



Community Health Center
Association of Connecticut

Veterans & Connecticut's Federally Qualified Health Centers

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Community Health Center Association of Connecticut

The Community Health Center Association of Connecticut (CHCACT), incorporated in 1989, is a not-for-profit service organization dedicated to strengthening and supporting the clinical and administrative operations of its member community health centers across Connecticut.

CHCACT plays an active role in health policy discussions by participating on key advisory councils. We provide ongoing information on community health center programs and clinical performance to Connecticut's decision-makers, elected officials and residents.



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MISSION

CHCACT exists to advance the common interests of Connecticut's federally qualified health centers in providing quality health care.

VISION

CHCACT will be recognized as the organization most qualified by its leadership, expertise and experience in addressing the issues of significance to all FQHCs and populations needing comprehensive health care.

Federally Qualified Health Centers

CHCACT supports 13 federally qualified health centers (FQHCs) and 1 FQHC Look-Alike



CT CHC Facts, 2013

- 14 Community Health Centers (CHCs) operating 250 sites across the state.
- Served more than 327,165 patients, approximately 69.1% of whom had incomes at or below the federal poverty level (FPL) and 94.8% at or below 200% FPL.

Connecticut's FQHCs are major employers...

...over 2,800 people, including:

- 948 medical professionals
- 220 dental professionals
- 317 behavioral health professionals

HR Directors Workgroup

- Began in 2009
- Includes:
 - Monthly conference calls
 - Two annual face-to-face meetings
- Participants:
 - Hosted by CHCACT Director of Workforce Development & Operations Manager
 - HR and recruitment staff from health centers
 - Guest Speakers on various topics (i.e. state agencies, law firms, etc.)

HR Directors Workgroup

- Focus: Sharing Best Practices
 - Policies & procedures
 - Recruitment & retention strategies
 - Veteran recruitment
 - NHSC & HPSA updates
 - CHCACT Website Job Bank
 - Group/joint purchasing ventures
 - Employment law
 - Staff training and professional development
 - Other topics based on current activities

Hiring Veterans Initiative

- James Lauber, Local Veteran Employment Representative, CT DOL, participated in multiple HR Directors conference calls and face-to-face meetings to discuss collaboration in hiring veterans
 - Local Veterans Employment Representatives (LVERs) - Assist veterans with employment and training opportunities by networking with local employers.
 - Disabled Veterans Outreach Program Specialist (DVOP) - provide Case Management services (i.e. Resume/ Cover Letters, interviewing skills) to veterans in need.
- CHCACT worked with the CT DOL to connect the FQHC HR Directors and recruiters with their regional LVERs.

Hiring Veterans Initiative

- CT-DOL has relationships with 50-60 organizations that work with veterans
 - This includes state colleges, which have veteran liaisons to assist veterans with school and job applications
- CT-DOL host an annual Heroes for Hire Career Fair which was attended by CHCACT in 2014
- Department of Labor Job Search Website (<http://www.ctdol.state.ct.us/veterans/JobSearch.htm>)
 - Allows employers to identify as “military friendly employers”
 - Postings are displayed on the Vet Central page
 - CHCACT Job Bank included on the CT DOL website

O*NET

The screenshot shows the O*NET OnLine website interface. The browser address bar displays <http://www.onetonline.org/>. The page title is "Military Crosswalk Search for: radio chief". Below the title, there is a search input field containing "radio chief" and a "Go" button. The search results are listed under the heading "18 titles matching 'radio chief' in Military Occupational Classification (MOC)".

25C Radio Operator-Maintainer (Army - Enlisted)

- 17-3023.01 [Electronics Engineering Technicians](#) ✔
- 17-3023.03 [Electrical Engineering Technicians](#) ✔
- 27-4013.00 [Radio Operators](#)
- 49-1011.00 [First-Line Supervisors of Mechanics, Installers, and Repairers](#) ✔ ✔
- 49-2021.00 [Radio, Cellular, and Tower Equipment Installers and Repairers](#)
- 49-2022.00 [Telecommunications Equipment Installers and Repairers, Except Line Installers](#)
- 49-2094.00 [Electrical and Electronics Repairers, Commercial and Industrial Equipment](#) ✔
- 49-9098.00 [Helpers—Installation, Maintenance, and Repair Workers](#) ✔

25T Satellite/Microwave Systems Chief (Army - Enlisted)

- 49-1011.00 [First-Line Supervisors of Mechanics, Installers, and Repairers](#) ✔ ✔

25W Telecommunications Operations Chief (Army - Enlisted)

- 49-1011.00 [First-Line Supervisors of Mechanics, Installers, and Repairers](#) ✔ ✔

25X Chief Signal NCO (Army - Enlisted)

- 43-1011.00 [First-Line Supervisors of Office and Administrative Support Workers](#) ✔
- 49-1011.00 [First-Line Supervisors of Mechanics, Installers, and Repairers](#) ✔ ✔

25Z Visual Information Operations Chief (Army - Enlisted)

- 27-2012.02 [Directors—Stage, Motion Pictures, Television, and Radio](#)
- 27-2012.03 [Program Directors](#)
- 27-2012.05 [Technical Directors/Managers](#)
- 27-4013.00 [Radio Operators](#)
- 27-4031.00 [Camera Operators, Television, Video, and Motion Picture](#)
- 49-1011.00 [First-Line Supervisors of Mechanics, Installers, and Repairers](#) ✔ ✔

35X Intelligence Senior Sergeant/Chief Intelligence Sergeant (Army - Enlisted)

- 11-1021.00 [General and Operations Managers](#) ✔ ✔
- 11-9161.00 [Emergency Management Directors](#)
- 13-1075.00 [Labor Relations Specialists](#)
- 13-1111.00 [Management Analysts](#) ✔
- 15-2031.00 [Operations Research Analysts](#) ✔

Website: <http://www.onetonline.org/find/>

Hiring Veterans Initiative

CHCACT Community HealthCorps, a program of AmeriCorps, serves as a pipeline for recruitment of health care professionals and works to hire and serve veterans.

- CHCACT Community HealthCorps members have served veterans through a variety of activities:
 - Attended a Veterans' Resource Fair at Three River Community College to distribute health center information
 - Volunteered at the Connecticut Veteran's Day Parade
 - Participate in several service projects focused on serving veterans
 - Collaborating with VISTA members at the Veterans Recovery Project

CT Veteran Recruitment Challenges

- CT job seekers of 22-30 years of age lack much needed clinical expertise
- Veterans with clinical degrees tend to remain within the military sector
- State licensing requirements prevent veterans from practicing in the state
- Difficulty matching veteran skill sets to FQHC hiring needs
- Lack of formal FQHC veteran training program (i.e. Community HealthCorps)



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Thank you!

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