

# THE SMARTEST HEALTHCARE ORGANIZATIONS IN WORKFORCE EDUCATION

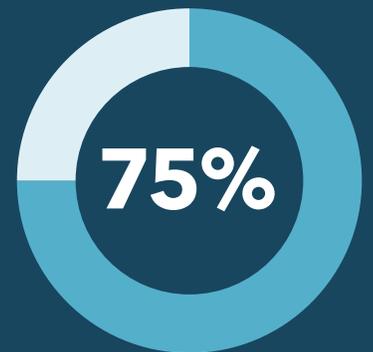
According to a recent research report, the majority of American workers **see value in having education opportunities from their employer**. Specifically, 75% would feel more motivated if they had access to education opportunities through their employer, 74% would feel more secure in their current job and 73% say it would make them feel more equipped to do their current job.

The coronavirus pandemic has proven more than ever that **healthcare workers are true heroes** whose knowledge and skills are invaluable. Through our work with many of the country's top hospitals and healthcare systems to provide these healthcare workers with education benefits, we have identified the **Smartest Healthcare Organizations in Workforce Education**.

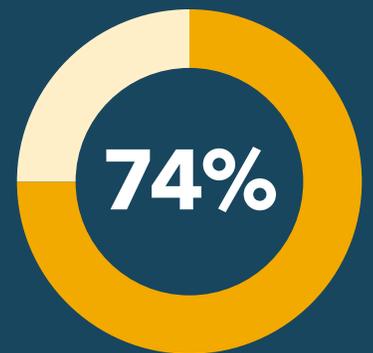
These organizations included prioritize access to education programs, as well as affordability for all employees.

Specific criteria include:

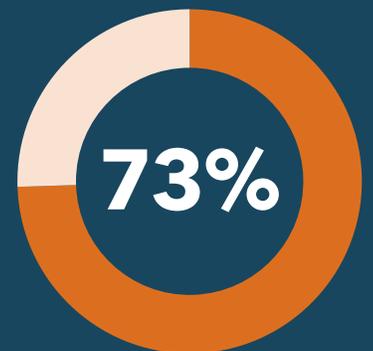
- ▶ Availability for both full and part-time employees
- ▶ Access to academic and financial aid coaches to help employees navigate education options
- ▶ Commitment to removing barriers to education through pre-paid tuition, alleviating out-of-pocket expense and reducing student loan debt to ensure equity across all employees
- ▶ Access to discounted tuition rates from a broad selection of education providers.



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## Atrium Health

Atrium Health offers workforce education benefits to help teammates advance their education through professional development programs and coursework leading to a college degree. They are **committed to ensuring access to and affordability of education benefits for all employees**, including frontline employees, in an effort to create pathways to livable wages and develop a pipeline of diverse talent to fill critical roles. Since launching their program in July of 2020, **Atrium Health has helped over 2,500 teammates forward their education.**

## Kennedy Krieger

Kennedy Krieger Institute has always recognized the value of education and the financial impact that tuition costs have on employees and their families, so they created an education assistance program that not only benefits employees, but their families too. In addition to providing tuition assistance for employees to pursue a degree, the organization also supports employees to enroll in continuing education and personal enrichment classes, and provides similar benefits for employees' spouses and dependents. They also provide undergraduate tuition assistance to dependents of eligible employees, in the form of a Dependent Tuition Grant. As a result of this very generous program, **Kennedy Krieger has seen a 94% retention rate** among education program users.

## NewYork-Presbyterian

NewYork-Presbyterian offers education benefits to **employees across its ten hospitals**, including a pre-pay program where the organization pays tuition fees upfront on an employee's behalf, as well as discounts on select certification courses. The hospital system also introduced financial wellness coaching this past year to help employees manage their tuition expenses and loans with peace of mind.

## Orlando Health

Orlando health delivers on their commitment to nursing education through a generous tuition assistance program which supports employees continued education. In 2020 alone, **Orlando Health supported 619 nurses in their journey to a degree.** The organization also offers a student loan repayment program which has **improved the financial wellness of nearly 600 nurses to date.** As a Magnet recognized health system committed to safe and quality patient care, Orlando Health has leveraged their education benefits to **improve retention for employees participating in the program by over 10%.**

## Yale New Haven Health

Yale New Haven Health offers tuition assistance opportunities to employees across its five hospitals. In order to remove the financial barriers that prevent many working adults from going back to school, the organization launched a direct bill program where they pay the schools upfront on behalf of the employee. The program has proven successful among employees, **with a 10.24% utilization rate.** **Yale New Haven has also experienced a 93% retention** for education program users.

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## CONTACT US TO LEARN MORE.

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