



HEROES TO HEALTHCARE



Engaging, energizing and equipping our partners with the knowledge and attitude to excel.



THE HEROES TO HEALTHCARE MISSION

A US Department of Labor and VA approved program credentialed by industry leading institutions to deliver a blended learning strategy leveraging the most advanced remote and in-person learning with the best industry content by passionate thought leaders within a Registered Apprenticeship design .

Diversity

H2H offers increased diversity. **On average our veteran cohort consists of 20% women, 54% minorities, and 10% disabled.** With an average age of 30 and 8 years active duty, our veterans bring a wide range of backgrounds and experiences to help create a solid foundation for success.

Pre-Screened Talent

We recruit candidates who demonstrate an aptitude for professional AND personal success. Our team **pre-screens proven high potential candidates via phone, in-person and specialized assessment strategies and only select the best** for an interview with our Ally Employers.

Trained & Certified Professionals

In addition to an average of 2.5 years of military training, our Healthcare experienced veterans receive accelerated occupational training credentialed by our **nationally recognized partner institutions such as The AAPC and the NHA**, two of the nations largest healthcare associations and education organization. **H2H is an approved US Department of Labor and VA Registered Apprenticeship** program, therefore, providing the validated structure and resources for two years of blended learning consisting of on-the-job training while ensuring great work performance.

Retention

Leveraging the Registered Apprentice design our skills and competency development framework ensures high engagement, growth, and performance. **Our model has been able to maintain an 82% retention rate after 5 years.**

No Heacount...No Problem

Though we prefer direct hire for our Heroes, we understand that innovation requires gradation and therefore **we offer a locum tenens (temp to perm) onboarding strategy** custom designed to meet your requirements yet ensure meaningful employment for our Heroes.

Compliance

Ally Employers don't have to deal with all state and federal registration, reporting and audit requirements in order to benefit from participation in a registered apprenticeship. You simply partner with us and we lead the program and maximize your veteran hiring experience. **Our coaches will work closely with all employer stakeholders and apprentices** to maximize engagement, gather periodic feedback, monitor progress, ensure satisfaction, maintain compliance and create success.

Ready For Roles Leveraging Certified Skills and Competencies

Health Administrator / Practice Manager - CPPM

Certified Pharmacy Technician - CPhT

Certified Medical Assistant - CCMA

Cyber Security Analyst - Net+

heroestohealthcare.com

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It's Good Business

- 160% HIGHER Engagement Score
- 10% HIGHER Customer Metrics
- 17% HIGHER Productivity
- 20% HIGHER Sales
- 21% HIGHER Profitability
- 41% LOWER Absenteeism
- 59% LOWER Turnover
- 70% FEWER Employee Safety Incidents
- 58% FEWER Patient Safety Incidents
- 40% FEWER Quality Incidents(Defects)
- 50% SAVINGS 1st Year Compensation
- 3.7 Times HIGHER NPS

It's Great Value

The **average savings at 24 months is 50% of open position first year salary** not including grants, tax credit or special scholarship funding. Registered apprentice salaries start at 55% of market rate, while also qualified to provide veteran a stipend to offset lower compensation. Our model also leads to **considerable savings on recruitment, training and development costs while also enabling our employers to qualify for up to \$9600 tax credit per hire**

It's Just More Better.....

Ally employers are provided leadership training for non veteran leaders.

Each veteran and ally employer are assigned a coach for 90 days

H2H manages all recruiting, screening and interview coordination

All DOL & VA reporting, management, audits and compliance is done by H2H

Veteran "Cohort Connect" platform is active throughout veteran employment

"The H2H veteran program is not yet another charitable initiative but a means to identify, develop and maximize high performing talent that led our business growth and was instrumental in us reaching new financial goals. It was good business."

- JR. Thomas , CEO Medsynergies