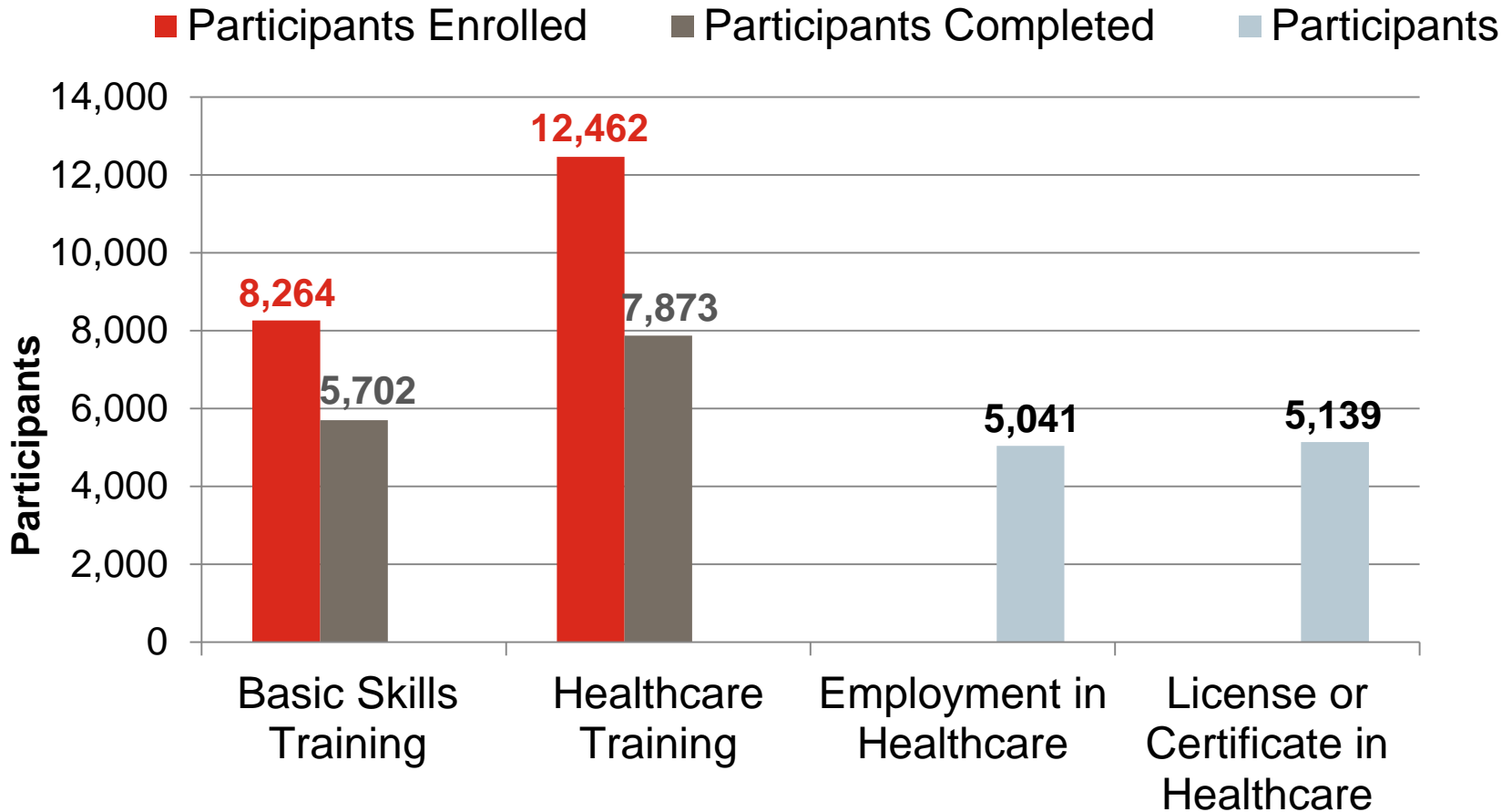
- Impact evaluation
- Descriptive evaluation (implementation, outcomes, and systems)
- Cost-benefit analysis study

Accomplishments to date: Study Enrollment



Source: PAGES; as of 7/16/2018

Accomplishments to date: Training and Employment Among Early Enrollees



Source: PAGES; as of 7/16/2018

Data Sources



Primary

- All programs:
 - PAGES
 - Telephone interviews with grantee staff (two rounds)
 - Participant follow-up surveys
 - Cost benefit analysis/Program cost survey

- Selected programs:
 - Site visits for case studies
 - In-depth participant interviews
 - Systems study telephone interviews

Data Sources



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Secondary

- Program documents and reports
- National administrative data on employment and wages

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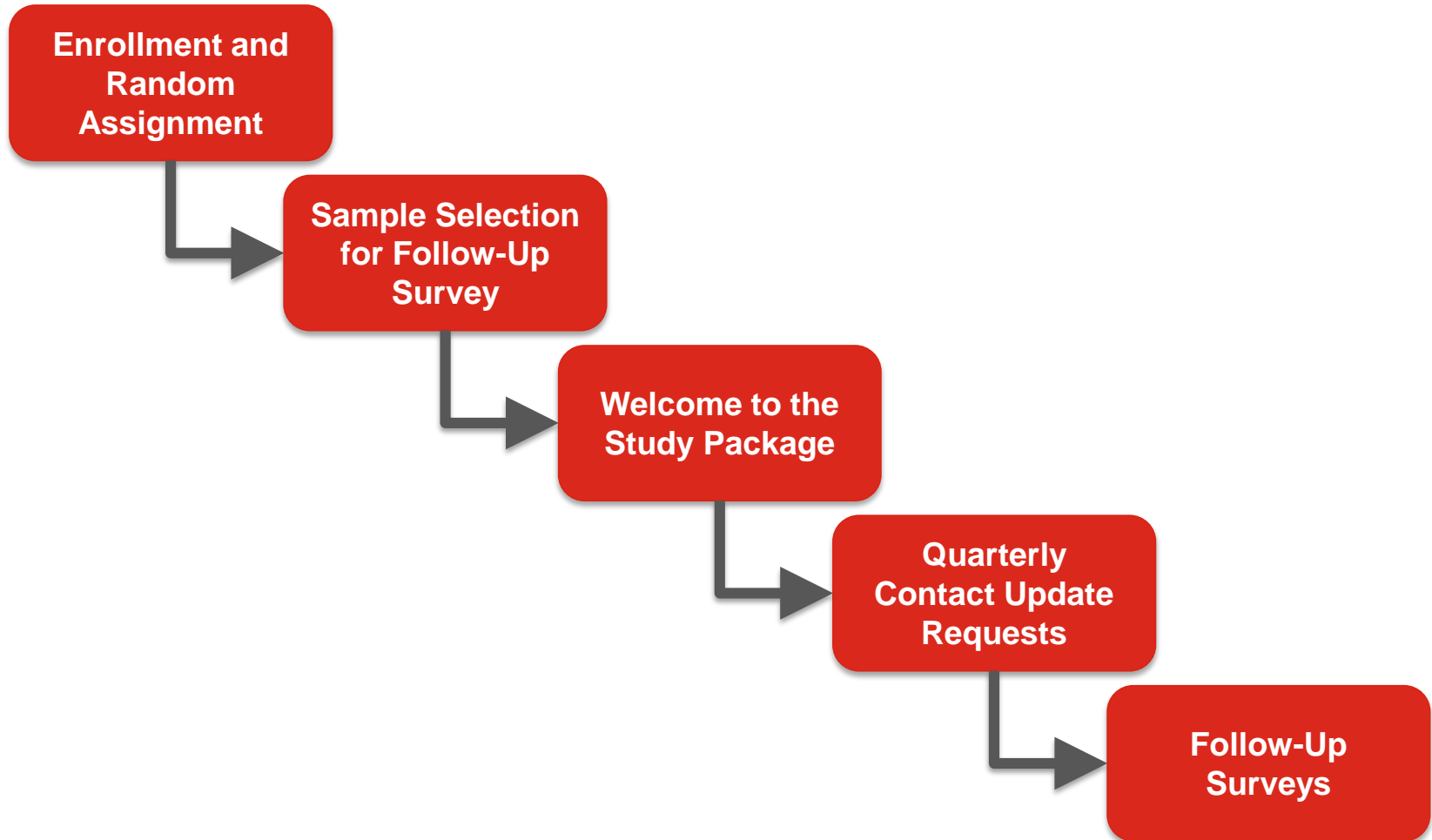
- National Evaluation Overview
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- Pilot of participant assessments
- Site visits
- Participant interviews
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Participant Follow-Up Surveys



Why?	<ul style="list-style-type: none">• Provides important information not available in program or other administrative data• Only source of data on training, employment, and service receipt for control group members
Who?	<ul style="list-style-type: none">• Interviewing those enrolled between March 2017 and February 2018 (N=13,118)
What?	<ul style="list-style-type: none">• Short term follow-up survey (approx. September 2018 - October 2019)• Intermediate follow-up survey (approx. March-November 2020)

Contacts with Participants



Survey Procedures



- Respondents receive an advance letter explaining survey
- Local interviewers contact respondents by phone, or in-person if not able to reach by phone
- Participation is voluntary
- Data are *kept secure and aggregated for reporting*
- *Participants* who complete the survey receive a \$40 gift card

If you receive questions about the survey, please reassure participants that this is valid and important

*Study Hotline for questions or concerns:
1-866-725-1562*

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Pilot of Participant Assessments



Why?

- To test telephone module measuring literacy and numeracy skills
- To estimate how much HPOG improves skills to prepare individuals for healthcare occupations
- Use responses to identify a short battery of questions that can be administered during the intermediate follow-up survey

Who?

- Study team will work with grantees to identify volunteer testers (goal: 300 completed tests)

When?

- Spring 2019

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Site Visits



Why?	<ul style="list-style-type: none">• Explore promising strategies in five “focus areas”• Document promising strategies• Understand conditions and challenges affecting implementation• Share lessons learned
Who?	<ul style="list-style-type: none">• Up to 3 HPOG programs per focus area<ul style="list-style-type: none">• Programs are currently being confirmed
When?	<ul style="list-style-type: none">• Summer – Fall 2018

Focus Areas



1. Employer Engagement
2. Basic Skills Instruction
3. Career Pathways Training Opportunities
4. Work-readiness Training
5. Sustainability

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In-Depth Participant Interviews



Why?	<ul style="list-style-type: none">• Understand participants' experiences• Insight into the motivations, decision making, expectations, and experiences
Who?	<ul style="list-style-type: none">• 140 semi-structured in-depth interviews with participants, across 10 diverse grantees• Select participants based on:<ul style="list-style-type: none">• 3-6 months after program enrollment• Stage in training (still in training, completed training, dropped out of training)• Demographic and socio-economic characteristics
When?	<ul style="list-style-type: none">• Spring 2019

Interview Topics



- Motivation for applying to HPOG
- Factors in selecting program and occupational training
- Experiences with career ladders and pathways
- Challenges in program completion, including the role of finances in program participation
- Experiences with program supports
 - Personal, academic, and employment supports
 - Within program and outside the program

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2nd Round Telephone Interviews



Why?

- Document notable implementation and performance successes and challenges
- Review and update documentation of HPOG partners and systems
- Collect information on use of grant funds

Who?

- All programs
- Knowledgeable respondents identified in consultation with HPOG program staff

When?

- Spring 2019

Interview Topics



- Relationships with other organizations
- Local and economic context
- Grant expenditures
- Changes in training and program supports:
 - Basic skills training
 - Healthcare occupational training
 - Other skills development activities
 - Program supports (e.g., case management, academic supports, personal/logistical supports)

Methods



- Similar to 1st round telephone interviews
- Sites teams will work with HPOG programs to identify appropriate respondents for each topic area
- Respondents may include
 - HPOG Program Director
 - Academic instructors
 - Case Managers
 - Job Developers
 - Partners, employers, and other stakeholders

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Systems Study Interviews



Why?	<ul style="list-style-type: none">• Describe local service delivery systems• Understand how HPOG programs influenced local service delivery systems• Understand how local service delivery systems influence implementation of HPOG programs
Who?	<ul style="list-style-type: none">• Selection of a subset of 12-16 HPOG 2.0 programs• Respondents from lead HPOG 2.0 organizations and 2-4 partner organizations who are highly involved in program implementation and knowledgeable about systems activities
When?	<ul style="list-style-type: none">• Telephone interviews in Fall 2019

Interview Topics



- Local service delivery system
- Employer involvement
- Effect of HPOG programs on access to/quality of healthcare training
- External factors influencing availability of healthcare training
- Sustainability

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Cost Benefit Analysis Study



- Purpose: To compare benefits to costs
- Benefits: Impact on outcomes
 - Earnings, employer-provided health insurance, public benefit receipt (reduction in use), net taxes
 - Main data source: impact study estimates from NDNH data
- Costs: Monetary value of inputs by programs
 - Includes costs of training, supports, overhead
 - Cannot simply divide HPOG grant by the number served to determine average cost, need costs for treatment and control
 - Data sources: participant follow-up surveys, PAGES, external data/literature, Program Cost Survey

Program Cost Survey



Why?

- To collect information on costs of different program components

Who?

- Survey of knowledgeable staff in all non-tribal programs

When?

- November 2019 – March 2020

Program Cost Survey



- Program Cost Survey will provide “price” of service; follow-up surveys will provide “amount of service”
- Includes costs for Program Year 4 (Sept 30, 2018 – Sept 29, 2019)
- Including costs to serve HPOG participants from non-HPOG funding (funding from other sources, partners)

Program Cost Survey



- Challenge – to collect information from grantees with different structures in one survey
- Will work with grantees to help connect the structure of your cost data to survey reporting structure (telephone meetings)
- Survey requires investment of time and maybe input from other relevant individuals
- We do not expect you to change your systems or the way you collect data – we will work with you to understand and use the cost information you have



Cost Survey Sections










- Staffing costs (direct and fringe benefits)
 - Management; recruiting/eligibility; academic supports/other skills development; employment assistance/development
- Indirect costs (indirect rate)
- Non-staff other direct costs
 - Training-related supplies
 - Transportation assistance
 - Other types of direct costs
- Basic skills training costs
- Occupational training costs
 - For-profit and community-based training

Upcoming Data Collection



-  Program Data Collection
-  Participant Data Collection

	2018				2019				2020			
	Winter	Spring	Summer	Fall	Winter	Spring	Summer	Fall	Winter	Spring	Summer	Fall
Site visits to selected programs												
Participant follow-up surveys												
In-depth participant interviews												
Second round tel. interviews												
Systems study tel. interviews												
Cost benefit analysis/ Program cost survey												

Report Schedule



Deliverable	Expected Date (tent.)
Focus area case studies	Spring 2019
Participant interview briefs	Fall 2020
Descriptive Evaluation Report	Winter 2021
Short Term Impact Report	Summer 2021
Cost-benefit Report	Spring 2022
Intermediate Impact Report	Fall 2023

Questions



Contact Information



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