

Military/Veteran Resource Network Application - Employers

Submission Date	2015-07-09 14:22:05
Organization Name	Arizona Department of Corrections
Address	Street Address: 1601 W. Jefferson Street City: Phoenix State / Province: Arizona Postal / Zip Code: 85007 Country: United States
Phone	(602) 111-9999
Fax	(602) 542-7570
Website	https://corrections.az.gov/
Organization E-mail	recruitment@azcorrections.gov
What sector is your organization part of?	Government (federal, tribal, state, local)
Brief background of organization (mission, year established, etc.):	<p>Agency Mission</p> <p>To serve and protect the people of Arizona by securely incarcerating convicted felons, by providing structured programming designed to support inmate accountability and successful community reintegration, and by providing effective supervision for those offenders conditionally released from prison.</p> <p>Agency Guiding Principles</p> <ul style="list-style-type: none">• We have the legal and operational responsibility to be accountable and responsive to the judicial, legislative, and executive branches of government; to our employees; to inmates; and most importantly, to the citizens of Arizona.• We value honesty and integrity in our relationships, and we place a high priority on quality of services and development of teamwork, trust, and open communication.• We make fiscally sound, measurable decisions, and respond effectively to the changing demands placed upon the agency by stakeholders, citizens, and their representatives.• We maintain an environment that is humane and equitable to both employees and inmates, utilizing a grievance and disciplinary system that is consistently administered and fosters due process.• We develop, encourage, recognize, and reward professional performance and growth by employees at all levels. <p>Year established: 1968</p>
Description of industry	Correctional

Please list any organizational memberships (e.g. chamber of commerce, alliances, associations, etc.):

National Institute of Corrections

Number of employees

Large business - 500+ employees

In what area of the state do you operate?

Statewide (including multi-state/national)

2. County/Counties:

Apache
Cochise
Gila
Graham
Maricopa
Navajo
Pima
Pinal
Yuma

Types of employment opportunities available:

Correctional Services and Administrative job opportunities.

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?

Four key personnel have attended the Navigator and Employer training. Other key members of the staff will be scheduled for this training.

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

Yes, several times. We support verterans during their military service by providing paid military leave for training and fully support USERRA.

Additional detail on how our organization CONNECTS to the culture relating to the above areas, as well as any other relevant information:

Upon hire, employees are requested to provide their veteran status. Currently, we have approximately 2, 300 veterans working in the Department of Corrections.

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:

9265

Number of individuals trained as Military/Veteran Resource Navigators within organization:

4

Titles/roles of individuals trained as Navigators:

Vincent Dolce, RUSH Manager for Correctional Officer Positions
Diann Staymates, Human Resources Operations Administrator
Frank Morin, Employment Administrator
James Burdick, Deputy, Chief Human Resource Officer

If employees are referred out to an external navigator, please describe how this is communicated to personnel:

This information is give out to each new employee and is available on our website.

Our organization tracks the following:

Number of veterans employed

Post information for service members, veterans & families on intranet, in breakrooms, etc.

No

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::

- Four staff members have attended Military/Veteran Resource Navigator Training and the entire staff will be aware they are trained to help navigate the systems of care for any veteran, service member or family member within the Department of Corrections.
- The Department of Corrections currently has a newsletter and will add a "Veterans Corner" which will include events for veterans and also helpful resources.
- All employees are required to wear information cards with their ID card that outline measures to be taken in event of injury and possible signs of suicidal intent.
- Department periodically announces all the aspects of its Employee Assistance Program which include psychological, legal, and financial counseling.

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.

Please describe training provided:

- Human resources receives professional training on the items listed above and in turn relates that to employees and implements in department policy.
- Resource for Veterans such as links and crisis phone lines will be readily available to employees. This information will be available through Navigators within the company and in the Veterans Corner portion of the newsletter.
- Staff will be aware of each of the Navigators within the organization and it is anticipated that numbers of staff involved will increase as additional training is received in this area.

If your organization has tailored recruiting strategies and programs to the military, veteran and family population, please describe:

- Recruiters from the Department of Corrections visit each military installation in Arizona two to three times per month in an effort to hire veterans who will be leaving the service.
- The Recruiters also visit each military installation in order to help establish a presence and relationship with Arizona's military/veteran community.
- We also participate in the DOD Transition Assistance Program for military personnel.
- We work with veteran representatives from DES offices and Work Force Connections (cities, counties, etc.).

Additional detail on how our organization RESPONDS effectively relating to the above areas, as well as any other relevant information::

The intent of the Department of Corrections is to hire more qualified veterans for employment.

The Department has an aggressive advertising program throughout the state and will include wording the the effect that they are an Arizona Supportive Veteran Employer in the future.

We have one or more individuals designated as points of contact (POCs) for the Military/Veteran Resource Network and the military/veteran community:

Yes

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.

Yes

Training on the military, veteran and family population is incorporated into organizational training.

No

Our organizations participates in relevant events, trainings and initiatives in the military/veteran community (e.g. continuing education, employee volunteer programs, sponsorship, etc.).

Yes

Additional detail on how our organization ENGAGES relating to the above areas, as well as any other relevant information:

- We participate in veteran job fairs and in military standdown events.
- We advertise in military publication for employment opportunities for veterans.
- We attend the TAP program training and attempt to engage veterans at every opportunity for employment.
- Attended ACMF events such as the PBS Summit Training and the press conference for the launch of Veterans Employment Community Initiative event.