

# EDUCATION AND CAREER ADVANCEMENT



Potential Jackson Employees: Local Students	New Employees: Less Than Six Months at Jackson	Current Employees: Six or More Months at Jackson
<ul style="list-style-type: none"> <li>• <b>CARE Scholar:</b> In collaboration with local academic partners, eligible students are granted a Jackson scholarship for a degree or certificate program in nursing or medical technology. Jackson sponsors the tuition fees, labs, uniforms, and other school-related costs. Scholarship recipients are considered for Jackson job opportunities once they complete their degree or obtain their certification. Programs are currently available at Miami Dade College and Florida International University.</li> <li>• <b>CARE Partner:</b> In collaboration with local academic partners, eligible students get exclusive clinical experience in different Jackson care practices during their clinical rotations. This program allows students to develop key clinical skills in the most acute and advance care settings, which gives them an advantage when pursuing a position in Jackson's nursing residency programs for new registered nurse graduates.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Nursing Residencies:</b> Residencies are designed to provide new nursing graduates with advance training in many of Jackson's leading services, including trauma, cardiology, neurology, and transplant.</li> <li>• <b>Jackson Scholarship Program:</b> Allows eligible employees the opportunity to reach educational and career goals, while reducing all out-of-pocket costs. Bachelor's degree and certificate programs in nursing, respiratory therapy, and medical laboratory science are available at partnering schools. Once programs are completed, employees may be offered a position at a Jackson location in their field of study.</li> <li>• <b>Leadership Development Programs:</b> We are committed to inspiring, encouraging, and developing Jackson leaders. The Leadership Success Factor series provides practical learning opportunities to help sharpen strategic leadership skills. Leading at Jackson is a program intended to help potential and new leaders connect strategy with the everyday work accomplished within their department. Leading and Thriving at Jackson is designed to provide seasoned managers and directors with the ability to create greater self-awareness and lead across the organization.</li> <li>• <b>Certifications for Advanced or Specialized Areas:</b> Employees have the opportunity to complete certifications within their roles or areas at Jackson through our partnerships with local schools. Programs, such as our RN-to-BSN initiative with Miami Dade College, allow employees to complete their degrees through flexible schedules, at no cost. A new pharmacy technician program recently launched systemwide, which will offer up to 15 employees Jackson pharmacy technician student roles while completing their certification program at Miami Dade College. Once they complete the program and pass their certification test, employees are offered permanent pharmacy tech positions at a Jackson location.</li> </ul>	<p>(In addition to the benefits that are provided before the six-month mark)</p> <ul style="list-style-type: none"> <li>• <b>Tuition Reimbursement:</b> Jackson offers tuition reimbursement to eligible employees pursuing education that supports the current business needs and future objectives of the organization. Full-time employees who have been employed for at least six months are eligible for \$5,000 annually in financial assistance. Part-time employees are eligible for \$2,500 annually.</li> <li>• <b>Student Loan Repayment:</b> Jackson offers a repayment program for eligible full-time employees with active student loans, no older than five years old. The program is designed to strategically help pay off student debt faster.</li> <li>• <b>Public Service Loan Forgiveness:</b> After making 120 qualifying monthly payments towards an eligible student loan, Jackson employees may qualify for federal loan forgiveness.</li> </ul>