




# THE INSIDE SCOOP INTO HEALTHCARE CAREER PATHWAYS

Topic :

Learn about the different career pathways within each of these esteemed organizations in the Omaha area.

 Tuesday June 20th, 2023

 1:00 PM - 2.30 PM

 5752 Ames Avenue  
Omaha, NE 68104

Register here: <https://cutt.ly/oww8EDF1>



SERIOUS MEDICINE. EXTRAORDINARY CARE.®



OneWorld  
Community Health Centers, Inc.





**Business Name:** Charles Drew Health Center, Inc.

**Type of work (pedes, neuro, etc.):** Medical, Behavioral Health, Dental, Pharmacy, and other supportive and administrative services.

**Location (On the bus line?):** Multiple locations that are on the bus line to include:

2915 Grant Street  
5319 North 30 Street  
5920 Maple Street

**Hours of Operation:**

Monday – Friday, 8:00am – 6:30pm  
Saturday 9:00am – 12:00pm

**# of employees:** 160

**Base entry level wages:** Depends on position, \$16.00/hour +

**What does your hiring process look like:**

Interview with Hiring Manager and Human Resources – Contingent offer extended – pre-employment onboarding (background check, pre-employment physical, reference checking).

**Benefits (Highlights only, as you will be able to bring 1 page for benefits):** Medical, Dental, Vision, Free Life Insurance, Paid Holidays, 3 Weeks PTO. (*attached handout*)

**Link of where to apply:** [www.charlesdrew.com/careers](http://www.charlesdrew.com/careers)

**Minimum age requirement:** 18

**Upskill opportunities (internships, apprenticeships, certifications):** Medical Assistant

Apprenticeship available for individuals who currently have a CNA license.

**1-3 Career Pathways:**

Health Assistant (CNA) – Medical Assistant – Lead Medical Assistant

Patient Access Representative – Lead Patient Access Representative – Patient Access Supervisor  
– Patient Access Manager

Scheduler – Lead Scheduler – Scheduling Supervisor – Operations Manager





# Charles Drew

**HEALTH CENTER, INC.**

*"Growing a Healthy Community"*

## EMPLOYEE BENEFIT OFFERINGS

### Insurance

- Medical
- Dental
- Vision
- Free Employee Life Insurance & Long Time Disability
- Short Term Disability

### Work/Life Balance

- Paid Time Off
- Paid Holidays
- Zoo Membership Subsidy
- Employee Assistance Program

### Retirement

- 401K Retirement Plan
- 4% Company Match
- Immediate Vesting



**Business Name:** Children's Hospital & Medical Center

**Type of work (pedes, neuro, etc.):** Pediatric Healthcare

**Location (On the bus line?):** 8200 Dodge Street, Omaha, NE 68114 – On Bus Line

**Hours of Operation:** 24/7, 365

**# of employees:** 3500+

**Base entry level wages:** \$15.00

**What does your hiring process look like:** Online application with series of interviews with recruiter and hiring manager(s)

**Benefits (Highlights only, as you will be able to bring 1 page for benefits):**

Medical/Dental/Vision/Pharmacy, FSA, Retirement plan with employer match, life insurance, short and long term disability, tuition reimbursement and loan repayment, fertility benefit, Care4U clinic and annual visit, emotional support dog for team members, and more! (*attached handout*)

**Link of where to apply:** [www.childrensomaha.org/careers](http://www.childrensomaha.org/careers)

**Minimum age requirement:** 16

**Upskill opportunities (internships, apprenticeships, certifications):** internships, certifications, educational sponsorships, tuition reimbursement, etc...

**1-3 Career Pathways:** CNA, Pharmacy Technician, Patient Access



# OUR TOTAL REWARDS



**Below is an overview of Children's Total Rewards which includes Compensation, Benefits, Wellbeing, Development and Recognition. And just like you, we do not stand still. We are constantly evolving our Total Rewards to:**

- Be competitive to the external market and internally equitable.
- Motivate and reward exceptional performance.
- Retain our high performing team members.
- Differentiate us so team members and leaders actively promote Children's.
- Measurably improve both personal and organizational wellbeing.
- Provide personalized support to our diverse workforce.

## COMPENSATION

- Annual Compensation Program, including Market-Based Adjustments and Merit Increases
- Employee Referral Bonuses
- Success Sharing Incentives

## BENEFITS

- Medical, Dental, Vision and Pharmacy Coverage
- Fertility Benefit
- Flexible Spending Accounts
- Retirement Plan
- Tuition Loan Repayment
- Paid Time Off
- Child Care, Elder Care and Pet Care

## WELLBEING

- WeThrive Program, includes emotional, social, financial, physical and community support
- Employee Assistance Program
- Howie, our Employee Therapy Dog and Chief Morale Officer
- Employee Resource Groups
- Care4U Clinic and Annual Wellness Visit
- Belnvolved Program, with paid volunteer hours

## DEVELOPMENT

- Internal Career Pathways
- Tuition Reimbursement Program, including spouses and dependents
- Success Sharing Incentives

## RECOGNITION

- Sunshine Employee Recognition platform
- Organization-wide celebrations and events
- Success Sharing Incentives



**Business Name:** Nebraska Methodist Health System

**Type of work (pedes, neuro, etc.):** Acute Care (over 25 specialties)

**Location (On the bus line?):** Yes (for Jennie Edmundson, Main Campus 8303)

**Hours of Operation:** 24 hours a day, 7 days a week (hospital based), 8-5 clinic based

**# of employees:** over 9,000

**Base entry level wages:** \$15.00/hr, we give credit for any and all work history (regardless of what it is) – this is for positions without any certification

**What does your hiring process look like:** Once application is submitted, it is reviewed by one of our recruiters, who then forwards the application on to the hiring manager. If the manager wants to move forward with an interview, that will be scheduled. Then, if they want to offer you the job, the recruiter will work up a wage document with the offer and call to offer the position. Once offered the position, candidate would receive offer letter via email, and accept through WorkDay. This allows us to move the candidate forward and get an employee ID number. Then Onboarding will call and schedule a time for Employee Health and onboarding (I-9, W2, Badge, etc). Once cleared by Employee Health, you are cleared to start working

**Benefits (Highlights only, as you will be able to bring 1 page for benefits):** Full time benefits are offered to anyone that works 24 hrs (in the hospital setting). Medical, dental, vision, voluntary life, accident, critical illness, etc (*attached handout*)

**Link of where to apply:** <https://bestcare.wd1.myworkdayjobs.com/bestcare>

**Minimum age requirement:** 16 years old and 18 years old, depending on the position

**Upskill opportunities (internships, apprenticeships, certifications):** We are linked with Nebraska Methodist College, so there are opportunities for certifications through them. Internships are offered on a limited basis, 1-2x per year

### **1-3 Career Pathways:**

- 1.) Patient Transport/Care Companion -→ Certified Nursing Assistant → Academy Program to BSN, Respiratory Care, Surgical Technician
- 2.) Sterile Processing Technician I → Sterile Processing Technician II with certification from NMC → Can go on to Academy Program as well for Surgical Technician, Respiratory Care, Nursing, etc



# METHODIST

## Team Member Benefits



### Health Insurance

- UMR
- Tier 1: Methodist Health System Facilities, Midwest Surgical Hospital and Methodist Provider Hospital Organization
- Tier 2: Nebraska Medicine, Nebraska Health Partners, Children's Hospital and Medical Center, Bryan Health, Montgomery County Memorial Hospital
- Tier 3: United Healthcare Choice Plus

### Dental Insurance

- UMR

### Vision Insurance

- EyeMed

### Employee Assistance Program

- Methodist Best Care EAP

### Voluntary Life

### Voluntary Short Term Disability

### Voluntary Critical Illness

### Voluntary Accident Insurance

### Voluntary Hospital Indemnity

### Holidays

- 6 Holidays
- Double pay if you work on those days

### Paid Time Off

- Accrues based on hours worked
- Accrual increases with years of service

### HSA and Dependent Care

### Wellness Benefit

### Tuition Assistance

### 401 (K) Retirement Plan

### Academy Programs

- Through Nebraska Methodist College
- Further Education in several degree fields
- Apply for sponsorship after 1 year of FT employment



**Business Name:** Nebraska Medicine

**Type of work (pedes, neuro, etc.):** Healthcare (70 specialty and primary care clinic, with 50 specialties and subspecialties)

**Location (On the bus line?):**

Main Campus: 4350 Dewey Ave, Omaha, NE 68105 (Bus line: 15, 00), Bellevue Medical Center: 2510 Bellevue Medical Center Dr, Bellevue, NE 68123, Clinics throughout Omaha

**Hours of Operation:** 24/7

**# of employees:** 9,600

**Base entry level wages:** \$15+

**What does your hiring process look like:** Applications are submitted through our career site, and reviewed to ensure applicants meet requirements. Following the initial review, applicants who meet the minimum requirements are scheduled for a preliminary phone screen with one of our Talent Acquisition Recruiters. During the phone screen conversation, the Recruiter will share more information about the position, Nebraska Medicine, and explore the candidate's experience relative to the position. If the candidate is a good match for the position and interested in moving forward, they will be scheduled for an interview with the hiring manager and team. Once the hiring manager has made their final selection, an offer will be extended, first verbally by the Recruiter, and then in writing through our recruiting system. Upon acceptance of the offer, candidates will go through a background check, drug screen, and corporate health appointment.

**Benefits (Highlights only, as you will be able to bring 1 page for benefits):** Medical, Dental and Vision insurance, Flexible spending accounts, Accrued Paid Time Off (PTO), Paid Holidays, Retirement with matching contributions, Tuition/certification assistance, Student loan assistance (eligible positions), Employee Assistance Programs (EAP), Leave of Absence, Life, accident and disability insurance, Wellness program, Adoption benefit, Partnership with WeeCare to match parents with licensed and quality childcare. ([attached handout](#))

**Link of where to apply:** <https://www.nebraskamed.com/careers>

**Minimum age requirement:** 16 for select positions, and 18 for all other positions.

**Upskill opportunities (internships, apprenticeships, certifications):**

- Medical Assistant Program through MCC and Clarkson College
- Surgical Technologist Program
- RN to BSN program through Clarkson College
- Cardiovascular Imaging Technologist Program

**1-3 Career Pathways:** Patient Attendant to Nurse Assistant/CAN, Nurse Assistant/CNA to Nurse, Sterile Processing Tech to Surgical Tech







**Nebraska  
Medicine**

SERIOUS MEDICINE. EXTRAORDINARY CARE.™

## Total Rewards

Nebraska Medicine continually looks for ways to support our team professionally and personally. Our Total Rewards program includes a wide range of traditional benefits and supportive services that are available to eligible team members and their dependents.

Qualifying team members begin receiving most benefits the first day of the month following their start date.

- Medical, dental and vision insurance
- Flexible spending accounts
- Accrued paid time off (PTO)
- Paid holidays
- Retirement with matching contributions
- Tuition/certification assistance
- Student loan assistance (eligible positions)
- Employee assistance program (EAP)
- Leave of absence
- Life, accident and disability insurance
- Wellness program
- Adoption benefit
- Partnership with WeeCare to match parents with licensed and quality childcare

The Total Rewards program varies by full-time/part-time status and by department.



Learn more and apply at  
[NebraskaMed.com/Careers](https://www.NebraskaMed.com/Careers).



OneWorld  
Community Health Centers, Inc.

**Business Name:** OneWorld Community Health Center

**Type of work (pedes, neuro, etc.):** FQHC or Federally Qualified Health Center/Community Health Center

**Location (On the bus line?):** 4920 S 30<sup>th</sup> Street, Suite 103 Omaha, NE 68107

**Hours of Operation:** Typically Monday through Friday, 8-5PM; however, a couple of areas may require evenings (until 7:30PM) or weekend hours as well.

**# of employees:** 627

**Base entry level wages:** \$16 with no experience.

**What does your hiring process look like:** Candidate applies through ours or other websites, Recruiting or hiring manager reaches out to candidate to schedule interview, Once decision to hire is made, hiring manager works with the recruitment team to make offer, Once offer is made, candidate goes through criminal background, drug-screen, Child/Adult Central Registry Checks, other background checks, and/or credentialing.

**Benefits (Highlights only, as you will be able to bring 1 page for benefits:** Medical, Dental, Vision, Life Insurance and AD&D, Short-term Disability, Health Savings Account (HSA), Flexible Spending Accounts (FSA), Voluntary Life and AD&D, Voluntary Supplemental Insurance, Retirement Plan – 401(k). *(attached handout)*

**Link of where to apply:** [OneWorldomaha.org/careers](http://OneWorldomaha.org/careers)

**Minimum age requirement:** 16 (typically for internships); otherwise, 18

**Upskill opportunities (internships, apprenticeships, certifications):**

- Internships with different areas – currently looking for HR intern; however, medical area also takes interns interested in CNA opportunities
- Apprenticeships
- Certifications – we currently have a cohort of employees who are CNA's, working on their MA certificate; we also offer tuition reimbursement for employees wishing to upskill in their areas - \$1000.00 per semester

**1-3 Career Pathways:** lots of different pathways, depending on what the person's interest is, medical, dental, behavioral health, learning community, etc.



# OneWorld

## BENEFITS OVERVIEW

**OneWorld** is proud to offer a comprehensive benefits package to eligible employees who work at least 30 hours per week (.75 FTE). The complete benefits package is briefly summarized in this booklet. You will receive plan booklets, which give you more detailed information about each of these programs.

You share the costs of some benefits (medical), and OneWorld provides other benefits at no cost to you (life, AD&D, short-term disability). In addition, there are voluntary benefits with reasonable group rates that you can purchase through convenient payroll deductions.

### Benefits Offered

- Medical
- Dental
- Vision
- Life Insurance and AD&D
- Short-term Disability
- Health Savings Account (HSA)
- Flexible Spending Accounts (FSA)
- Voluntary Life and AD&D
- Voluntary Supplemental Insurance
- Retirement Plan—401(k)

### Eligibility

You and your dependents are eligible for OneWorld benefits on the first of the month following your date of hire.

Eligible dependents are your domestic partner, spouse, children under age 26, or disabled dependents of any age.

OneWorld's insurance plans allow for coverage of **both same and opposite sex couples** in a certified domestic partner (greater than 24 months in length) or legal marriage relationship. Coverage is available to biological children of the partner/spouse even if the partner/spouse is not enrolled in coverage, as long as the children reside with the employee at least 50% of the time or the partner/spouse is legally obligated to provide insurance coverage for the children. **Domestic Partner coverage can only be initiated within 30 days of initial hire or during open enrollment.** A Certification of Domestic Partnership document is available in HR and must be completed with enrollment paperwork to process coverage. Due to IRS Tax Code Section 152(a), the portion of an insurance premium allotted to cover a domestic partner and/or his/her children is not eligible for pre-tax withholding.

If you are enrolling a spouse in an insurance plan for the first time, you must provide a valid copy of your marriage certificate.

Elections made now will remain until the next open enrollment unless you or your family members experience a qualifying event (birth, death, marriage, divorce, coverage under a spouse's plan, loss of a job). If you experience a qualifying event, you must contact HR within 30 days.





**Business Name:** QLI

**Type of work (pedes, neuro, etc.):** Neuro-Rehabilitation and Long Term Care

**Location (On the bus line?):** Southeast corner of 72<sup>nd</sup> & Sorenson Parkway with a bus stop

**Hours of Operation:** 24 hours/day, 7 days/week with daytime, evening, and overnight shifts

**# of employees:** approximately 400 team members

**Base entry level wages:** Starting CNA wages \$15/hour with overnight differentials, evening/weekend differentials for long term care; merit-based reviews at 6 months, 1 year, then annually; no salary cap; all training, paid training, including CNA training, available

**What does your hiring process look like:** Online application (*preferred*) or a paper application available upon visit to QLI's campus; call back within 48 hours for an interview; 1<sup>st</sup> and 2<sup>nd</sup> interviews - may be conducted within the same day; references contacted, background checks complete prior to hire with a consideration process for applicants with a criminal history; drug screening required

**Benefits (Highlights only, as you will be able to bring 1 page for benefits):** Health, dental, vision insurance, vacation/sick/holiday pay, tuition reimbursement, retirement plan, navigator, and more. (*attached handout*)

**Link of where to apply:** [teamqli.com/careers](https://teamqli.com/careers)

**Minimum age requirement:** must be 18 years old

**Upskill opportunities (internships, apprenticeships, certifications):**

1. Neuro-Rehabilitation Specialist Certification for CNAs to advance clinical expertise.
2. Leadership Apprenticeship geared toward shift supervisor and residential team leader positions.

**1-3 Career Pathways:**

1. CNA-LPN-RN pathway involving mentoring, hands-on experience, and scholarship opportunities.
2. Leadership development pathway through a Trainer, Mentor, and Professional career ladder (only available to CNA team members)
3. QLI promotes from within for all leadership positions and several other roles, with preference to CNA team members who are driven to grow and consistently uphold QLI's values and mission for non-clinical roles.





## TEAM MEMBER BENEFITS

### Health Insurance

- [The Benefit Group](#) 800-333-8602
- [Midland's Choice](#) primary network
- [MultiPlan](#) secondary network

### Dental Insurance

- [Ameritas](#) network 800-487-5553

### Vision Insurance

- Ameritas [VSP](#) 800-659-2223

### 401(k) Retirement Plan

- [Principal](#) 800-547-7754
- Retirement advice: Laura Holland
- [holland.laura@principal.com](mailto:holland.laura@principal.com)
- 515-452-4606

### Employee Assistance Program

- [Methodist Best Care EAP](#)
- 402-354-8000

### GrOW Navigator

- Confidential [resource](#)

### Swishboom

- QLI paid sitter scheduler [subscription](#)

### Questions

Kiley Armitage | [kiley.armitage@QLIomaha.com](mailto:kiley.armitage@QLIomaha.com) | (402) 276-5920  
Amy Willits | [awillits@QLIomaha.com](mailto:awillits@QLIomaha.com) | (402) 573-3720 or Ext. 1012

### HSA, FSA, & Dependent Care

- HSA (Pinnacle) 800-227-7715
- FSA & Dependent Care ([Paylocity](#)) 800-631-3539

### Teladoc Appointments

- Click [here](#) or call 800-362-2667

### Tuition Reimbursement

- [kiley.armitage@QLIomaha.com](mailto:kiley.armitage@QLIomaha.com)

### Vacation

- Based on years of service
- 240 hour rollover

### Holidays

- 48 hours each January 1<sup>st</sup>

### Sick

- 6 days earned per year

### Life, AD&D, Long-Term Disability, & Short-Term Disability

- [Reliance](#) 800-351-7500

### Maxwell

- [\\$30 from QLI per month](#)