The HPOG 2.0 National Evaluation: Progress and Updates

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Presentation to the HPOG Annual Grantee Meeting
July 23, 2019

Presentation Overview

- National Evaluation Overview

- Evaluation Accomplishments

- Data Collection Update

- Sharing Information about HPOG: Using Data on Employment and Earnings

- Questions

Presentation Overview

- ***National Evaluation Overview***

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The National Evaluation

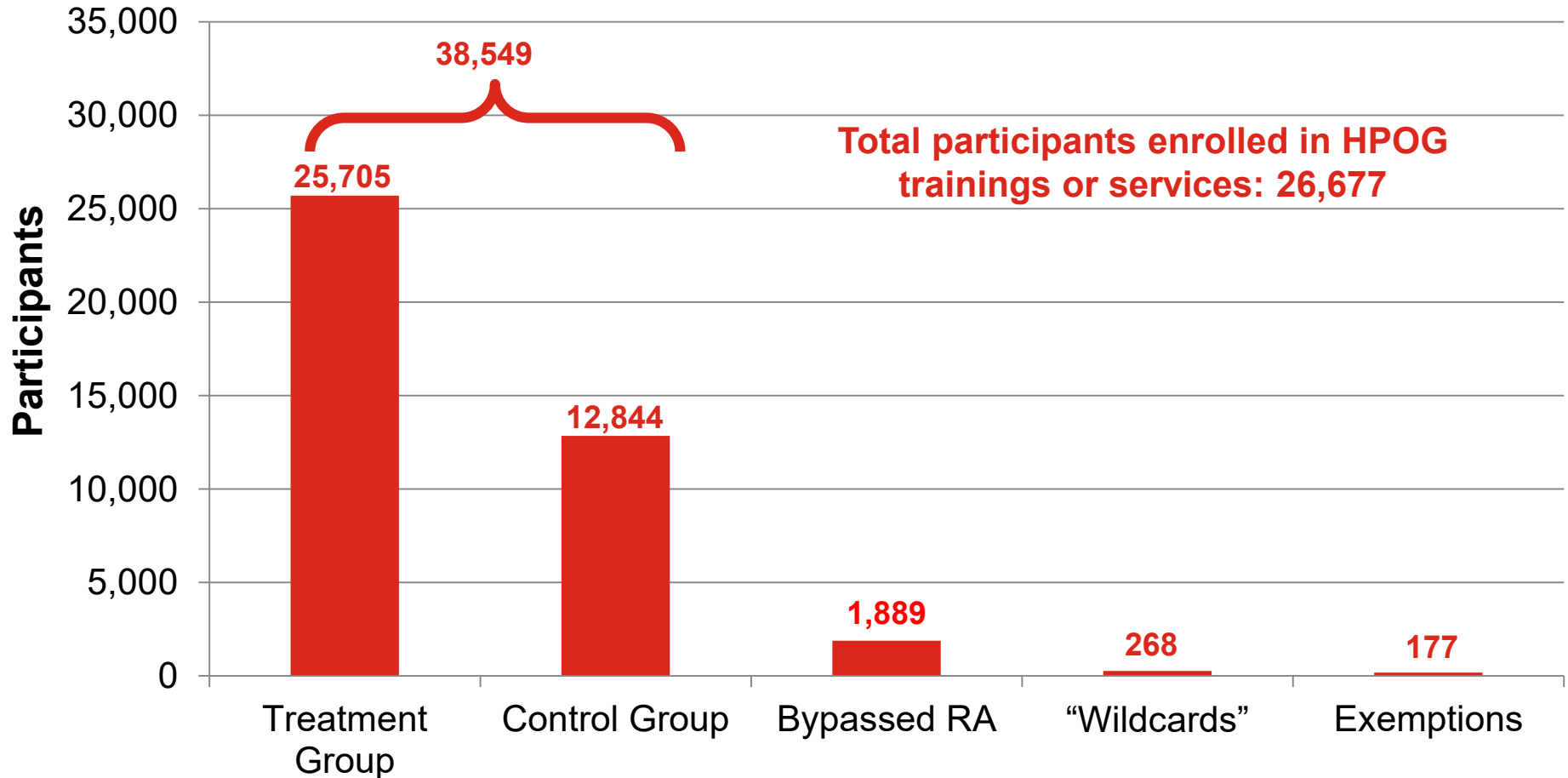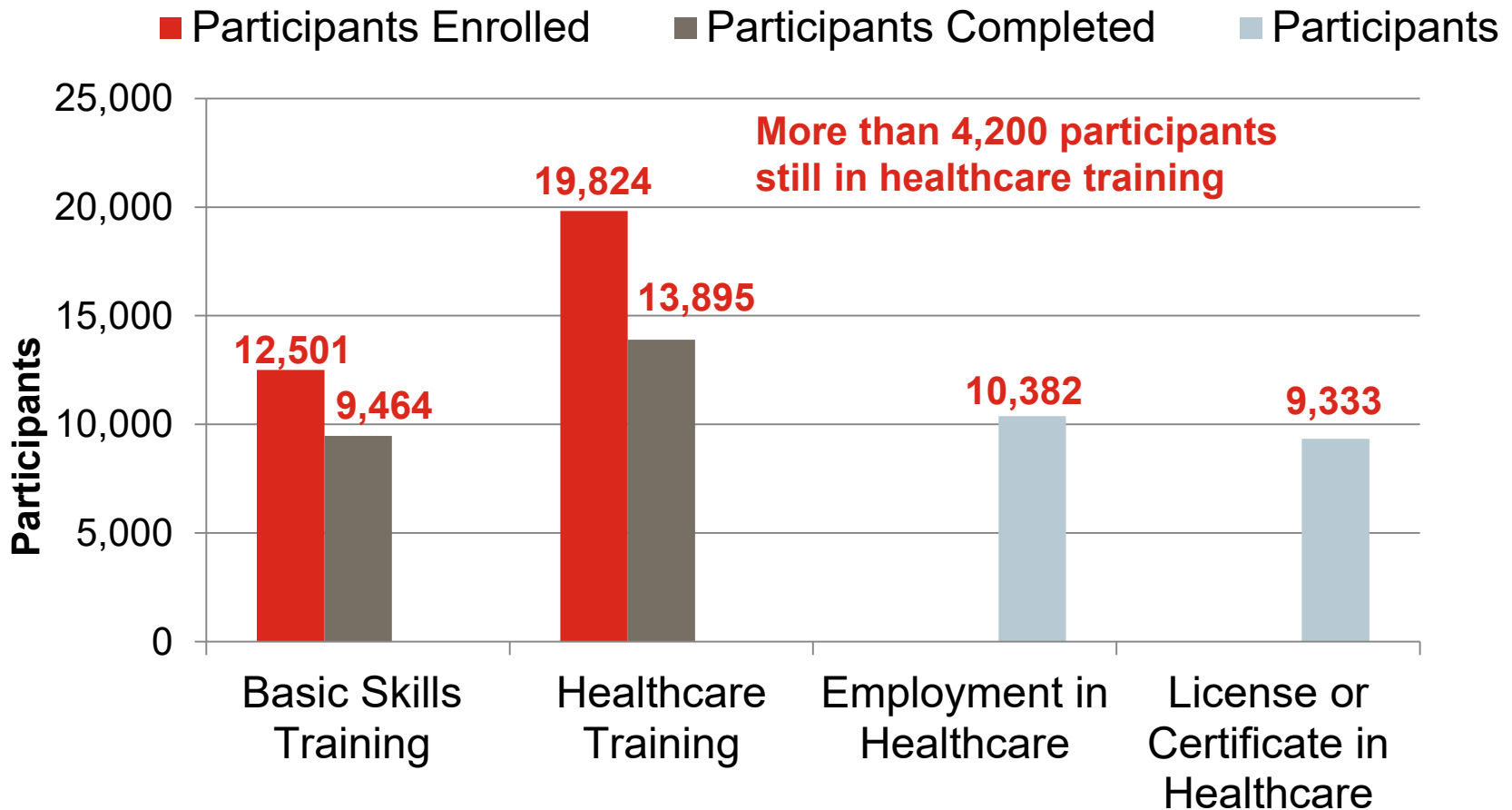|	
Why?	• Legislative mandate to determine the effectiveness of HPOG • Estimate the impact of the HPOG 2.0 Program • Build on HPOG 1.0 evaluation findings • Inform the field; build evidence to support sustainability of HPOG • Growing interest in career pathways
Who?	• 27 non-tribal grantees • 38 distinct programs
What?	• Impact evaluation • Descriptive evaluation (implementation, outcomes, and systems) • Cost-benefit analysis study

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Accomplishments to date: Study Participation
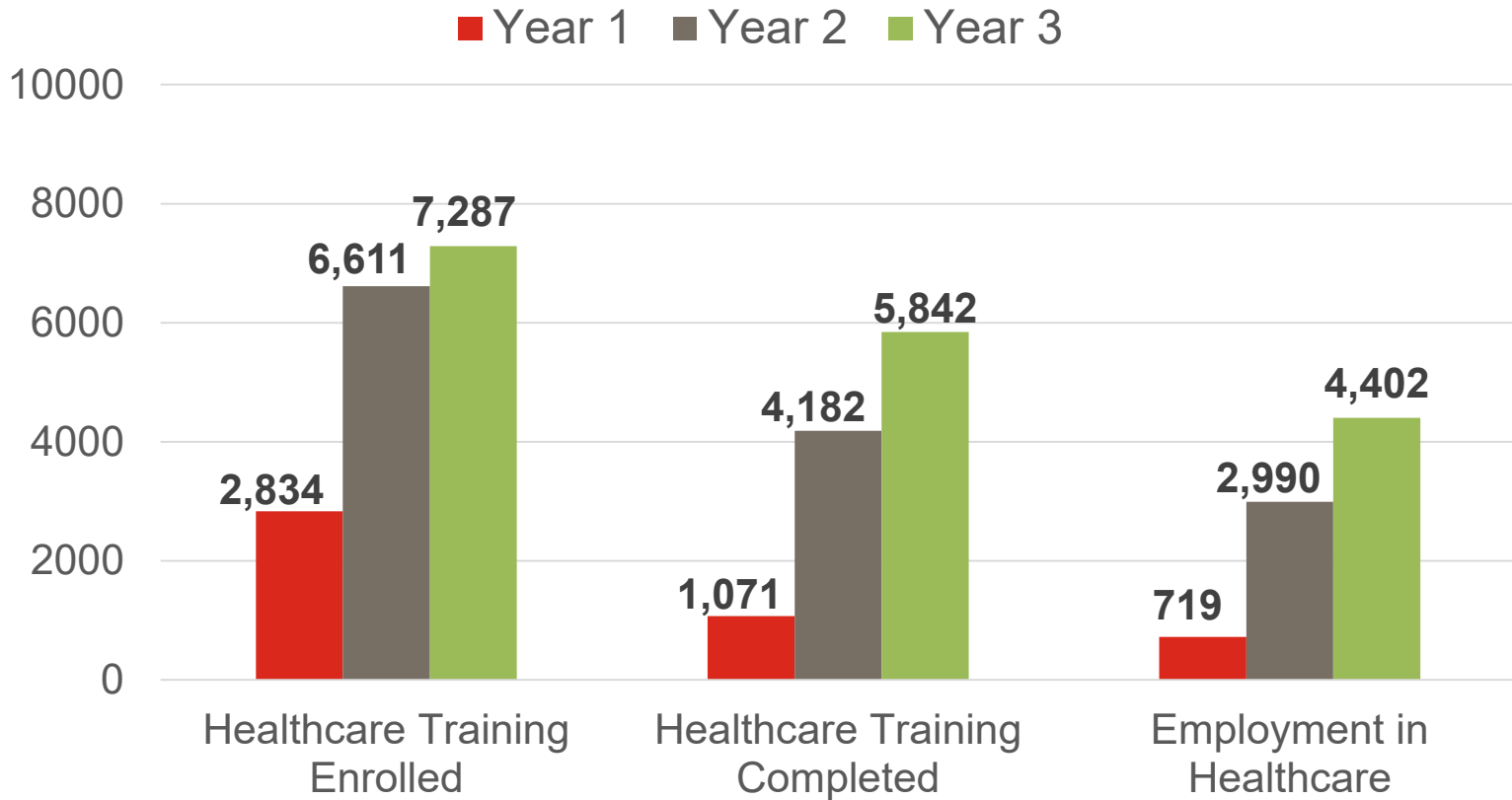

38,549

25,705

12,844

Total participants enrolled in HPOG trainings or services: 26,677

1,889

268

177

Treatment Group | Control Group | Bypassed RA | "Wildcards" | Exemptions

Participants

Source: PAGES; as of 6/28/2019

Accomplishments to date:
Training and Employment Among Early Enrollees

■ Participants Enrolled ■ Participants Completed ■ Participants

More than 4,200 participants still in healthcare training

- Basic Skills Training: 12,501 (Enrolled), 9,464 (Completed)
- Healthcare Training: 19,824 (Enrolled), 13,895 (Completed)
- Employment in Healthcare: 10,382
- License or Certificate in Healthcare: 9,333

Y-axis: Participants (0; 5,000; 10,000; 15,000; 20,000; 25,000)

Source: PAGES; as of 6/28/2019

Accomplishments to date:
Annual healthcare training and employment

Legend: ■ Year 1 ■ Year 2 ■ Year 3

Healthcare Training Enrolled:
- Year 1: 2,834
- Year 2: 6,611
- Year 3: 7,287

Healthcare Training Completed:
- Year 1: 1,071
- Year 2: 4,182
- Year 3: 5,842

Employment in Healthcare:
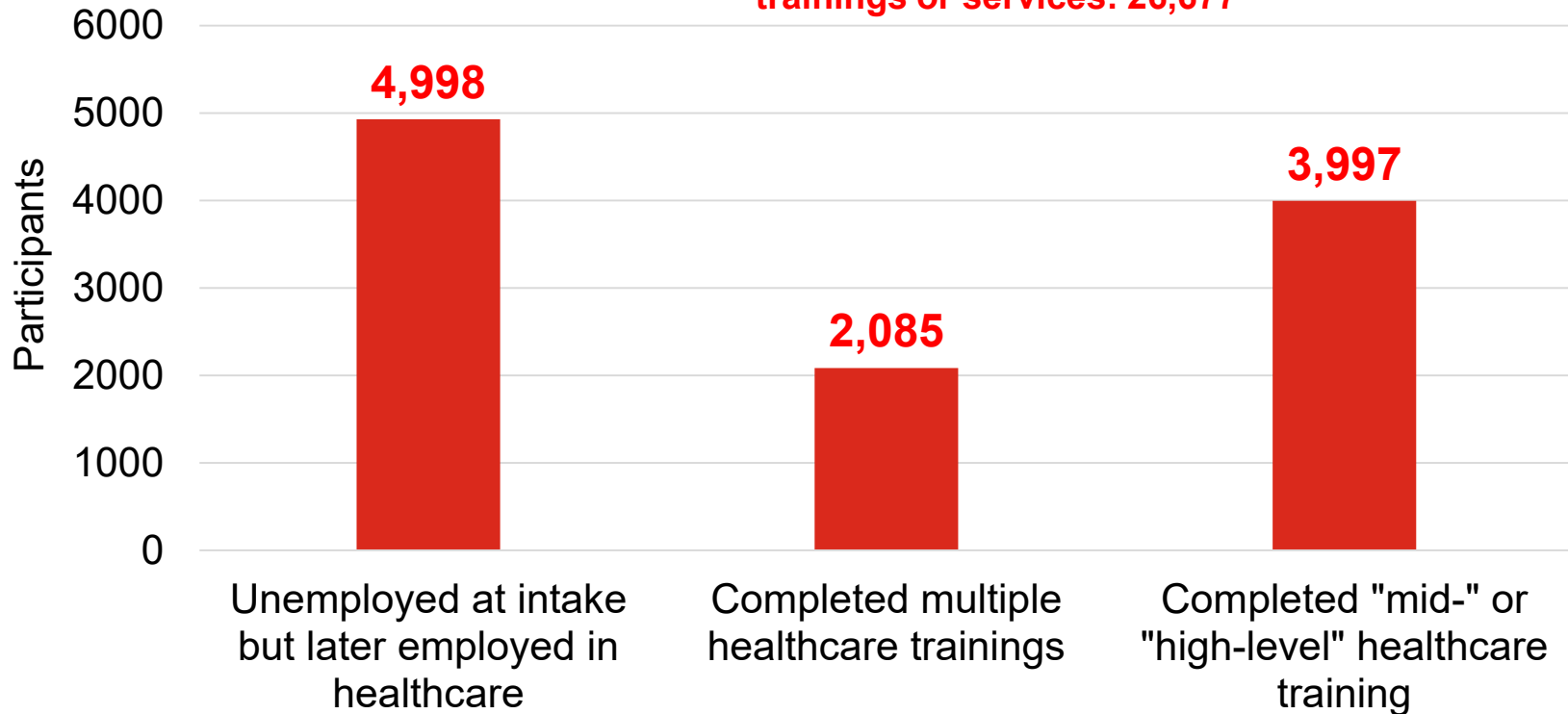- Year 1: 719
- Year 2: 2,990
- Year 3: 4,402

Source: PAGES; as of 6/28/2019

Accomplishments to date:
Career pathways and finding employment

Total participants enrolled in HPOG trainings or services: 26,677

Source: PAGES; as of 6/28/2019

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Data Sources

Primary

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

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

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Secondary

- Program documents and reports

- National administrative data on employment and wages

Data Collection Update

- ***Participant follow-up surveys***

- Pilot of participant assessments

- Participant interviews

- Second-round telephone interviews

- Systems study telephone interviews

- Cost benefit analysis/Program cost survey

Participant Follow-Up Surveys

Why?	• Provides important information not available in program or other administrative data • Only source of data on training, healthcare employment, and service receipt for control group members
Who?	• Interviewing those enrolled between March 2017 and February 2018 (N=13,118)
What?	• Short term follow-up survey (approx. September 2018 - October 2019) • Intermediate follow-up survey (approx. July 2020 – February 2021)

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

Data Collection Update

- Participant follow-up surveys

- ***Pilot of participant assessments***

- Participant interviews

- Second-round telephone interviews

- Systems study telephone interviews

- Cost benefit analysis/Program cost survey

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?	• Fall 2019

Data Collection Update

- Participant follow-up surveys

- Pilot of participant assessments

- ***Participant interviews***

- Second-round telephone interviews

- Systems study telephone interviews

- Cost benefit analysis/Program cost survey

In-Depth Participant Interviews

Why?	• Understand participants' experiences • Insight into their motivations, decision making, expectations, and experiences

Who?	• 140 semi-structured in-depth interviews with participants, across 10 diverse grantees
	• Select participants based on:
	   • 3-6 months after program enrollment
	   • Stage in training (still in training, completed training, dropped out of training)
	   • Demographic and socio-economic characteristics

When?	• Fall-Winter 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

Data Collection Update

- Participant follow-up surveys

- Pilot of participant assessments

- Participant interviews

- ***Second-round telephone interviews***

- Systems study telephone interviews

- Cost benefit analysis/Program cost survey

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?	• Fall – Winter 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

- Site 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

Data Collection Update

- Participant follow-up surveys

- Pilot of participant assessments

- Participant interviews

- Second-round telephone interviews

- ***Systems study telephone interviews***

- Cost benefit analysis/Program cost survey

Systems Study Interviews

Why?	• 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?	• 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?	• 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

Data Collection Update

- Participant follow-up surveys

- Pilot of participant assessments

- Participant interviews

- Second-round telephone interviews

- Systems study telephone interviews

- ***Cost benefit analysis/Program cost survey***

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)

- Webinar available here: https://abtassociates.webex.com/abtassociates/onstage/playback.php?RCID=30dd52da373ec012f04766695b18352e

Upcoming Data Collection

Program Data Collection
Participant Data Collection

	2019				2020				2021			
	Winter	Spring	Summer	Fall	Winter	Spring	Summer	Fall	Winter	Spring	Summer	Fall
Participant follow-up surveys			⬤━━⬤					⬤━━⬤				
Pilot of participant assessments				⬤━⬤								
In-depth participant interviews				⬤━⬤								
Second round tel. interviews				⬤━⬤								
Systems study tel. interviews				⬤━⬤								
Cost benefit analysis/ Program cost survey				⬤━━⬤								
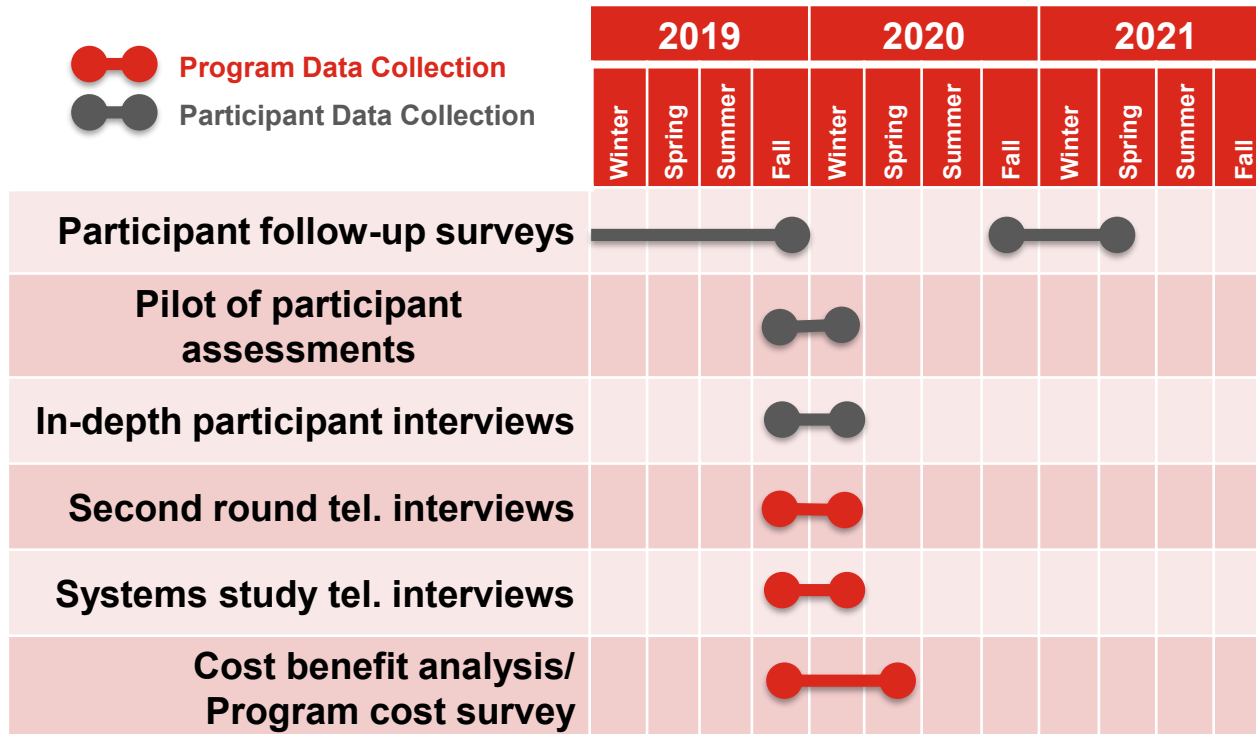
Report Schedule

Deliverable	Expected Date (tent.)
Focus area briefs	Summer 2020
Participant interview briefs	Fall 2020
Descriptive Evaluation Report	Winter 2021
Short-term Impact Report	Winter 2021
Intermediate Impact Report	Summer 2022
Cost-benefit Report	Fall 2024

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Employment and Earnings Reports

- **What is in the reports?**

- **Who do the data cover?**

- **Over what period?**

Employment and Earnings Reports

- **What is in the reports?**

- Who do the data cover?

- Over what period?

➤ Outcome measures

  – Employment rates

  – Average earnings

➤ By program

Employment and Earnings Reports

- What is in the reports?

- **Who do the data cover?**

- Over what period?

- Everyone enrolled between Feb 2016 and March 2017, including:
  - Participants randomly assigned to treatment group
  - Wildcards & exemptions
  - Returning HPOG 1.0 participants

- Selected subgroups members
  - Public assistance recipients
  - Prior college experience
  - Employed at baseline

- Does NOT include control group participants

Employment and Earnings Reports

- What is in the reports?

- Who do the data cover?

- **Over what period?**

- 2 ½ years (10 calendar quarters)

  - <u>Starting</u>: Four quarters before enrollment

  - <u>Ending</u>: Five quarters after enrollment

Where Are the Data From?
National Directory of New Hires (NDNH)

- NDNH contains earnings data reported by state Unemployment Insurance Agencies

- Virtues of NDNH data

  – Nationwide coverage

  – High quality

- Limitations

  – Misses some earnings—including earnings through self-employment or independent contracting

Employment and Earnings Reports

Employment and Earnings Summary Table

Grantee Name

	Employment Rate by Quarter									
	-4	-3	-2	-1	0	1	2	3	4	5
Program 1 **All Program Participants**	60.9	62.0	61.7	62.3	63.1	65.4	65.8	67.5	68.8	70.7
Participants who reported that they or someone else living in their household, were receiving TANF, WIC, or SNAP at baseline	57.8	58.5	57.1	58.4	59.7	62.0	62.2	65.2	66.8	68.5
Participants with any prior college experience	64.4	64.5	65.8	63.5	65.4	67.2	67.3	70.8	71.5	72.3
Participants who were employed at baseline	78.0	80.1	82.9	85.2	86.3	83.0	85.7	85.2	83.0	84.7

Employment and Earnings Reports

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Participants with any prior college experience	64.4	64.5	65.8	63.5	65.4	67.2	67.3	70.8	71.5	72.3
Participants who were employed at baseline	78.0	80.1	82.9	85.2	86.3	83.0	85.7	85.2	83.0	84.7

Data Omitted to Protect Privacy

- Data are shown as "*n/a*" if group sizes are small

- Employment rates are omitted if:

  - Group has fewer than 25 members

  - There are fewer than 25 individuals who are *not* in the subgroup

- Earnings rates are omitted if:

  - Fewer than 5 members of the group are employed

  - Fewer than 5 individuals not in the subgroup are employed

What Can You Do with the Data?

- See how study members' employment rates and earnings have changed over the first 15+ months since enrollment

- Understand how change varies among individuals from different backgrounds

- Inform interested stakeholders about outcomes of those who were offered training

Show Others Your Outcomes

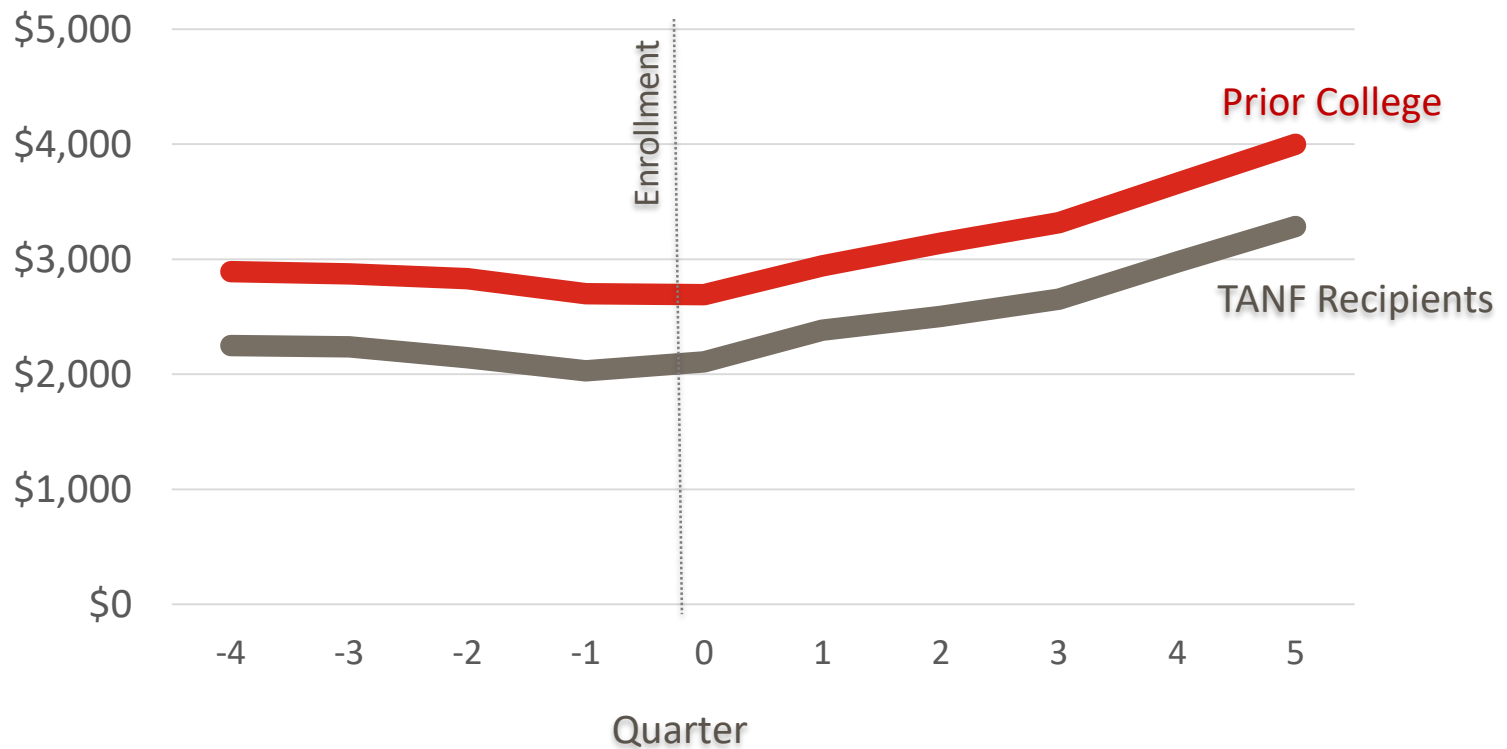## Avg. Quarterly Earnings for Those Offered Training (All Programs)
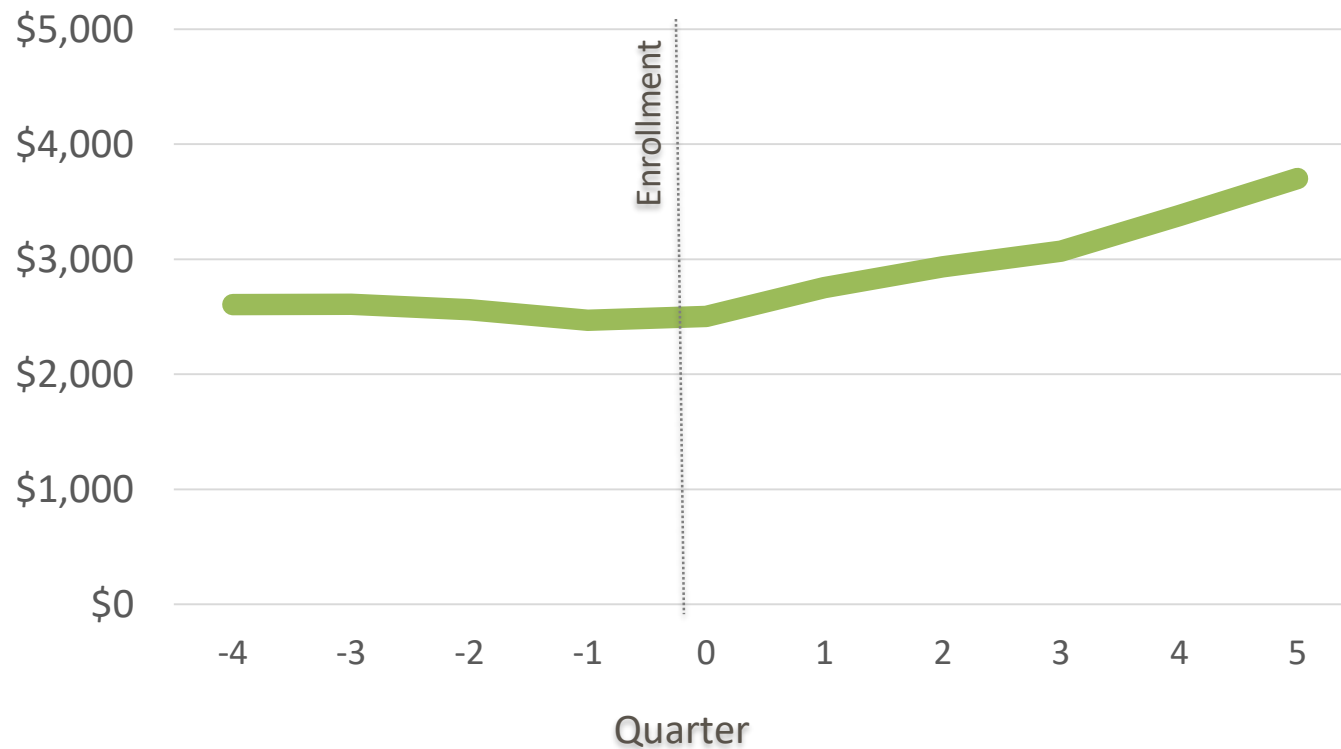
Source: Abt Associates tabulation of NDNH data for individuals across all HPOG programs who enrolled between February 2016 and March 2017.

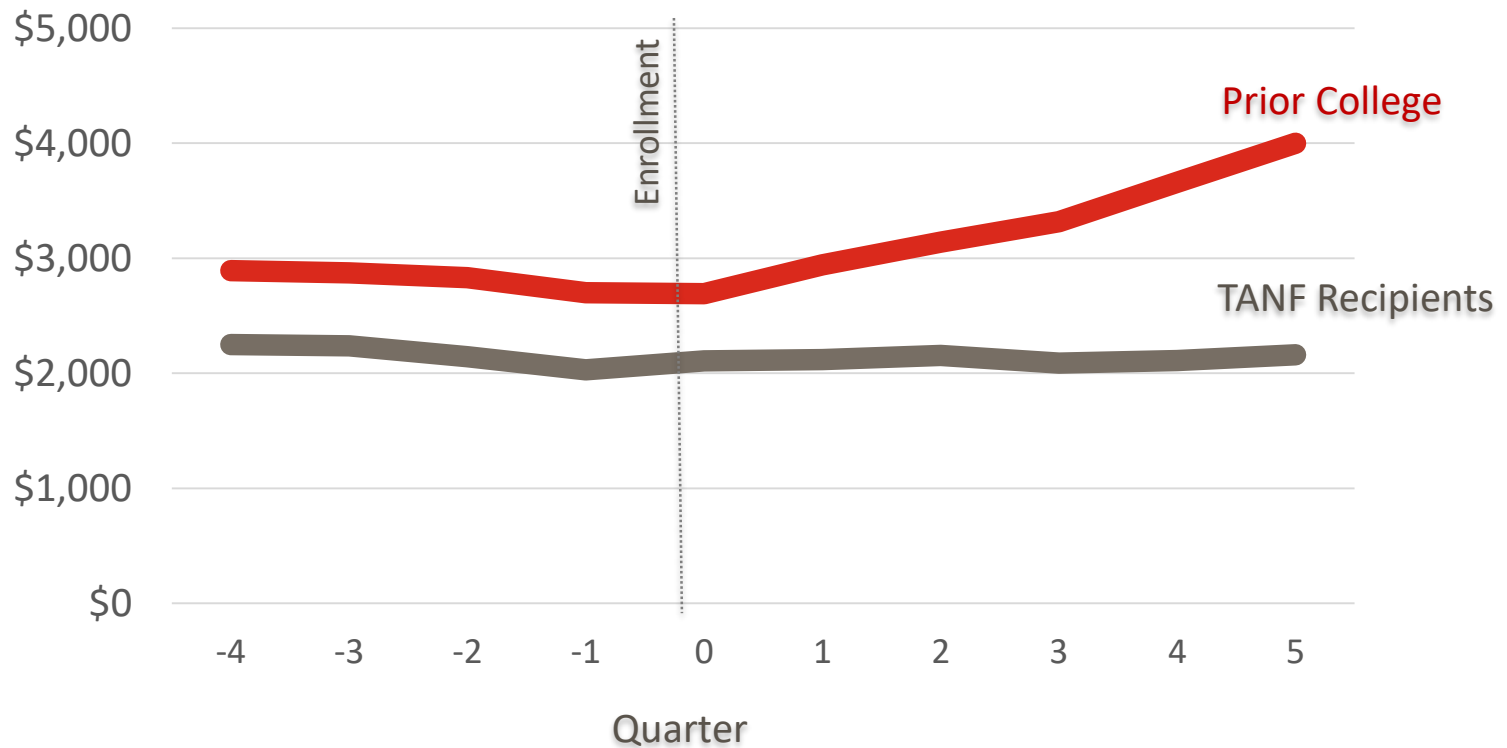# Confirm All Groups Are Progressing

Avg. Quarterly Earnings for Subgroups (Hypothetical)

Confirm All Groups Are Progressing

Avg. Quarterly Earnings for Subgroups (Hypothetical)

What *Can't* You Do with the Data?

- The Employment and Earnings Report data:

  - Tell us how individuals' outcomes have changed

  - Do <u>not</u> tell us what impact the program had on those outcomes

- HPOG 2.0 evaluation will estimate program impacts

Other Caveats

- Earnings are averages for everyone who was offered training, whether or not they are employed. So the trends reflect both:

  – Changes in earnings among those who are employed, and

  – Changes in the percent employed

- Data are not limited to those who actually enrolled in training

- Data only include employment and earnings for jobs covered by NDNH

WATCH Project

- Central Pennsylvania

- 11 county, rural service area

- Collaboration - WATCH Advisory Team

  – Healthcare Employers

  – PA Workforce Development Board; 2 local WDBs

  – PA Dept. of Human Services; local TANF offices

  – PA Office of Apprenticeship

  – Education and Training providers

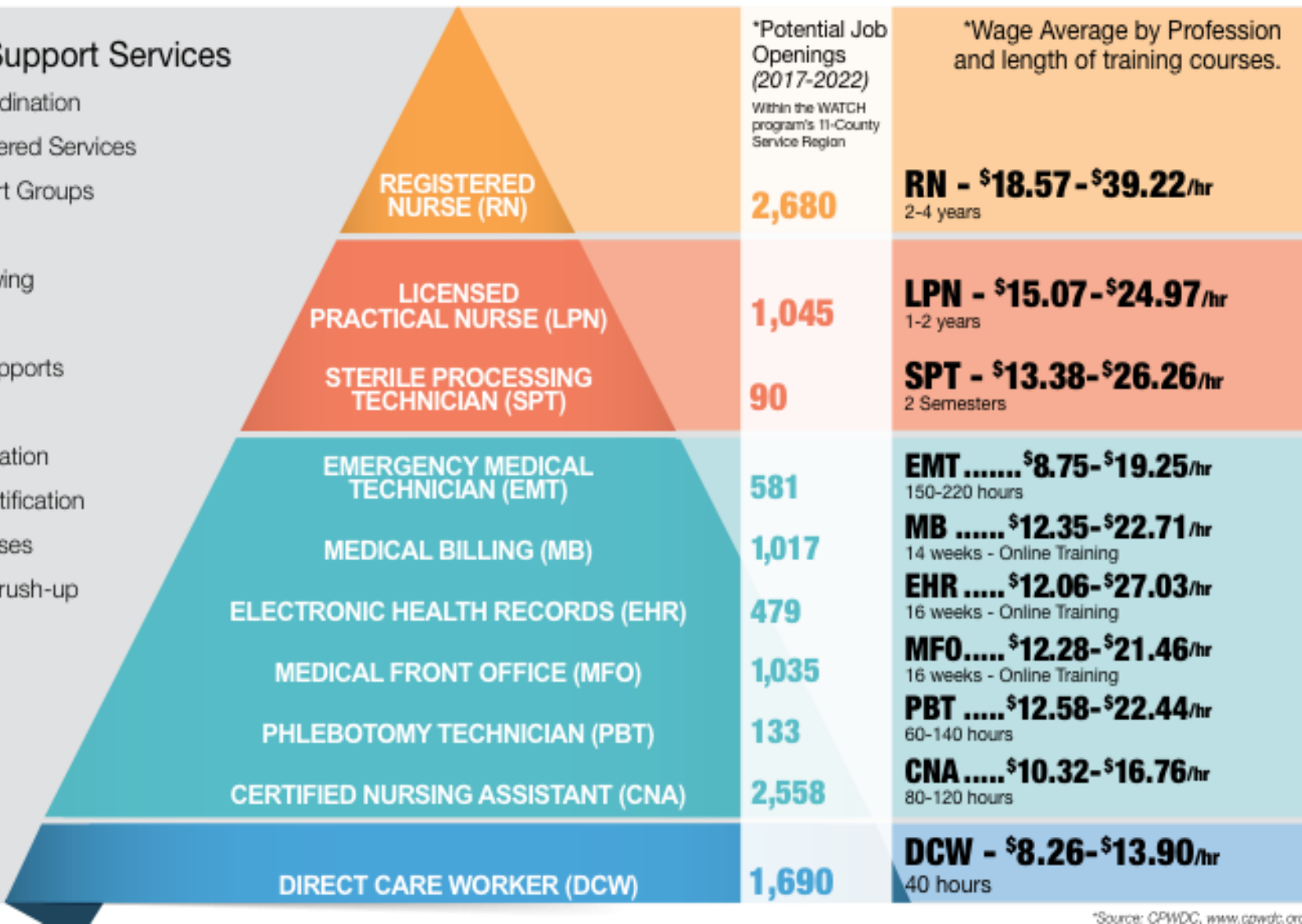 – Chambers of Commerce and Economic Development

WATCH Central PA
Nursing and Healthcare Career Pathway

Transform your life and your family's with WATCH

WATCH Support Services

- Career Coordination
- Family-Centered Services
- Peer Support Groups
- Mentoring
- Job Shadowing
- Budgeting
- Financial Supports
- Tutoring
- CPR Certification
- First Aid Certification
- Bridge Courses
- Academic Brush-up

Profession	*Potential Job Openings (2017-2022) Within the WATCH program's 11-County Service Region	*Wage Average by Profession and length of training courses.
REGISTERED NURSE (RN)	2,680	**RN - $18.57 - $39.22**/hr 2-4 years
LICENSED PRACTICAL NURSE (LPN)	1,045	**LPN - $15.07 - $24.97**/hr 1-2 years
STERILE PROCESSING TECHNICIAN (SPT)	90	**SPT - $13.38 - $26.26**/hr 2 Semesters
EMERGENCY MEDICAL TECHNICIAN (EMT)	581	**EMT .... $8.75 - $19.25**/hr 150-220 hours
MEDICAL BILLING (MB)	1,017	**MB ...... $12.35 - $22.71**/hr 14 weeks - Online Training
ELECTRONIC HEALTH RECORDS (EHR)	479	**EHR ..... $12.06 - $27.03**/hr 16 weeks - Online Training
MEDICAL FRONT OFFICE (MFO)	1,035	**MFO..... $12.28 - $21.46**/hr 16 weeks - Online Training
PHLEBOTOMY TECHNICIAN (PBT)	133	**PBT ..... $12.58 - $22.44**/hr 60-140 hours
CERTIFIED NURSING ASSISTANT (CNA)	2,558	**CNA ..... $10.32 - $16.76**/hr 80-120 hours
DIRECT CARE WORKER (DCW)	1,690	**DCW - $8.26 - $13.90**/hr 40 hours

Audiences for our Data

- Data we already collect:

  - TANF/SNAP benefits at intake (administrative data)

  - Income and benefits received at exit (participant self-reports)

- Stakeholders we share data with include:

  - PA Workforce Development Board; 2 local WDBs

  - PA Dept. of Human Services

  - Healthcare Employers

  - Education and training providers

  - Legislators

A Snapshot of the WATCH Project

The First **8 Years**

DATA AS OF 3/25/2019

PARTICIPANTS EMPLOYED IN HEALTHCARE SECTOR
794

INSTANCES OF HEALTHCARE TRAINING
1,047*

AVERAGE WAGE OF PARTICIPANTS IN HEALTHCARE OCCUPATION
$15.19

INSTANCES OF COMPLETED HEALTHCARE TRAINING
845*

PARTICIPANTS ENROLLED IN WATCH PROGRAM
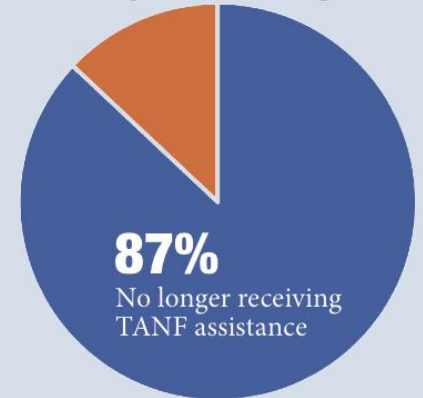**1,063**
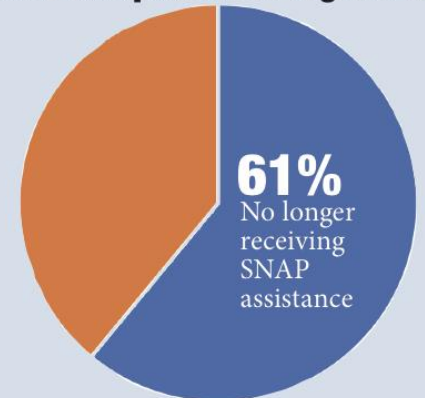
*Some WATCH participants have advanced up the healthcare career ladder by enrolling in more than one training program.

TANF Recipients at Program Exit

87% No longer receiving TANF assistance

SNAP Recipients at Program Exit

61% No longer receiving SNAP assistance

WATCH Advisory Team meetings

	Employment Instances	Average Wage
Registered Nurses	31	$27.97
Licensed Practical Nurses	87	$19.82
Emergency Medical Technicians	1	$11.00
Phlebotomists	16	$13.89
Certified Nursing Assistants	228	$12.77
Direct Care Workers	59	$10.21

Create Stakeholder Value

- Track Progress

- Validate Data

- Transparency & Public Accountability

- Strengthens Credibility & Trust

- Strategies & Progress

- Forum for Dialogue

- Celebrate Successes!

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Questions

Contact Information

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