

Truman VA Bulletin



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Harry S. Truman Memorial Veterans' Hospital, Columbia, MO

Your Opportunity To ADVANCE!

Voluntary Leave Program

Sharon Finley (PS), Desiree Salas (PS) and Charles Strube (FM) have been approved for the Voluntary Leave Transfer Program. Contact Lena Warren (HR) for information.

Inside this issue:

State Fair News	2
LEAD Program	2
ADA Anniversary	3
"Healthcare?"	3
Welcome	4
Farewell	4
VA Origins	4

To effectively serve Veterans, VA recognizes that employees must be provided opportunities to gain needed skills, be engaged and be supported in their career development. With this in mind, a new department-wide program for employees – ADVANCE – has been launched.

What is ADVANCE? – ADVANCE is more than a name. It is an exciting new direction for VA, for services to Veterans and for your career. ADVANCE is an unprecedented, long-term investment in the professional and personal growth of each VA employee. It will provide the tools, training and support necessary to advance your career and improve services to Veterans and their families.

What is expected of me? – For you to ADVANCE your career, you will have to take the time to learn about what the program offers. Learn as much as you can through the website (<http://vawww.va.gov/ADVANCE>). As you review course offerings, you can call or email with questions at 1-888-56-NEW VA or advance@va.gov. Once you

have an idea about training programs suitable for you, talk with your supervisor so that you can work together to form a plan that best fits your needs.

How is ADVANCE different from current programs? – This program represents a new level of commitment in employee development at VA. Some of the ADVANCE programs were developed because the need was identified in the all-employee surveys. Others were developed as a result of competency gap analysis conducted in various program areas. These programs provide functional training and instruction designed to foster collaboration, creativity and employee health and wellness.

How does all of this help Veterans? – By improving skills and competencies among VA employees, we can improve service to Veterans and their families.

How will ADVANCE impact me or affect my career? – It can affect your career by providing more opportunities to develop the skills and compe-

tencies required to be successful. With greater success comes more opportunities for promotion. With greater skills, knowledge and training, you will be better able to fill leadership roles at VA in the future.

Where can I find more information? – You can find additional information on the official website at www.va.gov/ADVANCE. The site will be updated frequently as more programs are rolled out.

What types of training courses are available? – Available courses cover subjects such as project management, organizational development, technology certificate programs, diversity training, business writing and time management. ADVANCE training courses are available through the VALU training course catalog at <http://vawww.va.gov/valu>.

What types of wellness programs are available? – The wellness program, *Wellness is Now (WIN)*, is a web-based employee health and wellness program. It will have flexible, customizable tools to help you identify existing health and

ADVANCE! (Continued From Page One...)

lifestyle concerns and then support you to take steps to address them. The online wellness programs should be available later this summer.

How do I sign up for training courses?

Visit the VA Learning University (VALU) website:

(<http://vaww.va.gov/valu>)

for information of training courses and the process of signing up. For web-based courses, you will need to access the Learning Management Sys-

tem (LMS) at

www.lms.va.gov.

Will training be available to all employees at all levels?

ADVANCE is for every employee at all VA locations throughout the country.

Will my supervisor support my ADVANCE plans?

VA Secretary Eric K. Shinseki said that it is the responsibility of all VA

executives and managers to take care of our people. As a result, VA is committed through ADVANCE to provide all employees the opportunity to develop and grow with their careers so they can provide high-quality services to Veterans and their families.

State Fair Military Appreciation Day—August 15

"ADMISSION IS FREE FOR ALL VETERANS AND MEMBERS OF THE MILITARY"

The Missouri State Fair in Sedalia is scheduled August 12-22. Sunday, Aug. 15 is Military Appreciation Day, which will feature a formal military

ceremony at 1:00 p.m. (Pepsi Grandstand). Admission is free for all Veterans and members of the military

(identification required). Family members are \$1 each. For more information about all state fair activities, visit www.mostatefair.com.



Facility LEAD Program News

Applications for the Facility LEAD Program will be announced soon. An overview of the program and what it entails will be presented to interested employees, potential applicants and the supervisors of those that may be planning to apply. Presentations are scheduled as follows:

- July 26 8:30 – 9 am D308
- July 28 1 – 1:30 pm D308
- 3 – 3:30 pm D308

Please request your supervisor's approval to attend one of these sessions. For information, contact **Lea Foster** at extension 54071.

LEAD

20th Anniversary of Americans with Disabilities Act (ADA)

The Americans with Disabilities Act (ADA), a comprehensive civil rights law for people with disabilities, was signed on July 26, 1990 by President George H. W. Bush. Title I of the ADA prohibits discrimination in employment against people with disabilities and requires employers to make reasonable accommodations to the known physical or mental limitations of a qualified applicant or employee, unless such accommodation would impose an undue hardship on the employer. Reasonable accommodations include such actions as making work-sites accessible, modifying existing equipment, providing new devices, modifying work schedules, restructuring jobs and providing readers or interpreters.

Enactment of the ADA reflects deeply held American ideals that treasure the contributions that individuals can make when free from arbitrary, unjust or outmoded societal attitudes and practices that prevent the realization of their potential. The ADA reflects a recognition that the surest path to America's continued vitality, strength and vibrancy is through the full realization of the contributions of all of its citizens.

For more information, contact **Ma-chelle Dykstra**, Special Emphasis Program Manager for People with Disabilities at ext. 56390 or visit the following sites:

- www.jan.wvu.edu/media/ADAHandbook/preamble.txt
- http://adaanniversary.org/2010/ap01_ada_overview/ap01_ada_overview_09_natl.html



COMMUNITY CELEBRATION EVENTS:

Disabilities Pride Parade

Saturday, July 24, 11 am—1 pm
Begins and ends at Boone County Court House

The ADA: Past & Present Brown Bag Lunch and Learn

Wednesday, July 28, 12 noon—1 pm
Columbia Public Library Friend's Room

Movie: *Rachel Is*

Thursday, July 29 (TBA)
Ragtag Cinema

Adaptive Gymnastics Demonstration

Thursday, July 29, 7 pm
Hearns Center, East Side

Power Soccer: Driving Force vs. DASA

Saturday, July 31, 1 pm—3 pm
Woodcrest Chapel

MU Tigers Wheelchair Basketball

Sunday, August 1, 1 pm—3 pm
Woodcrest Chapel

For More Information About These And Other Events, Please Visit: <http://thompsoncenter.missouri.edu/ada/ada.html>

"Health Care?" "Healthcare?"



We frequently see the word or phrase healthcare and health care. Are they the same? Many people use them that way, but they are fundamentally different.

Health care as two words refers to what happens to a patient.

Healthcare as one word refers to a system or systems that offer, provide and deliver health care (two words).

**Harry S. Truman Memorial Veterans' Hospital,
Columbia, MO**

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Phone: 573-814-6000

**Enjoy Your Freedom?
Thank A Veteran!**

WE'RE ON THE WEB!

WWW.COLUMBIAMO.VA.GOV



Welcome: Erika Zaragoza, Graduate Nurse Technician (PS) ❖ Jenette Witting, Medical Instrument Technician (PS) ❖ Amy Hickerson, LPN (PS) ❖ Lauren Odum, PharmD

Farewell: Nathaniel Griggs, Medical Technician (CS) ❖ Steven MacDonald, OD, Optometrist (SC) ❖ Ryan White, Medical Support Assistant (PS) ❖ Amy Wright, RN, Staff Nurse (PS)

VA ORIGINS—JULY, 1930

President Herbert Hoover created the Veterans Administration on July 21, 1930, when he consolidated the U.S. Veterans' Bureau (1921), the National Homes for Disabled Soldiers (1865) and the Bureau of Pensions (1789) into one agency. In 1930, there were 4.7 million Veterans in America. VA operated 54 hospitals and 54 regional offices with a work force of more than 30,000 employees and a \$786 million budget. VA inherited the largest federal hospital construction program in history and the largest insurance program in the world at that time from the Veterans' Bureau.

President Ronald Reagan signed the Department of Veterans Affairs Act

of 1988 (Public Law 100-527), elevating VA to a Cabinet-level agency effective March 15, 1989. VA is the second largest of the 15 Cabinet departments. Today, there are 23.1 million living U.S. Veterans. VA operates more than 1,400 sites of care including medical centers, clinics, nursing homes, Vet Centers, regional offices and national cemeteries with a work force of more than 300,000 and a \$127 billion budget.

As America's armed forces serve in harm's way in Iraq, Afghanistan and around the world, VA stands ready to care for this newest generation of combat Veterans – strengthening a legacy of service to America's heroes.

