



THE COMMITTEE ON WAYS AND MEANS

Health Profession Opportunity Grant (HPOG) Program

Fact Sheet

HPOG is a tested, effective health care job training program that addresses workforce shortages and fills in-demand jobs. The HPOG model uses a “career pathway” approach, which offers stackable credentials in entry-level, mid-level, and high-level trainings to provide a supportive pathway to a well-paying career (not just an entry-level job) in a health profession experiencing shortages of qualified applicants. The dozens of career pathways available through the HPOG model include becoming a [nurse](#), a [health information technician](#), or a [surgical technician](#). The proven model includes:

- Career pathway approach: including apprenticeships, stackable credentials, and ongoing training to support advancement
- Work supports: including child care, transportation, stipends, work supplies, uniforms, and application fees
- Case management: including goal setting, mentoring and career coaching, education planning, interview coaching, and job placement

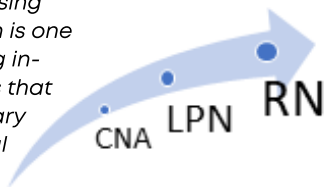
The HPOG program opens the door to career opportunities for women, who are disproportionately left behind in workforce training programs. The vast majority of HPOG participants are low-income single mothers of color in their 20s and 30s with household incomes of less than \$20,000 in the year before enrolling. To date, the HPOG program has helped over 60,000 people meet their career goals of working in the health care field.

The HPOG program stands out among other job training approaches because of the mix of supportive services provided as part of the program, like child care, transportation, career coaching, job placement, temporary income support, and ongoing post-employment training. Those receiving HPOG services are more likely to enroll in and complete health workforce training, and are more likely to meet their career goal of being employed in a health profession upon graduation, when compared to otherwise similar workers.

Despite its success, the HPOG program is currently scheduled to end. The HPOG program currently funds [32 effective local programs](#) in 21 states and five tribal nations using demonstration grant funding which was first authorized in 2010 and fully expires at the end of FY 2021. **The Pathways to Health Careers Act** would provide \$425 million not only to continue these effective HPOG programs, but also to make HPOG funds available nationwide, build on HPOG strengths, and authorize new demonstration grants for additional research in training allied health professionals.

CASE IN POINT: HPOG & the nursing career pathway

Federal projections indicate that the Certified Nursing Assistant certification is one of the fastest growing in-demand occupations that requires postsecondary education. But annual average earnings for typical CNAs are near the federal poverty level.



Because the HPOG program is designed to move people toward family-sustaining wages, HPOG grantees don't stop after individuals earn CNA certification; the training bundles the certification with other credentials, which creates a career ladder for promotion within the field, or to advancing along a career pathway to move into a higher paying job. This career pathway model makes the initial CNA job more attractive, helping address the workforce shortage, and also ensures that workers have room to grow and don't get stuck in low-wage jobs.