

Tribal Health Program Opportunity Grants (HPOG) Evaluation:



Applying the Roadmap Principles

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Tribal HPOG Overview

- **Program Intent**

- Provide educational opportunities to TANF recipients & other low-income Tribal members
- Provide supportive services to ensure educational & success
- Result in employer- or industry-recognized certificate or degree

- **Partners**

- Universities & Colleges
- Education & training organizations
- Public & private employers
- Community schools
- Technical & vocational training institutions
- Nonprofit organizations; labor organizations
- Foundations
- State & local social service agencies (TANF, CBOs)



Tribal HPOG Overview



HPOG Training as a Community Asset

- The HPOG program 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 grounded 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

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

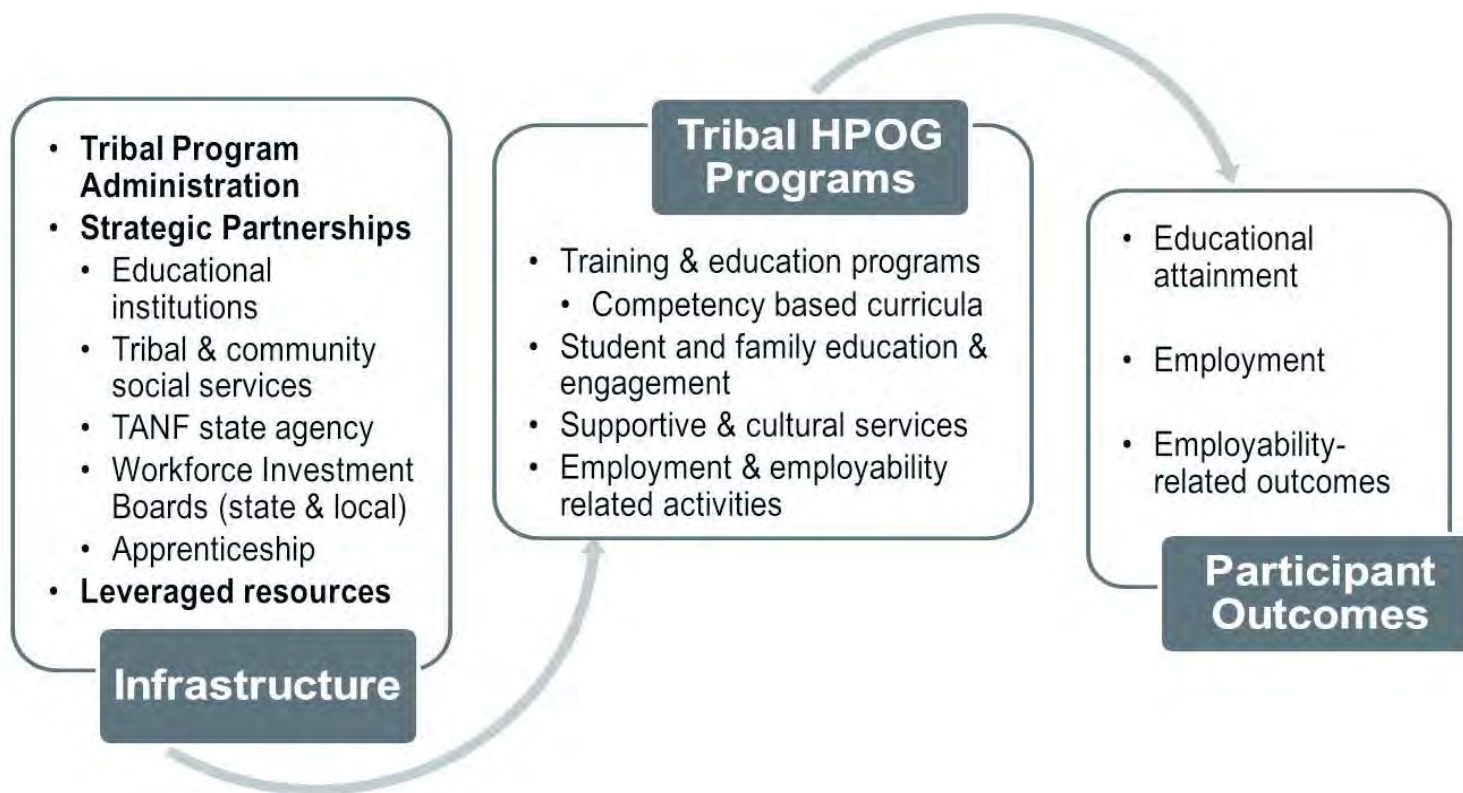
E: *College of Menominee Nation,*
Keshena, WI

Key Research Questions

Focus on **structure, process & outcomes**

1. Which frameworks & relationships did the initial tribal HPOG grantees create to implement training & service delivery?
2. How are training & supportive services delivered?
3. What outcomes did students achieve? Was health workforce capacity enhanced in tribal communities?

Conceptual Framework



Overall Evaluation Approach

- Design focuses on:
 - Grantees' efforts to establish program structures
 - Processes that lead to improved outcomes for target population & community
- Approach:
 - Emphasis on cultural responsiveness & consensus
- Benefit:
 - Identify promising practices
 - Inform knowledge base of culturally- & evidence-informed models implemented in Tribal communities
- Qualitative & quantitative data collection

Evaluation Team



- NORC at the University of Chicago
 - Not-for-profit social science & 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 & 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 & services, with extensive experience working with diverse populations and utilizing community-based approaches

Applying the Roadmap:



Respect, Reciprocity, and Relationships

Seven Values

1. Indigenous Ways of Knowing
2. Respect for Tribal Sovereignty
3. Strengths Focus
4. Cultural and Scientific Rigor
5. Community Engagement
6. Ethical Practices
7. Knowledge Sharing

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

Indigenous Ways of Knowing

- Identify who can speak for the Tribe in approving evaluation & research projects
- Ensure that the design of the evaluation is appropriate for the questions to be addressed & the Tribal context
- Determine how to gather information
- Identify how to approach administrators or Tribal leaders in respectful & culturally appropriate ways

Indigenous Ways of Knowing

- Carefully decide what questions to ask
- Know who to ask for information about specific topics
- Review specific evaluation instruments for cultural appropriateness
- Interpret findings to incorporate cultural/contextual factors
- Use appropriate & effective ways to share information

Respect for Tribal Sovereignty

- First priority
 - Recognize and value sovereignty
 - Engagement in the evaluation design process
 - Seeking tribal approvals
 - Tribal resolutions
 - Tribal IRBs
 - Resolving perspectives
 - Negotiating data ownership
 - Negotiating presence in HPOG PRS
 - Negotiating access to populations
 - Evaluate using methods that are based on:
 - Cultural ways of knowing
 - Respectful of cultural definitions of success

Respect for Tribal Sovereignty

- Second priority
 - Both protect and benefit Tribal peoples
 - Human subject protections
 - Tribal ownership of data
 - Collaboratively establishing protocols for shared data ownership is important in moving forward, as is attaining Tribal approval for publication of research based on an evaluation.
 - MOUs in consultation with ACF-OPRE
 - Terms of tribal resolution and IRB approvals
 - Work collaboratively on protocols regarding publication review and approval processes
 - Share site visit reports with each grantee at time of sharing with ACF-OPRE for review and comments
 - Share Practice Briefs in same manner

Strengths Focus

- Promote positive development
- Promote family & community protective factors (*not just risk reduction/prevention*)
 - Outcome-oriented
 - Short-term & longer term outcomes
 - Emphasis on Family Education Model
 - Emphasis on cultural identity & cohesion
 - Focus on common strengths across the grantees
 - Seen in the comparative focus of the Practice Briefs & emphasis on strengths within & across programs

Cultural and Scientific Rigor

- Use of mixed-methods approach
 - Primary data collection
 - Document Review
 - Curricula Review
 - Site visit training
 - Annual Site Visits to Tribal HPOG grantees
 - Structured in-person interview
 - Focus Groups with Participants
 - Annual telephone interviews with completers & non-completers
 - Analysis of HPOG PRS data
 - De-identified data transferred monthly to evaluation team

Cultural and Scientific Rigor

- Examining the implementation & outcomes of Tribal HPOG programs requires:
 - Understanding of the cultural elements of effective practice with Native American students
 - Sensitivity to the traditional ways of knowing and holistic orientation of the Tribal grantees
 - Being mindful that a relational worldview informs the approach to service delivery and places emphasis on “restoring balance in context, mind, spirit, & body”

Cross, T. 1997. Understanding the Relational Worldview in Indian Families. *Pathways Practice Digest*, 12 (4).

Cultural and Scientific Rigor

- Incorporating the Family Education Model into data collection protocols in order to understand how the Tribal programs:
 - “Create an environment that honors and includes the extended family, enlists them as partners”
 - “Involves them in cultural and social activities” to support a student’s educational goals
 - Promotes educational persistence toward degree completion

HeavyRunner, I. & DeCelles, R. (2002). Family Education Model: Meeting the Student Retention Challenge. *Journal of American Indian Education*, 41 (2): 29-37


Community Engagement & Ethical Practices

- Tribal resolutions and IRBs
 - Some tribes asked for additional levels of approval in order to sign the MOU
 - For grantees representing multiple tribes, approvals were needed for each tribal entity
 - Traveling to and presenting before Tribal Councils
 - Demonstrated team commitment
 - Respect for tribal sovereignty
 - Allowed tribal leaders to ask questions of the evaluation team

Knowledge Sharing

- Dissemination
 - Annual publication of Practice Briefs
 - Introduction to Tribal HPOG
 - Supportive Services
 - Program Implementation & Evolution
- Developed collaboratively with grantees, highlighting their program activities
 - Sharing information
 - Non-appropriation of knowledge and lived experience
 - Focus on benefit & utilization

Evaluation of the Tribal HPOG Program Practice Brief
OPRE 2011-48 | December 2011



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

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This practice brief is the first in a series of practice briefs being developed by the Tribal HPOG evaluation team, comprised of NORC at the University of Chicago, Red Star Innovations, and the National Indian Health Board. The briefs will be used to disseminate important lessons learned and findings from the Evaluation of the Tribal Health Profession Opportunity Grants (HPOG) program, which is being funded by the Office of Planning, Research and Evaluation within the Administration for Children and Families. The Tribal HPOG program is funded by the Affordable Care Act (ACA) to support 32 demonstration projects, including 5 Tribal Organizations and Colleges, to train Temporary Assistance for Needy Families (TANF) recipients and other low-income individuals as healthcare professionals. The purpose of this first practice brief is to: (1) describe the unique aspects of the Tribal HPOG grantee organizations and the target populations they serve, (2) introduce the program framework of the Tribal HPOG grantees, and (3) provide an overview of the Federally sponsored evaluation of the Tribal HPOG grantees.

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 100,000 physicians, as many as 1 million nurses and 250,000 public health professionals by 2020.¹ This health workforce shortage can be attributed to a range of factors including state and local budget cuts, increased demand as the population grows older, and changing health care work conditions and expectations, among others. Additionally, the ACA goal to increase access to health insurance coverage is expected to cause a further surge in demand, necessitating an increased health workforce to meet this need.²

In response to the critical need to expand the health workforce to meet the growing demand for health care, the ACA, signed into law by President Obama in March 2010, provides funding to develop and sustain a health workforce that meets high standards for education, certification and professional development. To this end, the Health Professions Opportunity Grants (HPOG) program, funded by the ACA and administered by the Administration for Children and Families (ACF) Office of Family Assistance, has funded 32 five-year demonstration projects to design and implement innovative health workforce development training programs that target Temporary Assistance for Needy Families (TANF) recipients and other low-income individuals. As stipulated by the program, the projects: (1) are required to partner with state TANF offices, local and state workforce investment boards, and state apprenticeship agencies; (2) can use grant funding to provide supportive services to participants; and (3) should result in an employer- or industry-recognized certificate or degree.

Tribal HPOG Grantees

- Blackfoot Community College
 - Location: Browning, MT (Glacier County)
 - Project: Isiksiniip Project: Meeting the Holistic Health and Education Needs of the Niitsitapi
- Cankdeska Cikana Community College
 - Location: Fort Totten, ND (Benson County)
 - Project: Next Steps: An Empowerment Model for Native People Entering the Health Professions
- College of Menominee Nation
 - Location: Keshena, WI (Menominee County)
 - Project: College of Menominee's CNR to RN Career Ladder Program
- Cook Inlet Tribal Council, Inc.
 - Location: Anchorage, AK (Anchorage County)
 - Project: Cook Inlet Tribal Council Health Professions Opportunity Program
- Turtle Mountain Community College
 - Location: Belcourt, ND (Renville County)
 - Project: Project CHOICE: Choosing Health Opportunities for Indian Career Enhancement

HPOG **OPRE**

Utilizing Tribal HPOG evaluation findings

- Fill research gap
 - Few outcomes evaluations using rigorous study designs have been conducted on health professions programs serving diverse populations
- Ongoing communication/coordination with Tribal leaders and professionals will facilitate feedback loop to ACF
- Evaluation technical assistance can help build Tribal evaluation capabilities
- Findings and best practices will be shared with Tribal stakeholders to support replication

Questions?



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