

Health Care Recruitment: An Opportunity to Hire Veterans

As organizations expand their approaches to recruitment and retention, the health care sector should consider the value military veterans bring in terms of service to the community, problem solving and leadership skills. Working together with local military base leaders and veterans' groups, hospitals and health systems can identify opportunities for qualified personnel transitioning from the armed forces to civilian work, as well as veterans in their communities seeking employment, to bring their enhanced skills to the health care workplace.

The AHA has collected a series of resources and examples to help hospitals and health systems recruit and integrate the veteran population into their workforce, as well as services to help veterans access the tools they need to be successful in civilian health care careers. While these resources are geared towards job seekers, they may also be helpful for organizations to better understand the training opportunities afforded to military members as they transition from active service.



Resources by Military Branch

The following resources per military branch were identified to assist veterans in attaining the skills and credentials they need to enter the civilian workforce. Hospitals and health systems can utilize these resources to connect with veterans in their communities to recruit them into successful health care careers.



ARMY

The [Education and Career](#) portal offers information about how

military skills translate to degrees, credentials and certificates as well as training and apprenticeship opportunities available to service members in different occupational areas — including health care.



AIR FORCE

The Personnel Center offers a [Transition Assistance Program](#)

roadmap that provides veterans with individualized counseling, education, career exploration, employment and other skills to support them in entering the civilian workforce.



NAVY

The Navy also offers a [Transition Assistance Program](#),

which provides veterans and their families with the skills, tools and self-confidence necessary to successfully re-enter into the civilian work force, pursue higher education or pursue technical training.



MARINES

This [Transition Readiness Program](#) prepares Marines

for the civilian workforce by providing guidance and training for transitioning success, including the [SkillBridge](#) program and the [Marine for Life Network](#).



COAST GUARD

This [Transition Readiness Program](#) requires eligible

service members to begin the transition process 365 days prior to leaving the military, completing mandatory components to ensure a successful transition.

Resources for All Veterans

Department of Defense Transition Assistance Program's "Military Occupational Codes Crosswalk Version 2.0"

In this module, veterans can identify skills, education, training and credentials obtained before and during military service and align them with civilian opportunities. This document aids veterans in identifying the skills they have developed thus far and explore potential careers and credentials.

Department of Labor O*NET OnLine Military Crosswalk Search: The O*NET database includes information on skills, abilities, knowledge, work activities and interests associated with occupations for potential job seekers. While not exclusively for veterans, the resource offers a military crosswalk search where individuals can search by branch to identify general health care careers or can choose to narrow the specialty by key word.

My Next Move for Veterans: My Next Move for Veterans is designed for current job seekers, offering an interactive tool that helps veterans learn about their career options. The site has tasks, skills, salary information, job listings and over 900 different careers. veterans can search by career cluster, including [health care careers](#).

Resources by State

Illinois Department of Veterans Affairs State Licenses and Military Training: This resource explores how military experience can be applied toward professional licensing standards with paths for veterans to gain licensure from a Military Medic to a Certified Nurse Aide or an Army Medic to Emergency Medical Technician Basic, among others.

Pennsylvania Military Occupational Crosswalk: Pennsylvania launched a military occupational crosswalk to help veterans and service members translate their work experience to civilian jobs, including in health care. It includes related documents under the State Board of Osteopathic Medicine and the State Board of Medicine, comparing the licensing requirements and related credentials associated with military occupations.

Texas State Auditor's Office's Military Crosswalk Guide: Occupational Category — Medical and Health: This crosswalk table shows job classification series in health care and occupational codes for the Army, Navy, Coast Guard, Marine Corps, Air Force and Space Force (where available).

Washington State Department of Health's Military Resources: This living document is updated periodically to incorporate changes in credentialing requirements and the addition of new health professions.

Case Examples

The following are examples of how hospitals and health systems have successfully integrated veterans into their organizations.

Moving from Military Friendly to Military Ready | UW Health: In order to recruit and retain new nursing talent, UW Health at the University of Wisconsin collaborated with several partners to move the organization from being "military friendly" to "military ready."

Military Recruitment | HonorHealth: In Phoenix, Arizona, HonorHealth's SkillBridge program offers service members valuable civilian work experience to acquire employment skills, knowledge and abilities to assist with job opportunities in the civilian sector, with the high probability of post-service employment being offered at the end of the internship.

Mayo Clinic SkillBridge Program: The Mayo Clinic, in partnership with U.S. Department of Defense, provides SkillBridge internship opportunities for military service members transitioning from military service to civilian employment.

Center for Health Workforce Studies, University of Washington: Pathways for Military Veterans to Enter Healthcare Careers: This study investigates veterans' barriers to smooth career transitions into health care careers, with a focus on allied health occupations, and examines the types of programs and policies designed to assist veterans to overcome them.