Pennsylvania Senator Scott Hutchinson 21st District

Chief of Staff

Justin Leventry

Keystone Initiative for Network Based Education and Research (KINBER)
and
PennREN

Wendy Huntoon

Executive Director, KINBER

Who We Are

- Non-profit coalition of Pennsylvania's education, research, healthcare, economic development and other non-profit based communities

- In 2010 received capital funding through a $99.6 million Department of Commerce grant, with over $29M matching funds to do a 1700+ mile fiber build with 48 strands of fiber in Pennsylvania

Who We Are

- Fiber build competed in April 2013
- Pennsylvania Research Network (PennREN)
  - Built using part of the KINBER fiber
  - Remaining dark fiber – available for use for other KINBER and member projects.
- Underlying goal of the original funding
  - Deploy new or improved broadband Internet facilities, including laying new fiber-optic cables;
  - Connect "community anchor institutions" such as schools, libraries, hospitals, and public safety facilities; and
  - Help ensure sustainable community growth and provide the foundation for enhanced broadband Internet services.

Strategy and Goals

- Goals
  - Expand access to networks
  - Connect individuals, communities and organizations
  - Spur innovation in learning, health and public media
  - Deliver exceptional membership value
  - Demonstrate stewardship

- Strategy
  - Provide the underlying infrastructure to support a range of services in a flexible manner that grow and change to meet the underlying needs of the community anchor institutions within Pennsylvania
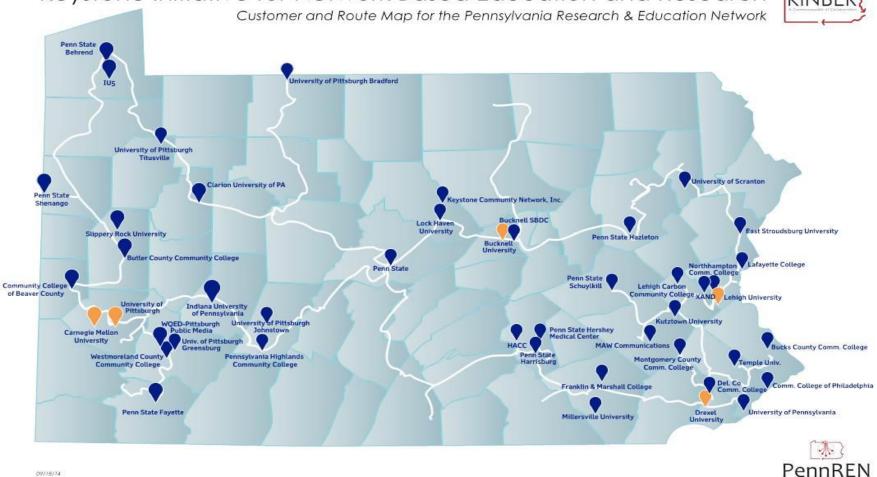
Connections Map

Keystone Initiative for Network Based Education and Research — KINBER

Customer and Route Map for the Pennsylvania Research & Education Network

Hiring & Retaining Veteran Employees

Presented by:

Jennifer Roseman

VetAdvisor

Veteran Retention Survey

- VetAdvisor provides Veterans and their families holistic coaching services to foster happy, well adjusted, and engaged employees.

- VetAdvisor partnered with the Institute for Veterans and Military Families (IVMF) to determine why Veterans leave their initial post-military jobs

- Survey was taken by 1,484 participants

- Results
  - 24% of the respondents are not working but looking for work with 46% searching for work for 26 weeks or more.
  - Nearly half of respondents remained in their first civilian job 12 months or less.
  - More than 65% of respondents left their first job within 2 years.
  - Only 14.89% are presently working in their first civilian job.
  - The majority of responders who have been separated from service for 6 or less years have had 2 or more jobs.
  - The majority of those who have been separated from service for more than 6 years have had 4 or more jobs. The average worker changes jobs every 4 years.
  - Officers reported longer average job tenure than enlisted personnel, particularly for their first post-military job.
  - 92% of respondents indicated that job security is important.

Business Case for Hiring a Veteran

- Veterans are entrepreneurial, loyal, and assume high levels of trust

- Veterans exhibit advanced team-building skills and strong organizational commitment

- Veterans are adept at skills transfer across contexts/tasks

- Veterans have and leverage advanced technical training and cross-cultural experiences

- Veterans are comfortable and adept in uncertain environments and diverse work-settings

- Veterans exhibit high-levels of resiliency

For more information visit http://vets.syr.edu/employment/employer-resources/

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Recommendations for Retaining Veterans

- **Leverage Skills** - Veterans succeed in civilian careers when military training and experience is leveraged in their civilian job.

- **Prepare** – Set expectations for what to expect at your organization. Describe culture, working environment.

- **Communicate** – Implement programs to communicate corporate goals, vision, and mission to align day-to-day tasks with the big picture.

- **Support** - Provide formal and informal transition resources. Identify onsite sponsors and mentors particularly for formerly enlisted personnel.

- **Educate** – Train supervisors and operations staff on military culture and USERRA. Help Veterans brand themselves to highlight their military experience.

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VetAdvisor Veteran Employment Support Services for Employers

- Veteran Employee & Recruiting Strategy

- Recruiting, Retention & Reintegration Coaching for Employees, Managers, and Family Members of Veterans and National Guard and Reserve Employees

- HR Hotline for HR Professionals

- Onboarding, & Assimilation Support for Veteran New Hires

- Veteran Related Training Classes for Managers and Staff

- Case Management Technology Platform

Drawing Talent
From The US Military

A Presentation for the PA HIMSS
Health I.T. Workforce
Development & Training Conference
Presented by:
James Astor, SCPA Area Chair, ESGR
and Prepared by:
David P. Tebo, PA Employment Coordinator, Hero2Hired

Top Ten Reasons for Hiring Persons With A Military Background

#10 – Global Perspective. Have experiences that relate directly to current world events.

#9 – On, All The time. Know that every second counts.

2

Top Ten Reasons for Hiring Persons With A Military Background

#8 – First Class Image. Understand that a professional appearance is a must.

#7 – Calm Under Pressure. Are resilient and know how to handle stress on and of the job.

3

Top Ten Reasons for Hiring Persons With A Military Background

#6 – "Can Do Attitude". Possess critical skills and understand that nothing is impossible.

#5 – Physical Conditioning. Are in top physical condition, resilient and drug-free

Top Ten Reasons for Hiring Persons With A Military Background

#4 – Understand Diversity. Have succeeded in a very diverse workplace

#3 – RESPONSIBILITY. Know how to make decisions and take responsibility for meeting objectives.

Top Ten Reasons for Hiring Persons With A Military Background

#2 – PROFESSIONALISM. High degree of integrity, self-esteem and sense of honor.

#1 – LEADERSHIP. Excellent Leaders and Outstanding Followers. Loyal, Dedicated and Highly Motivated.

Training / Experience Provided to All Enlisted Military

(Based upon US Army Standards; Other Branches are Similar)

- Enlist at 17-19 years old

- 10 Weeks of Basic Combat Training. Learn how to work together as a team, and what it takes to succeed.

- Advanced Individual Training. Several weeks to several months to learn their specific military occupational skill.

- Assigned to a Military Unit Somewhere in the World

Training / Experience (continued)

During Years 3 – 10 of Service:

- Promoted to Sergeant (**First Line Supervisor**) after 3 years; Staff Sergeant (**Mid-Level Supervisor**) at 5 years; Sergeant First Class (**Senior Supervisor**) at 9 years.

- 4-week Leaders Course; 9-week Advanced Leaders Course & 14-week Senior Leaders Advanced Course required before each promotion.

- Responsible for : 3-5 / 8-12 / 30+ soldiers; $100K+ / $1M+ / $10M+ of equipment and for responsible for all facets of their team's development including personnel administration, individual job training and team training, logistics, and equipment maintenance.

Officer Training / Experience

Upon Graduation From College and Commissioning as a 2nd Lieutenant:

- Attend Basic Officer Leader's Course for three months and specialized job training for eight months.

- Assigned as a Platoon Leader **(Junior Manager)** responsible for 30+ Soldiers and tens of millions of dollars in equipment.

- After 18 months, promoted to 1st Lieutenant. Made an Executive Officer **(Operations Manager)** responsible for the operations of a 135-Soldier Company including human resources, logistics, operations, and maintenance.

Officer Training / Experience

•At three years and after attendance at an advanced leader's course for six months, officers are promoted to Captain and are either placed in Command of a 135-Soldier Company **(Director of Operations or Site Manager)** or are assigned as a staff officer to a Battalion **(Mid-Management)**. As a Commander they are responsible for tens to hundreds of millions of dollars in equipment. As a staff officer they are responsible for a variety of multi-million dollar programs in numerous fields.

Army Positions Suitable for the Health IT Workforce

- Medical Operations Officer - 70H

- Nurse Corps Officer - 66O

- Patient Administration Specialist - 68G

- Information Systems Chief - 25Y

- Information Systems Technician - 255A

- Information Technologies Specialist - 25B

Army Positions Suitable for the Health IT Workforce

- Signal Support Systems Specialist - 25U

- Signals Systems Technician - 254A

- Telecommunications Operations Chief - 25W

- Telecommunications Operator / Maintainer - 25D

- Financial Management Technician - 36B

Air Force Positions Suitable for the Health IT Workforce

- Communications and Information - 33SX

- Health Services - 41AX

- Nursing Administrator- 46AX

Navy Positions Suitable for the Health IT Workforce

- Health Care Administration

- Business & Legal

Marine Corps Positions Suitable for the Health IT Workforce

- Finance Officer – 3402

- Financial Management Officer – 3404

- Financial Management Resource Officer - 3408

HIMSS Veterans Career Services Initiative

Helping our Nations Heroes Transition into Health IT Careers

JoAnn W. Klinedinst
HIMSS

Today's Faculty

JoAnn Klinedinst, MEd, DES, PMP, CPHIMS, FHIMSS

Vice President, Professional Development

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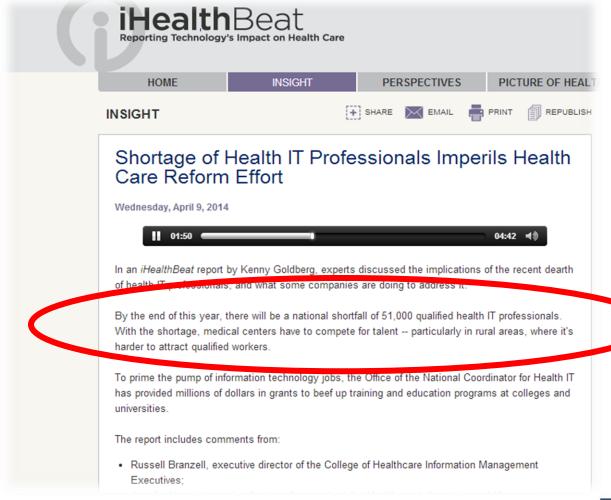Pennsylvania Health Information Management Association

Learning Objectives

- Review the current workforce development climate and job potential within Health IT as it relates to veterans

- Recognize the value veterans bring to the civilian workforce

- Identify the various components of the HIMSS Veterans Career Services Initiative

Rx for National Health:
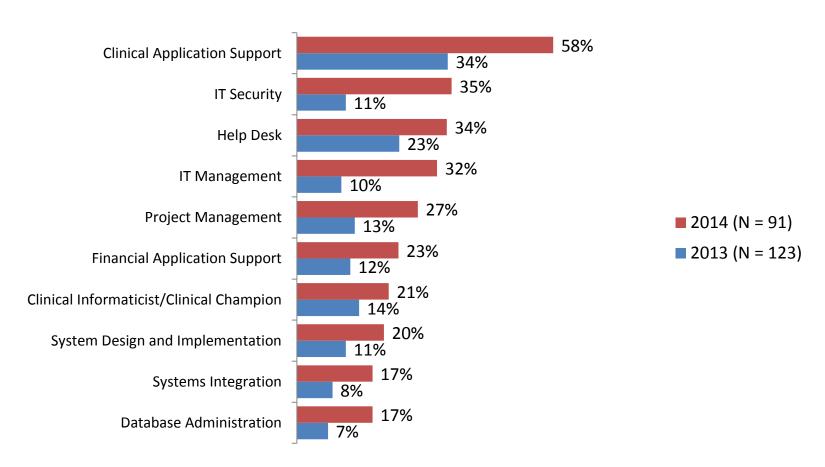# [The Health IT Workforce](#)

Top 10 Areas for Planned IT Hires in the Next Year by Healthcare Provider Organizations

Area	2014 (N = 91)	2013 (N = 123)
Clinical Application Support	58%	34%
IT Security	35%	11%
Help Desk	34%	23%
IT Management	32%	10%
Project Management	27%	13%
Financial Application Support	23%	12%
Clinical Informaticist/Clinical Champion	21%	14%
System Design and Implementation	20%	11%
Systems Integration	17%	8%
Database Administration	17%	7%

Source: http://www.himssanalytics.org/research/AssetDetail.aspx?pubid=82173&tid=128

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Resources for Transitioning Veterans

Value of Hiring Veterans

- Loyal

- Disciplined

- Values

- Leadership

- Accountability

- Experience

King, E. (2012). *Field tested recruiting, managing, and retaining veterans*. New York: AMACOM.

HIMSS Veteran's Career Services Background

"This workforce solution is 100% funded by an $11.7m grant awarded by the U.S. Department of Labor's Employment and Training Administration. The solution was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability or ownership."

HIMSS Veterans Career Services

HIMSS VCS is committed to exposing our nation's veterans, transitioning service members and eligible spouses/survivors to professional development, career support and employment opportunities within Health Information Technology (IT).

Our mission is to create a sustainable system to transition this population to civilian health IT jobs by introducing them to health IT education and career possibilities in support of healthcare transformation in the U.S.

Learning Objectives

- Review the current workforce development climate and job potential within Health IT as it relates to veterans

- **Recognize the value veterans bring to the civilian workforce**

- Identify the various components of the HIMSS Veterans Career Services Initiative

A

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HERO'S

WELCOME

TO

HEALTH IT

Engaging our Veterans: The Opportunities Abound

- Fulfill a critical shortage of entry- to mid-level positions in the health IT workforce
- Provide a life-long career for transitioning veterans and their families
- Draw upon highly transferrable skillsets to benefit both the veteran and health IT
  - Information Security
  - EMT
  - Supply Chain/Logistics
  - Compliance
  - Many Others

HIMSS: A Long-term Affinity with Active Duty and Veterans

- Defense Health Agency: An organizational affiliate welcoming hundreds of members
- HIMSS Annual Conference: Multiple invited sessions
- Federal Health Community: Welcoming veterans and others with volunteer opportunities
- CPHIMS: A recognized board certification by the Defense Health Agency

Federal Health Community

Engage thought leaders, policy makers and implementers to promote healthcare transformation through information technology.

Learn More ▶

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CPHIMS
Certified Professional in Healthcare Information & Management Systems

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Highlights of our Accomplishments

- Developed a public-facing website presence for veterans
- Established a HIMSS veterans career services initiative advisory council
- Developed and execute monthly webinar series
- Participation in external conferences promoting veterans
- Launched relationships with outside organizations/agencies
- Established a foundation for a new membership for veterans
- Established presence at multiple HIMSS Annual conferences
- Developed a vMentor program

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HIMSS Veterans Career Services

www.himss.org/VCS

NSF

BELLEVUE COLLEGE

HiMSS
transforming health through IT

Certified Associate in Healthcare Information & Management Systems (CAHIMS)

What is CAHIMS?

HiMSS CAHIMS
Certified Associate in Healthcare Information & Management Systems

CAHIMS is a new HIMSS health IT certification designed for emerging professionals within the industry (five years or less of experience). This certification demonstrates knowledge of health IT and management systems, facilitating entry-level careers in health IT. It is designed to be a career pathway to the CPHIMS credential.

The program offers an introductory review of the many facets of health IT and information management systems. Those who sit for the exam and pass it will become armed with a valuable credential, qualifying them to facilitate and improve the quality of health IT and business management systems across the healthcare setting.

Who is the CAHIMS credential for?

- Individuals looking to work in a healthcare setting or mid-level professionals seeking career change

- Those who want to learn more about health IT, including clinicians

- Non-IT professionals, working in other departments, who work as an extension of the IT department

- Those enrolled in an academic program at the undergraduate or graduate level, i.e. healthcare informatics, CAHME-accredited program, Masters in Healthcare Administration, or others students

- Veterans returning from active duty

Professional Development

- Awards
- Career Services
- Certification
  - CAHIMS
    - Exam Info
    - CAHIMS Review Material
    - CAHIMS By The Numbers
    - CAHIMS Renewal
  - CPHIMS
- HIMSS JobMine
- Online Education
- Onsite Education
- Scholarships

http://www.himss.org/health-it-certification/cahims

Online Learning Initiative: Health Information Technology Foundations

Stanford University

Stanford ONLINE

COURSES   NEWS & EVENTS   ABOUT   OPENEDX   ACROSS

Home » Events » Candace Thille - Open Learning Initiative

CANDACE THILLE - OPEN LEARNING INITIATIVE

Date/time:
Oct 16 2012 - 12:00pm to 1:30pm

Location:
CERAS Auditorium

FREE
ONLINE
SELF PACED
METRICS DRIVEN
CAHIMS PREPARATORY CURRICULUM

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Become Exceptional

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HIMSS Veterans Career Services

Coming Soon:

- Membership for Veterans new to Health IT
- Sponsorships and Commitments for Conference Attendance
- HIMSS Veteran Community Connection
- Apprenticeship-to-Hire Program

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RESOURCES:

thank you!

Amy R. Justice, MBA
MSgt (Ret), USAF)
Program Manager, Veterans Career Services
HIMSS