Military/Veteran Resource Network Application - Employers

Submission Date	2015-10-26 15:30:48
Organization Name	Empowerment Systems Inc
Address	Street Address: 2066 Apache Trail # 116 City: Apache Junction State / Province: Arizona Postal / Zip Code: 85120 Country: United States
Phone	(480) 367-6937
Website	http://www.emsysonline.org/
Organization E-mail	info@emsysonline.org
What sector is your organization part of?	Community (private sector - business, not-for-profit, etc.)
Brief background of organization (mission, year established, etc.):	Empowerment Systems was established as non-profit Pinal Gila Behavioral Health Association in 1990. Serving as the Regional Behavioral Health Authority for Arizona's Gila and Pinal counties, we created and managed a comprehensive network of mental health and substance abuse services in the two county region. In 2005 the State of Arizona decided to take a different approach, awarding the contract to a for profit company. After a year of transition we reorganized, restructured and renamed ourselves Empowerment Systems, Inc. Aimed at using our resources wisely, we broadened our focus from behavioral health to overall health education and wellness. We continue as a 501 (c) 3 tax exempt non-profit corporation, partnering and collaborating with other community based organizations to improve the lives of the people we serve.
Description of industry	Empowerment Systems is a non profit family of health education and wellness programs. Through partnerships with like minded organizations we offer a comprehensive array of services that contribute to the overall wellbeing of individuals, families and communities.
Please list any organizational memberships (e.g. chamber of commerce, alliances, associations, etc.):	Arizona Public Health Association Alliance of Arizona Nonprofits Arizona Council of Human Service Providers National Council for Behavioral Health Arizona Rural Health Association Apache Junction Chamber of Commerce Pinal Partnership
Number of employees	Small business - 6 - 49 employees
In what area of the state do you operate?	Regional within Arizona
2. County/Counties:	Pinal
Types of employment opportunities available:	Empowerment Systems is a great place to work. Family oriented and flexible, we offer a healthy work environment that stimulates employee growth and professional development. Job openings will be posted here as they occur. But if you would like to submit a resume to tell us about yourself and what you are interested in, please e-mail info@emsysonline.org or mail to the above address.

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?	EmSys has several leaders that are either military family members or have gone through some military culture training. They are planning a large Navigator training for leaders and some key staff members.
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.	They currently have 5 employees who identify as veterans and a few other family members, but they are working on a system to identify more.
Employees and leadership participate in training and events to increase connection to military/veteran community (e.g. ESGR "Boss lifts", training, etc.).	Mario will connect them with ESGR to participate in more of these events.

Additional detail on how our organization CONNECTS to the culture relating to the above areas, as well as any other relevant information:	EmSys works closely with ACMF to assist any veteran employees or customers. They are also working on having an in-service Navigator training. They also have the ACMF website, contact info and information on their website.
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:	29
Number of individuals trained as Military/Veteran Resource Navigators within organization:	2
Titles/roles of individuals trained as Navigators:	Director and program coordinator
If employees are referred out to an external navigator, please describe how this is communicated to personnel:	EmSys is working on establishing a Navigator program through the company to better assist veterans who work there and any veteran customers they might help.
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::	EmSys has ACMF materials that they hand out and they also refer people to ACMF if they need further assistance such as employment, tracing DD 214, connecting them to VA services, etc.
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.

Additional detail on how our organization RESPONDS effectively relating to the above areas, as well as any other relevant information::	EmSys has ACMF materials that they hand out and they also refer people to ACMF if they need further assistance such as employment, tracing DD 214, connecting them to VA services, etc.
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.	Yes
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:	EmSys and their partner organizations have reached out to ACMF to pass out our military related materials at certain events. They also have been a strong partner in the ACMF Military Symposium and often have volunteers at ACMF events.