The Partnership to STEP UP in Health Careers (STEP UP)

The STEP UP program is an exciting career laddering program that provides educational training for Temporary Assistance for Needy Family (TANF) recipients and low income eligible individuals in high demand healthcare fields. This program is funded by Health Profession Opportunity Grant (HPOG) from the U.S. Department of Health and Human Services, Administration for Children and Families.

Five Year Project Period: September 30, 2015 – September 29, 2020
• In 2010, HPOG 1.0 grant awards were made to 32 organizations located across 23 states to carry out five-year programs.
• HPOG 2.0, a new round of HPOG grants, was awarded in September 2015 to 32 organizations located across 21 states for a new five-year period.
• HPOG is authorized by the Affordable Care Act.
• HPOG is intended to address two problems:
  1. The increasing shortfall in the supply of healthcare workers in the face of expanding demands.
  2. The difficulty faced by workers without post-secondary education to earn enough to support their families.
• The HPOG 2.0 National Evaluation is using a methodologically rigorous assignment study designed to estimate the impact of healthcare sector training.

• Eligible program applicants are randomly assigned:
  1. To treatment group that is offered HPOG program services
  2. To a control group that is not offered the opportunity to enroll in HPOG. The control group will have access to other services offered by STEP UP collaborators.

• Evaluation Timeline

<table>
<thead>
<tr>
<th>Event</th>
<th>Timeline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Site Design and Planning</td>
<td>November 2015-February 2016</td>
</tr>
<tr>
<td>Site Training</td>
<td>January 2016 – March 2016</td>
</tr>
<tr>
<td>Study Implementation – Pilot Period</td>
<td>February 2016 – April 2016</td>
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<tr>
<td>Study Implementation – Full Study Period</td>
<td>Beginning May 2016</td>
</tr>
<tr>
<td>Follow-up Survey Data Collection – 15 month</td>
<td>June 2017 – November 2019</td>
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<tr>
<td>Follow-up Survey Data Collection – 36 month</td>
<td>March 2020 – December 2020</td>
</tr>
<tr>
<td>Implementation Study</td>
<td>February 2016 – September 2019</td>
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The National Evaluation has three components:

1. An **impact study** will measure the effect of the grant-funded training programs on participants’ employment, earnings, wages and job progression, as well as certification and credential attainment.

2. An **implementation and outcomes study** will examine program operations, including participant recruitment and enrollment practices, program services, participant outcomes, and partner roles and responsibilities.

3. A **cost-benefit analysis** will measure the tangible impacts of the interventions and assign appropriate dollar values to these impacts from the perspectives of key stakeholders.
STEP UP offers training and career laddering in the fields of:

• Community Health
• Health Information Administration
• Nursing
• Occupational Therapy
STEP UP offers training and career laddering in the fields of:

**Tier 1:** Certified nursing assistant or occupational therapy aide.

**Tier 2:** Basic and advance community health worker, medical assistant and coding.

**Tier 3:** Community health worker, registered nurse, coding specialist, and occupational therapy assistant *(associate degrees)*.

**Tier 4:** Pre-occupational therapy, health information administration, nursing and community health *(undergraduate degrees)*.
The Partnership to STEP UP in Health Careers program is led by Chicago State University (College of Health Sciences) in collaboration with South Suburban College, Metropolitan Family Services-Calumet and Proactive Community Services.
<table>
<thead>
<tr>
<th>City of Chicago (South Side)</th>
<th>Suburban (Southland)</th>
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<tbody>
<tr>
<td>Auburn Gresham</td>
<td>Blue Island</td>
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<tr>
<td>Beverly</td>
<td>Calumet Park</td>
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<td>Chatham</td>
<td>Chicago Heights</td>
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<td>Harvey</td>
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<td>Markham</td>
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ELIGIBILITY REQUIREMENTS

• Temporary Assistance for Needy Families (TANF) Recipients and other low-income individuals (meet the 200% federal poverty guideline).
• 18 years of age or older.
• United States citizen.
• Has not attended/participated in a credit earning post secondary program within the past 12 months.
STEP UP is designed to:

1. Target competencies and training for health professions in high demand with career ladder options.

2. Combine supportive services with educational training services to help participants reach the highest level of their career trajectory.

3. Provide clear articulated career pathways from certificate level through the undergraduate degree level with necessary credentialing.

4. Offer internships and employment support to enable participants to overcome obstacles to employment.
Supportive Services

- Case management
- Transportation assistance
- Tuition and fee assistance
- Child care assistance
- Learning resources
- Training materials
- Work readiness
- School readiness
- Job placement support
- Internships
Number of individuals that will be enrolled in the overall HPOG program: 700
Number of TANF recipients that will be enrolled: 315
Number of individual participants that will begin basic skills education: 630
Number of individual participants that will complete basic skills education: 567
Number of participants that will begin any healthcare occupational training: 608
Number of participants that will complete any healthcare occupational training: 486
Number of individual participants that will obtain employment in a healthcare occupation: 438
**Orientation Schedule**

**Chicago State University**
Douglas Hall – Room 124  
9501 South King Drive  
Chicago, IL  
Date/Time:  *3rd Tuesday of the month* (10 am and 5 pm)

**Metropolitan Family Services Calumet**
235 East 103rd Street  
Chicago, IL  
Dates/Times:  *2nd and 4th Thursdays of the month* (10 am and 5 pm)

**Proactive Community Services**
South Suburban College, MB Financial Conference Room, 1st Floor  
15800 State Street  
South Holland, IL  
Dates/Times:  *2nd and 4th Tuesdays of the month* (12 pm and 5 pm)

**South Suburban College**
Performing Arts Center  
15800 State Street  
South Holland, IL  
Dates/Times:  *1st Tuesday of the month* (10 am and 5 pm)
CONTACT INFORMATION

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Program Website: http://www.csu.edu/collegeofhealthsciences/stepup.htm
Program Email: hpogstepup@csu.edu

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