

Military/Veteran Resource Network Application - Employers

Submission Date	2016-05-26 14:03:54
Organization Name	Aligned Healthcare Network
Address	Street Address: 14301 N 87th St Street Address Line 2: Ste 111 City: Scottsdale State / Province: AZ Postal / Zip Code: 85260 Country: United States
Phone	(858) 997-5893
Website	alignedhealthcarenetwork.com
Organization E-mail	info@alignedhealthcarenetwork.com
What sector is your organization part of?	Community (private sector - business, not-for-profit, etc.)
Brief background of organization (mission, year established, etc.):	<p>Mission: Aligning healthcare experts for exceptional patient care</p> <p>Vision: The Aligned Healthcare Network is built to support today's evolving health system and designed to pave the way for the future of value-based healthcare.</p> <p>Purpose: Provide a place where healthcare experts can flourish while making their dream of value-based healthcare today's reality</p>
Description of industry	<p>Established in January of 2016, Aligned Healthcare Network is the result of a year and a half of product and service research and design.</p> <p>A veteran owned and operated company, two of the four founding members are Marine veterans.</p> <p>Though new, AHCN is starting to grow quickly. With this growth, its leadership takes its responsibility to community and veterans seriously and wants to honor that stewardship responsibly.</p> <p>AHCN is therefore committed to giving back to the veteran community and making the hiring of veterans a priority.</p>
Please list any organizational memberships (e.g. chamber of commerce, alliances, associations, etc.):	We are members of the Southwest Veterans Chamber of Commerce.
Number of employees	Microbusiness - 1 - 5 employees
In what area of the state do you operate?	Regional within Arizona
1. Region:	Central Arizona
2. County/Counties:	Maricopa
3. City/Local Area:	Phoenix and the greater Phoenix area

Types of employment opportunities available:

There are two veterans that ideally fit our employment criteria:

- 1) Corpsmen and Medics - especially those with hospital experience - those with operating room experience are ideal
- 2) Officers and Senior Enlisted with formal planning training in MCPP, MDMP, and/or other service equivalents

As we grow we hope to expand the fields of veterans we can hire.

Currently we have no parameters of which programs we can support and would seek guidance to align our efforts with existing veteran services.

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?

NEEDS INFO
We will be incorporating training on military, veteran, and family population into our new hire orientation and annual training.

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

Of the four founding members, two are Marine veterans, one of whom is a Marine Corps Reservist.
We take our responsibility as business owners and veteran business owners seriously, and we want to be honorable stewards of that responsibility. By aligning ourselves with the ACMF, we hope to receive the guidance to most effectively give back to the veteran community and their families.

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:

4

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

0

Titles/roles of individuals trained as Navigators:	None, however we are signing up for the next available opportunity in Phoenix. One of the execs has the Resource Connection Guide in his daily notebook.
If employees are referred out to an external navigator, please describe how this is communicated to personnel:	None, however we are signing up for the next available opportunity in Phoenix. One of the execs has the Resource Connection Guide in his daily notebook.
Our organization tracks the following:	Number of service members 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::	We do not yet post for veterans, but that is only because we are still finalising our website. That is something we hope to do, but we want to do it correctly and in-line with guidance from ACMF.
Our organization has designated one or more employees as the internal contact point(s) for military-affiliated employees.	No
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.
Please describe training provided:	We will be incorporating training on military, veteran, and family population into our new hire orientation and annual training. We are members of the Southwest Veterans Chamber of Commerce. That is how we found out about the ACMF.
If your organization has tailored recruiting strategies and programs to the military, veteran and family population, please describe:	In process
Additional detail on how our organization RESPONDS effectively relating to the above areas, as well as any other relevant information::	One of the founders has experienced the SEPS/TAPS program offered by the military a year and a half ago. We have a vision of providing a stronger link from the employer-side of veterans getting off active duty.

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

No

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:

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