



HEROES FOR HEALTHCARE

Aligning people, passion and purpose.



Heroes for Healthcare

Mission

Heroes for Healthcare mission is to be a resource for our military as they transition to civilian life to achieve gainful employment in healthcare.

Vision

We guide military members through a seamless transition from service members to civilian, ensuring their skills, training, & experience are translated, respected & accepted at educational institutions & healthcare facilities.



Military Medical Service Members

- Annually over 200,000 service members separate from the military.
- Healthcare holds promise as a target career for service members with health care training and experience.
- However, their training & hands-on patient experience does not easily align with comparable jobs because of license requirements in civilian healthcare.
- As a result, many service members & veterans are left unemployed, underemployed or leave healthcare altogether.



Wisconsin Healthcare Workforce

- *The Wisconsin Hospital Association 2021 & 2022 Healthcare Workforce Report* documented the shortages of healthcare workers in Wisconsin.
- During the COVID-19 pandemic Wisconsin hospitals experienced shortages of:
- Certified Nursing Assistants, Nurses, Respiratory Therapist, Laboratory Technicians & LPN's.
- **Contributing Factors**
- Wisconsin aging population increased the demand for hospital & health system care.
- Baby boomers, especially nurses are retiring faster than they can be replaced.
- The great retirement as a result of the pandemic.
- Insufficient number entering healthcare professions.



A Collaborative Approach

Goal: To create an innovative pathway for Medics, Corpsmen & Medical Technicians to use their experience, & training in civilian healthcare.

Process

- Recruited representatives from healthcare systems, veteran service organizations, higher education, elected officials & healthcare associations.
- Created a 33- member Roundtable and 4 task groups to develop program requirements, & legislative support.
- Held 24 virtual meetings – March thru June 2021.
- Conducted outreach to stakeholder organizations to increase awareness & garner support. Some of the organizations included, Rural Wisconsin Health Cooperative,



Collaborative Process

- Wisconsin Hospital Association, Wisconsin Primary Health Care Association, American Legion, & Veterans of Foreign Wars.
- Included veterans in healthcare who understood the training, experience of military medics, corpsmen & medical technicians.
- Recruited individuals with expertise, passion, and available time to be actively engaged in program development.
- Collaborators leveraged their relationships & networks to help achieve outcomes of the collaboration.
- Passionate voices emerged and they testified before Assembly & Senate Committees to ask for passage of AB 720 & SB 688.
- Kept stakeholder organizations informed & updated.
- Developed talking points to educate & inform about benefits of the proposed program.



Wisconsin Military Medics & Corpsmen (Wis-MAC) Program

- AB 720 approved by Wisconsin legislature on voice vote.
- Governor Evers signed the bill into law on March 8, 2022.
- MEB approved emergency rules on February 15, 2023.
- Heroes for Healthcare awarded a Seed grant from Advancing Healthier Wisconsin to support implementation of the Wis-MAC program, develop a rubric for an accelerated BSN pathway for medics, corpsmen & medical technicians.

Wis-MAC Program Requirements

- Served as Army Medic, Navy/Coast Guard Corpsmen, Air Force Medical Technician 12 month post honorable/general discharge.
- Performed clinical skills that align with LPN scope of practice under supervision of registered nurse, physician, advanced nurse prescriber, physician assistant or podiatrist. Must obtain a Wisconsin license.
- Hired by partner healthcare systems.



Benefits of Wis-MAC Program

- Wisconsin outpatient/inpatient healthcare facilities have access to a pipeline of trained, experienced and motivated service members & veterans eager to work in civilian healthcare.
- The program will help address workforce shortages in entry & mid-level healthcare positions.
- Veterans hired will contribute to state and local tax base, economy, and communities where they live.
- The program will offer an additional solution to some of the staffing needs of hospitals, federally qualified community health centers, & Wisconsin Veterans homes, including reducing recruitment costs, and hiring cycle time.



Collaborative Out Takes

- Invite individuals with shared values that align with collaboration goals/outcomes.
- Recruit right people and organizations who add value and will go the distance.
- Select strong facilitator with excellent organizational skills, ability to develop and sustain relationships among & between collaborators and stakeholder groups.
- Be bold & willing to take risks and develop mitigation strategies to reduce risks potential impact on desired outcome(s).
- Be transparent, share accurate information/data.
- Maintain a core group of volunteers who can continue to advise and use their voice when needed.
- Communicate results.
- Celebrate success!

Bill Signing



Contact

Heroes for Healthcare welcomes your feedback and questions about the Wis-MAC Program!

- Please contact Joyce Mallory, Community Engagement Manager, by phone (833) 511-4718 or email: joyce@heroesforhealthcare.org

Visit our website for more information: <http://heroesforhealthcare.org>