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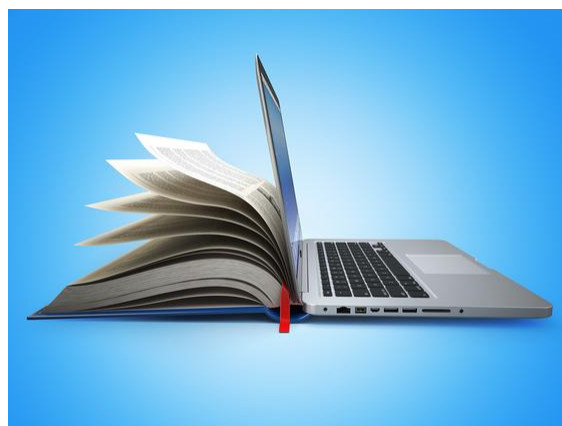
3 Tips for Career Development

Now more than ever, it is so important to know what skills you should be learning in order to align with KP's Workforce of the Future, i.e. Critical Skills—**Collaboration**, **Digital Fluency**, **Consumer Focus**, and **Process Improvement**.

Here are 3 ways to **think about why skilling up might be important** to you:

1. **Identify** which of your skills that could be strengthened. This, of course, can be done with the help of your [BHMT Career Counselor](#).
2. Take the time to **learn and master** these skills. Whether it's [computer](#), [language](#), or [IT skills](#), BHMT has something for you!
3. And once you skill up, it'll be time to **incorporate these skills into your job**. That is the goal.

Presented by Dee Holl, BHMT Career Counselor, CO



Degrees & Certifications



'It Worked for Me': Jennifer Fair-Harrison

MAS Nurse Shows How Persistence Is Key

Current Position: Registered Nurse, Largo Medical Center, MAS

Her Goal: To become a CRNA

How KP Helped: BHMT made it simple to go back to complete Nursing School through the use of the Stipend Program

Jennifer Fair-Harrison began her Kaiser Permanente journey back in March 2006 as an Imaging Department Clerk. She worked in that position for three years before she decided to finally go back to school to pursue her nursing degree. She later transferred to the Ambulatory Surgery Center working as a receptionist, and at that time, she had been accepted into a nursing program. She was able to [apply for the Stipend Program](#) to receive time off to go to clinicals and study for exams. Jennifer's managers were

very helpful in allowing her to adjust her time off from work, allowing her to go through school without losing any income.

"During this time, my family size was increasing with baby #3 on the way, so losing out on any income was not an option," she says, "Kaiser has been a great company to work for because it has allowed me to continue to have a great work-life and family balance."

During her second semester in nursing school, she obtained her CNA Certification and decided that she wanted to gain more hands-on clinical experience, so she applied for a Clinical Assistant position in the Infectious Disease Department. After being offered the position, Jennifer was still able to utilize both Education Leave and Stipend time to help her finish nursing school. She graduated in December 2013 with her Associate's Degree in Science as a Registered Nurse.

"I worked as a Clinical Assistant for another year while gaining my nursing experience outside of Kaiser due to the experience requirement. I then applied for a Clinical Registered Nurse position in the Infectious Disease Department and was offered the position. I decided to go back to school to pursue my Bachelor's Degree in Science of Nursing, and I was able to utilize the rest of my Stipend benefit for the first semester which was very helpful to me."

Jennifer is proud to say that she has been able to work for KP for 10 years, and during this time, she has greatly advanced in her career within the organization. She recently obtained her Bachelor's Degree in Science of Nursing in May 2016 at Liberty University.

"I would highly recommend to all employees to take advantage of the wonderful benefits BHMT has to offer."

Congratulations, Jennifer!

How to Get 100% of Your College Tuition Paid for without Spending a Dime



As an eligible BHMT participant, you can have 100% of your college tuition paid for at [Colorado Technical University \(CTU\)](#). Through the BHMT Commitment Grant and [Tuition Assistance Program \(TAP\)](#), pursue your degree without the burden of student debt.

Benefits of attending CTU:

- Over 100 CTU degree programs and concentrations.
- Classes available 100% online.
- Areas of Study include *Business & Management, Engineering & Computer Science, Healthcare, IT, Project Management, and Security Studies.*

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Get credit for what you already know and earn a degree faster by successfully passing CTU's Fast Track™ exams.

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For more information call: 855.283.1590 or email: bhmt@coloradotech.edu.



Online Language Training with AmEnglish

Did you know that you can receive a **FREE** 1-year online subscription with AmEnglish?. With the [English Proficiency Program](#), you can access all 17 self-selected programs in **Speaking, Listening, Writing, and Vocabulary**.



These online, interactive programs will help you improve your listening comprehension, vocabulary, and speech in English. Look for the TOEFL® Vocabulary Practice sections in each volume (more than 250 words per volume). This program is also available in audio in **English, Spanish, Cantonese, Mandarin, Tagalog, and Vietnamese**. Stream online or download the program to learn on the go!



Digital and Fluoroscopy CE Credits for Imaging Professionals from the ASRT



The [American Society of Radiologic Technologists \(ASRT\)](#) has convenient online CE courses that will help meet the specific requirements for digital and fluoroscopy continuing education credits. Through a partnership with the ASRT, you can get **up to 10 CE credits paid for** through the Ben Hudnall Memorial Trust 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](#) and search for the courses under Digital and Fluoroscopy.



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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) 476-6193

Fontana Service Area and Corona Call Center

HEIDI JONGELING: Heidi.R.Jongeling@kp.org, (909) 301-3674

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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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