



**Wherever you are
in your career, we
are here for you.**

**BHMT's mission is to support
life-long learning and provide
you with opportunities to
directly engage in your own
career management.**

Who was Ben Hudnall?

Ben Hudnall was a tireless advocate for organized labor and Kaiser Permanente's Labor Management Partnership.

Ben was a trusted advisor and leader in the Partnership since its founding in 1996. Among his many accomplishments, Ben spearheaded the 2005 KP HealthConnect Effects Bargaining Agreement assuring thousands of Partnership-represented employees could choose retraining for other KP jobs if the initiative caused the elimination of their jobs.

Ben was an unwavering supporter of education and career advancement. The Trust was named in his honor to further acknowledge his dedication to workers.

www.bhmt.org



CAREER DEVELOPMENT

BHMT's Career Development program helps you explore career opportunities at KP and map a path toward achieving professional growth and job satisfaction at every stage of your career.

Career Development Coaches confidentially meet with you to discuss how to advance or change your job or career. Guidance is offered in a step-by-step process of self-exploration, research, planning, training and networking. You can also log into MyBHMT.org, your personal portal, to check on benefits and apply for programs.

Academic Success Coaches help you determine your readiness for academic programs, identify the program and school best suited to your career goals, and share tips about how to succeed.



DEGREES

These programs consist of the RN to BSN program, Associates, Bachelors, Masters and Doctorate degrees.

RN to BSN Program

RN to BSN is a specialized degree completion program for KP's licensed RNs pursuing their BSN degree.

- Participants have a maximum of \$16,500 available that can be used for tuition, fees and books at one of the BHMT partner schools. Take advantage of the exclusive reductions in tuition and fees at each of our provider schools.

Degree Programs

Earn your degree at a variety of partner schools.

- Associates
- Bachelors
- Masters
- Doctorate

PROVIDERS: Capella University, Chamberlain University, Coastline Community College, Colorado Technical University, CSU Fullerton, Grand Canyon University, Linfield University, Ocean County College, Post University, Troy University and University of Phoenix

The Individual Stipend Program may be used with ANY college or university.



CERTIFICATIONS

These programs consist of the Undergraduate/Graduate Academic Certificates, Clinical and Non-Clinical Certifications, and Undergraduate/Graduate Digital Credentials.

Academic Certificates

Increase your knowledge or stack credits towards a degree.

Clinical Certifications

Stay current in your field, gain skill sets and knowledge to help improve patient outcomes.

Non-Clinical Certification

MS Office Specialist, Expert, and Master levels

Digital Credentials

A great way for you to "get your feet wet" in higher education. It signifies what competencies you have gained as a result of successfully completing projects or coursework.

PROVIDERS: Capella University, Coastline Community College, Colorado Technical University, Ocean County College, Post University, CE Direct, Grossmont HOC, New Horizons and San Marcos Healthcare



BEN U SKILLS

Online opportunities to increase knowledge and hands-on experience in software applications and business skills such as critical thinking, communication, analytical skills, and collaborative teamwork.

IT / Soft Skills

- **Keyboard Proficiency**
- **Basic Computer:** Word, Excel, PowerPoint and more for beginning, intermediate, and advanced user levels.
- **Skillsoft e-Learning Library:** 2500+ business and computer short courses, life-long learning opportunities.
- **LinkedIn Learning:** 5,000+ online software, creative, and business skills courses to help achieve personal and professional goals.

Critical Skills

- Learn about the 4 critical skills: **Digital Fluency, Consumer Focus, Performance Improvement and Collaboration.** (*Self-paced online interactive learning*).
- **Career Resilience Quest:** Use our self-paced program to maximize your ability to effectively deal with change and challenges, and keep your career on track.

Language Training

- **AmEnglish Proficiency Program:** Sessions in Pronunciation, Writing, and Listening skills.
- **LanguageLine:** Multi-language interpreter training for QBS I qualified employees to prepare for the QBS II test or use as refresher material.

Course Packs

A series of short courses customized to help you take a deep dive into a topic and expand your skill sets, or learn new skills.

PROVIDERS: AmEnglish, KP Learn, New Horizons, Skillsoft Library, LanguageLine, LinkedIn Learning and Typing.com

BEN U ACADEMIC

A series of flexible web-based courses enabling employees to ease into online learning one course at a time.

College Prep: Courses to help you improve computer skills, get familiar with online learning or take courses to get you up to speed in math or IT.

General Education: Common prerequisite courses offered include Math, Statistics, English, IT, Sociology, Medical Terminology, and Critical Thinking.

Lab Science: Online science with lab courses for common clinical prerequisites including Anatomy & Physiology I and II, Microbiology, Chemistry, and Biology.

PROVIDERS: BHMT Learning Exchange, CE Direct, Coastline Community College, Colorado Technical University, CSU San Marcos, Los Angeles Pacific University and Ocean County College

BEN U CONTINUING EDUCATION

Thousands of online opportunities are available for clinical staff to obtain the continuing education units (CEUs) necessary to retain their individual license to practice – anytime, anywhere, and without having to use their KP Tuition Reimbursement (TR) benefit.

- **CE Direct & Focused CE Series:** Continuing education units for Nurses and Allied Health Professionals.
- **ASRT:** Continuing education units from the American Society of Radiologic Technologists.
- **CTU/HIPPO Bootcamps:** Continuing education units for Primary Care, Pediatrics, Urgent Care, Emergency Medicine.
- **AmEnglish CE:** Continuing ed units for English Proficiency.

PROVIDERS: AmEnglish CE, American Society of Radiologic Technologies, CE Direct and Colorado Tech University

COHORT TRAINING

Cohort training programs are driven by KP's regional workforce training and education needs. These team training programs offer a broad range of support from wage replacement, tuition assistance, and instructor fees.

Multi-Regional Training Program

- **Allied Health Clinical Training Skills**
- **Ambulatory Care RN Preceptor Program**
- **Ambulatory Care RN Residency Program**

PROVIDERS: CE Direct, KP Learn

FINANCIAL ASSISTANCE

Individual Stipend Program (ISP): Wage replacement income paid directly to you from BHMT so you can study and attend classes (once your application is approved). There is a lifetime maximum benefit of 1900 hours.

- Must be enrolled in an accredited professional or tech degree.
- Must agree on release time with your manager in advance each time you wish to use it.

Tuition Assistance Program (TAP)

- Once approved, BHMT will pay approved KP Tuition Reimbursement (TR) applications to your academic provider, or directly to you at the time of enrollment, and will collect funds from your KP TR account upon your successful program completion.

LAPTOP LENDING

If you are BHMT-eligible, we will lend you the latest Chromebook so you can participate in BHMT-sponsored education and training.