# Updates from the Evaluation of the Tribal Health Profession Opportunity Grants (HPOG) 2.0 Program

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OPRE

HPOG
Health Profession Opportunity Grants
OFFICE OF FAMILY ASSISTANCE

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## Disclaimer

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# Today's Session

- Grantee Program Updates

- Updates on the Tribal HPOG 2.0 Evaluation

- PAGES Data

- Preliminary findings and outcomes

- Knowledge sharing and dissemination

# Grantee Program Updates

# Tribal HPOG 2.0 Evaluation Updates

# Tribal HPOG 2.0 Evaluation
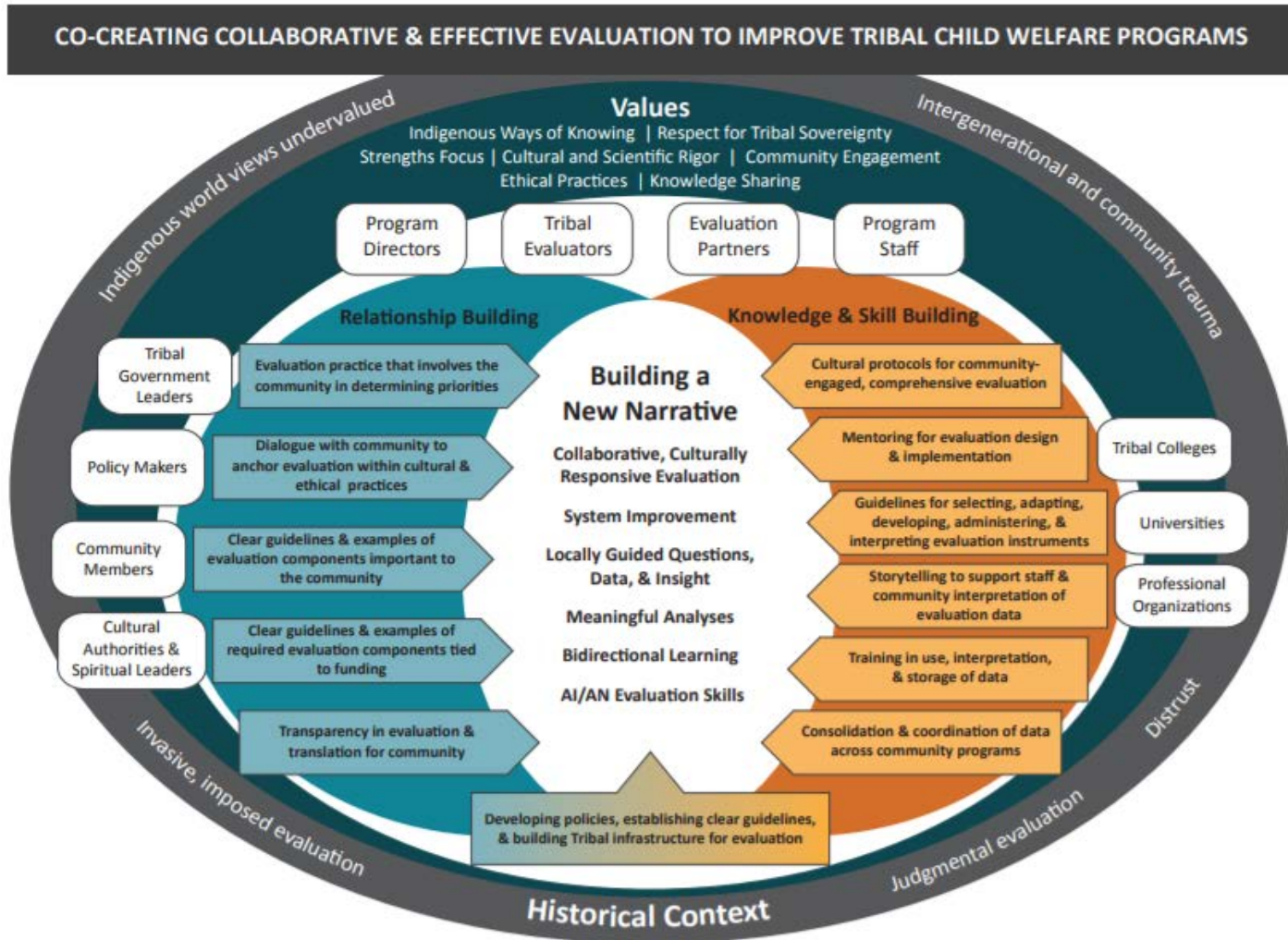
- ## Purpose

  - To assess program implementation and participant outcomes of the five Tribal HPOG 2.0 Grantees

- ## Benefit

  - Identify promising practices and inform knowledge base of culturally- and evidence-informed models implemented in Tribal communities

  - Build/enhance tribal evaluation capacities

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CO-CREATING COLLABORATIVE & EFFECTIVE EVALUATION TO IMPROVE TRIBAL CHILD WELFARE PROGRAMS
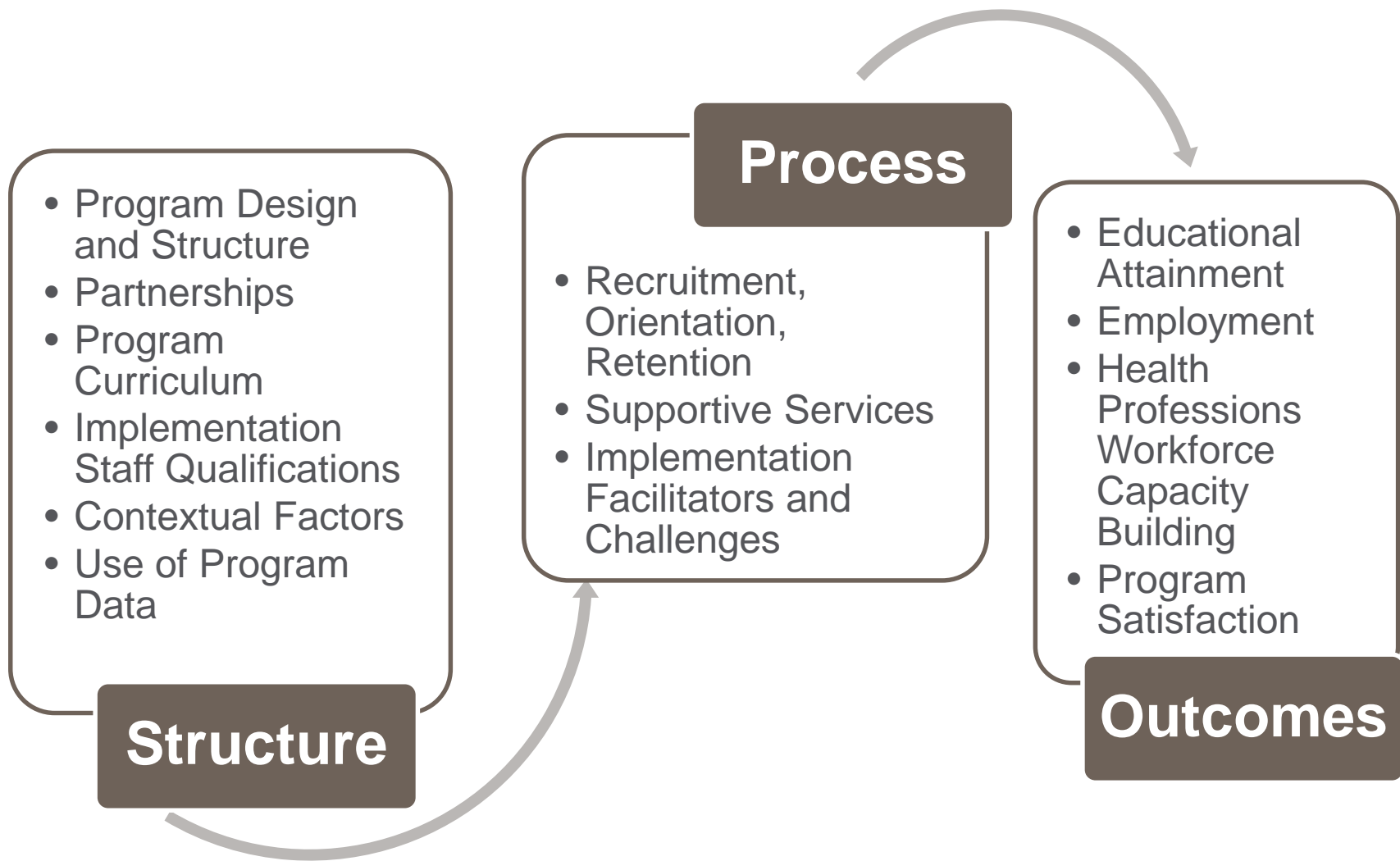
# Seven values

1. Indigenous Ways of Knowing

2. Respect for Tribal Sovereignty

3. Strengths Focus

4. Cultural and Scientific Rigor

5. Community Engagement

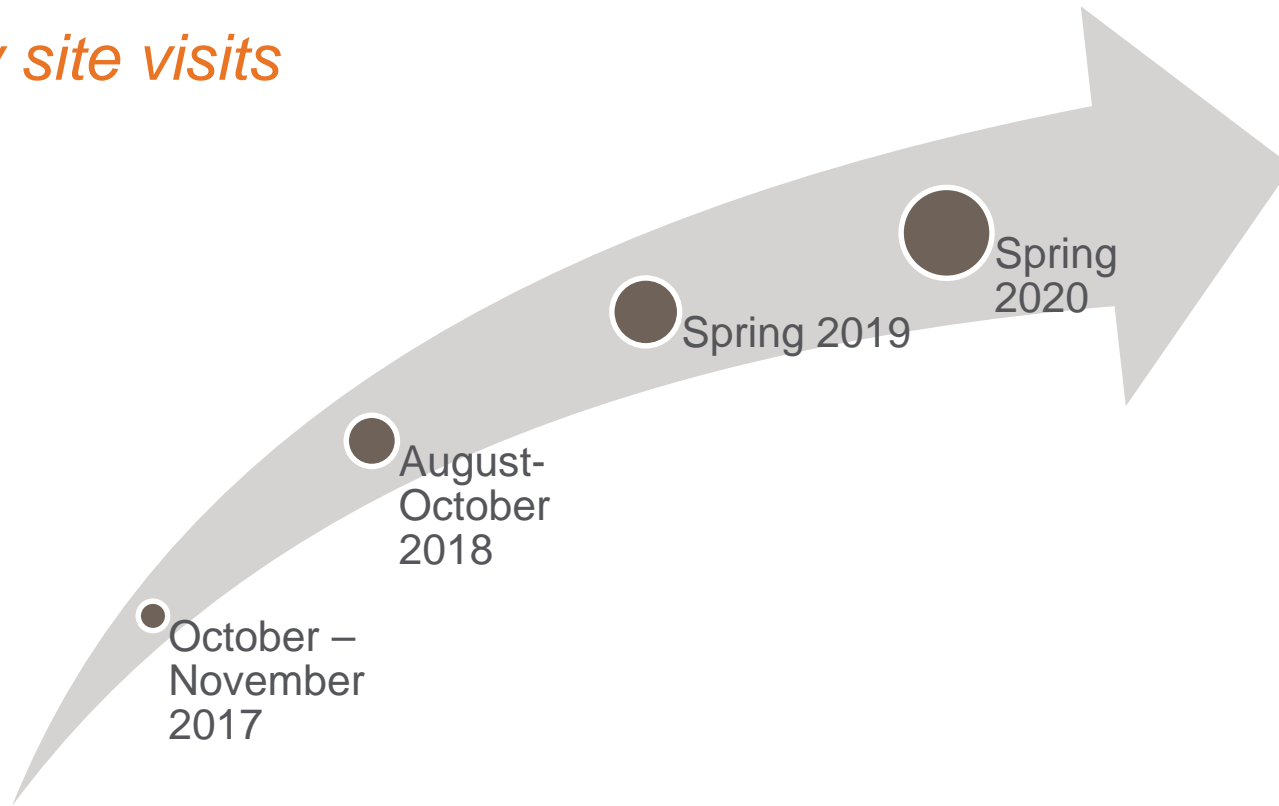6. Ethical Practices

7. Knowledge Sharing

# Evaluation Design

**Structure**
- Program Design and Structure
- Partnerships
- Program Curriculum
- Implementation Staff Qualifications
- Contextual Factors
- Use of Program Data

**Process**
- Recruitment, Orientation, Retention
- Supportive Services
- Implementation Facilitators and Challenges

**Outcomes**
- Educational Attainment
- Employment
- Health Professions Workforce Capacity Building
- Program Satisfaction

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# Status of the Evaluation

*Yearly site visits*



Spring 2020

Spring 2019

August-October 2018

October – November 2017

- Site visits will continue to move back each year so that in the final year of the grant they will occur in the spring

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# Second Annual Site Visits

- Similar structure to first site visits

  - Interviews with program staff, employers and other stakeholders

  - Student focus groups

  - Completer/Non-Completer interviews

  - Evaluation Technical Assistance

- Second site visits will also include dissemination discussions

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# Key Questions: Structure

- Structure:

    - Changes to the program structure or partnerships

    - Differences in how the program is administered at different implementation sites

    - Changes to the partnerships that have been formed to deliver training or program services

    - Changes to the program curriculum

    - Adaptations or modifications made to the training program(s) based on local conditions or preferences or partner input

    - Staff turnover and its effect on the program

- Process:
  - Changes to the types of supportive services being provided to participants
  - How participant needs are assessed and how often they are reassessed
  - Is the program being implemented as intended
  - Implementation facilitators and challenges

# Key Questions: Outcomes

- ## Outcomes:

    - Whether participants complete the program and reasons why participants drop out

    - If participants who complete a training obtain a professional or industry recognized certificate or licensure

    - If participants gain employment in health profession or other industries and what types of jobs they obtain

    - Program satisfaction

    - Key benefits for participants – both students, grantee organizations, partners, and employers

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# PAGES Data

# NORC's Use of PAGES Data

## PPRs

- Assess grantees' progress toward meeting their goals

## De-identified PAGES Data

- Conduct descriptive analyses to document program successes and challenges. Only data from participants who consented to participate in the evaluation are included in these analyses.

## National Directory of New Hires (NDNH)

- When possible, link PAGES data to the National Directory of New Hires to provide longer-term data on participant earnings and employment.

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# Tracking Outcomes

- PAGES provides the following data:
  - Total enrollment in Tribal HPOG
  - Characteristics of participants (e.g., TANF recipients)
  - Educational attainment
    - Number of participants who enrolled in one or more training and whether they complete that training
    - Total number of trainings participants have enrolled in and completion rate
    - Number of participants who have advanced in a career pathway
  - Number and type of supportive services provided
  - Employment status

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# Preliminary Findings and Outcomes

Fall 2017 Site Visits

# Structure

- Grantees partner with a variety of institutions, including colleges and universities, non-profit adult education centers, and training academies, to provide participants with opportunities to enroll a wide range of academic programs in healthcare.

- Grantees also partner with institutions through distance education or by hosting the course at the grantee site to make trainings more accessible for participants.

- Between 7 and 13 academic programs are offered by each grantee.

- Other key partners include workforce development centers, TANF, and regional employers.

# Process

- All five tribal grantees offer the following supportive services:

  - Tuition/books and tutoring

  - Transportation assistance (e.g., gas cards)

  - Childcare assistance

  - Employment-related services (e.g., resume development, assistance in identifying employment opportunities)

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# Implementation Facilitators and Challenges

## *Facilitators*

- Establishment of formal policies and procedures

- Strong communication with partners

- Frequent communication between HPOG staff and participants

- For returning grantees, continuity between HPOG 1.0 and HPOG 2.0

## *Challenges*

- Identifying training partners that offer advanced healthcare training courses

- Staff turnover

- Difficulty hiring instructors

- Background checks required for employment in healthcare can be a barrier for potential participants

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# Outcomes

As of March 31, 2018:

- 1,311 participants have enrolled in Tribal HPOG 2.0;
  - 753 of those participants provided consent to participate in the evaluation*
    - 16% of participants are TANF recipients
    - 630 participants have enrolled in a healthcare training;
      - **391 have completed a training**
    - In total, participants have enrolled in 873 trainings with a completion rate of 57%
    - 141 participants have obtained employment in healthcare

- Across grantees, the most common healthcare training that participants enroll in is Certified Nursing Assistant.

*Data only includes participants who provided consent to participate in the evaluation

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# Participant Voices

Current participants, as well as those that have completed their training(s), have expressed interest in returning to their communities to serve their communities, or have done so already.

*"In my nursing home, there are Native American elderly that feel comfortable with me because we grew up the same way. So they feel comfortable when they see another Native American."*

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# Participant Voices

*Participants have expressed satisfaction with the HPOG program.*

- *"None of us would be doing this without HPOG. [Being in a] small town, we have to be at work consistently and can't get ahead. There aren't a lot of jobs that let us get ahead, [but the] medical field is where you can get ahead here."*

- *"They go above and beyond any scholarship I have ever received."*

- *"This program, along with a few other resources, grounded me in not only education, but life skills. Just the people, everyone I came in contact with, they were exceptional. I can't express how thankful I am for the few people, they do a lot.*



Photo Source: CITC Facebook

# Knowledge Sharing

# Dissemination Plan

- Dissemination plan outlines activities and audiences for sharing project findings.

- Dissemination of project findings will provide documentation and lessons learned around programmatic approaches to career pathways programs serving tribal populations.

- Audiences for Tribal HPOG 2.0 products include:

  - HPOG 2.0 Grantees and Implementation Partners

  - Tribal Entities and Tribal Consortiums/Associations

  - Federal and State Government Partners

  - Community members

# Published Dissemination Products

- Tribal HPOG 2.0 Evaluation Plan

- Findings from the literature review

- Practice briefs

    - An Introduction to the Tribal Health Profession Opportunity Grants (HPOG) 2.0 Program and Evaluation

    - Principles to Guide Research with Tribal Communities: The Tribal HPOG 2.0 Evaluation in Action

American Evaluation Association Annual Meeting, November 2017

Dakota Conference on Rural and Public Health (co-presentation with TMCC and CCCC), June 2018



**Collaborative Evaluation Design: Working with Tribal Communities to Evaluate Career Pathways Programs**

Carol Hafford, Ph.D.
Principal Research Scientist
NORC at the University of Chicago

November 9, 2017



**Implementation and Evaluation of Career Pathways Programs: Lessons Learned from the Tribal Health Profession Opportunity Grants (HPOG) Program**

June 14, 2018

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# Upcoming Dissemination Efforts

- Update to the Technical Work Group

- Practice Brief 3: *Opportunities and Challenges to Implementing Healthcare Career Pathways training programs in a Rural Context*

- Future Practice Briefs – Potential topics include:

  - Interim Outcomes from first three years of program implementation

  - Importance of Data Quality and Fidelity for Tribal Grantees

  - Implementation Partnerships

  - Other?

- Dissemination discussions during site visits

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# Dissemination Discussions During Site Visits

- Discussions will take place during each site visit

  - Discussions will surround generating grantee-informed topics and products for audiences the grantee and leadership find important

- Topics for discussion include:

  - Who are your audiences?

  - What would you want to achieve with dissemination efforts?

  - What are effective methods for dissemination in your community?

  - What types of products would be effective?

  - What are possible timelines for dissemination (annually, periodically, etc.)?

- The evaluation team will suggest formats and templates for these products and work with grantees to further develop them based on their needs

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# Questions and Discussion

# Discussion Questions

- What has worked well for your program?

- What are some ways that you are following-up with participants? What challenges have you experienced in following up with them? Do you have any tips to share?

- Have you experienced any challenges in reaching out to and coordinating with community or employer partners? Can you share what has worked well when forming partnerships?

# Thank You!

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