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Dear BHMT member, This summer, choose your own path for career development with the help of BHMT! Read on.

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### **BIG NEWS! Stipend Maximum Has Increased to \$19,100**

**Starting June 1, 2016**, the BHMT [Individual Stipend Program](#) (ISP) and the [RN-to-BSN Program](#) has increased the lifetime maximum benefit to **\$19,100** for eligible employees.

If you are a current ISP or RN-to-BSN participant:

- Your new stipend benefit maximum increases from to \$16,000 to \$19,100. This means you have an additional \$3,100 and may continue utilizing your stipend benefit as usual.

If you were previously in the ISP or the RN-to-BSN Program and exhausted your \$16,000 fund:

- You now have an additional \$3,100 to use. You may have to re-apply for the program depending on your previous participation.

For any questions on stipend reactivation, please contact Project Manager [Rapheal Gavin](#), 510-625-5772. *Please have your NUID# and EID# for faster identification and response.*

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#### **'It Worked for Me': Salina Lee**

GA Certified Pharmacy Technician Shows How Persistence Pays Off

**Current Position:** Certified Pharmacy Technician, Georgia

**Her Goal:** To complete her MBA

**How KP Helped:** BHMT made it simple to go back to school through the use of Career Counseling Services and KP's National

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Salina Lee first found out about the great employee benefits Kaiser offers only a few months after she started. She initially utilized [Tuition Reimbursement](#) and was surprised that as a part-time employee she could receive such a benefit, but it was perfect for her because she was a full-time student.

“Ironically, I was paying out-of-pocket for school, so the odds were against me financially,” Salina says, “I couldn’t wait to hear more about this ‘tuition reimbursement’ program.”

A shop steward in her department was in nursing school at the time as well as a participant of the RN-to-BSN Program and shared all of the great services BHMT provided. Wanting to learn a little bit more, Salina reached out to [BHMT Georgia Career Counselor Darlene Martin](#).

“Darlene does an amazing job at providing information about the programs available to represented employees. Once I realized how much KP supported me in my journey to enhance

my career, it made me ‘Thrive’ even more.”

With the support of Darlene as well Salina’s other mentors, she was encouraged to keep pushing her academic career even further, and as a result, she has recently graduated from Clayton State University School of Business.

“I will admit that it wasn’t easy juggling school, family, and work, but graduating from college was a dream of mine, and I was passionate about pursuing it. There were times when I wanted to give up, but because of the great mentors I was blessed to work with, there was no way I could stop.”

Not one to let great opportunities pass her by, Salina not only utilized Tuition Reimbursement and [Career Counseling Services](#), but she also became a participant of the [Project Management Program](#) through UC Berkeley Extension.

“Thanks to the BHMT, this program cost me nothing and is completely online, so I can work at my own pace.”

Salina is now, more than ever, confident that she will go on to complete her MBA because of the support BHMT provides and plans to take advantage of the [Individual Stipend Program](#) next.

“This will allow me the opportunity to go to class and study without losing any income. I am so excited about my future at KP. My ultimate goal is to work in the Recruitment Department. I did my research on Kaiser before I started working for the company, and I knew without a doubt that this is where I want to retire from. I love informing others about Kaiser and all it has to offer, and I am very grateful for the opportunity to do so.”

***Congratulations, Salina!***

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## Are You Getting FREE CEs at CE Direct?

BHMT offers you **FREE** access to thousands of award-winning courses through [CE Direct](#). With CE Direct you get access to:



- [Continuing Education](#) – thousands of accredited courses for dozens of health professions.
- [Reviews](#) for certification exams so you can take your test with confidence.
- [Focused CE](#) – blended learning combining weekly live webinars led by nationally recognized experts, self-study readings, and an online forum to connect with instructors and peers.

- [Digital clinical textbook](#) – reference tool covering 98% of what nurses see at the bedside.
- Exciting [webinar-based CE events](#) delivered by well-known experts in healthcare education.

**CE Direct is constantly adding new courses in all areas so be sure to log in to check out what's new!**

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## 5 Tips on How to Tell Your Manager You're Returning to School from CTU!



School is very important, but sometimes, life gets in the way of the completion of your degree. When you're a working adult, going back to school might be a decision fraught with conflicting emotions—both excitement and fear. An even bigger issue you may be struggling with is how to discuss your new decision with your manager. [Use these five steps](#) to help you tell your manager that you've made the decision to return to school.

For more information call: 855.283.1590 or email: [bhmt@coloradotech.edu](mailto:bhmt@coloradotech.edu).

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## June Webinar: Partnering with Your Boss

### PARTNERING WITH YOUR BOSS

Thursday, June 16

9:30 a.m. PT

(1 hr.)

REGISTER

How would you rate your current partnership with your boss? Would your boss support your return to school or provide a positive reference if you wanted to change jobs? In Kaiser's dynamic workplace, having a positive, supportive relationship with your boss can make a huge difference both in helping you meet the organization's goals and standing out in your career. This webinar will teach you some essential skills and techniques you can use to enhance your relationship with your boss or remind you how to keep the partnership strong for career success! *Presented by Michele McCarthy and Mary Wiggins, MAS Region.*

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## Are You Ready for Growth?

**What is Skillsoft?** [Skillsoft](#) is an e-Learning library that offers on-demand, just-in-time learning—no waiting for the next class! The training is specific to certifications, business skills, and other technical training and is updated yearly to industry standards to support you in your current and future role, and it is all **accessible from home** too! Check out the e-Learning Library via [KP Learn](#) today.

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## 3 Tips for Career Development

When we think about the words 'career development' and 'relationships', we may immediately think of building our network, but in today's changing work environment, the connection between **careers and relationships** is much more about mutual learning, reciprocity, and interdependence. According to Douglas Hall, an expert in building careers within organizations, this "relationship

approach” to career development is dependent on a “willingness to see relationships at work as important sites of personal learning and development.”

How do you ensure that this is happening in your career? **Here are 3 tips:**

- **With co-workers and team members:** Be open to the background, skills and strengths of all the team members whether you are the senior or junior member. Sharing perspectives from diversity of experiences whether related to age, gender, culture, or ethnicity can enhance your effectiveness and career success.
- **With colleagues from other disciplines:** Any opportunity to share learnings with colleagues from different professional disciplines is significant. Increasing your knowledge through communication with those from disciplines other than your own can not only support good member care but also expand your own understanding of the wide range and depth of clinical care.
- **With a manager:** One may or may not feel comfortable with a manager based on the length of time working together, similarity of style, etc., but one thing about your relationship with your manager is that it is always significant for your career. Remember, you can always learn from and with your manager. This is a result of your manager’s knowledge of and observations of your skills and strengths and the opportunity for not only feedback but a mutually open dialogue about your specific potential for growth in the current job.



You can also develop your communication skills through a respectful and assertive sharing of your own ideas with your manager. Believing in the value of engaging in this type of a mutual relationship with your manager is key to short-term and long-term career success. *Presented by Jan Cummings BHMT Career Counselor, SCAL*

## New Online Courses from ASRT!

The [American Society of Radiologic Technologists](#) (ASRT) recently released new online educational courses that you can enroll in for **FREE**. Whether you're new to the field or looking to practice the fundamentals, [Vascular-Interventional Essentials](#) will prepare you for the fast-paced world of Interventional Radiology. Detailed modules cover the basics of equipment, patient care, and pharmacology, and you'll get the practical information you need for the interventional suite. Anatomy on both digital subtraction angiograms and still-frame radiographs is included as well as contraindications and complications of the listed procedures. Through a partnership with the ASRT, you can **get up to 10 CE credits** paid for per year. You do not have to be an ASRT member to take advantage of this opportunity.

To get started, simply visit the [ASRT Store](#), decide which courses you would like to take, and then call ASRT at 1-800-444-2778, ext. 1082. You will need to provide your name and NUID to verify eligibility.

**Please Note:** *You will be asked what course(s) you've selected, so make your choices before you call.*



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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 NCAL region Career Counselors:

**MARTHA EDWARDS:** [Martha.A.Edwards@kp.org](mailto:Martha.A.Edwards@kp.org), (510) 987-2168

**TINA NGUYEN-CRUZ:** [Tina.Nguyen-Cruz@kp.org](mailto:Tina.Nguyen-Cruz@kp.org), (510) 987-1312

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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