



# THE INSIDE SCOOP INTO HEALTHCARE CAREER PATHWAYS

Topic :

Learn about the different career pathways for students within each of these awesome organizations.

📅 Tuesday, January 30, 2024

🕒 5:30PM - 7:30PM

📍 OPS Career Center  
3230 Burt St Omaha, NE 68131

Register here:

<https://cutt.ly/JwKMn6Rv>



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THE PATHWAYS of  
The Career  
Center



Charles Drew

HEALTH CENTER, INC.

"Growing a Healthy Community"



CHI Health



Children's  
NEBRASKA



DIAL  
SENIOR LIVING



METHODIST



Nebraska  
Medicine

SERIOUS MEDICINE. EXTRAORDINARY CARE.®



OneWorld  
Community Health Centers, Inc.

QLI 

VA



U.S. Department  
of Veterans Affairs



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

**Type of work:** 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 +

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

**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.

**Career Pathways:**

1. Health Assistant (CNA) – Medical Assistant – Lead Medical Assistant
2. Patient Access Representative – Lead Patient Access Representative – Patient Access Supervisor – Patient Access Manager
3. Scheduler – Lead Scheduler – Scheduling Supervisor – Operations Manager

**Opportunities i.e. (Job shadowing, field trips, internships, apprenticeships, worksites, contact person for youth to contact directly.):** Job Shadowing and the MA Apprenticeship program (for students with CNA and Med Aid License)





# 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:** CHI Health

**Type of work:** CHI Health is a regional healthcare network headquartered in Omaha. Our organization consists of one Academic Medical Center, 28 acute care hospitals, 200. Clinic locations, 18 critical access hospitals, two free-standing behavioral health facilities, one center for the developmentally disabled and one home health agency.

**Location (On the bus line?):** Yes. Locations Listed online.

**Hours of Operation:** 24/7

**# of employees:** 12,500+

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

**Hiring Process:** Candidates are required to apply online via our career website followed by a series of interviews with recruiters and hiring the manager(s). 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 employee health appointment.

**Benefits:** CHI Health offers a competitive employee benefits package that includes Vacation, Personal, and Holiday pay. Tuition Assistance, Retirement Savings Plans, Medical, Dental & Vision Plan Options, Financial Hardship Assistance, Sign-on and Referral Bonus, Educational Assistance, Tuition Reimbursement and more!

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

**Minimum age requirement:** 16

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

You can enjoy a fulfilling career at CHI Health. We have career paths created for Nursing, Laboratory, Pharmacy and Behavioral Care. Healthcare Technicians, School of Radiology Program and School of Respiratory Program.

**Career Pathways:**

Find where you are on the career journey and identify where you want to go. Through tuition assistance programs and scholarship opportunities, CHI Health can be your partner where you want to go!

**Opportunities i.e. (Job shadowing, field trips, internships, apprenticeships, worksites, contact person for youth to contact directly.):** We have student job shadow opportunities, teen volunteer program, Step Up Program, internships, CNA, School of Radiology and School of Respiratory programs.



# CHI Health Benefits

- Comprehensive Medical, Dental & Vision Plans
- Voluntary Benefits: Critical Illness, Accidental, Identity Theft Protection
- Healthcare & Dependent Care Flexible Spending Accounts (FSA)
- Health Savings Account
- Dental Coverage (two plan choices) with Adult orthodontic coverage
- Family and Medical Leave Act (FMLA)
- Short-term & Long-term Disability plans
- Employee Assistance Program (EAP)
- Tuition Assistance for Full-Time and Part-Time employees
- Basic Life and Accidental Death & Dismemberment Insurance
- Supplemental Life and Accidental Death & Dismemberment Insurance
- Business Travel Accident Insurance
- Spouse and Child Life Insurance
- Adoption Assistance Program
- Vacation, Personal Time, Holidays
- 401(k) Retirement Savings Plan
- Healthy Spirit Wellness Program
- Military Leave
- Credit Union Affiliations
- On-site Child Care Facilities
  - YMCA Early Learning Center - Immanuel
  - YMCA Early Learning Center - Mercy
  - YMCA Early Learning Center - Bergan
  - YMCA Early Learning Center - Lakeside
  - Platte Valley Children's Academy - St. Francis
  - Smiling Faces Academy- Good Samaritan
- Wellness/Fitness Centers
  - Immanuel Wellness Center, 7105 Newport Ave, Omaha, NE
  - Lakeside Wellness Center, 16940 Lakeside Hills Plaza, Omaha, NE
  - Mercy Hospital, 401 6th Street, Corning, IA
  - St. Francis Hospital, 2620 W Faidley Ave, Grand Island, NE
  - Good Samaritan Hospital, 10 E 31 Street, Kearney, NE

*\*All benefits are subject to change*

**Business Name:** Children's Nebraska

**Type of work:** Pediatric Healthcare

**Location (On the bus line?):** Our main campus is on a bus line at 8200 Dodge Street. However, we have a variety of different clinics located all throughout the Omaha metro area, plus a new ambulatory hospital on 204<sup>th</sup> and Harrison (set to open 2024)

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

**# of employees:** 3500+

**Base entry level wages:** \$16.30

**Hiring Process:** Online application with series of interviews with recruiter and hiring manager(s). Background check and pre-employment physical.

**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.childrensnebraska.org/careers](http://www.childrensnebraska.org/careers)

**Minimum age requirement:** 16

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

**Career Pathways:** Sterile Processing Technician > Surgical Technician, CNA > RN (S2RN program), Radiology Support Specialist > Radiology Technician, Any Role > Medical Assistant

**Opportunities i.e. (Job shadowing, field trips, internships, apprenticeships, worksites, contact person for youth to contact directly.):** Career Quest: Join the Children's Nebraska Team for these free, hands-on learning experiences for high school students who are interested in a career in healthcare, as we explore a variety of clinical departments\*, including: Behavioral Health, Child Life, Med Lab, Nursing, Pharmacy, Radiology, Rehab, Respiratory Therapy and Transport. Sign up today to be the first to know about our next event! (Events are typically held in the spring and fall) - <https://www.childrensnebraska.org/healthcare-careers-education/career-quest/internships> – Children's Nebraska partners with local nonprofits to provide summer internships to high school students. Internships include a Support Specialist Intern role (focused more on administrative side of healthcare) and the Pathways to Healthcare Clinical Internship. Students must be involved with partner organizations to apply. These organizations include Girls, Inc., Latino Center of the Midlands, Avenue Scholars, and The Hope Center for Kids. Part-Time Roles – Children's Nebraska is a great place for students to step into the healthcare industry. Job opportunities start at age 16 and include the following roles: Housekeeping Assistant, Patient Access Specialist, Food Service Assistant and Rainbow House Associate. Volunteer with Teen Connection - if you're looking for a great place to build skills and get professional experience, you've come to the right place. Our Teen Connection volunteers learn a lot, make new friends, and have fun in a secure and compassionate environment. We accept and orient our new Teen Connection Volunteers in groups several times a year, primarily in the summer and fall. As a result, we usually have a waiting list to get started in the program. After submitting an application, you will be contacted by Volunteer Services for an interview when openings occur in the program. Teen Connection volunteers will be asked to purchase a uniform shirt from Children's Hospital & Medical Center.



# 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
- Belnvoled 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:** Dial Senior Living

**Type of work:** Senior Living

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

Aksarben Senior Living: 1330 S. 70<sup>th</sup> St. Omaha, NE 68106 (On bus line)

Elk Ridge Village Senior Living: 19303 Seward Plaza Elkhorn, NE 68022

Valley Lakes Senior Living: 1006 S Mayne St. Valley, NE 68064

**Hours of Operation:** 24/7

**# of employees:** 2,000

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

**Hiring process:** Our hiring process starts with an application being submitted through our career site. Once the application has been received someone from our community or talent placement team will reach out to the applicants via phone, email, and or text. If the applicant is reached via phone the community team or talent placement specialist will go through an overview of the position and communicate next steps. Following the initial contact, an in-person interview may be set up. In person interviews give the applicant a chance to see the community, meet with managers, and get a better feel for what the environment is like. Once the hiring manager selects the candidate, they will extend a job offer.

**Benefits:** Birthday & Anniversary PTO, Tuition Assistance, Flexible Schedules, Double pay on holidays, Free meal during shift, Medical, Dental, & Vision benefits

**Link of where to apply:**

[https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=d71b6d7c-c918-4542-b400-748316baad7c&cclid=19000101\\_000001&type=MP&lang=en\\_US](https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=d71b6d7c-c918-4542-b400-748316baad7c&cclid=19000101_000001&type=MP&lang=en_US)

**Minimum age requirement:** 16 years old

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

-Internal Leadership Academies -Tuition assistance - CMA program

**Career Pathways:**

Caregiver – CNA – CMA – Lead CMA – Scheduler

CNA – CMA – Lead CMA – Utilizes tuition assistance to get LPN while working with Dial – ADON

We also have pathways in Dining, Nursing, Lifestyle, Admin, Marketing, and Maintenance. We encourage our team members to explore what pathway interest them most.

**Opportunities i.e. (Job shadowing, field trips, internships, apprenticeships, worksites, contact person for youth to contact directly.):** Job shadow, field trips, internship; Anilu

Saavedra contact information: 402-672-8447





# Benefits & Perks

Our goal is to provide Dial team members with benefits, experience and support they need to care for our residents!

- Birthday & Anniversary PTO
- Tuition Assistance
- Double pay on holidays
- PTO accrual on DAY 1
- Free Employee Assistance Program for team members and dependents
- Referral bonus
- Free meal during shift
- Recognition program
- Discounts through Verizon and AT&T
- Pay advance program
- Medical and prescription drug insurance including Dental and Vision
- Basic Term Life/AD&D
- 401(k) matching
- Flexible spending account for dependent care





**Business Name:** Nebraska Methodist Health System

**Type of work:** 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.

**Hiring process:** 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:** 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.

**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.

**Opportunities i.e. (Job shadowing, field trips, internships, apprenticeships, worksites, contact person for youth to contact directly.):** Job shadowing is open for students over the age of 16, but certain areas are reserved for college students. Tours are open as well (contact person is me) but taken on a first come first serve basis. We have the High School Internship program. Youth Contact will most likely be Christina Ewing with the College. [Christina.ewing@methodistcollege.edu](mailto:Christina.ewing@methodistcollege.edu); 402-354-7014



# 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:** 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:** 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

**Opportunities i.e. (Job shadowing, field trips, internships, apprenticeships, worksites, contact person for youth to contact directly.):** We offer a job shadow program, here is the direct page they will need to access, <https://www.unmc.edu/student-success/pathway-programs/job-shadow.html>, and email to contact for that is [jobshadow@nebraskamed.com](mailto:jobshadow@nebraskamed.com).





**Nebraska  
Medicine**

SERIOUS MEDICINE. EXTRAORDINARY CARE.™

## Total Rewards

Nebraska Medicine continually looks for ways to support our team members in their professional and personal lives. 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
- Lifestyle spending account
- Adoption benefit
- Partnership with Upwards 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).



**Business Name:** OneWorld Community Health Centers, Inc.

**Type of work:** 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:** 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.

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

**Opportunities i.e. (Job shadowing, field trips, internships, apprenticeships, worksites, contact person for youth to contact directly.):** Job shadowing opportunities: Monday- Friday 0800am -5pm; Field Trips: Monday – Friday 0800am -5pm; Internships: Certified Nursing Assistants, Medical Assistants

**Contact information:** Adrian Fernandez-Clinical Department Manager ; **Phone:** (402)734-4110 ; **Email:** [afernandez@oneworldomaha.org](mailto:afernandez@oneworldomaha.org) ; Tay Orr-Clinical Student Program Coordinator; **Phone:** (402)502-8860 ; **Email:** [torr@oneworldomaha.org](mailto:torr@oneworldomaha.org); Leslie Ibarra- Volunteer Specialist; **Phone:** (402) 734-4110 ; **Email:** [libarra@oneworldomaha.org](mailto:libarra@oneworldomaha.org)



## 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:** 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.

**Hiring Process:** 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:** 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.

**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.

**Opportunities i.e. (Job shadowing, field trips, internships, apprenticeships, worksites, contact person for youth to contact directly.):** Job shadowing; Field trip tours; Workforce development program (QLI's IMPACT program); Contact Person: Ruben Castillo; Director of Human Resources O: (402) 573-3715; [ruben.castillo@QLIomaha.com](mailto:ruben.castillo@QLIomaha.com)





# Benefits | QLI *Brain and Spinal Cord Injury Specialists*

## Health, Dental, & Vision Insurance

- Midland's Choice primary medical network
- MultiPlan secondary medical network
- Ameritas dental network
- VSP vision network

## HSA, FSA, & Dependent Care

### 401(k) Retirement Plan

- Principal Financial Group
- Employer contribution with three-year vesting

### Employee Assistance Program

- Methodist Best Care EAP
- Virtual therapy with Talkspace

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

### Voluntary Life, AD&D, Critical Illness, & Accident Insurance

### Pet Insurance Discounts

### WorkLife Coach

### Zoo Membership Subsidy

### Merit Based Culture

## Continuing Education

- Tuition reimbursement
- Paid CEUs
- Neuro-Rehabilitation Specialist certification program
- Certification for CNAs
- Leadership apprenticeship opportunities

## PSLF Qualifying Employer

### Vacation

- Accrual increased based on years of service
- Begins accruing day one based on hours worked

### Holidays

- Six days each calendar year

### Sick

- Six days earned per year
- Begins accruing day one based on hours worked

### Maxwell, Lifestyle Spending Account

- \$30 monthly budget

### Employee Referral Bonuses

### Onsite Fitness Gyms

### Free Meals on Shift



Questions?  
Contact Ruben Castillo:

[ruben.castillo@QLIomaha.com](mailto:ruben.castillo@QLIomaha.com)  
(402) 573-3715

Apply  
Online





**Business Name: Veterans Affairs**

**Type of work:** Inpatient Medical Surgical, Intensive Care, Procedural Care, Geriatric Care, Extended Care and Rehab, Behavioral Health, Primary Care and Specialty Clinics

**Location (On the bus line?):** 4101 Woolworth Avenue, Omaha 68105 (on bus line) - Facilities include our Omaha VA Medical Center and Grand Island VA Medical Center. We also have 7 community-based outpatient clinics in Bellevue, Holdrege, Lincoln, Norfolk, Omaha, and North Platte, Nebraska; and Shenandoah, Iowa.

**Hours of Operation:** 24/7

**# of employees:** 2500 employees

**Base entry level wages:** \$17-18/hr. for Nursing Assistant

**Hiring Process:** Application through USA Jobs. May reach out to Nurse Recruiter for assistance or send resume directly to the nurse recruiter. Must be 18 yrs. of age to work for the Federal Government. US citizenship Background, Reference Checks.

**Benefits:** Paid vacation, sick leave, Federal holidays. Paid parental leave. Health, dental, vision benefits. All varies depending on full time, part time, or intermittent status.

**Link of where to apply:** [USAJOBS - Search](#)

**Minimum age requirement:** 18

**Upskill opportunities (internships, apprenticeships, certifications):** Sim lab, CPR Readiness Student Nurse Tech Internships for college nursing students.

**Career Pathways:** There are nursing scholarships available that pay for the last 2 years of nursing school. If employees are not interested in nursing school, there are also other opportunities to further education. There is a lot of educational opportunities within the VA and the Federal government available immediately upon hire.

**Opportunities i.e. (Job shadowing, field trips, internships, apprenticeships, worksites, contact person for youth to contact directly.):** Volunteer Program for teens and adults. Must be 15 yrs. of age. scholarship opportunities after a year of employment.





## Employee Benefits-At-A-Glance

The information below summarizes many of the benefits that are available to VA employees and eligible family members. Please contact your local Human Resources office with any questions you may have regarding the various employee benefit programs listed below.

**This link takes you directly to the Office of Personnel Management (OPM) website where you can obtain enrollment & beneficiary forms:** <https://www.opm.gov/forms/standard-forms/>.

- **Child Care Subsidy Program** - Applies to employees whose children are under the age of 13, or disabled and under the age of 18, and are enrolled, or will be enrolled, in licensed family child care homes or center-based child care. The child care provider must be licensed and/or regulated by State and/or local authorities. For more information go to: <https://www.va.gov/ohrm/worklifebenefits/vachildcare.asp>
- **Federal Employees Health Benefits (FEHB)** - FEHB is a voluntary health insurance program offered to eligible Federal employees. The program offers coverage under fee-for-service and health maintenance organizations (HMO) plans. There is a 60 day enrollment deadline from the date of new hire or new eligibility (except if you experience a qualifying life event or it's Open Season enrollment- which comes during November/December each year). Supporting documentation for enrolling family members will be required with your enrollment. Please see pages 3-8 for a list of acceptable documents. For more information on the program go to:  
<http://www.opm.gov/insure/health/index.asp>  
Plan Brochures found here:<https://www.opm.gov/healthcare-insurance/healthcare/plan-information/plans/>  
Comparing Plans available in your area can be done here:<https://www.opm.gov/healthcare-insurance/healthcare/plan-information/compare-plans/>  
**New employees will be able to enroll in Health Benefits through USA Staffing New Employee Dashboard assigned tasks after reporting.**
- **Federal Employees Dental and Vision Insurance Program (FEDVIP)** - FEDVIP is a voluntary benefits program that provides supplemental dental and vision insurance coverage. You may enroll in dental insurance only, vision insurance only, neither, or both. There is a 60 day enrollment deadline from the date of new hire or new eligibility (except if you experience a qualifying life event or it's Open Season enrollment- which comes during November/December each year). Enrollments are done by employees directly after start date by creating an account at [www.benefeds.com](http://www.benefeds.com). Please do not create an account prior to start date. For more information on this program go to: <https://www.opm.gov/healthcare-insurance/dental-vision>
- **Federal Employees' Group Life Insurance (FEGLI)** - FEGLI is a voluntary term life insurance program offered to permanent Federal employees and employees with appointments for more than one year. The program offers Basic Life, Standard, Additional, and Family Option coverage. There is a 60 day enrollment deadline from new hire and/or new eligibility (outside of a qualifying life event or Open Season enrollment- which do not come often for this program). Eligible employees are automatically enrolled in Basic life insurance. Please see page 10 for life insurance overview. For more information on the program go to: <http://www.opm.gov/insure/life/index.asp>