



HPOG Buffalo Achievement Report

OCTOBER 2018

Connecting Erie County
residents with employment
opportunities in healthcare.



Health Profession Opportunity Grants

Buffalo



“As a key component of the public workforce system in Buffalo and Erie County, the Health Profession Opportunity Grants (HPOG) Program has made a significant impact in the lives of Western New Yorkers as it assists employers in addressing the shortage of healthcare workers in the region. Since 2010, the program has helped more than 1,000 low-income individuals enter the workforce and advance within careers that have family-sustaining wages. We look forward to the program’s continued success.”

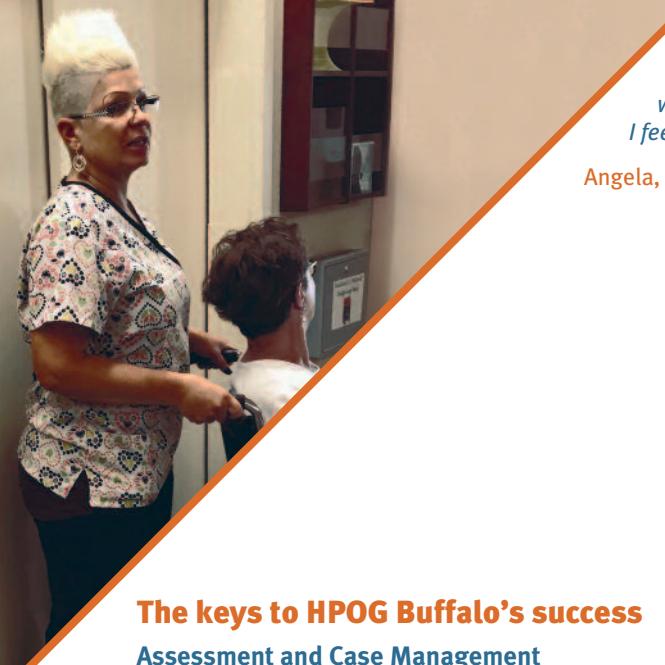
Heather Gresham, Executive Director
Buffalo and Erie County Workforce Investment Board

For every job created in healthcare in Erie County, two additional jobs are gained as well.

HPOG Buffalo was created in 2010 as a partnership between the Buffalo and Erie County Workforce Investment Board; area healthcare employers; local schools; the NYS Department of Labor; the Erie County Department of Social Services and 1199SEIU.

Our program prepares Temporary Assistance for Needy Families (TANF) recipients and low-income individuals with the skills and credentials needed to gain employment and advance in the healthcare field. We also work closely with healthcare employers to understand the skills they require to fill available jobs.

Since its inception, HPOG Buffalo has operated with approximately \$9.6 million in support from the Administration of Children and Families, the U.S. Department of Health and Human Services, helping to fill more than 1,000 career-oriented jobs – such as Pharmacy Technicians; Certified Nursing Assistants; Medical Secretaries; LPNs, RNs and Medical Assistants – in hospitals; long-term-care facilities; pharmacies and for home healthcare. Our efforts have resulted in higher incomes for these individuals and created a steady supply of talented, skilled individuals for one of the region’s fastest growing economic sectors.



“I entered the HPOG CNA training, got this job and have worked here for over a year. This isn’t just a paycheck for me, I feel a real dedication to the place and to my patients.”

Angela, Certified Nursing Assistant, McCauley Residence

The keys to HPOG Buffalo’s success

Assessment and Case Management

HPOG Buffalo’s case management staff members know the skills local healthcare employers are looking for in potential new hires. They focus on personal interests, previous work experience, current competencies and barriers to success in order to guide our students toward their optimal career path in healthcare.

Education

HPOG Buffalo partners with regional training providers and employers to assess the constantly evolving training needs of the healthcare industry to ensure our students are trained with the most current vocational skills. This process often begins with basic skills training, assistance with obtaining a high school equivalency diploma and the integration of soft skills training with core competencies.

Support

During training and in the first month on the job, we provide students with assistance with transportation, childcare and emergencies such as car repairs; insurance payments; housing; tutoring and obtaining a driver’s license.

Employment Services

HPOG Buffalo also teaches pre-employment skills to prepare graduates for the workforce. Skills such as resume development and mock interviewing are taught through individualized workshops and one-on-one assistance. We also host on-site employer job fairs and help with individual job placements.



“HPOG not only helped me get the training I needed, but also helped me prepare for job interviews and arrange childcare, which made it possible for me to take a job and focus on my future and my family.”

Zoey Lee, Graduate, HPOG LPN Program

The results speak for themselves:¹

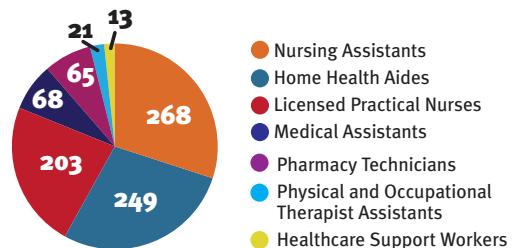
- 1,313 individuals have completed HPOG Buffalo-sponsored training programs
- 1,255 individuals have received credentials or degrees
- 1,074 became gainfully employed, with 89% in healthcare-related positions
- Average yearly starting wage of \$30, 472
- Nearly 100 healthcare organizations across the region have hired HPOG Buffalo graduates

¹HPOG-Buffalo Participant Intake and Program Records, 2010-2018.

HPOG TRAINING PROGRAMS	LENGTH OF TRAINING	AVERAGE YEARLY STARTING WAGE
Certified Nursing Assistant	7 Weeks	\$24,294
Licensed Practical Nurse	1 Year	\$35,755
Nursing	2 Years	\$47,000
Pharmacy Technician	2-3 Months	\$28,579
Medical Office Secretary	6 Months	\$25,812
Medical Assistant	1 Year	\$33,280
Physical Therapy Assistant	2 Years	\$32,900
Home Health Aid	7 Weeks	\$24,294
Direct Support Professional	7 Weeks	\$24,294
Surgical Technologist	2 Years	\$38,580

HEALTHCARE OCCUPATIONS IN BUFFALO REGION AVERAGE MONTHLY JOB HIRES 2012-2017

EMS1, Job Postings and Average Monthly Hires
Erie County, 2012-2018.



Economic Modeling Systems, Inc. (EMS1), Occupation employment data are based on final ESM1 industry data and final ESM1 staffing patterns. Wage estimates are based on Bureau of Labor Statistics, Occupational Employment Statistics (QCEW and Non-QCEW Employees) classes of worker; and, the U.S. Census, American Community Survey (Self-Employed and Extended Proprietors).



“McGuire Group has hired 35 HPOG graduates over an 18-month period, which says a lot about our interest in this program. Also, our turnover rate is lower with HPOG graduates.”

Stephen Mercurio, President, McGuire Group

Helping individuals leave poverty behind.

Buffalo and Erie County claim the fourth highest poverty rate in the nation; however, nearly 25 percent of new jobs created in Erie County between 2014 and 2016 were in healthcare-related fields. Those jobs carried a median hourly wage of \$24.36. In 2017, healthcare employers posted openings for, on average, 1,520 jobs per month – jobs created due to growth, turnover or retirement – and hired an average of 1,250 per month for jobs that did not require a four-year degree.

Matching our students to jobs upon completion of HPOG Buffalo training is a fundamental step in helping these individuals enter the labor market, build careers and income, and leave poverty behind. Of those who successfully completed the HPOG Buffalo program and gained employment:²

- 90% were unemployed when they entered the program
- 70% were heads of households
- 55% had dependent children
- 25% received TANF support
- 55% were Medicaid eligible
- 60% were enrolled in NYS food stamp programs

Since 2010, graduates of our program have generated \$90.2 million in wages for themselves³ and the region and contributed \$2.73 million in NYS income taxes,⁴ leading to a 45% reduction in TANF benefit costs⁵ The return on this investment to Buffalo and Erie County is 11:1.

²HPOG-Buffalo Participant Intake and Program Records, 2010-2018. ³Calculated using starting wage and starting date and continuing through December 2017. Assumes continuous employment at the starting wage. Wage data supplied by HPOG-Buffalo Participation Intake and Program Records, 2010-2018. ⁴Calculated using NYS Department of Taxation and Finance, 2016 NYS Tax Table, Accessed at www.tax.ny.gov. Calculations based on starting wages, dates of employment, and estimates of total annual earnings for single parent with two dependents, using nominal state tax rates after estimated deductions. ⁵Calculated using NYS Office of Temporary And Disability Assistance estimates of average TANF benefits for a single parent with two children per month (\$744) and formula for effects of increases in incomes on benefit levels.



“HPOG sends us candidates who are professional, well trained and have great work habits. They’re people we can depend on and who our patients can rely on. We’ve hired 15 people through HPOG; all have stayed with us, reducing our turnover rate and the costs of training new people.”

Zack Miller, Vice President, Crane Home Health

Through our training program, HPOG Buffalo touches the entire Erie County community and enhances the economic life of its employers and residents by providing opportunities for individuals to succeed in career-oriented jobs, responding to the need for skilled talent and creating opportunities to grow the local economy and workforce. For more information about HPOG Buffalo, call 716.856.JOBS (5627), or visit facebook.com/hpogbuffalo2.0 or workforcebuffalo.org/betc/job-seeker-services/hpog.



HPOG Buffalo is grateful to the following members of its Advisory Board and key partners:

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| 1199SEIU | Erie Community College | Kaleida Health | Trocaire College |
| Catholic Health | Erie County Department of Social Services | McGuire Group | University at Buffalo Educational Opportunity Center |
| D’Youville College | | NYS Department of Labor | |
| Erie 1 BOCES | | | |
| Erie 2 BOCES | | | |

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