



BOLD  
THINKERS  
DRIVING  
REAL-WORLD  
IMPACT



# Understanding and Applying the HPOG 1.0 Short-Term Impact Findings



*Daniel Litwok*

HPOG Grantee Meeting  
August 2, 2018





# Session Format

- Goal: A conversation
- We want to share ...
  - Results from the HPOG 1.0 Short-Term Impact Report
  - How to interpret these findings
- We look forward to your sharing ...
  - Reactions to/reflections on the findings
- Introductory slides/material to set the stage for each topic
  - We will stop frequently to open the floor for discussion

# Motivating Questions



**Question**

**Answer**

# Motivating Questions



## Question

## Answer

What is the structure of the evaluation?

What is the impact of HPOG on receipt of training and services?

What is the impact of HPOG on the outcomes of focus?

Do impacts differ for subgroups of interest?

What were the impacts of randomly assigned program enhancements?

What are the implications of the findings for practice?

# Evaluation Flow



For those  
assigned to  
HPOG

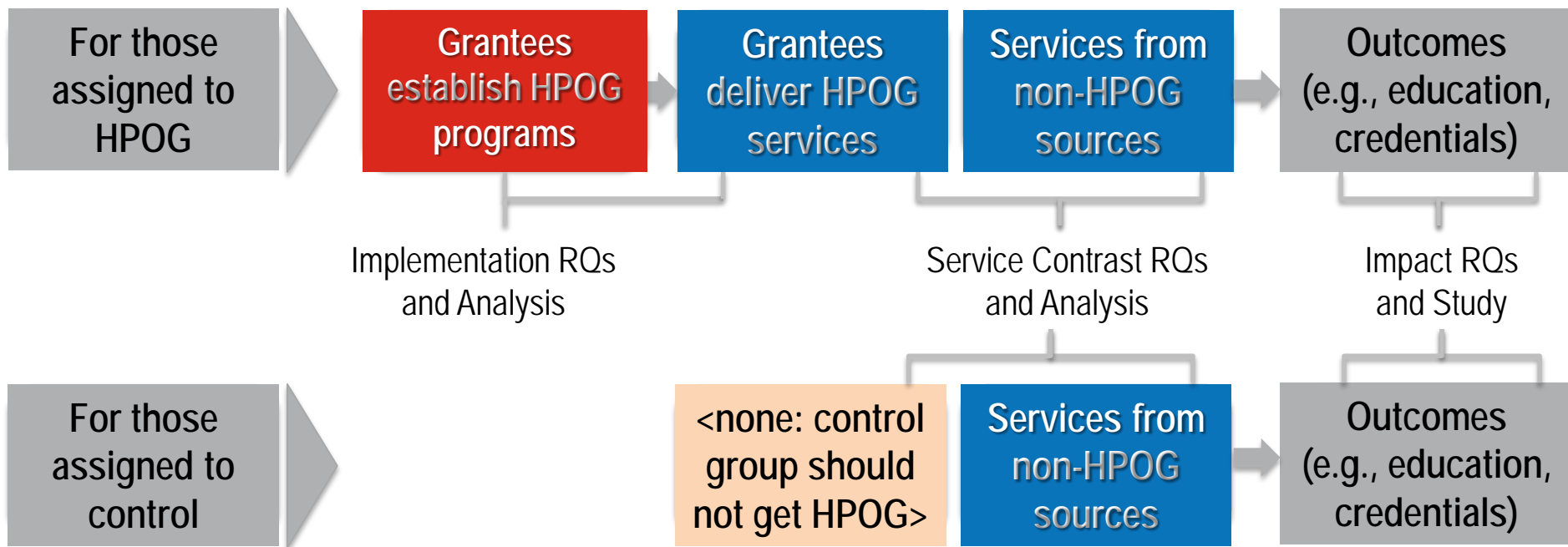
Grantees  
establish HPOG  
programs

Grantees  
deliver HPOG  
services

Services from  
non-HPOG  
sources

Outcomes  
(e.g., education,  
credentials)

# Evaluation Flow



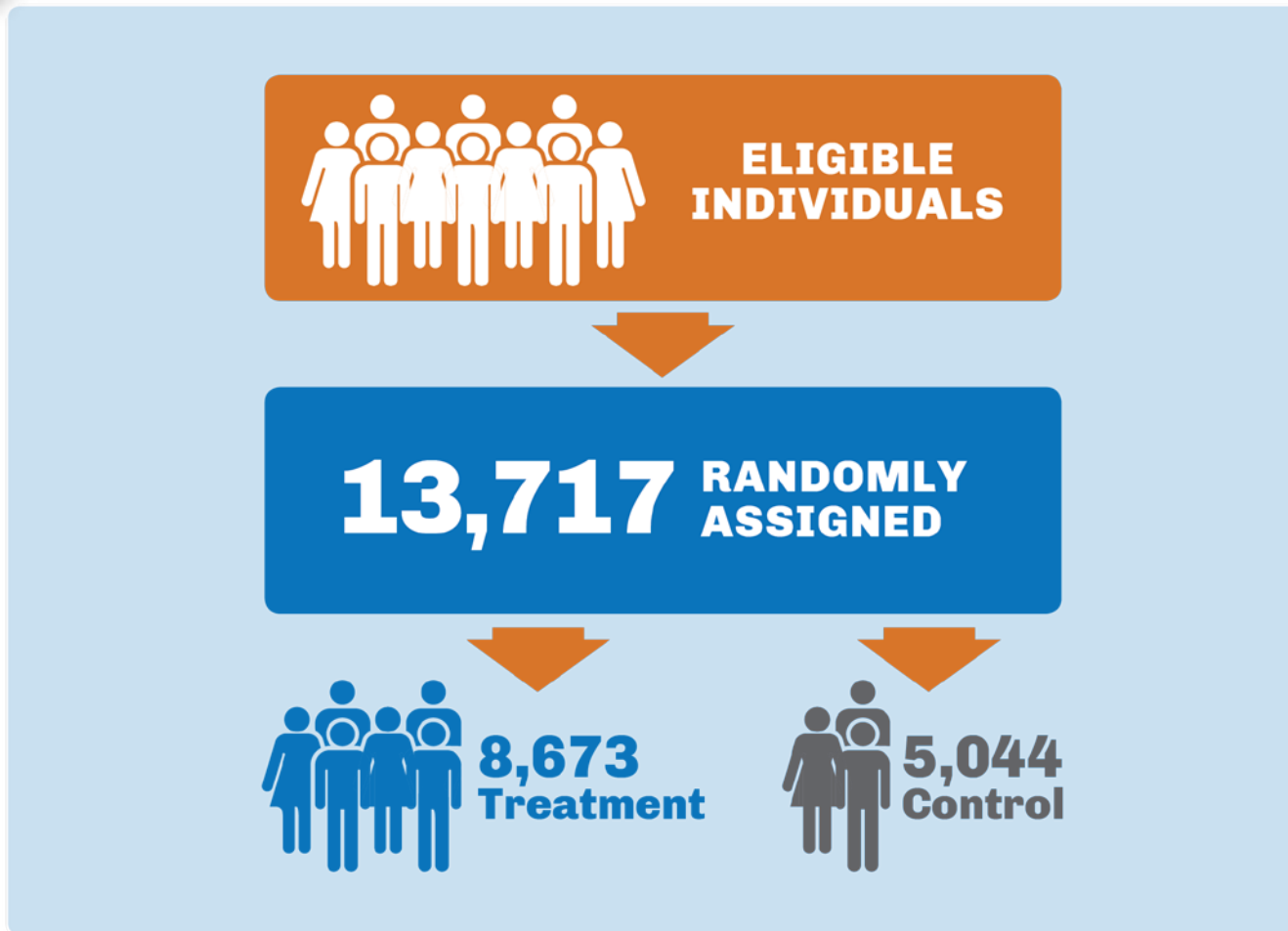
*Short-term follow-up: 15-18 months (5 quarters)  
after random assignment*

# All 42 HPOG 1.0 Programs (operated by 23 grantees)



<b>Pima County (AZ) Community College District</b>	<b>Workforce Development Council of Seattle-King County (WA)</b>
<b>San Diego (CA) Workforce Partnership-MAAC South</b>	<b>Milwaukee (WI) Area WIB</b>
<b>San Diego (CA) Workforce Partnership-Metro CTS</b>	<b>Full Employment Council (MO)</b>
<b>San Diego (CA) Workforce Partnership-North County Lifeline</b>	<b>Bergen (NJ)-Bergen Community College</b>
<b>Pensacola (FL) State College</b>	<b>Bergen (NJ)-Brookdale Community College</b>
<b>Will County (IL) WIB-Central States SER</b>	<b>Bergen (NJ)-Community College of Morris</b>
<b>Will County (IL) WIB-College of Lake</b>	<b>Bergen (NJ)-Hudson County Community College</b>
<b>Will County (IL) WIB-Instituto del Progreso Latino</b>	<b>Bergen (NJ)-Middlesex County College</b>
<b>Will County (IL) WIB-Jewish Vocational Services</b>	<b>Bergen (NJ)-Passaic County Community College</b>
<b>Will County (IL) WIB-Joliet Junior College</b>	<b>Bergen (NJ)-Sussex County Community College</b>
<b>Kansas Department of Commerce-Heartland Works, Inc.</b>	<b>Bergen (NJ)-Union County College</b>
<b>Kansas Department of Commerce-Southeast KANSASWORKS, Inc.</b>	<b>Bergen (NJ)-Warren County Community College</b>
<b>Kansas Department of Commerce-Workforce Alliance of South Central Kansas</b>	<b>NY Research Foundation of CUNY-Hostos Community College</b>
<b>Kansas Department of Commerce-Workforce Partnership</b>	<b>Gateway Community and Technical College (KY)</b>
<b>Kansas Department of Commerce-WorkforceOne</b>	<b>Bergen (NJ)-Essex County College</b>
<b>Louisiana WIB SDA-83 Inc.</b>	<b>Suffolk County (NY) Department of Labor</b>
<b>Central (NE) Community College</b>	<b>South Carolina Department of Social Services</b>
<b>Schenectady County (NY) Community College</b>	<b>Alamo (TX) Community College District and University Health System</b>
<b>Eastern Gateway (OH) Community College</b>	<b>The WorkPlace (CT)</b>
<b>Central Susquehanna (PA) Intermediate Unit</b>	<b>New Hampshire Office of Minority Health</b>
<b>Edmonds (WA) Community College</b>	<b>Buffalo and Erie County (NY) WDC</b>

# Experimental Impact Evaluation





# Who participated in the impact study?



**32** YEARS OLD ON AVERAGE



**89%**

FEMALE



**63%**

HAD AT LEAST ONE CHILD



**84%**

UNMARRIED



**56%**

RECEIVING SNAP/WIC



**88%**

COMPLETED AT LEAST HIGH SCHOOL OR EQUIVALENT



**54%**

HAD SOME POST-SECONDARY EDUCATION OR TRAINING



**43%**

EMPLOYED



**12%**

RECEIVING TANF

AT PROGRAM ENTRY

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*Randomized access to HPOG versus business as usual*

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# Access to HPOG increased training



## PERCENT OF STUDY PARTICIPANTS

■ Control Group

■ Treatment Group

↑ Relative Impact



**ENROLLED IN  
TRAINING OR RELATED  
ACTIVITIES**

# Access to HPOG also increased receipt of services

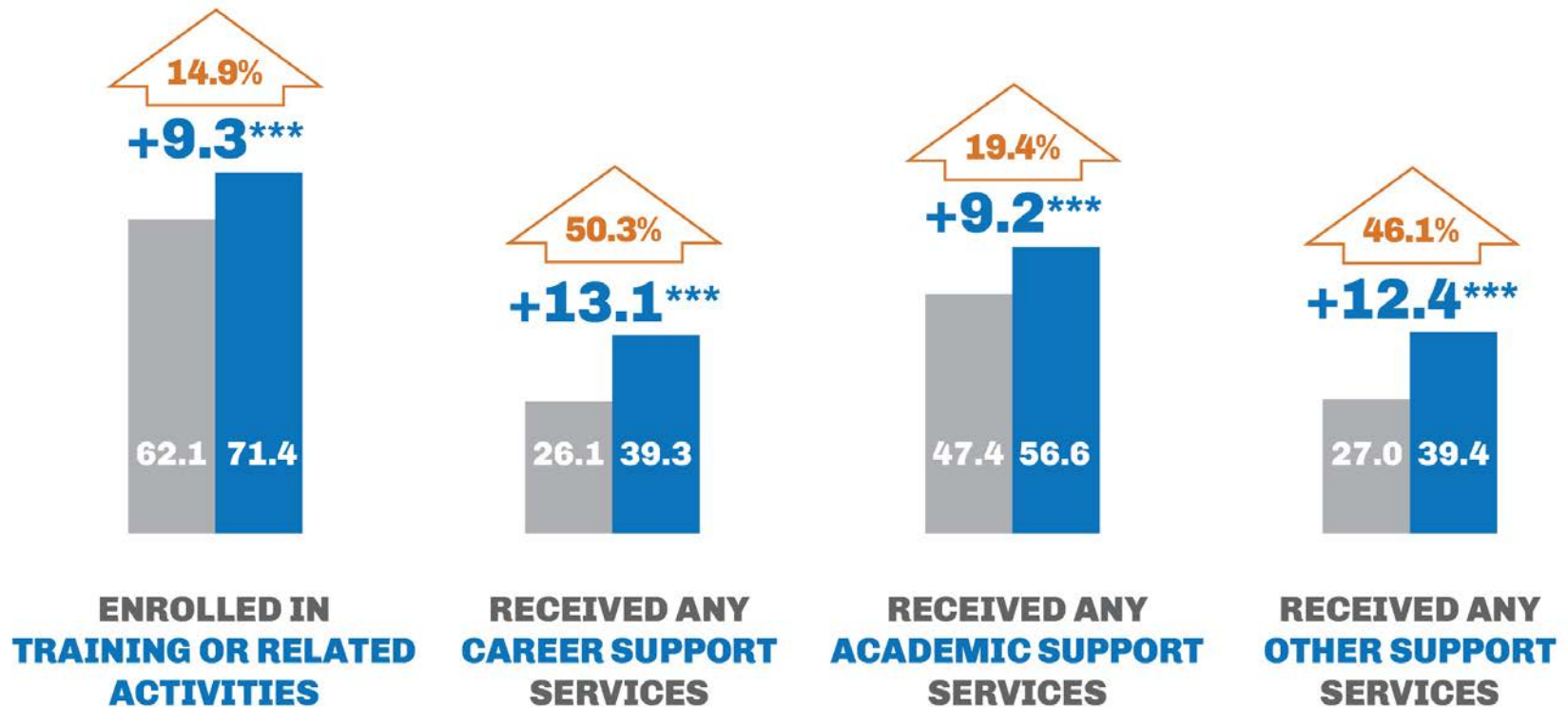


## PERCENT OF STUDY PARTICIPANTS

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# Outcomes of Focus

- Main outcome
  - Educational progress: “completed or still enrolled in training”
  - Assesses the extent to which the program is making progress toward its goals at short-term follow-up
- Other outcomes
  - Employment, job quality, public assistance use, earnings
- Data Sources
  - Participant follow-up survey
  - National Directory of New Hires



# HPOG had favorable impacts on outcomes of focus

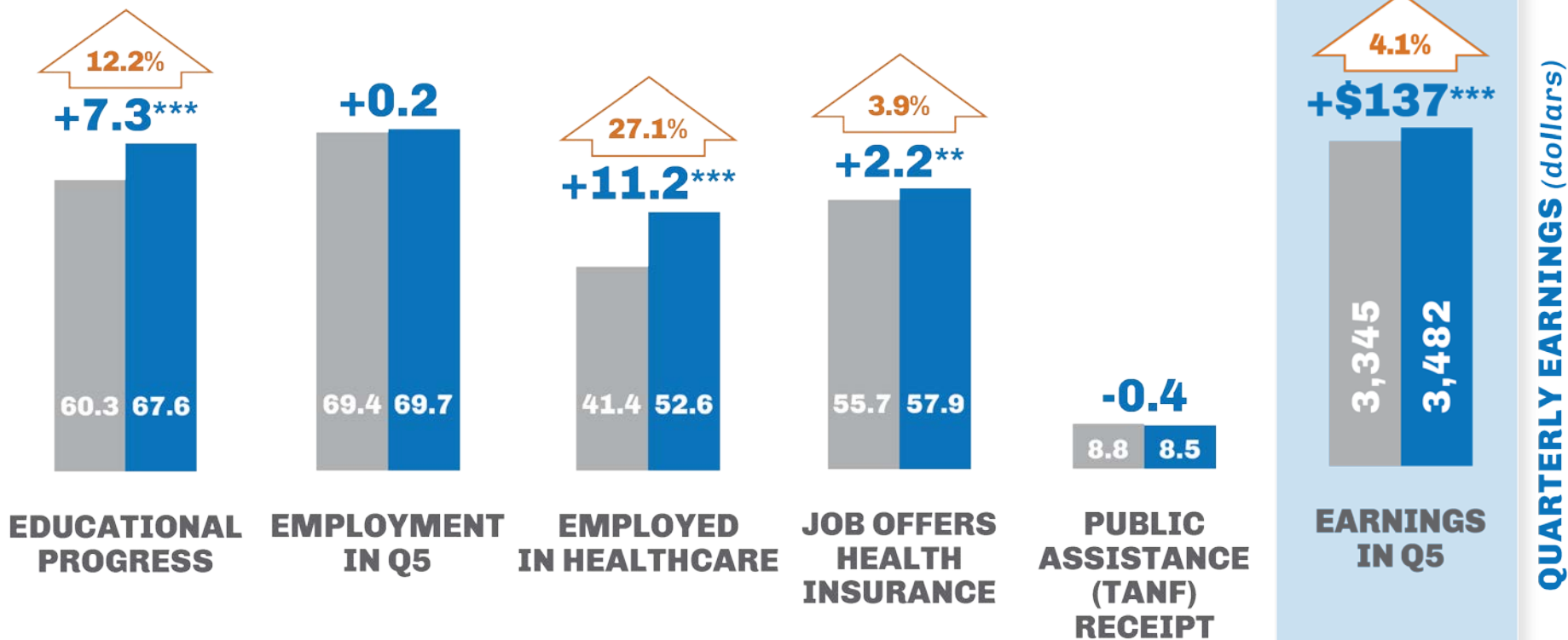


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# Do impacts differ for subgroups of interest?



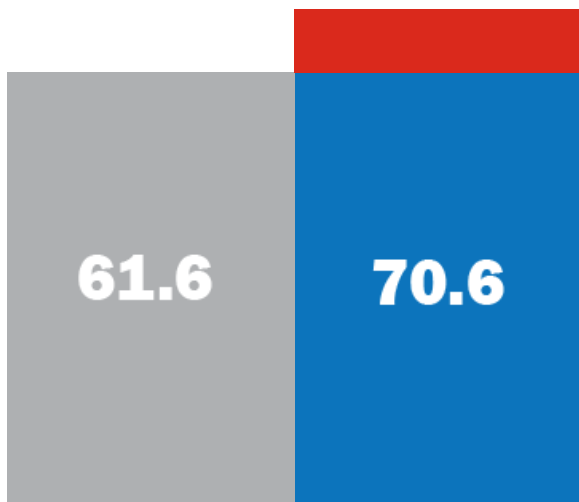
## PERCENT MAKING EDUCATIONAL PROGRESS

Control Group

Treatment Group

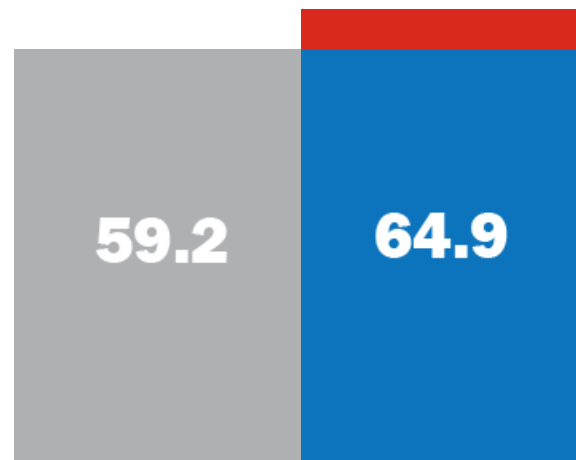
Impact

**+9.0\*\*\***



**EMPLOYED  
AT BASELINE**

**+5.7\*\*\***



**NOT EMPLOYED  
AT BASELINE**



# Do impacts differ for subgroups of interest?



## PERCENT MAKING EDUCATIONAL PROGRESS

■ Impact

### Do IMPACTS Differ?

+9.0\*\*\*



**EMPLOYED  
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+5.7\*\*\*



**NOT EMPLOYED  
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# Those employed at baseline made more educational progress



## PERCENT MAKING EDUCATIONAL PROGRESS

■ *Impact*

**+9.0**\*\*\*†



**EMPLOYED  
AT BASELINE**

**+5.7**\*\*\*†



**NOT EMPLOYED  
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# Those employed at baseline had higher 5<sup>th</sup> quarter earnings



5TH QUARTER EARNINGS (\$)

■ Impact

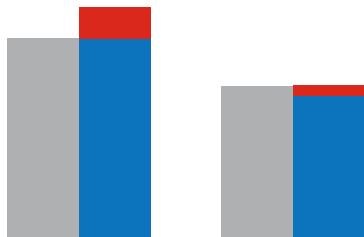
**+483** \*\*\*\*†



**-139** \*\*\*\*†



**EMPLOYED  
AT BASELINE**



**NOT EMPLOYED  
AT BASELINE**

# Subgroups where impacts differed meaningfully



- Employment
- Enrollment in school
- Educational attainment
- Barriers to work/school
- HPOG full-time vs. part-time

***Takeaway: Those who were more advantaged at baseline experienced more favorable impacts of HPOG***



# Subgroups where impacts did not differ

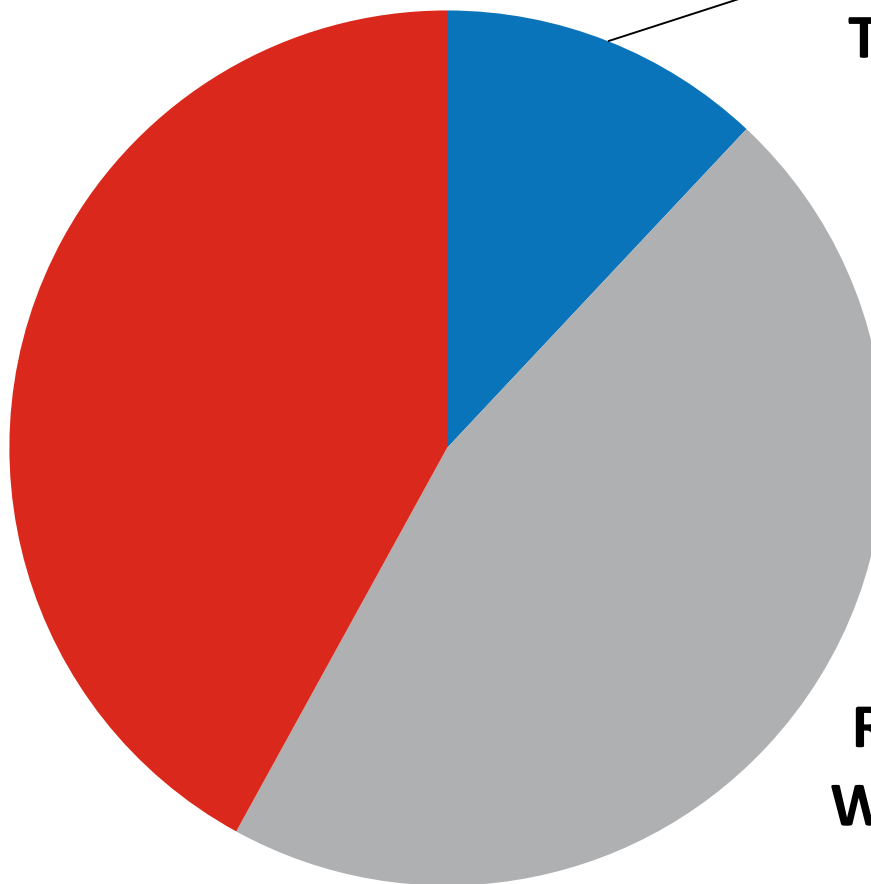
- Age
- Sex
- Race/Ethnicity
- Parental Status

***Takeaway: HPOG improved educational progress for individuals across all major demographic subgroups***

# Public assistance subgroup



**No  
Assistance  
42%**



**Received  
TANF  
12%**

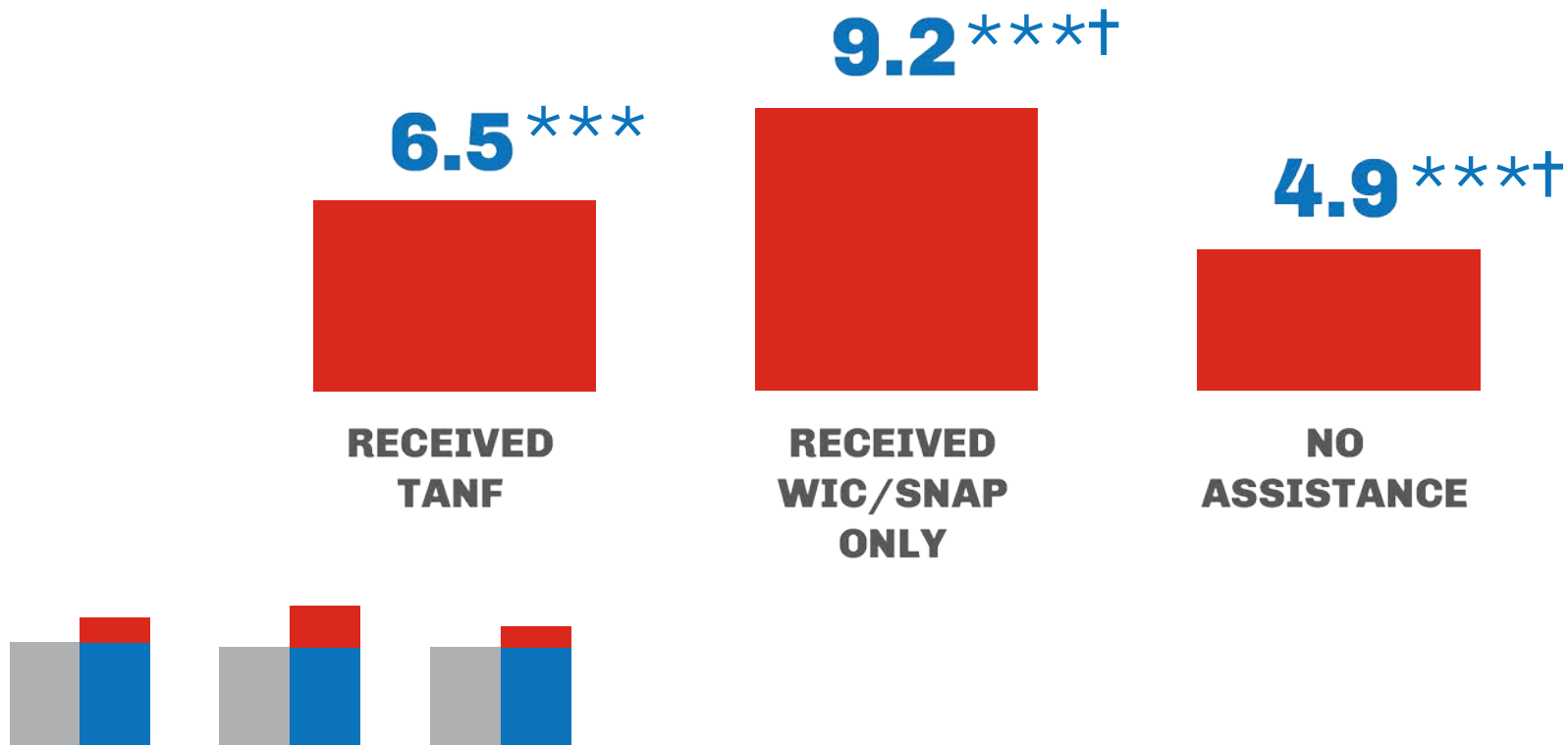
**Received  
WIC/SNAP  
46%**

# WIC/SNAP subgroup made more progress than no assistance



## PERCENT MAKING EDUCATIONAL PROGRESS

■ Impact

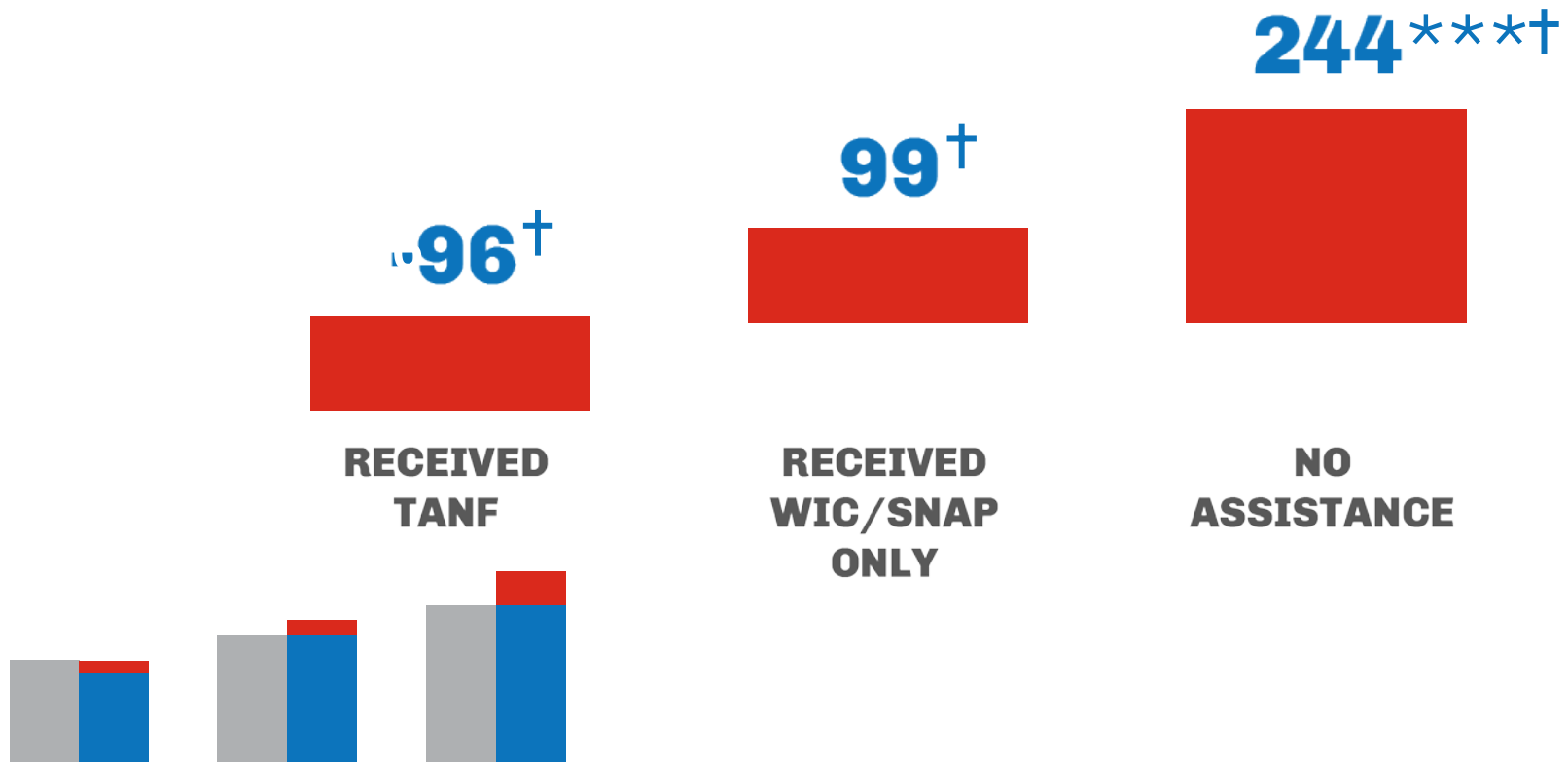


# TANF subgroup had negative impacts on 5<sup>th</sup> quarter earnings



## 5TH QUARTER EARNINGS (\$)

■ Impact



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# Four criteria for selecting randomized enhancements



- Showed promise in the literature
- Were included in some but not all HPOG programs
- Could be layered on top of existing HPOG programs and implemented quickly
- Attractive to programs

# Programs by randomized enhancement



## Programs with a Single Treatment Group

- Pima County (AZ) Community College District
- San Diego (CA) Workforce Partnership-MAAC South
- San Diego (CA) Workforce Partnership-Metro CTS
- San Diego (CA) Workforce Partnership-North County Lifeline
- Pensacola (FL) State College
- Will County (IL) WIB-Central States SER
- Will County (IL) WIB-College of Lake
- Will County (IL) WIB-Instituto del Progreso Latino
- Will County (IL) WIB-Jewish Vocational Services
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- Kansas Department of Commerce-Heartland Works, Inc.
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- Louisiana WIB SDA-83 Inc.
- Central (NE) Community College
- Schenectady County (NY) Community College
- Eastern Gateway (OH) Community College
- Central Susquehanna (PA) Intermediate Unit
- Edmonds (WA) Community College
- Workforce Development Council of Seattle-King County (WA)
- Milwaukee (WI) Area WIB

## Programs with Two Treatment Groups, by Enhancement

### *Emergency Assistance*

- Full Employment Council (MO)
- Bergen (NJ)-Bergen Community College
- Bergen (NJ)-Brookdale Community College
- Bergen (NJ)-Community College of Morris
- Bergen (NJ)-Hudson County Community College
- Bergen (NJ)-Middlesex County College
- Bergen (NJ)-Passaic County Community College
- Bergen (NJ)-Sussex County Community College
- Bergen (NJ)-Union County College
- Bergen (NJ)-Warren County Community College
- NY Research Foundation of CUNY-Hostos Community College

### *Non-cash Incentives*

- Gateway Community and Technical College (KY)
- Bergen (NJ)-Essex County College
- Suffolk County (NY) Department of Labor
- South Carolina Department of Social Services
- Alamo (TX) Community College District and University Health System

### *Facilitated Peer Support*

- The WorkPlace (CT)
- New Hampshire Office of Minority Health
- Buffalo and Erie County (NY) WDC



# HPOG experimentally tested three enhancements



<b>Enhancement</b>	<b>Number of Programs</b>	<b>Description of Enhancement</b>
Emergency Assistance	11	Provided support to program participants for sudden financial needs

# HPOG experimentally tested three enhancements



<b>Enhancement</b>	<b>Number of Programs</b>	<b>Description of Enhancement</b>
Emergency Assistance	11	Provided support to program participants for sudden financial needs
Non-cash Incentives	5	Participants earned points for achieving program milestones that were converted into tangible rewards

# HPOG experimentally tested three enhancements



<b>Enhancement</b>	<b>Number of Programs</b>	<b>Description of Enhancement</b>
Emergency Assistance	11	Provided support to program participants for sudden financial needs
Non-cash Incentives	5	Participants earned points for achieving program milestones that were converted into tangible rewards
Facilitated Peer Support	3	Group meetings for participants with a facilitator to foster social and emotional connections among students, faculty, and staff

# No evidence of favorable impacts of enhancements



Enhancement	Estimated Impact
Emergency Assistance	No evidence of impact
Non-cash Incentives	No evidence of impact
Facilitated Peer Support	Evidence of <i>negative</i> impacts for program completion (7 percentage points) and earnings (\$421)

# No evidence of favorable impacts of enhancements



Enhancement	Estimated Impact	Hypothesis
Emergency Assistance	No evidence of impact	Funds could not be released quickly
Non-cash Incentives	No evidence of impact	May have targeted less important behaviors and have been shown to be effective for less motivated populations
Facilitated Peer Support	Evidence of <i>negative</i> impacts for program completion (7 percentage points) and earnings (\$421)	Difficulty with attendance prompted attendance requirement <i>How might participants have spent that time otherwise?</i>

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What are the implications of the findings for practice?

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*What are the implications of the findings for practice?*

# Implications for Practice



- HPOG is achieving its goals at this early follow-up
  - Findings are consistent with the logic model
  - Major impact on educational progress for all subgroups
- Pooling research sample across 42 programs allows for practice insights into
  - Results for important subgroups
  - Program features and components associated with impacts
- For example
  - Those more advantaged at baseline have more favorable impacts
  - Programs that offer tuition assistance and other financial services or greater access to childcare and transportation show larger impacts



# Implications for Practice



- Most participants chose shorter-term trainings, so:
  - Continue to support longer-term training
  - Help participants understand and navigate career pathways
  - Encourage short-termers to return to school for more training
  
- Biggest contrast in support services, so:
  - Ensure that available supports meet participant needs to continue training
  - Continue to rely mainly on existing infrastructure for occupational training in healthcare
    - Map/organize trainings into career pathways
    - Apply design features of career pathways (e.g., acceleration)

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What are the implications of the findings for practice?

*Importance of supportive services; shorter-term trainings most popular; continue to support longer-term training/career pathways*



# Key Take-Aways

- Overall Impacts
  - Increase in educational progress
  - Increase in employment in healthcare
  - Slight increase in earnings
- Subgroup Impacts
  - Those who were more advantaged at baseline had more favorable impacts of HPOG
  - Those receiving public assistance at baseline did not follow this pattern

# What's coming next?



- Three- and six- year follow-up for HPOG 1.0 grantees
  - More time for participants to complete training
  - More quarters of follow-up for employment/earnings
  - Descriptive analysis of career trajectories
  - Additional outcome domains
    - Child outcomes
    - Psychological/family well-being
- 15 month follow-up for HPOG 2.0 grantees
  - Focus on similar research questions as HPOG 1.0
  - Combination of survey and administrative data

# For More Information:



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# Received TANF subgroup had largest impacts on TANF receipt at follow-up

Back

■ Impact

**17.0** \*\*\*\*†



**RECEIVED  
TANF**

**-4.7** \*\*\*\*†



**RECEIVED  
WIC/SNAP  
ONLY**

**0.0** †

**NO  
ASSISTANCE**

