

THRIVE AND SUCCEED IN YOUR CAREER



# Career Development Programs

AKRON CHILDREN'S IS PROUD TO SUPPORT ALL EMPLOYEES IN THEIR CAREER GOALS

*More*  
THAN A *Job*





## WELCOME,

Akron Children's is more than a job; it's a place where you can build a long-term, fulfilling career. From education assistance to mentoring and more, our Workforce Development team helps employees gain insight into their strengths and interests. With dedicated programs for every skill set from entry level to leadership, employees have support for every stage of their career journey.

At Akron Children's, our people are the foundation of our culture and the reason why we are able to fulfill our mission. We encourage every employee to create their own meaningful career path. Please keep reading to learn more about the development opportunities we offer to help our employees reach their goals.

If you have any questions, please contact [talentdevelopment@akronchildrens.org](mailto:talentdevelopment@akronchildrens.org).

## SINCERELY,

Rhonda Larimore  
Chief Human Resources Officer

## CAREER DEVELOPMENT PROGRAMS

# Map Your Path

## YOUR CAREER JOURNEY YOUR WAY

Our Map Your Path series offers monthly sessions to improve both your career and your soft skills—on your timeline and on your terms. Offered in-person and as recorded events, these courses were made to be taken at any stage of your career. Whether you're preparing for a new role or eager to brush up on workplace skills, these sessions are for everyone at all career levels.

### TOPICS:

- Communication and Difficult Conversations
- Critical Thinking
- Development Resources
- Mindfulness
- Professionalism
- Resumes and Interviewing
- Thriving Through Change
- Time Management
- Office 365
- Enhancing Connections





# Certificate Programs

Our certificate programs are for those interested in building their core skills and competencies in their current role and preparing for future career opportunities.



## Grow With Us

### 10-WEEK PROGRAM

Ready to elevate your computer and professional skills? Our 10-week Administrative Professional certificate program is designed to help employees gain a basic understanding of Microsoft programs like Outlook, medical terminology and professionalism to prepare for medical office roles like Scheduling Coordinator, Patient Service Representative and Rehab Technician.

"I was able to be a part of the Admin Professional Certificate program this year, and I am so glad! Everyone has a different path they take in life, and I think we all could use the tools given in each course as we move forward in our career, whichever road that is."

*Clinical Secretary, Heart Center*



## Step Up To Lead

### ONE-YEAR PROGRAM

Ready to lead with confidence? Step Up To Lead is a one-year certificate program designed to prepare you for a leadership role at Akron Children's. Attend monthly workforce development sessions, participate in regular Develop Through Dialogue discussions and complete self-paced learning activities to help you excel in your career.



Akron Children's employees can learn more by scanning the QR code.

# Learn, Grow, Repeat

We understand that no two career paths are the same. That's why we offer educational benefits and resources designed to help you build your expertise and follow a path that fits your lifestyle, unique skills and aspirations. To make participation easier, we provide support like childcare assistance and mentorship opportunities, so you can fully engage in these resources. Get inspired, explore our resources, and take the next steps in your career.

## HERE'S WHAT WE OFFER ELIGIBLE EMPLOYEES:

**Career Launch**  
Program with 100% of tuition prepaid, including fees and supplies

**Education Assistance**  
For eligible employees, up to \$5,250 annually

**Coaching**  
Connect with a career coach and utilize assessment tools to explore opportunities

**EdAssist**  
Career and financial coaching for returning to school

**Bright Horizons**  
Discounts on childcare and elder care





# Join Our Career Launch Program and Earn Your Degree on Us

Our Career Launch program kick-starts your career in health care. Available to both current employees and new talent, this workforce development program removes the financial burden of completing your degree while providing the mentoring and support needed to graduate—all toward the goal of enhancing your skills and advancing your career and earning potential.



Learn more about each program and discover available tracks by scanning the QR code






-  100% of costs are covered – prepaid tuition, uniforms, books and more.
-  Transportation and childcare assistance.
-  Mentorship and dedicated support from day one.
-  Job placement assistance from Akron Children’s after graduating.

“My dream to finally become an RN came true with this program, especially the idea of being a nurse to a NICU baby and taking care of a child in your hospital as someone did for me as a NICU mom.”  
*Registered Nurse*

## Traditional Career Launch

### EARN WHILE YOU LEARN

Our traditional Career Launch program provides you the opportunity to hold a full-time, part-time or PRN position at Akron Children’s while attending school at least part time. The team will work with you to ensure your position doesn’t conflict with your school schedule. You’ll graduate and fulfill a two-year work commitment.

-  **INTAKE CALL**  
After applying, you'll be asked to chat with our team. Prepare for this call like it's a job interview. We'll use this time to learn more about your career goals and determine the program option that best fits your lifestyle.
-  **GET HIRED**  
If you advance after your intake, you'll receive job placement assistance if you aren't an Akron Children’s employee.
-  **JOB SHADOWING**  
Following a professional in the program track that you choose, you'll get a behind-the-scenes look at their day, meet with a manager and share what you've learned.
-  **START SCHOOL**  
You'll attend school at least part time. We prepay all costs for tuition, uniforms, books, supplies and equipment. We offer transportation and childcare assistance (when needed).
-  **MEETING YOUR MENTOR**  
You'll be paired with a mentor to work with until graduation. They're here to answer questions, give advice and help you succeed during the program and beyond.

“I love Akron Children's and want to show how motivated I am as an up-and-coming professional within my department. I am happy to be part of a program that prioritizes their employees, and I will do the same for the organization in return.”  
*Mental Health Therapist*

## Career Launch Plus

### MAKE SCHOOL YOUR JOB

Career Launch Plus is designed for those who want a fast track to graduation. Participants must be able to move into a PRN Career Launch position and attend school full time. Participants are offered up to 15 hours of paid professional development time each month. Following graduation, you’ll fulfill a three-year work commitment in your new role.

-  **INTAKE CALL**  
After applying, you'll be asked to chat with our team. Prepare for this call like it's a job interview. We'll use this time to learn more about your career goals and determine the program option that best fits your lifestyle.
-  **JOB SHADOWING**  
Following a professional in the program track that you choose, you'll get a behind-the-scenes look at their day, meet with a manager and share what you've learned.
-  **ACCEPT A STUDENT POSITION**  
Attend professional development sessions earning \$15 an hour up to 15 hours per month.
-  **START SCHOOL**  
You'll attend school full time. We prepay all costs for tuition, uniforms, books, supplies and equipment. We offer transportation and childcare assistance (when needed).
-  **PARTNER WITH COHORT**  
You'll be mentored by the Career Launch team through biweekly check-in calls and professional development opportunities. You'll also partner with other students in your field to share notes, form study groups and get advice. After graduation, you'll move into your new department and role.

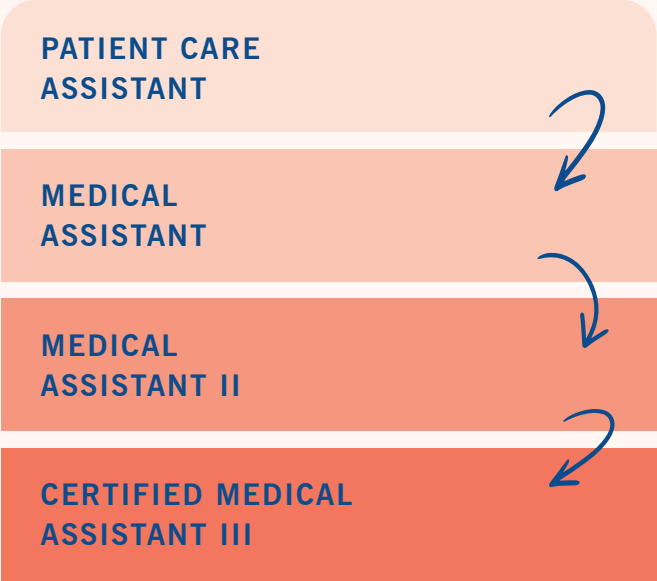


# Career Paths at a Glance

Each career path is unique, and your journey may take you from clinical roles to administrative ones and back again. Below, you'll find some in-demand roles and their typical career progressions. While there's no guarantee you'll move into any role, your leadership team and Talent Development are here to help you every step of the way. At Akron Children's, there's always a next step for you.

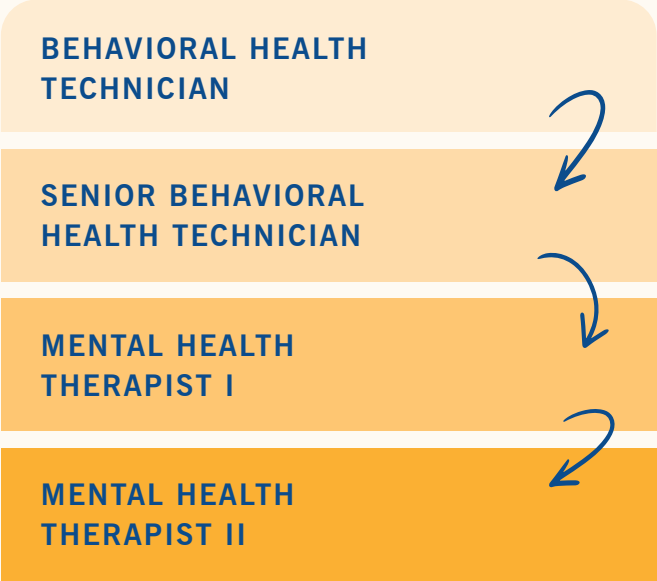
## Medical Assistant Career Progression

Highly adaptable, medical assistants employ both clerical and administrative skills while delivering high-quality patient care. You'll gain competency and certification as a professional while advancing your career.



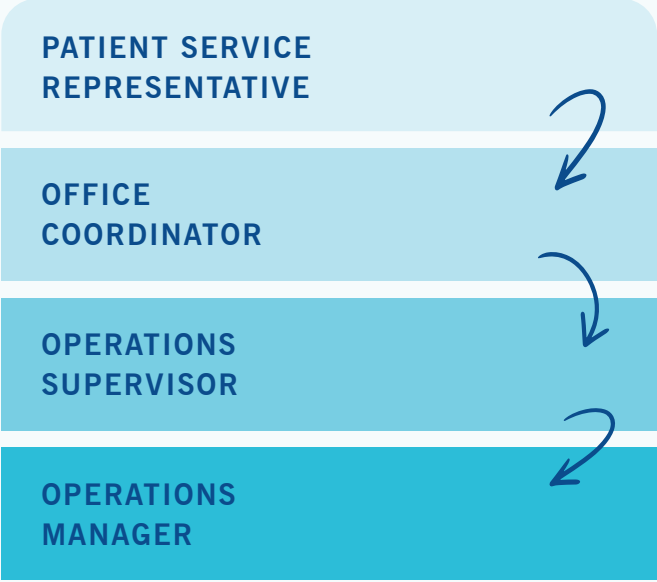
## Mental Health Career Progression

Therapists care for children and adolescents, developing interdisciplinary care plans and providing clinical interventions based on patient needs. Compassion and effective communication skills are critical in this field.



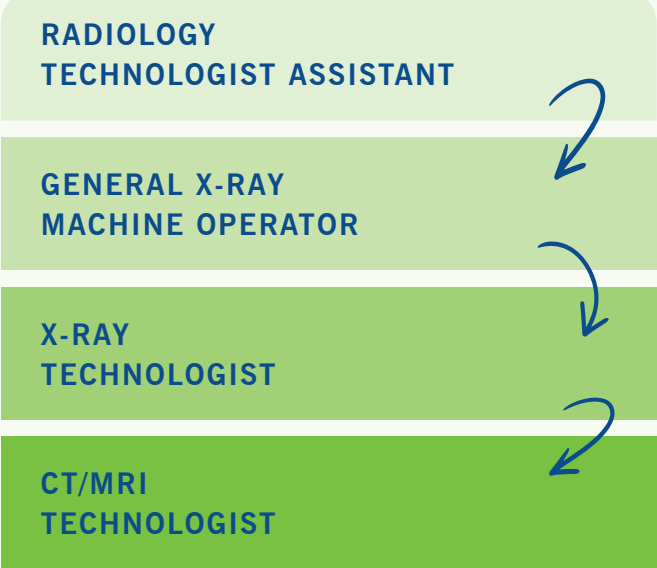
## Administrative Career Progression

An effective administrative professional is highly organized, a strong communicator and a skilled problem solver. This career path can lead to leadership roles, where you'll have the opportunity to manage an office and support the development of others.



## Radiology Career Progression

A career in radiology may be a great fit if you enjoy working with technology. In this field, you'll operate X-ray machines and computed tomography (CT) scanners to assist patients through the imaging process. Successful technologists have a keen eye for detail and a passion for helping others.



THESE MARKED CAREER PATHS CONNECT TO CAREER LAUNCH



Akron Children's employees can learn more by scanning the QR code.

## Nursing Career Progression

Nurses provide direct patient care, promote health and support recovery across various settings. With opportunities for continuous learning and advancement, nursing is a rewarding career that blends clinical expertise with compassion to make a meaningful impact on patient outcomes.

PATIENT CARE ASSISTANT

NURSE TECH I

NURSE TECH II

STAFF NURSE



Support Services is a great place to start your career at Akron Children's and learn about other departments you may like to transfer into.

## Support Services Career Progression

These positions are crucial for maintaining hygiene standards which support the health and safety of our patients and families. A strong work ethic, reliability and a commitment to infection control and safety are essential. These roles offer a great opportunity to learn about the organization, establish a career path and continue to grow professionally.

ENVIRONMENTAL TECH I

ENVIRONMENTAL TECH II

SUPERVISOR, ENVIRONMENTAL SERVICES



## Surgical Technology Career Progression

This in-demand field requires precision and strict adherence to protocols, as you'll be responsible for cleaning, sterilizing and preparing surgical instruments or assisting in surgical procedures. Those who thrive in maintaining order, prioritize patient safety and remain calm under pressure are well suited for these roles.

STERILE PROCESSING TECHNICIAN

STERILE PROCESSING SPECIALIST

NON-CERTIFIED SURGICAL TECHNOLOGIST

CERTIFIED SURGICAL TECHNOLOGIST



## Respiratory Career Progression

Respiratory therapists work closely with patients of all ages, often in critical care situations, to assess and treat breathing disorders. They must have strong communication skills to explain treatments, reassure patients and collaborate with doctors and nurses. A good respiratory therapist is also adaptable, able to think quickly and make decisions that save lives.

RESPIRATORY TECH

RESPIRATORY THERAPIST

RESPIRATORY SPECIALIST

ADVANCED RESPIRATORY SPECIALIST



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FOR MORE INFORMATION, PLEASE CONTACT  
TALENTDEVELOPMENT@AKRONCHILDRENS.ORG



THESE MARKED CAREER PATHS CONNECT TO CAREER LAUNCH

# Ready to Grow Your Career With Akron Children's?

SCAN THE QR CODE TO LEARN MORE ABOUT  
WHAT AKRON CHILDREN'S HAS TO OFFER



Contact [talentdevelopment@akronchildrens.org](mailto:talentdevelopment@akronchildrens.org) for more information.



**Akron  
Children's**