



Newsletter

THE MISSION CONTINUES

It has been a while since we have sent out an update. We are grateful for your continued belief and support in our effort as we have been fighting the good fight to ensure the ultimate success of the mission. Despite some significant hurdles with the Veterans Administration, Heroes to Healthcare made great strides in 2018 and finally has a solid foundation in place to provide Healthcare Experienced MidEnlisted Veterans with the employment opportunities they deserve in 2019.

HEROES TO HEALTHCARE HIGHLIGHTS

VA Approval: This nearly eight-month battle consisting of TWO instances of "paperwork" being "lost" yet we persevered and were able to convince the VA to make an exception and approve our program for our veterans to be able to receive their GIBILL housing allowance during their apprenticeship. This is a MAJOR achievement that if not for this exception would have required each employer to go through the rigorous and highly bureaucratic process of becoming approved themselves as well as then having to handle the considerable overhead of reporting, audits, etc... This is most definitely one of the barriers working against our veterans nationally though with our new breakthrough employers no longer have to endure this burden and instead count on us to maintain compliance with the VA.

Events and Recognition: Key speaking events leading to outstanding exposure nationally in 2018 were - 2018 American Hospital Association National Conference, North East Regional and Training Association Healthcare Summit, MN Hospital Association Workforce Committee, California Hospital Association Workforce Committee and two additional one-hour guest spot on Alliance for the Brave KEXB radio. Also very proud to share that as of this writing Heroes to Healthcare has been selected as one of four finalists for the D CEO Magazine Excellence in Healthcare Award for Community Outreach.

Allie Employers: With our VA challenges and delay it was very difficult to get employers to commit but despite this, we are very proud to announce that on Veterans Day 2018 Concentra and Valor Healthcare announced a partnership with the Heroes to Healthcare mission for 2019. [click here for press release](#) Additional Ally employers for 2019 in each of the states we mentioned have committed to the mission and await Q1 forecast.

Three Additional Apprenticeship Tracks Approved: Due to the overwhelming support for our initial Certified Healthcare Administration Apprenticeship we were asked by employers to establish **Registered Apprenticeships for Certified Medical Assistant (CCMA), Certified Pharmacy Technician (CPhT) and Cyber Security Analyst**. Each of these programs was designed by the H2H team, credentialed by a Nationally Recognized certifying institution and approved by the US Department of Labor. These additional tracks provide even more entry points toward meaningful employment within 16-24 month apprenticeship design while also providing employers with the skill that they are desperately needing. CCMA and CPhT credits are transferable toward the Healthcare Administrator role, therefore, providing our Heroes upward career mobility as well



MORE HIGHLIGHTS

National Awareness: Due to the extreme delay with the VA we used that time to focus on establishing ourselves outside of Texa in the states with the largest veteran population. We are proud to share that not only have we established ourselves well with the public workforce system in Texas but are also a critical part of veteran and healthcare apprenticeship expansion strategy in California, Pennsylvania, Minnesota, and Nevada. We have also begun working closely with Florida and expect to be established there in Q1 2019. State support and workforce system awareness are critical since states still govern a considerable part of the apprenticeship model and most funding is provided by the state through the federal allocation. We have entered the market at an opportune time with the Trump Administration pushing the apprenticeship model hard to include increasing spending by 40% to support apprenticeship expansion. Our combination of apprenticeship subject matter expertise but also veteran transition and healthcare industry is very attractive all parties involved.

Infrastructure: Thanks to long hours and great work the team has designed and deployed an outstanding learning management infrastructure that with the support of our partners such as LinkedIn, PsychArmor, AAPC, NHA and many others provides world-class distance learning content and delivery. Though distance learning is critical it is not the only component of a successful apprenticeship program and this team also delivered in putting in place all the systems necessary to identify, screen, select, onboard, assess and report on each apprentice nationally. Bring on the jobs!

Dallas Community College District is one of the most active community college entities nationally participating in non-degree based workforce development. We are proud to share that due to our efforts with the DOL we were recommended to DCCD as a key partner in their pursuit of a \$15million grant for workforce development. We are honored to be chosen by DCCD as a key member of the grant team.

Government: We have been well received and even pursued by several of the key stakeholders in the veteran and public workforce ecosystem. Each state that we have engaged has received us well and found us to align very well with several of their state and federal goals. Thanks to Force Master Chief Smith of the DOD and his kind invitation to have us present to his Senior Enlisted Advisors from the Defence Health Agency several key doors in the military have opened for us to engage our heroes prior to them being discharged. Also thanks to our DOL partners John Kuznar and Michael Stoggard we have been able to push the apprenticeship envelope in the spirit of creating additional opportunities. And though the VA challenge was a mighty one, the experience and ultimate resolution provides a path for future innovation and therefore additional jobs for our veterans.

Listen to us on Alliance for the Brave Radio





LOWLIGHTS

2018 Veteran Cohort: Though we had 260 applicants for the program this year we were only able to help 22 and all but one were not able to be sponsored to become certified due to the VA delay. Despite our limitation, we were reminded of how much value we did bring in our approach to all applicants. Through our network of veteran support organizations not one veteran was left behind no matter their circumstances or location. Though our mission was about healthcare meaningful careers we seemed to have mastered delivering care, love and hope to many as was proven to us through the countless kind letters we received. One great email is below. PS.. the young man in the email was moved to an apartment and provided a jump start through Heroes to Healthcare. But many were discouraged since we are about employment.

Funding: To date, H2H has been funded by the two CoFounders and has no debt. Due to the VA delay, there has been minimal revenue in support of the mission thus far. Our vision has not changed from wanting H2H to be a self-sustaining venture that has a considerable economic advantage, therefore, allowing it to be a source of funds for other Veteran Support Organizations that have no direct economic advantage. We strongly considered becoming a Not For Profit but after much wise counsel, we decided to stay the course. Times are tight but we feel confident in our ability to see our vision become a successful reality in 2019.

Office Space: As you can imagine this is a highly interpersonal endeavor requiring facilities that accommodate groups, presentations or simply private coaching/interview rooms. We did not proceed with our office plans this year and have instead rented offices by the hour and/or been provided space in churches. If anyone knows of any unused space we could leverage for 2019 PLEASE let us know. A comfortable setting is key to enable our mission within all of our stakeholders.

BRIGHT LIGHTS

Critical next steps are now focused on Ally Employers identifying and committing to 50 positions to be filled by this first veteran cohort for Q1 2019. If you continue to believe in the mission **you can play a critical role in helping us engage industry leaders that can benefit from this great talent.**

This update hardly covers all that has been accomplished or all we hope to accomplish. Please contact us for a private tour of our journey or visit the "Whats New" page at www.HeroestoHealthcare.com.

