



Volunteers of America®

TEXAS

Health Profession Opportunity Grant

A Deeper Dive



The Start

- The Strategy
- The Meeting
- The Goals
- The Outcomes

ABOUT US

The Program

The program is responsive to community workforce needs and improved job prospects for adults in a growing field with people eager to fill them.

HPOG participants are given the opportunity to obtain higher education, training, and support services to secure positions that have opportunity for advancement.

The focus is on sustainability and financial self-sufficiency.

Participants enroll in a variety of specialized training and education programs that result in an employer –industry- recognized certificate or degree.

Our programs are designed as career pathways and used as stepping stones to stackable certifications and degrees.





The Investment

Who We Serve

The HPOG program closes the gap between the skills and abilities TANF recipients and low- income individuals currently possess and those that the healthcare employers require in their workforce.

KEY Elements of HPOG

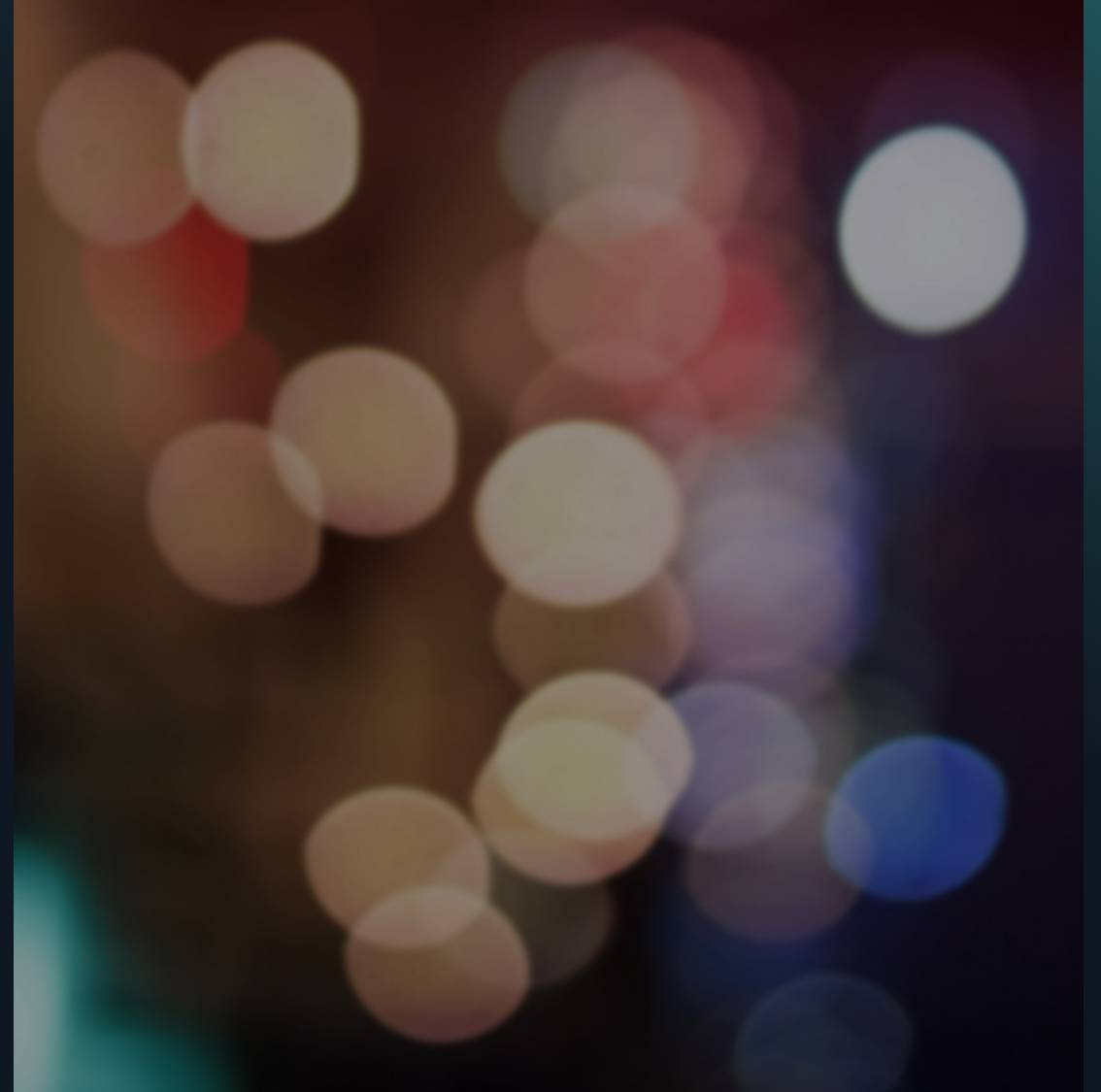
- I. Effectiveness of training program
- II. Wraparound support services to applicants and new employees
- III. Funding stream provides capacity for initiatives that otherwise would not have been feasible

KEY Elements by HPOG grantees

- I. Building trusting relationship with both employers and HPOG participants
- II. Communicating openly and being responsive to employer
- III. Filling business needs and/or mission of employer

Our Niche

- VOATX designed two programs funded by HPOG with emphasis on job readiness .
- Lone Star Community College : 12 week patient care technician (PCT) training program and Catholic Health Initiatives (CHI) St. Luke's biweekly workshops.
- Lone Star partnered CHI St. Luke and modified their existing PCT program to better accommodate the hospitals needs.
- VOATX partnership with Texas Children's Hospital enabled them to create an incumbent training program for billers and coders.



What's Next

Calculated Employment

Engagement



HPOG grantees respond to employers' needs consistently by adjusting trainings that better suit their needs to make it more effective.

What We Learned



The high demand for PCT's led us to ask CHI Luke what an ideal training would be like. Feedback led to the current program design.

CHI St. Luke



Our partner was included in the infant stages of the program planning and continues to hire our graduates helping our retention.

Texas Children's Hospital

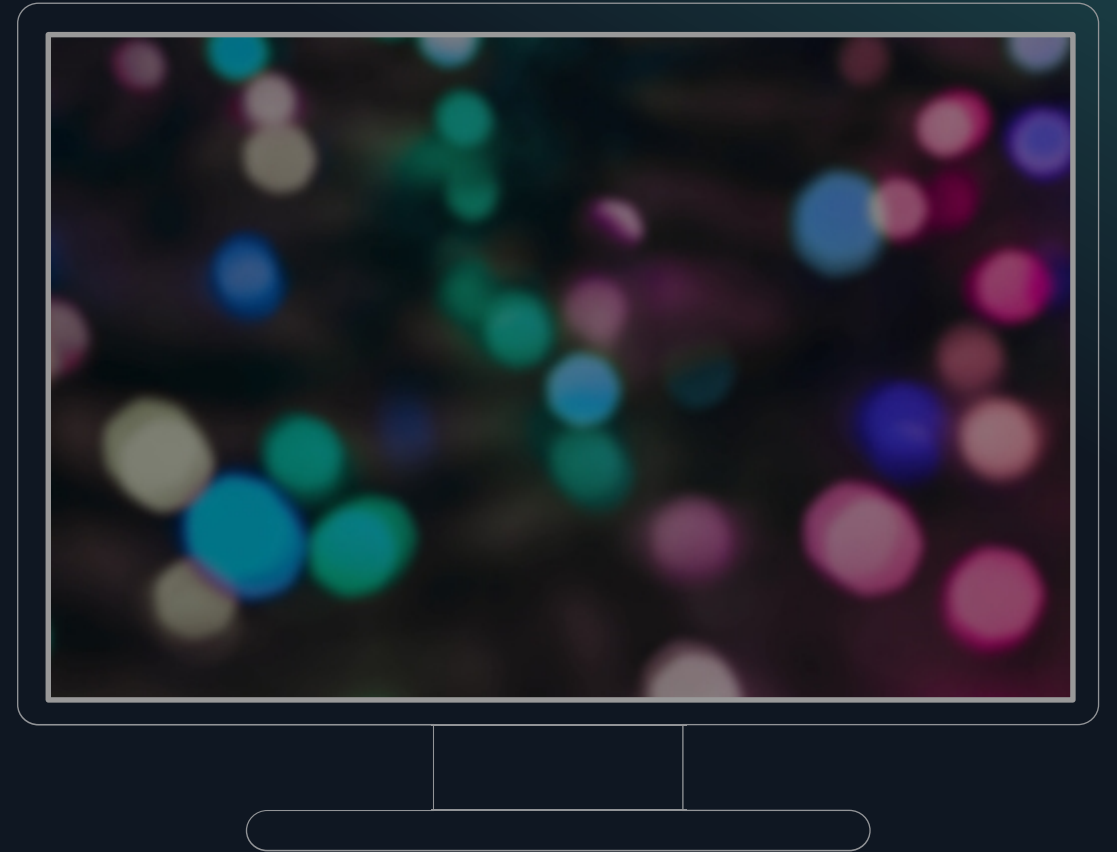


The billing and coding program at TCH is designed specifically for incumbent workers at their facilities.

Retention

Keeping participants employed

- ❑ VOATX does a great deal of retention work with students during their education process and after they've secured a job. Virtually, we communicate with participants via WebEx, Facetime, Texting, and Zoom. Job Navigators go on site to do pulse checks to see how the students are adjusting and their successful integration.



Secret Sauce

Key Actions to engage employer participation



BUILD

Building trusting relationships with both employers and HPOG participants



COMMUNICATE

Communicating openly and being responsive to employers



MISSION

Filling business need and/or mission of the employer

TESTIMONIALS

" It was difficult for me to adjust to moving from my home country in Saudia Arabia with a speech impairment. My options were slim. But VOATX helped through the HPOG program to become a Respiratory Therapist. Now, I can support myself and my family."

Mohammed N.

*Respiratory Therapist
CHI St. Luke*



"Being a single mom trying to support my child was a struggle. I was working dead-end jobs just to take care of myself and my family. I am so grateful a friend referred me to VOATX. I am an LVN working towards being an RN. I couldn't have done it without the HPOG program".

Kenitra C.

*Licensed Vocational Nurse
CHI St. Luke*



Ruth R.

Registered Nurse





THANK YOU!

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