THE ENABLED VET INTERNSHIP

JAIME PARENT, ASSOCIATE CIO, VICE PRESIDENT, IT OPERATIONS RUSH UNIVERSITY MEDICAL CENTER

ASSISTANT PROFESSOR, COLLEGE OF HEALTH SCICENCES RUSH UNIVESITY

Chief Dreamer, EN-Abled Vet Internship

A rosy IT job outlook

Job description	2010	Projected 2020	Job Growth	% increase
Computer and informatin system managers	307,900	363,700	55,800	18%
Software developers, systems software	392,300	519,400	127,100	32%
Software developers, applications	520,800	664,500	143,700	28%
Computer systems analyst	544,400	664,800	120,400	22%
Information Security Analysts, Web Developer	302,300	367,900	65,600	22%
Database administrators	110,800	144,800	34,000	31%
Computer programmers	363,100	406,800	43,700	12%
Network & computer system admins	347,300	443,800	96,500	28%
Computer support specialists	607,100	717,100	110,000	18%

Source: Bureau of Labor and Statistics

But employment challenges...

- Corporate America [has made] some massive promises. The U.S. Chamber of Commerce's Hiring Our Heroes program has collected pledges from businesses to hire 409,000 veterans on its way to a goal of 500,000. Wal-Mart has said it plans to hire 100,000 vets. Home Depot wants to take on 55,000; McDonald's 100,000; Starbucks, 10,000 more.

- Add up all the pledges, and they total more than 1 million jobs for a population of unemployed post-Sept. 11-era veterans that is estimated most months by the Bureau of Labor Statistics at 210,000.The math is overwhelming: There are now about five pledged jobs for every unemployed service member who fought in Iraq or Afghanistan.

- If there really are more than 1 million jobs out there, why isn't every Iraq and Afghanistan war veteran employed? Is there a problem with what the companies are doing? Might it have something to do with the veterans themselves?

*After the wars, Jaffee, Washington Post, April 2, 2014

ASHHRA
THE HUMAN SIDE OF HEALTHCARE

Barriers to hiring military veterans

- Unpreparedness for civilian life
- Unaddressed mental health and substance abuse
- Continuation of military identity
- Criminal background and/or dishonorable discharge
- Stigma associated with hiring veterans
- Veteran client age
- Availability of appropriate jobs

*Exploring the economic & employment challenges facing U.S Veterans, Kintzle, et al, USC School of Social Work, May 2015

Research says…

- Managers do not hire people to avoid costs or pursue incentives. The most powerful force motivating firms to hire veterans is the need to find the right employees.

- Although savvy companies may apply for tax benefits or other perks tied to hiring veterans, in most cases they do so for personnel they would have hired anyway.

- Companies live or die based on their ability to find intelligent, hard-working employees. It would be foolish to hire someone based on a financial incentive if that person were not likely to excel; the costs would outweigh the gains.

- Quality drives hiring, not a health-care head-count exemption

- Using the GI bill to go to college doesn't guarantee employment

Veteran perspective

- Only 53% of military members suffering from traumatic brain injury or post traumatic stress disorder seek treatment.

- Some veterans view getting a job as an entitlement

- 40% of veterans say that they do not understand the benefits available to them

- Benefits for pre and post 9/11 vary widely

- GI bill does not guarantee a job.

- Many describe the initial deployment overseas as being more difficult than returning back home

* Rand Corporation, April 2008

ASHHRA
THE HUMAN SIDE OF HEALTHCARE

EN-Abled Vet vision, mission & goals

Vision: There is an IT career for every military veteran

Mission: Provide on the job training and 1-1 resume development and job interviewing skills to enable the military veteran to compete for and win IT jobs and to build promising IT careers

Goals: Build a unique OJT program for hiring military veterans. Partner with those with the heart to help provide tools that translate to successful employment. Reproduce the program and provide free distribution. Build a technology training cloud for veterans everywhere (2.0)

The EN-Abled Vet internship experience

One goal: Find a career in healthcare of other type of information technology

Identifying veterans through various partnerships

$12.50/hr….13 weeks….no benefits….cost per vet ~ $5k

- Week 1: Orientation
- Week 2-4 PC support and VDI rollout
- Week 5-6: Resume refresh/Mock job interview
- Week 7-13: Shadow analysts or engineers in career field strength (or get a job from week 5-6 referrals)

Vendor sponsored online training

- HP, Epic, Cisco, Microsoft, Hitachi, EMC, Lexmark FREE on-line training

Mock job interviews

On the job training

Get them a career in IT, in or outside of healthcare

ASHHRA
THE HUMAN SIDE OF HEALTHCARE

Why do this…

- By providing a comprehensive EN-Abled Vet Internship study program within health care organizations, we achieve a number of objectives,

  - Provide support to military veterans and their families by offering them a unique OJT program for hiring military veterans

  - Fill a growing need for highly skilled Health Care IT professionals

  - Give back to the communities we serve

ASHHRA
THE HUMAN SIDE OF HEALTHCARE

How is this program different?

- Places vets in hot jobs: healthcare and IT
- Solves the "you don't have the experience" gap
- Provides 1-1 resume development and job placement from professionals who not only know the market but help place the veteran afterwards
- Offers on line training that complements on the job experience
- Brings on spouse or adult child if veteran can't work
- Doesn't shy away from TBI or PTSD

Our success and findings to date

- The EN-Abled Veteran Program gives military veterans ***and*** their family members the opportunity to tap into training and experience that will make them competitive for filling these jobs

- By combining on the job training, real world experiences and technology certifications the EN-Abled Veteran Program provides unique occupational support for the Road Home Program

- The EN-Abled Veteran Program is a repeatable and reproducible model that can be plugged and played into any healthcare IT organization

In their own words…

I'm extremely grateful to you, and your entire staff!!! It would've not have without the faith and teaching you gave me. I am forever grateful

- Mark T.

I think one of the major reasons I have had so many calls and offers is because of the VDI roll-out we did at rush and a lot of the other things I was able to put on my resume from there. So thank you again for that opportunity because is definitely boosted my resume a lot and that's mainly what I wanted to get out of the entire thing.

- Ken M.

The EN-Abled Veterans Program was the ticket needed to launch my post-military retirement career. Right now, I see the sky as being the limit," Wigfall said. "This is a gateway; now it's up to me. If someone is extending their hand to help you, humble yourself, take it and move up."

- James W.

Still working on…

- Recruiting women and LGBTQ veterans into the program

- Incorporating a 3 day healthcare track with CompTia.

- Providing short courses in personal financial management

- Expanding to more sites across the country

- Maintaining momentum with congressional leaders and other veteran advocates

Our future…

- The EN-Abled Vet is being adopted by the following health systems listed below. This is extremely important as it widens the scope opportunity to the rest of the country, particularly in areas with a large military and veteran population. The health systems that are adopting EN-Abled Vet in their own communities are:

  - Cone Health, Wilmington DE
  - Nemours Children Health System, Jacksonville, FL
  - University of California Health System San Diego
  - University of North Carolina, Chapel Hill

- Working with our technology partners, Microsoft, HP, Cisco, Epic, Citrix, EMC, Hitachi and Lexmark, we are building a nationwide EN-Abled Vet portal. This will be a centralized hub for training access, as well as providing information, benefits, social media and collaboration. The site will launch in October, 2015.

Want more info?

jaime_b_parent@rush.edu

http://www.enabled-vet.org

I will send you the complete curriculum free of charge as well as some other helpful links. Start your own EN-Abled Vet internship and help veterans in your community!

ASHHRA

THE HUMAN SIDE OF HEALTHCARE

©2014 ASHHRA