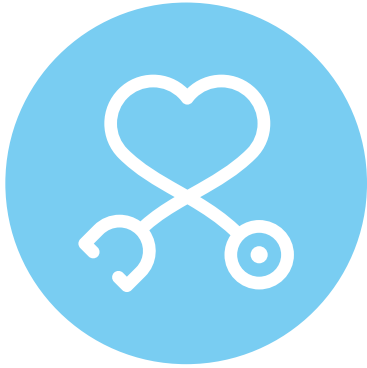


PROMISING PRACTICE

PARTNERSHIP | EMPLOYMENT STRATEGIES

Alamo Community College District –
Alamo Health Profession Opportunity Grant

 SAN ANTONIO, TX



True collaboration with employer partners opens sustainable pathways to employment success.

From participant preparation to job placement, a robust commitment to communication and collaboration with employers makes this program buzz with promise.

The Alamo Community College District's Health Profession Opportunity Grants (Alamo HPOG) program is reaching Temporary Assistance for Needy Families (TANF) recipients and other low-income individuals in San Antonio, Texas. The program's emphasis includes public housing recipients, individuals with limited English proficiency, veterans, and people with disabilities.

Alamo HPOG has strong partnerships with University Health System, Texas Health, and 19 other area healthcare employers to focus on training that offers personalized pathways to steady employment. Partnering employers span a range of local healthcare facilities, including hospitals, clinics, and private practices. The Alamo HPOG team collaborates directly with representatives from employers' Training, Development, Recruitment, and Human Resources departments. This close interaction allows Alamo HPOG to have regular meetings with employer partners to discuss employer needs, training curriculum, labor market demands, and program feedback.

Constant collaboration with employer partners builds a ladder to employment through more informed training. Confident in the knowledge and skillset of Alamo HPOG participants, employers take part in job fairs, offer student externships and clinical rotations.

This has successfully caused an uptick in participant employment since mid -2018.

The high level of overall job training is a strong incentive for San Antonio area employers. Alamo HPOG facilitates the pre-screening and preparation of extern candidates to make sure the position and employer is a good fit. Job development training in preparation for externships and employment, reinforce the importance of workplace expectations, professionalism, and customer service. San Antonio employers noted these attributes allow HPOG participant employees to serve as leaders in their facilities. They also value the role that HPOG team members play as mentors to the program's students as they move from training to employment.

Partnerships and collaboration are hallmarks of the Alamo Colleges HPOG program. Employers in San Antonio have a vested interest in participating and supporting this worthy entry point into employment in the healthcare industry.

“This program provides a vital need to San Antonio's healthcare systems. The talent which comes from this program is superior to many other programs, and I am appreciative of the opportunity to work alongside them.”

– Marshall P Arroyo II, MHA,
Practice Manager at MedFirst Southeast Primary Care

This Promising Practice was self-identified by the grantee and information contained in this document was provided by the grantee.