

PATHWAYS TO HEALTH CAREERS ACT

HEALTH PROFESSION OPPORTUNITY GRANTS (HPOG)



BACKGROUND

HPOG is a tested, effective health care job training program that addresses workforce shortages and fills in-demand jobs with individuals who need help achieving their career goal of working in health professions. 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, an Emergency Medical Technician, health information technician, or a surgical technician. The first round of HPOG grants began in 2010 (HPOG 1.0), and the second round of grants began in 2015 (HPOG 2.0).⁹

ALLIED HEALTH PROFESSIONAL SHORTAGES HPOG SUPPORTS:

The COVID-19 Pandemic severely exacerbated the health worker shortage.¹⁰

Nursing assistants (CNAs)

- 73,000 CNA projected shortage by 2028 based on historical data up to 2023¹
- Demand projected to grow 48% between 2020 – 2035²

Licensed/Vocational Nurse (LPN)

- 302,440 LPN shortage between 2022 – 2037⁵

Personal care and home health aides

- Agencies cite up to 65% worker shortage a year³
- Demand projected to grow 42% between 2020 – 2035⁴

Medical assistant (CMA)

- 114,600 CMA positions open every year⁶
- Demand projected to grow 14% between 2022 – 2032⁷



THE MAJORITY OF PARTICIPANTS ARE SINGLE MOTHERS OF COLOR IN THEIR 20S AND 30S.

ECONOMIC BREAKDOWN⁸

- 71% - Household incomes < \$20,000
- 19% - Participated in TANF assistance

MOST COMMON PROGRAM CHOICE⁸

- 30% - Enrolled in CNA training
- 10% - Enrolled in home health aid training

THE HPOG DIFFERENCE

Career Pathways Model

This program focuses on post-secondary skills training for low-income and educationally disadvantaged populations. It includes apprenticeships, stackable credentials, and ongoing training to support advancement.

Supportive Services

Research has identified that supportive services are critical to successful completion of job training and advancement. Supports including child care, transportation, stipends, work supplies, uniforms, and exam and licensing fees enable participants to thrive.



Despite its success, the HPOG Program expired at the end of FY 2022. The HPOG Program had funded 32 organizations across 21 states and 5 tribal nations.

WITH ALLIED HEALTH PROFESSIONAL SHORTAGES PROJECTED TO WORSEN, EXPANDING HPOG THROUGH THE **PATHWAYS TO HEALTH CAREERS ACT** PROVIDES A UNIQUE OPPORTUNITY TO SOLVE THIS WORKFORCE NEED AND EMPOWER WORKERS.

MISTY'S STORY



ADRAYLL'S STORY



[Link to References](#)

References

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