



Children's Hospital Boston Tuition Advancement Program

SkillWorks Funder's Group Meeting

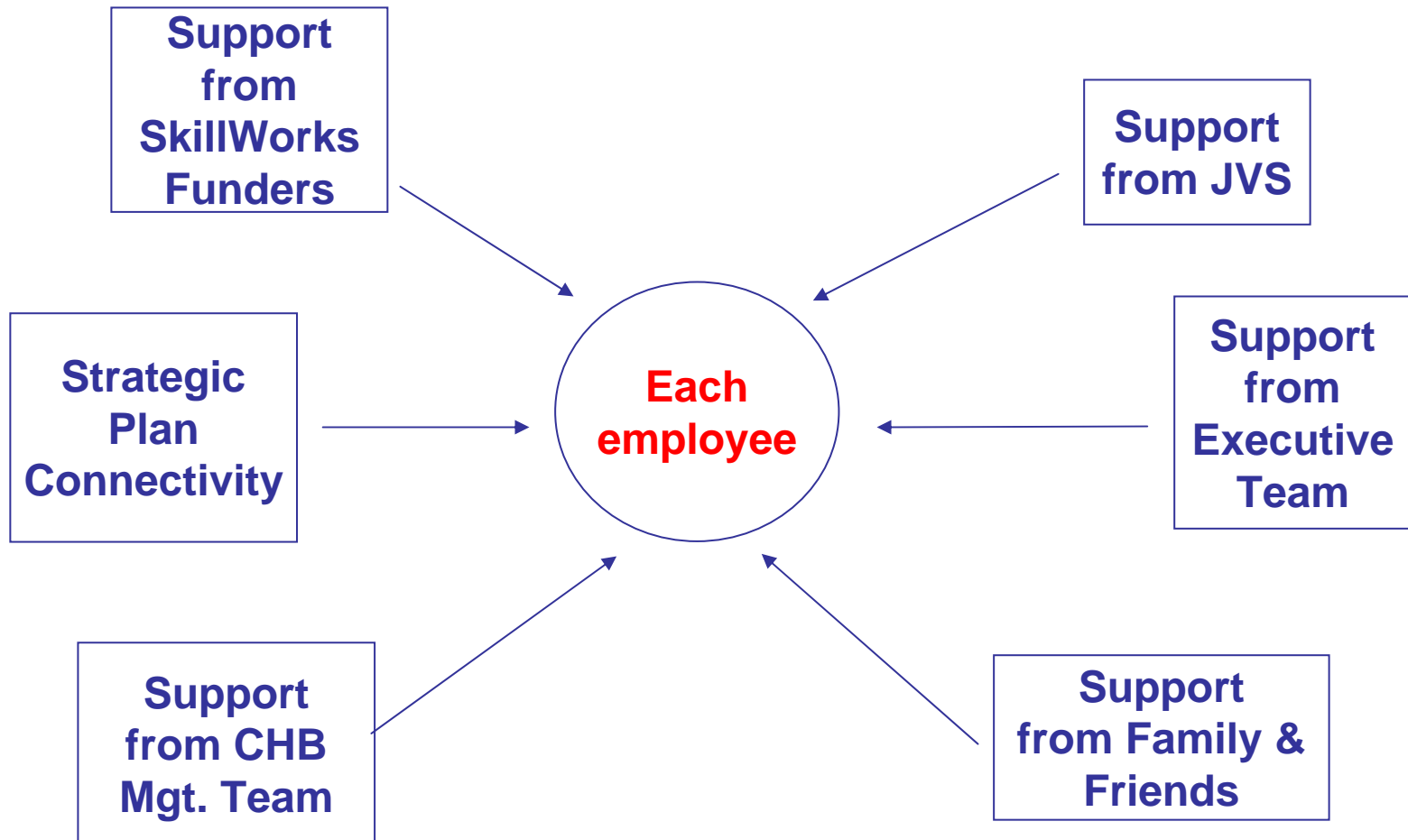
March 18, 2010



THANK YOU FROM ALL OF US!

- “Deciding to take one step closer towards this long-term goal of mine.”
- “The one thing I learned is never to doubt myself. Whatever goal you put your mind to you can accomplish.”
- “The one thing I am proud of is to be apart of the JVS program through my job at Children's Hospital and meeting my teacher Margaret, if it wasn't for her I don't think I would have been able to accomplish half my goals and dreams.”

WHY THE “BRIDGE TO COLLEGE” PROGRAM IS SUCCEEDING AT CHB





THE BUSINESS CASE

- CHB strategic plans include:
 - Being a workplace of choice & talent destination
 - Encouraging career development and retention
 - A need to fill High Growth – High Demand (HGHD) jobs
 - Increasing diversity throughout the continuum of care



ASSESSING OUR NEEDS

- An internal career development survey was completed in 2008:
 - 76% of respondents planned to use our existing tuition assistance program
 - 50% stated financial concerns
 - Time / life scheduling was a concern
 - Most noted they would need academic support
 - Life readiness indicated preferences for certifications and associate's degrees



THE CHANGE PROCESS

- Began in 2008 with Patient Care & Nursing Education colleagues:
 - Established buy-in between Patient Care and HR that at least certification programs for HGHD jobs should be covered under tuition assistance program
 - Drafted guidelines created for how we would administer tuition assistance for these programs
 - Piloted the idea with a few students already enrolled in High Growth – High Demand academic programs



THE CHANGE PROCESS

- Based on prior WFD programs, developed an application we were prepared to utilize with “Bridge to College”
- Modeled after other WFD programs we’d run at CHB such as surgical tech & medical lab programs
 - Moved from tuition remission idea to tuition advancement idea
 - We had done tuition remission in the past – commitment of at least one year’s employment with CHB post degree



BRIDGE TO COLLEGE PROGRAM

- Provided mechanisms to support successful completion of academic programs
 - Academic supports needed for adults who may have been out of school for an extended period of time
 - Provided life readiness assessment component
 - CHB provided career development component
- Funding focused on High Growth – High Demand jobs
- The program's structure met the needs identified in our CHB internal career assessment



THE POLICY CHANGE

- Why was the policy approved?
 - Scope of program is focused enough so that it did not retroactivity or negatively impact our fringe benefit rates
 - Students must get a “C” grade in each class to continue to receive tuition advancement, or pay the funds back to Children’s – equity between two policies
 - Program covered a limited number of certifications based on high growth – high demand jobs – normal tuition program does not cover certifications
 - Created consistent criteria under which individuals would be considered for tuition advancement



NEXT STEPS

- To track & measure the students in our program for:
 - Retention in the program
 - Academic achievement
 - Use of funding – cost / benefit
 - Job advancement and salary growth outcomes
 - Surveying applicants up front about whether they could attend without tuition advancement
 - So far we know of 6 students in Spring 2010 who would not be attending college without tuition advancement program
 - We also know that at least 12 of the current individuals beginning academic assessments would not have taken that step without tuition advancement being in place



QUESTIONS?