



## PROMISING PRACTICE

### Recruitment, Training & Supportive Services

The Missouri Healthcare Industry Training and Education (HITE) Program  
at the Missouri Department of Social Services

St. Louis, MO

## Reach new HITEs with a higher paying profession in the healthcare industry.



St. Louis residents have the opportunity to enter a career in the healthcare field. This is thanks to the **Missouri Healthcare Industry Training and Education (HITE) program**. The program helps low-income individuals improve self-sufficiency by offering healthcare training and support. To reach higher enrollment and post-training employment objectives, HITE enlisted the help of a few partners.

The program's partnership initiative started with the St. Louis Agency on Training and Employment (SLATE) which runs the HITE program for residents of the St. Louis area. The agency provides funds for tuition, supportive services, and program planning. The HITE team soon grew to include the Missouri Hospital Association and Human Resource Advisory Committees from various healthcare facilities. The staff at Sisters of St. Mary (SSM) Hospital, St. Anthony's Medical Center, and Washington University Hospital of Medicine also joined in the partnership. Together, these partners focus on increasing program enrollment and participant employment. They also formed a cohort training model to boost new student engagement and career paths.

Students enrolled in HITE are divided into three cohort groups, focused on one of two tracks: Patient Care Technician (PCT) or Medical Assistants (MA). Each cohort trains with

a different partner care facility in the area for the entire length of their course. This gives employers the opportunity to observe students as they learn and grow. Students learn the facility, expectations, and interact with patients and employers.

The cohorts' success relies on each member. A student advisor follows each cohort's progress to ensure participation and provide support. The advisor offers guidance to resources available to them through HITE. The cohort supports one another through personal and educational challenges.

SSM Hospital trained a PCT cohort of 12 and hired ten upon completion. St Anthony's Medical Center hired seven of the nine graduates from their MA cohort. Washington University Hospital of Medicine hired their entire MA cohort of seven at \$16.00 an hour.

**HITE and its partners are putting students on a fast track to employment. The HITE program's 86 percent employment rate proves its success. Graduates go on to increase the quality and availability of healthcare workers in St. Louis.**

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