

More
THAN A Job

Akron Children's Hospital
Career Launch

Launching careers
for our community.



Akron
Children's
Hospital

Serving our community.



Career Launch isn't just any workforce development program. It's a unique opportunity for current employees and members of the community to start or advance their careers – with zero experience required. We're providing participants with a job, benefits, tuition reimbursement and additional financial support from the get-go. We created Career Launch because we recognized a need to serve our employees and our community. What's more, Career Launch aligns with an initiative from Elevate Greater Akron to expand opportunity and economic development.

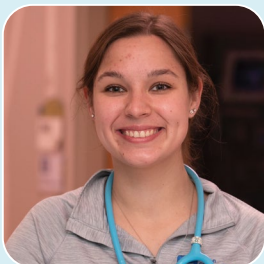
A no-cost education.

Our goal with this program has always been to go beyond just paying tuition. We're helping participants get to the next level in their careers by removing barriers to success like childcare and transportation costs, and providing support through mentors. In short, Akron Children's Hospital has identified a need in our community (especially its underserved members) and is addressing that need with the Career Launch program.



Realizing our community's potential.

Career Launch is providing immediate opportunities for people from all walks of life to realize their true potential – and that's something we're very proud of. Since the program's inception we've enrolled over 45 students, many from the surrounding community, with more participants being added each month. We're making a real impact on the lives of our Career Launch students, and in turn, supporting the communities we serve.



Do something great.

Through Career Launch, participants can start the next chapter in their career. Build new skills. Realize their potential – all with support from us. Best of all, Career Launch delivers the opportunity to give back to our community by becoming a member of the Akron Children's Hospital health care team. We invest in participants' future from day one, and we're with them every step of the way.

What is Career Launch?

Career launch overview

More
THAN A Job

A program designed for our community.

At Akron Children's Hospital, we believe in creating opportunities for our employees and our community. That's why we created Career Launch. It's a new program that delivers both educational opportunities and the chance to advance careers. Participants don't need to pay for tuition, books, uniforms or even transportation to school. We may cover all of that. [Check out the benefits of the program and how we're helping to remove barriers to success for members of our community.](#)

How it works.

We partnered with local colleges to help participants develop clinical skills and earn college credit toward a degree in areas ranging from **Medical Assistant** and **Licensed Practical Nurse** to **Registered Respiratory Therapist** and **EEG Technician**. And it's much more than an education – we also work to place participants in a job once they earn their degree.

Why we created the program.

There are too many barriers (especially in underserved areas) keeping talented people out of the medical field. We created Career Launch to put people on a path to a stable career with real advancement potential. We want to open new doors to people who didn't realize they have the potential to do more. We're making a real investment in our current employees as well as our community.



EMPLOYEE SPOTLIGHT

“Career Launch is second to none. This program gives individuals the chance to pursue an education and eliminates some of the most stressful aspects of it. Being able to have the resources that Akron Children's Hospital has provided me has made my education a less stressful and more enjoyable adventure.”

Marquisha Mitchell
Pharmacy Tech & Respiratory
Therapy track

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Career Launch by the numbers

Facts & stats

Program Participants and Graduates

Here's a snapshot of our 2020 program participation:



Licensed Practical Nurses



Registered Respiratory Techs



Medical Assistants



EEG Techs

45 employees participated in Career Launch in 2020

33 Career Launch hires in 2020, 14 enrolled in program and 1st graduate in December 2020

Our investment in Career Launch.

Success is important to us. That's why we're putting real resources behind Career Launch.

Expense	What we've paid
Tuition	\$63,940
Books	\$11,219
Technology	\$478
Childcare	\$5,568
Transportation	\$4,200
Fees and Testing	\$11,759
	\$97,164

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We're building communities

Facts & stats



At Akron Children's Hospital, we're committed to building a team of professionals as diverse as the communities we serve. Right now, over 37% of active students in Career Launch identify as diverse.

Here's how our program diversity breaks down:

EEG: 50% **LPN: 44%**

MA: 30% **RRT: 33%**

How we reach into our communities.

To find candidates for Career Launch, we reach out to our communities through organizations like Urban League, Akron Public Schools, Jobs Plus Program, Project Learn, Open M and Goodwill, in addition to working directly with school counselors to make students aware of Career Launch.



Tuition assistance really helps.

Everyone in the program is using tuition assistance as Career Launch covers their costs.

Helping our community and our organization succeed.

By creating Career Launch, we've created a pathway for more diverse individuals to join the organization in positions outside of support departments. We're realizing our goals and promoting diverse individuals in all areas of the hospital.

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Program qualifications

Application process

A career boost starts here.

To join the Career Launch program, we ask participants to be committed to the demands of the program – learning a new career isn't easy. We require them to be employed by Akron Children's Hospital, maintain current job performance and bring to the table a compassionate, positive and courteous demeanor.

They must also possess traits that align with our three promises:

Where did they start?

Here are some of the jobs that our Career Launch graduates started from:

- Community Health Worker
- Equipment Tech
- Food Service Worker
- Guest Screener
- Housekeeper
- Intake Coordinator Infusion
- Linen Tech
- Medical Assistant
- Paramedic Transporter
- Patient Care Assistant
- Pharmacy Tech
- Physician Office Secretary
- Patient Service Rep
- Scheduling Coordinator
- School Health MA
- Skill Crafts
- Surgery Scheduler
- Team Leader Patient Svc Rep
- Telecomm Operator
- Unit Secretary
- Urgent Care Tech

- 1. To treat every child as we would our own*
- 2. To treat others as they would like to be treated*
- 3. To turn no child away for any reason*

Program Qualifications:

- Interest in program
- Understanding of career choice
- Motivation to pursue career track
- Commitment to Akron Children's Hospital
- Knowledge and interest in education and training
- Professionalism
- Engagement in process
- Completion of shadow experience

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Preparing to launch

Application process



Applying for Career Launch involves more than just filling out an application. To make sure candidates have considered the investment in time that the program will demand and the possible directions it will take their career, we've designed the following steps:

1

Scheduling an intake call. We send applicants a packet of information to review. This includes a brochure, FAQs and other program background. We ask candidates to prepare for this call like it's a job interview. We'll assess skills and the desire to join Career Launch.

2

Writing an essay. This essay shows us that applicants have researched the program and considered the obstacles they may face in the program, as well as reflected on how they can overcome them.

3

Scheduling a job shadow. If accepted into the program, we give applicants an opportunity to job shadow for one of the tracks in the program. This means following an employee through their day to determine if the role is of interest.

4

Getting skills ready. If the candidate has been out of school for more than 5 years, they can complete the University of Akron's college-readiness math program. This will help to relearn some math skills and get the candidate back into the habit of studying.

5

Meeting the mentor. Each participant in Career Launch will be paired with a mentor who will work with them through the program until graduation. The mentor will be able to answer questions, give advice and help them succeed.

Beyond these resources, we're also developing an in-house program that will cover professionalism in the workplace, study skills focused on math and science refreshers for our clinical programs and resources needed as an adult learner.

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Helping every step of the way.

We developed Career Launch to eliminate the barriers between members of the community and a college degree. This involves more than just money for tuition. We also help with a mentor, show how to study, help with childcare and even work with the participant's current supervisor to allow time to go to class and study. Here are the ways we encourage success in Career Launch:

Program Benefits:

- We pay 100% of tuition
- We pay for all uniforms, books, supplies and equipment
- We help remove barriers to success by offering both transportation and childcare assistance (when needed)

Take a breather

If juggling work and school become overwhelming, participants can request to take up to one semester off.

The power of a mentor.

We pair each participant with a mentor selected for their expertise and ability to help develop high-performing team members. Participants meet with their mentors at least twice a month to discuss progress, help gain skills and assist in balancing studies and career.



Hear from program participants

Career launch experience

More
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“After completing my Career Launch track, I will be able to pursue my career choice of Respiratory Care in pediatrics. I plan on focusing on Neonatal Respiratory Care, along with being able to function at any level needed throughout our hospital system.”

Kevin Felger
Respiratory Therapy track



“Career Launch has changed my life and gave me the confidence to take a different path in my life at such a mature age. I had the support of my family, friends and co-workers that was much needed at times.”

Tracy Del Signore
Medical Assistant track
First graduate of Career Launch

“I wanted to go back to school but could not afford it. College tuition has gone up so much that a lot of people like me are bankrupt from college debt. Career Launch is now giving me the opportunity to increase my income for my family. It’s an amazing program.”

Erica Tate
PSR II, LPN track



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Time to get started

How to get involved

Interested in learning more about Career Launch or know someone who'd be a great fit? Start by contacting careerlaunch@akronchildrens.org. Before reaching out, [you can learn more about the program](#).

Want to donate to Career Launch?

If you want to help members of our community start their medical careers, [you can make a tax-deductible donation](#).



What's next? Career Launch Plus!

This new program will remove many students' final barrier – lack of time. We're offering subsidized income so diverse students will be able to attend school full-time and graduate sooner as Respiratory Techs.



As part of Career Launch Plus, selected participants can work occasional hours supporting departments during the first year of employment. This builds a true appreciation for the teams that make our lifesaving work possible. During the second year, participants move into Respiratory Tech positions and build their skills while working with a dedicated department trainer.

Career Launch Plus highlights:

- This two-year degree combined with the growth potential for the role create a huge financial advantage
- This expanding program shows Children's commitment to creating new opportunities
- We're taking a proactive approach to solving the nationwide shortage of Respiratory Techs



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