

Military/Veteran Resource Network Application - Employers

Submission Date	2015-08-24 14:36:36
Organization Name	Arizona Culinary Institute
Address	Street Address: 10585 N 114th St Street Address Line 2: Suite 401 City: Scottsdale State / Province: Arizona Postal / Zip Code: 85259 Country: United States
Phone	(866) 294-2433
Website	www.azculinary.edu
Organization E-mail	info@azculinary.edu
What sector is your organization part of?	Community (private sector - business, not-for-profit, etc.)
Brief background of organization (mission, year established, etc.):	Located in Scottsdale, in the Northeast Phoenix Valley, the Arizona Culinary Institute's program is made to be efficient. Your culinary school experience is designed to make good use of your time and resources in an 8 month diploma program. Our philosophy is simple: students learn best in small groups, receiving personal attention from seasoned instructors. And with ongoing events and happenings, we've built a real community of people passionate about cooking. With a variety of financial aid options available, we encourage prospective students to take a tour and apply to join us at the Arizona Culinary Institute.
Description of industry	<p>Arizona Culinary Institute's program was designed to make efficient use of your time and resources. In a recent poll, 76% of ACI graduates completed the program in 8 months or less!</p> <p>"Wow! Only 8 months? How is that even possible?" you may ask. Our philosophy is simple. Students learn most efficiently when they are in a small group, comfortable environment, and receive personal attention from seasoned instructors. Our team consists of a diverse and well-balanced group of chef instructors with real-world experience and a genuine passion for teaching.</p> <p>Another reason ACI is different is through the hands-on learning experience our students receive. As many schools move toward classroom or online formats in order to save money, we keep our students where they belong, in the kitchen. Indulge your passion for cooking by learning through trial and error and personal instruction rather than pouring through a textbook at home.</p>
Please list any organizational memberships (e.g. chamber of commerce, alliances, associations, etc.):	The Arizona Culinary Institute has several organizational memberships.
Number of employees	Small business - 6 - 49 employees
In what area of the state do you operate?	Regional within Arizona
1. Region:	Central Arizona
Types of employment opportunities available:	Arizona Culinary Institute is hiring faculty and chef instructors.

To be designated as an Arizona Veteran Supportive Employer, organizations must have paid employment opportunities. This designation does not apply to multi-level marketing, direct sales, franchises and/or other opportunities that require payment by the job seeker.

Our organization has paid employment opportunities.

Our organization understands and agrees to the following Guiding Principles:

1. Military service often fosters resilience and strength in service members, veterans and family members.
2. Military service impacts the individual and the family. A “military family” can include a service member or veteran, their spouse/significant other and children, as well as parents, siblings, extended family and friends.
3. The military is a distinct culture. While service members, veterans and their families experience the same life circumstances and events as civilians, both positive and negative, they also have a unique set of life experiences relating to service, deployment and reintegration that are distinct from civilian life.
4. As a community, we are committed to providing the best care and support to all those who serve. Since changes in military status affect eligibility for programs, resources and benefits, we seek to build a continuum of care that addresses the needs of the entire military, veteran and family population.
5. No one organization can meet all needs for the entire military and veteran population. Stronger collaboration between military, government and community partners supports service members, veterans and their families in connecting to the right program, resource and/or benefit at the right time. Organizations should also focus on collaboration to maximize available resources and minimize duplication of effort.
6. There should be no wrong door to which a service member, veteran or family member goes to for help. Each individual and organization should have at least the basic knowledge on the military/veteran systems of care to assist in connecting that individual or family to a more appropriate resource so that no one is turned away.
7. As a network of individuals and organizations who provide care and support to the military and veteran population, our goal is to assist service members, veterans and family members in being informed consumers who are empowered to make decisions to access those programs, resources & benefits that will meet their needs.
8. Every service member, veteran and family member has an individual experience and perspective which should be acknowledged and incorporated into the provision of care and support.

Our organization understands and agrees to the following Ethical Considerations:

1. The interest of the service member, veteran and family member should come first, above the interest of the provider or organization, financial or otherwise.
2. Any potential conflicts of interest should be disclosed up front.
3. Respect the service member, veteran and/or family member by providing accurate information that will assist them in making informed decisions about the care and support they access.
4. Organizations should only offer programs, services and resources that they are equipped or trained to deliver. Outreach and engagement of the military and veteran population should be within the scope of the role and function of the individual (training & experience) and the organization (policies, practices, procedures).
5. Organizations that outreach to the military/veteran population have an obligation to equip their personnel and organizations with the training necessary to understand: a) the unique aspects of the military experience b) the issues affecting these individuals and their families and c) the specific military/government programs and benefits available to this population. Organizations should consult with subject matter experts when necessary.
6. Outreach and messaging to the military and veteran population should be truthful, not misleading nor designed to incite fear, should always accurately and appropriately cite sources and present information in context.
7. Organizations should be cautious about promising outcomes. Information should clearly state if a program or service is evidence-based or independently documented to be effective. Statements about the effectiveness of programs or services should include information on success rates and the documented source of this information.
8. Coordination of care and follow up is essential when service members, veterans and family members are accessing multiple systems of care. Partners need to be actively engaging with other providers and systems as appropriate, while still respecting the confidentiality of the individual or family.

Key personnel (leadership, management, human resources, recruiters, etc.) have basic knowledge and/or training related to:

The military, veteran and family population and unique aspects of military/veteran culture.
The effects of military service, deployment, reintegration and transition on service members, veterans and their families.

Please describe the knowledge and/or training of key personnel in these areas?

Arizona Culinary Institute has yearly military/veteran culture trainings for its staff and faculty. Arizona Culinary Institute discusses specific topics and issues they would like to have in the trainings as well. Arizona Culinary has also scheduled a Military/Veteran Resource Navigator Training for its entire staff and faculty.

Identify employees with a military background or affiliation. Form a committee or advisory group of service members, veterans, family members and other interested personnel to provide input on how to strengthen the organization's hiring and retention of military-affiliated employees.

Arizona Culinary Institute does not have a veteran committee or advisory group, however, military/veteran issues and assistance is always a top priority.

Employees and leadership participate in training and events to increase connection to military/veteran community (e.g. ESGR "Boss lifts", training, etc.).

Arizona Culinary Institute works closely with the Arizona Coalition for Military Families to ensure the training received discusses specific issues the staff and faculty have encountered.

Additional detail on how our organization CONNECTS to the culture relating to the above areas, as well as any other relevant information:	Arizona Culinary Institute stays connected with the military/veteran culture by receiving continuous trainings and recruiting service members, veterans and their families as students as well as employees.
Communications (print, web, etc.), content and messaging focused on the military and veteran population:	Uses appropriate terminology and imagery Describes the type and nature of positions available and how to apply. Clearly identifies if your organization has a veteran preference in hiring.
Approximate number of employees in organization:	25
Number of individuals trained as Military/Veteran Resource Navigators within organization:	25
Titles/roles of individuals trained as Navigators:	All employees will be Military/Veteran Resource Navigators during the training scheduled for January 5, 2016.
If employees are referred out to an external navigator, please describe how this is communicated to personnel:	Employees will be referred to internal Military/Veteran Resource Navigators which will be able to guide them to external navigators if that is what the employee prefers.
Our organization tracks the following:	Number of service members employed
Post information for service members, veterans & families on intranet, in breakrooms, etc.	Yes
Additional detail on how our organization ASKS the right questions at the right time relating to the above areas, as well as any other relevant information::	Arizona Culinary Institute is dedicated to finding the right resource at the right time for its students and employees, that is why the entire staff is being trained as Military/Veteran Resource Navigators.
Our organization has designated one or more employees as the internal contact point(s) for military-affiliated employees.	Yes
Key staff in leadership, management, human resources, recruiting, etc. have training relevant to their specific roles around recruiting, hiring, managing and retaining military-affiliated employees. Please mark areas of training provided:	Best practices for effectively engaging their experience and talent in the workplace. Relevant laws. Hiring benefits and incentives. Military, government and community employment programs and systems.

<p>Please describe training provided:</p>	<p>Arizona Culinary Institute conducts yearly military/veteran culture trainings as well as having employees trained as Military/Veteran Resource Navigators.</p>
<p>If your organization has tailored recruiting strategies and programs to the military, veteran and family population, please describe:</p>	<p>Arizona Culinary Institute works closely with the Arizona Department of Veterans' Services and Arizona Coalition for Military Families to recruit from the military/veteran population.</p>
<p>Additional detail on how our organization RESPONDS effectively relating to the above areas, as well as any other relevant information::</p>	<p>Arizona Culinary Institute connects frequently with the Arizona Coalition for Military Families and Arizona Department of Veterans' Services to conduct trainings focused on responding effectively to assist the military/veteran population.</p>
<p>We have one or more individuals designated as points of contact (POCs) for the Military/Veteran Resource Network and the military/veteran community:</p>	<p>Yes</p>
<p>Our organization partners as appropriate and needed with public and private sector organizations to coordinate hiring and retention efforts specific to service members, veterans and family members.</p>	<p>Yes</p>
<p>Training on the military, veteran and family population is incorporated into organizational training.</p>	<p>Yes</p>
<p>Our organizations participates in relevant events, trainings and initiatives in the military/veteran community (e.g. continuing education, employee volunteer programs, sponsorship, etc.).</p>	<p>Yes</p>
<p>Additional detail on how our organization ENGAGES relating to the above areas, as well as any other relevant information:</p>	<p>Arizona Culinary Institute engages with the military/veteran population by staying up to date on trainings available as well as attending events to recruit military/veteran students and employees.</p>