



Student Success: Investing in the Future through Health Care Career Pathway Programs

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1



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2



Tribal HPOG Overview



CANKDESKA CIKANA
COMMUNITY COLLEGE
Spirit Lake Dakota Nation
Start Here • Go Anywhere



Tribal HPOG Overview



- **Program Intent:** To provide education and training to TANF recipients and other low-income individuals in native communities for occupations in the healthcare field that pay well and are expected to either experience labor shortages or be in high demand.
- **Tribal Grantees:** (with # implementation sites)
 1. Blackfeet Community College (4)
 2. Candeska Cikana Community College (4)
 3. College of Menominee Nation (2)
 4. Cook Inlet Tribal Council (1)
 5. Turtle Mountain Community College (1)
- **Partners:** Public and private employers; education and training organizations; community schools; technical and vocational training institutions; nonprofit organizations; labor organizations; National, State, and local foundations; and state, tribal, and local social service agencies (such as TANF or Tribal TANF).

Sample HPOG Training Programs



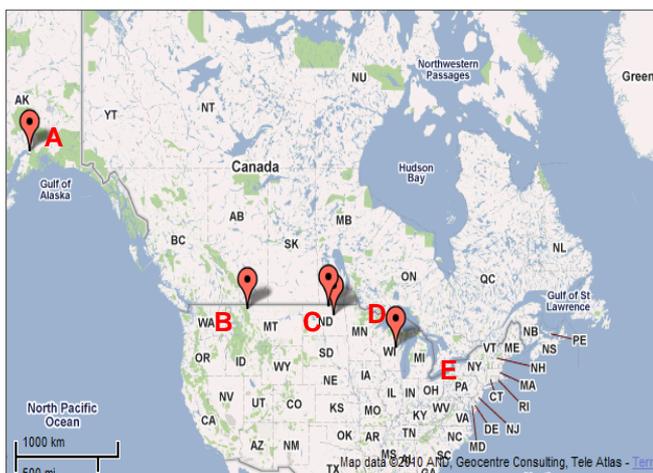
- Diabetes Specialist
- Emergency Medical Responder (EMR)
- Emergency Medical Technician (EMT)
- Certified Nursing Assistant (CNA)
- Licensed Vocational Nursing Program (AAS)
- Licensed Practical Nurse (LPN)
- Associate Degree in Nursing (RN)
- Bachelor of Science in Nursing (BSN)
- Pre-Nursing
- Nutrition and Dietetics
- Medical Billing and Coding
- Pharmacy Technician Program (AAS)*
- Clinical/Medical Lab Technician Program (AAS)
- Phlebotomy Technician Certificate
- Health Information Management



*Associate of Applied Science

5

Tribal HPOG 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



6

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 health care providers



7



*Video produced by Dr. Loretta Heuer, North Dakota State University, used with permission



8

HPOG Evaluation Approach



Evaluation Team



- NORC at the University of Chicago
 - Not-for-profit social science and policy research organization with the mission of conducting social science research in the public interest
- National Indian Health Board (NIHB)
 - Not-for-profit organization with the mission of advocating on behalf of all Tribal Governments, American Indians and Alaska Natives (AI/AN) in their efforts to provide quality health care for ALL Indian People
- Red Star Innovations
 - Native American owned small business specializing in consultation services that strengthen organizations, programs and services, with extensive experience working with diverse populations and utilizing community-based approaches

Overall Evaluation Approach



- **Design focuses on:**
 - Grantees' efforts to establish program structures
 - Processes that lead to improved outcomes for target population & community
 - Demonstrated outcomes in terms of educational attainment, employment and self-sufficiency
- **Approach:**
 - Emphasis on cultural responsiveness & consensus
- **Benefit:**
 - Identify promising practices and inform knowledge base of culturally- and evidence-informed models implemented in Tribal communities
- **Qualitative & Quantitative data collection**



11

Key Evaluation Questions



1. Have grantees incorporated **structures** necessary to enhance health care workforce training opportunities in the community?
2. Have grantees implemented **processes** that successfully prepare participants for employment in the Tribal health care sector?
3. Is there evidence that participation in the program resulted in successful employment & workforce capacity building **outcomes**?



12

Cultural Responsiveness & Collaboration



- Focus on grantee engagement
- Identify the purpose of the evaluation
- Seek grantee feedback throughout the process
- Adapt instrumentation to ensure cultural relevance
- Engage Tribal partners (NIHB, Red Star) & Tribal HPOG Evaluation Advisory Group to review instruments and processes
- Execute MOUs w/ grantees
- Share findings with grantees
- Disseminate & use/apply the results



13

Evaluation Products



- Interim Report, published March 2014
- Final Report, to be completed September 2015
- Series of Practice Briefs



14

Practice Briefs



- Developed collaboratively with grantees, highlighting their program activities.
 - Introduction to Tribal HPOG
 - Supportive Services
 - Program Implementation & Evolution
 - Higher Education & Workforce Development
 - Five site specific briefs



Evaluation of the Tribal HPOG Program Practice Brief

OPRE 2013-18 | December 2013



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

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This brief provides the first in a series of practice briefs being developed by the Tribal HPOG evaluation team, comprised of NORC at the University of Chicago, the American Indian and Alaska Native Health Professions Opportunity Grants (AIAN HPOG) program, which is being funded by the Office of Personnel Management and includes the Alaska Center for Children and Families. The Tribal HPOG program is funded by the American Indian and Alaska Native HPOG program and other law enforcement and health care professionals. The purpose of this brief is to provide a general overview of the Tribal HPOG program and to provide information on the program's goals, objectives, and evaluation. The Tribal HPOG program is a multi-year program that will be implemented over a period of five years.

Increasing the number of well-trained health professionals working in underserved areas is a critical issue that has gained momentum as a result of the Affordable Care Act (ACA). The Health Resources and Services Administration's Bureau of Health Professions estimates a nationwide shortage of almost 300,000 physicians, as well as a shortage of over 200,000 public health professionals by 2020. This health workforce shortage can be attributed to a variety of factors including rising costs and declining enrollment in health professions education, changing health care work conditions and expectations, among others. Additionally, the ACA goal to increase access to health care services is dependent on a stable workforce in demand, necessitating an increased health workforce to meet this need.

In response to the critical need to expand the health workforce to meet the growing demand for health care, the ACA signed into law the President Obama's March 2010, the Health Professions Opportunity Grants (HPOG) program. Funded by the ACA and administered by the Department of Health and Human Services (HHS) Office of Family Assistance, the program is a five-year demonstration program to design and implement innovative health workforce development strategies that target temporary shortages for needy families (NHF) programs and other low-income individuals. As a condition of the grant, the program is required to partner with Tribal HPOG grantees, local health care workforce development boards, and other appropriate agencies. (1) can use grant funding to provide supportive services to participants, and (2) should result in an employer- or industry-recognized certificate or degree.

Tribal HPOG Grantees

- Blackfoot Community College
- Location: Shoshone, MT (Custer County)
- Project: Healthy People: Meeting the Health and Education Needs of the Northwest
- Catawba Community College
- Location: Fort Stevens, NC (Stevens County)
- Project: Next Steps: An Employment Model for Native Peoples: Meeting the Health Professions
- College of Metropolitan Nations
- Location: Kenosha, WI (Kenosha County)
- Project: College of Metropolitan Nations Career Ladder Program
- Coastline Tribal Council, Inc.
- Location: Anchorage, AK (Anchorage County)
- Project: Cook Inlet Tribal Center's Health Professions Opportunity Program
- Bismarck Community College
- Location: Bismarck, ND (Bismarck County)
- Project: Project CHALK: Creating Health Opportunities for Indian Career Enhancement



Findings



Initial Findings – Outcomes



- Students are making strong progress towards their educational goals.
 - Students have had sufficient time to move up the nursing ladder and complete higher level nursing programs.
- Students are gaining the necessary skills to gain employment in health professions.
 - All sites have made strong progress towards employment goals and are implementing processes to assist students in finding employment.
- Program stakeholders are highly satisfied with HPOG.
 - Students and program staff have all expressed a high level of satisfaction with the program structure and outcomes.



17

Initial Findings – Outcomes



- Across all sites*
 - 2,129 individuals have enrolled in the Tribal HPOG programs
 - 1,255 individuals have completed their training programs
 - 705 individuals became employed in the Healthcare sector or occupation since intake

*As of 4/6/2015; data from HPOG Performance Reporting System (PRS)



18

Initial Findings – Outcomes



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



19

Initial Findings – Outcomes



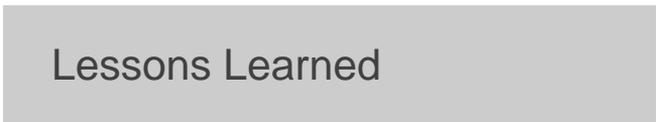
- *“I’m first one in my family to go to college, My brother is going to college now and my cousins and everyone is going college now. I’m a role model to a lot of people.” –HPOG Program Participant*
- *“I [have] a 15 year old and it pushes him to go to this college. Even his career and what he wanted to do. He thought about going to a big college. He wants to go into the medical field.” –HPOG Program Participant*
- *“We’re committed to hiring all the CNAs that come out of the program. Not just short term. We have tendency to have high turnover....we want to grow them and have them aspire them to grow to bigger and better things.” –Local Employer*



20



* Video produced by Dr. Loretta Heuer, North Dakota State University, used with permission



Lessons Learned

Recruitment



- Screening processes help ensure that students have the academic skills to succeed in their training programs.
 - All sites conduct academic assessments (e.g. TABE test) to determine whether students have the necessary skill levels in reading, writing, and math to succeed in college-level nursing courses.
- Orientation and job shadowing give students an opportunity to determine whether a health career is right for them.
 - CMN nursing students attend a 9 day “boot camp” prior to training, which includes workshops on program expectations, study skills, and job readiness.
 - CITC participants had the opportunity to do job shadowing prior to training, exposing them to the demands of the health professions.



23

Supportive Services



- Supportive services help students focus on their education.
 - Tribal HPOG grantees offer both academic and social support services to assist students as they go through their training programs.
- Faculty and staff support contributes to student success.
 - CCCC facilitates a formal mentorship between advisors and program participants. Mentors ensure that students receive the services they need to be successful.
 - Students note that faculty and staff care about them and are always willing to help.



24

Job Readiness



- Employment specialists have incorporated training on soft skills and assistance with resumes into HPOG programs to prepare students for employment.
 - CMN has built in time for students to work on their resumes beginning in CNA orientation and during weekly class sessions.
 - TMCC conducts evening workshops with current and former students to help them with resumes, cover letters, and mock interviews.
- Program completers can benefit from additional coursework to build new skills.
 - CITC has supported Medical Office Assistant program graduates who have enrolled in additional coursework (e.g. Accounting courses) to strengthen their resumes.



25

Local Workforce



- Training programs should fit with local workforce needs.
 - CITC replaced their Medical Billing and Coding program with a Medical Office Assistant program; BCC added new programs in Medical Billing and Coding and Phlebotomy to meet workforce demands in their community.
- Employer engagement is important.
 - For many sites there are very limited employment opportunities on the reservation and in the local area; maintaining close ties with employers helps create a career pipeline for students.



26

HPOG Funding



- Health Profession Opportunity Grants for Tribes, Tribal Organizations or Tribal College or University
 - Funding Opportunity Announcement expected to be available in April 2015 for second cycle of HPOG funding
 - Funding Opportunity Number HHS-2015-ACF-OFA-FY-0952



27

Discussion Questions



- What are the health workforce needs in your community?
 - What types positions are available?
 - Are there any positions where it is difficult to retain employees?
- What types of health professions training programs are available in your community?
- Do you have any existing programs or funding sources that facilitate training in the health professions?
- Are there lessons learned from HPOG that can be applied in your community?
- What are the challenges to implementing a program like this in your community?



28

Questions?



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Thank You!



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