



# Southern Oregon HOPE

HPOG 2.0 Lessons Learned



# Our Service Area and Participants

Josephine and Jackson Counties, population 315,000 rural community

73% receive SNAP benefits

25% receive TANF benefits

40% start in Adult Basic Skills (ABS)

55% not employed at intake

58% have one or more children

19% identify as Male, 81% identify as Female

Average age is between 30 and 40 years old



## Reported Barriers to Employment:

- Personal Health (22%)
- Transportation (21%)
- Childcare (12%)

# Lesson 1: Messaging Matters



- Heavy enrollment in first 2 years
- Incentives verses reality
- Proof in data: Completion Rates  
13% in 2016 to 88% by 2019



# Lesson 2: Resist Superhero Mentality

## **Why is this mentality a Problem?**

- ✓ Burn Out
- ✓ Discourages Autonomy
- ✓ Can Overshadow Barriers

## **How we fixed it:**

- ✓ Motivational Interviewing
- ✓ Trauma-Informed Care
- ✓ Vocational Learning Cohorts
- ✓ Building a Strong Team



# SOHOPE TEAM 2021



Newest Member 😊



- ✓ Cross-trained
- ✓ Adaptable
- ✓ Equal Voice
- ✓ Project-Based
- ✓ Safe to Speak Personal Truth
- ✓ Plan, Execute, Evaluate, Make Changes, Try Again
- ✓ Have Fun Events Often

# Lesson 3: Data Does Not Always Tell The Story

National data does not reflect local impact:

- ❖ 768 Enrolled
- ❖ 609 Healthcare Completions
- ❖ 425 Jobs in Healthcare
- ❖ \$3.52/hr Increase in Wages
- ❖ 126 Nursing Assistants
- ❖ 95 Medical Assistants





# Lesson 4: There's Always More!



What HPOG Has Revealed:

- Entry level HC wages are not livable wages
- Employability and academic skills take time to develop
- People are awesome and brave!



# THANK YOU HPOG 2.0



From Southern Oregon

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