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Dear BHMT member, This December, give yourself the gift of life-long learning! Luckily, BHMT has something just for you.

IN THIS EDITION:

- Choosing the Right Path: Online Education vs. Traditional
- Are you a **Radiologist** who Needs Continuing Education Credits?
- 'It Worked for Me': Ronni Estrada
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- 3 Tips for Career Development
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Choosing the Right Path: Online Education vs. Traditional

Now, you have a choice on whether to continue your education online or at a traditional brick and mortar institution. If you are still weighing your options, watch this video that explains why online education is becoming the new norm.



[Registration for CTU](#) is now open for Session A starting January 3.

2017 Start Dates: Jan. 3 | Feb. 12 | Apr. 21 | May 14 | Jul. 21 | Aug. 13 | Oct. 11 | Nov. 12

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Are you a Radiologist who Needs Continuing Education Credits?

Well, look no further! The [American Society of Radiologic Technologies](#) (ASRT) offers **over 25** ultrasound continuing education courses. These convenient [online modules](#) [cover a wide variety of topics related to sonography](#) and are included in the ever-expanding catalog, which has **over 400 online courses** to choose from. Through a partnership with the ASRT, you can get **up to 10 CE credits** paid for per year, and remember, you *do not* have to be an ASRT member to take advantage of this opportunity.



'It Worked for Me': Ronni Estrada

SCAL Pharmacy Tech Shows How It's Never Too Late For Change

Current Position: Pharmacy Technician, Ontario Medical Offices, Southern California

Her Goal: To transition into Communications or Public Relations

How BHMT Helped: BHMT helped through the use of the Stipend and Project Management Certificate Program

Ronni Estrada began her career at Kaiser Permanente working as a Pharmacy Technician but soon felt "stuck" in her role. Ready to spread her wings and go into a different direction, she was referred by a co-worker to the [Ben Hudnall Memorial Trust](#) where she learned about all of the programs and services it had to offer. Interested in Marketing and Communications, Ronni completed her Master's in Communications using the [Stipend Program](#).

Still wanting to enhance her skills, she decided to enroll in the [Project Management Certificate Program](#) online through UC Berkeley Extension, and in June 2015, she completed the program.

"Going to UC Berkeley was a nice experience, but the program is not for someone who is not disciplined."

After all of her hard work, Ronni would like to transition out of the Pharmacy Department and into a Communications or Public Relations position here at Kaiser.

Congratulations, Ronni!

Put the PRO into Project Management with UC Berkeley Extension

Launch your career or sharpen your skills in project management with UC Berkeley Extension's [Certificate Program in Project Management](#). You'll learn real-world methodologies and tools to gain competency and confidence in leading a team to successfully complete a complex project on time, within budget, and to expectations.



This in-depth online certificate program is intended for those who are ready to commit to a project management academic college-credit program while developing the **leadership and communication skills** you need to lead a successful project team. This program is available for completion **completely online**—allowing participants the **flexibility** to continue working while completing the certificate. **Registration is now open!**

Please note: It is important that you first meet with your [BHMT Career Counselor](#) to review how this program may fit into your development plan and how to be considered for enrollment.

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3 Tips for Career Development

As you think about and plan your career growth and development for the new year, it is natural to focus on what the next steps in your personal journey might be. It is also important to be aware of the bigger picture: ***What is happening in the field of health care?*** How are your personal circumstances likely to change and can those changes influence your future options and your possibilities? How is KP different from other health care providers, and do those differences have implications for the occupation(s) that you are pursuing now or may intend to pursue in the future?

Here are 3 ways to **incorporate these questions into your current planning**:

- **Be Curious.**

Stay up-to-date on what may be changing, not only in your own occupational interest area but also on what is happening in related occupations that interact with your own. According to *Forbes* magazine, 13 of the 20 fastest growing jobs in the United States are in health care, and their growth is primarily driven by demographics and technology. Be curious about the new advances emerging in your occupation and be proactive about learning relevant information and skills. Stay ahead of the curve when you have the opportunity.

- **Be Pro-Active.**

Don't focus only on your occupational knowledge and training. Kaiser has identified **4 "Critical Skills" for the Workforce of the Future** that crosses all occupational boundaries: ***Customer Focus, Digital Fluency, Collaboration,*** and ***Process Improvement.***

These four skills can be practiced and fine-tuned in the course of your day-to-day work. Support for identifying relevant tools and techniques can be found on the [KP Career Planning website](#). This support includes [classes and webinars available to you through BHMT](#). Look for opportunities to get involved in your department Unit-Based Teams or on cross-functional committees and projects. These are great ways to find on-the-job learning opportunities.

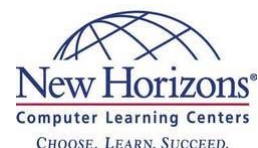
- **Be Consistent and Persistent.**

The key is continuous learning, both in terms of occupational knowledge and keeping pace with the changing nature of care delivery and KP's organizational structure. Think about what you do in your work today that you were not doing two years ago. How much of that was new learning that gradually accrued through adaptation by you and your coworkers? Much of that new learning likely happened naturally through acquiring and using new technology tools or through department-wide changes that everyone participated in. Being proactive and staying up-to-date is the best insurance to insure your value to the organization and to increase your options and marketability as your career progresses. *Presented by Richard Vicenzi, BHMT Career Counselor, NW*



Power Up with New Horizons!

New Horizons Computer Learning Centers offers **FREE** [basic computer applications training](#). Whether you are new to computers or an advanced user, with New Horizons' training platform, you'll gain real-world skills and create a solid foundation to help build the computer knowledge needed today.



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The **top 3 Microsoft Office training courses** BHMT participants have completed include **Excel, Word, and Access**. This training can lead to you obtaining a [Microsoft Office Specialist \(MOS\)](#) certification. An in-depth understanding of Microsoft Office is essential for career advancement. [Explore our list of training courses](#) and select those that will help you deepen your knowledge.

Not sure where to start? Take advantage of the **FREE** [Microsoft Office Assessment tool](#) to help you choose the right course or start by learning the fundamentals of basic computer application training with Windows 7 or Windows 8.1.



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Need Career Direction? Contact Your BHMT Career Counselor

Are you aware of your free and confidential career counseling benefit? Your regional career counselors are available to help you with career goal setting, education planning, and job search assistance. No matter where you are at KP, it's useful to explore your professional development.

Contact Your SCAL region Career Counselors:

Los Angeles, Ventura County/Ontario Medical Center

MICHELE DEROSA: Michele.X.Derosa@kp.org, (818) 257-0475

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Established in January 2007, the Ben Hudnall Memorial Education and Training Trust provides career counseling services and resources to education and training programs across Kaiser Permanente Regions.

Office of the Ben Hudnall Memorial Trust

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