

# Evaluation of the Tribal Health Profession Opportunity Grants (HPOG)

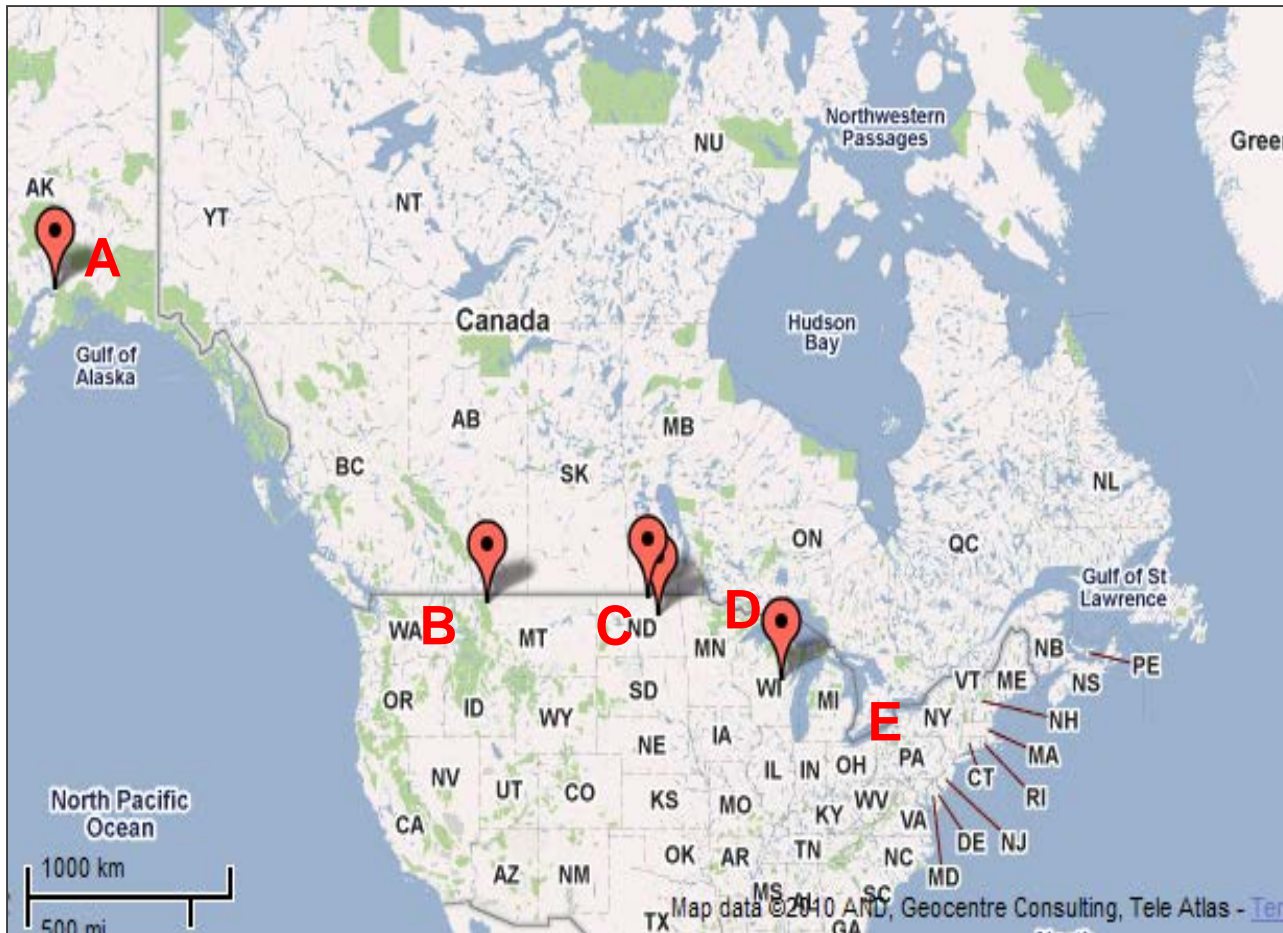
Findings from HPOG 1.0 and an Overview of HPOG 2.0



Michael Meit, MA, MPH  
NORC at the University of Chicago  
[meit-michael@norc.org](mailto:meit-michael@norc.org)

**NORC**  
at the UNIVERSITY of CHICAGO

# Tribal HPOG 1.0 Grantees



## Key

**A:** *Cook Inlet Tribal Council, Inc,*  
Anchorage, AK

**B:** *Blackfeet Community College,*  
Browning, MT

**C:** *Turtle Mountain Community College,*  
Belcourt, ND

**D:** *Cankdeska Cikana Community College,*  
Fort Totten, ND

**E:** *College of Menominee Nation,*  
Keshena, WI

# HPOG Training as a Community Asset

- The HPOG program is a catalyst for Tribal workforce development
  - In-demand healthcare occupations require industry-recognized certificates and training
  - TANF recipients and other low-income individuals among hardest hit in recession – lacking education and technical skill
- Culturally competent healthcare workforce can improve Tribal self-sufficiency
  - Tribal healthcare professionals understand cultural concepts of health, wellness and community values
  - Wide variability of cultural competence and high turnover among non-native healthcare providers

# Tribal HPOG 1.0 Participant Characteristics



# Tribal HPOG 1.0 Data

- Data is from HPOG Performance Reporting System (PRS) and is entered by grantees
- Data includes all enrolled Tribal HPOG participants between 9/30/2010 and 09/30/2015\*\*

# Tribal HPOG 1.0 Participant Characteristics at Intake

- 2,270 Tribal HPOG participants through Year 5
- 87 percent of Tribal HPOG participants are female
- 61 percent have a household income less than \$20,000/year at intake
- 16 percent receiving TANF at intake
- 64 percent have one or more dependent children

# Tribal HPOG 1.0 Participant Characteristics at Intake

## Education

- 16 percent with GED or less
- 31 percent with High School Diploma only
- 44 percent with at least some College or Technical School

## Employment

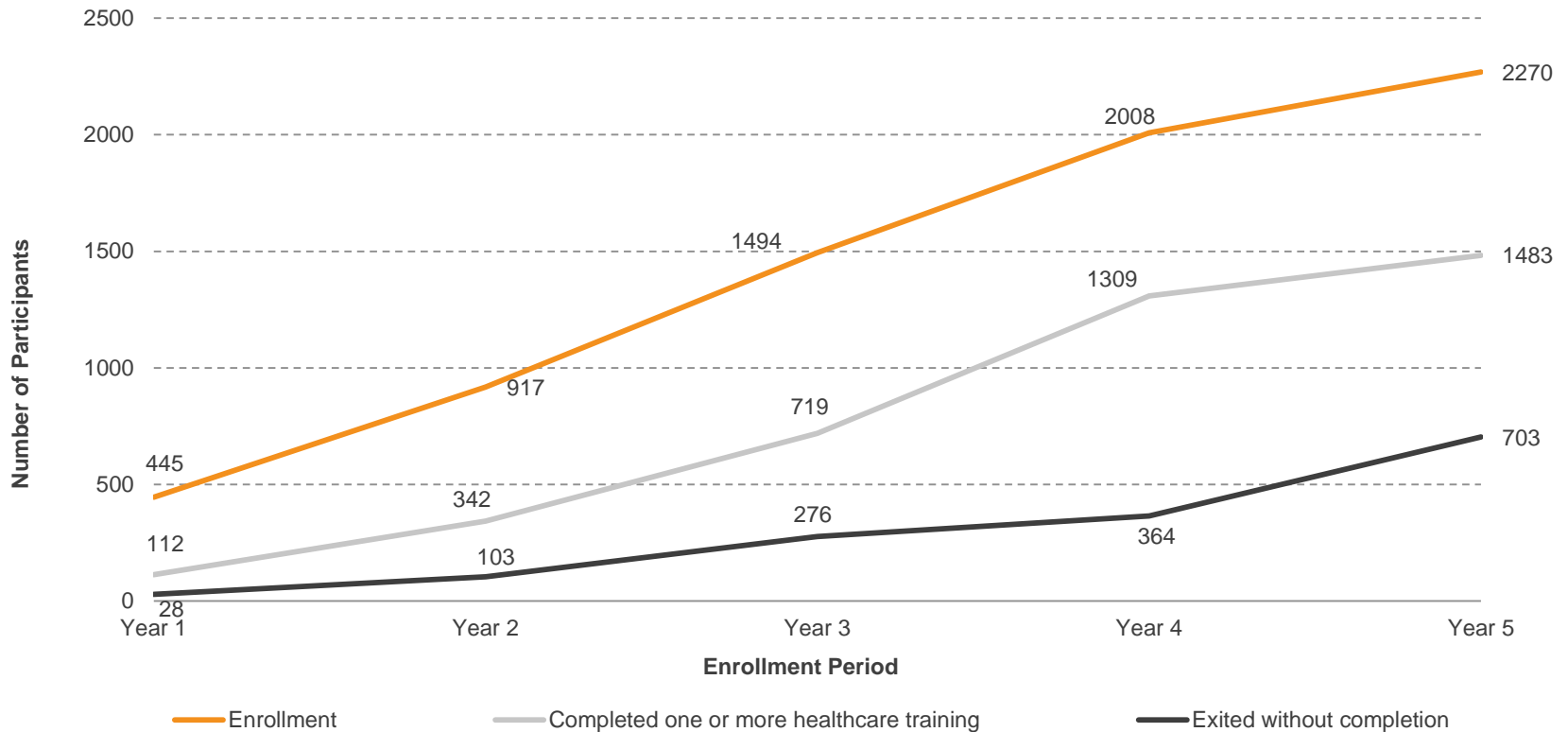
- 20 percent employed in any sector
- 15 percent employed in healthcare

# Outcomes from Tribal HPOG 1.0





# Tribal HPOG 1.0 Enrollment and Completion



# Enrollment and Completion by Training Program

Training Programs (SOC)	Number Enrolled	Number Completed	Percent Completed
Nursing Assistant, Aide, Orderly, Attendant	1170	931	79.6%
Licensed Practical & Vocational Nurses	351	205	58.4%
Misc. Community & Social Service Specialist	175	131	74.9%
Registered Nurses	172	101	58.7%
Medical Records & Health Information Technician	157	95	60.5%
Emergency Medical Technicians & Paramedics	129	32	24.8%
Misc. Healthcare Support Occupation	103	49	47.6%
Home Health Aide	37	15	40.5%
Pharmacy Technician	25	7	28.0%
Phlebotomist	24	15	62.5%
Medical Assistant	8	5	62.5%
Diagnostic Related Technician	4	1	25.0%
All Other SOCs*	107	56	52.3%

- Students reported moving up the nursing ladder and completing higher level nursing programs.
  - Over the five year grant period, 433 participants started a second training program and 55% of those participants completed the second training.
- Students acquired the necessary skills to gain employment in health professions.
  - All grantees developed job readiness training to help students build soft skills to help them succeed in the workplace; employers reported that students were well trained and prepared.
- Program stakeholders were highly satisfied with HPOG.
  - Students and program staff expressed a high level of satisfaction with the program structure and outcomes.

- Students reported becoming more self-sufficient.
  - Students reported that they have a reduced need for external support as a result of increased employment opportunity.
- Students became role models for their families and communities.
  - Students reported that community members took pride in seeing them working in tribal facilities and that their children benefited from seeing their parent's educational and employment achievements.
- Employers benefited from hiring HPOG graduates.
  - Employers reported that students filled highly needed health positions within their facilities, and that they benefited from having culturally competent staff.

- Of the 1,468 Tribal HPOG participants who were unemployed at intake:
  - 38% (554 participants) became employed in healthcare
  - 10% (142 participants) became employed in a non-healthcare job
- Of the 458 Tribal HPOG participants who were employed in a non-healthcare job at intake, 40% (184 participants) became employed in healthcare

- **Purpose**

- To assess program implementation and participant outcomes of the 5 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

# Lessons Learned for HPOG 2.0 Evaluation

- **Approach**

- Important to retain emphasis on cultural responsiveness & consensus
- Guided by seven principles outlined in the *Roadmap for Collaborative and Effective Evaluation in Tribal Communities*
- Grantee and SME review of design and protocols

- **Evaluation Design**

- Consider strategies for enhanced student follow up
- Increased TA to ensure consistency of PAGES data

Questions?

**NORC**  
*at the* UNIVERSITY *of* CHICAGO



Michael Meit, MA, MPH  
NORC at the University of Chicago  
4350 East West Hwy, Suite 800  
Bethesda, MD 20814  
301-634-9324  
meit-michael@norc.org

Thank You!



**NORC**  
*at the UNIVERSITY of CHICAGO*

 insight for informed decisions™