## **Eligible Population and their Personal Characteristics Contextual Factors** Lead Organization Community Labor Market Labor-related Attitudes/Preferences Income-Related (Grantee) Education, work history/ TANF recipients Institutional framework Work preferences Demographics Unemployment rate experience Service availability Partner/stakeholder Job availability Perceived obstacles Other low-income groups Demographic traits networks Sectoral distribution Low-wage incumbent Healthcare training Reservation wage Family commitments workers Self-efficacy/motivation **Program Outputs Program Administration Program Components Outcomes** Basic skills **Intake & Enrollment** Management & **Approaches to Basic Skills** Individual Short-term GED/diploma administrative structure, **Strategies Instruction & Occupational Yocational skills** lead organization type Training (Core Curriculum) Outreach and recruitment Education, training Industry recognized Grantee sites & service Eligibility and intake Employment credentials delivery framework Active learning Employment in healthcare Professional Administrative data systems Contextualization Earnings certification & licensure Resources & costs, HPOG Comprehensive Modularization Hours (part- vs. full-time) Certificates of funding Acceleration Assessments Benefits completion Flexible delivery College degrees **Trainings Offered** Work-based experience **Available Support Services** Individual Long-Term Individualized career plan Basic skills education courses Work-readiness skills Case management Further education, training Healthcare vocational Academic supports and Employment training counseling Employment in healthcare Personal supports and Career advancement counseling **Employer Connections** Earnings Social supports Hours (part- vs. full-time) Financial supports Involvement in HPOG Benefits Employment assistance Work-based learning Family & child well-being Retention supports opportunities Other support services Job development strategies System/Network Changes Increased access points to training Increased institutional collaboration Increased employer involvement

Increased supply of trained

workers in high-demand

occupations