



Ohio Hospital Association

UNITY IN
ACTION

110TH ANNUAL MEETING & EDUCATIONAL SUMMIT

**NEXT GEN
WORKFORCE**

A Productive Pipeline Partnership



PIPELINE PARTNERS



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UNITY IN ACTION

110TH ANNUAL MEETING & EDUCATIONAL SUMMIT

We have no real or
perceived conflicts of
interest that relate to this
presentation

ORGANIZATIONAL STRUCTURE

UNIQUE
STRUCTURE

MOST HEALTH
SYSTEMS DO NOT
HAVE A HEALTH
PLAN, CARE
DELIVERY, AND
COLLEGE



1,032 Beds



Over 1,208 Active Providers

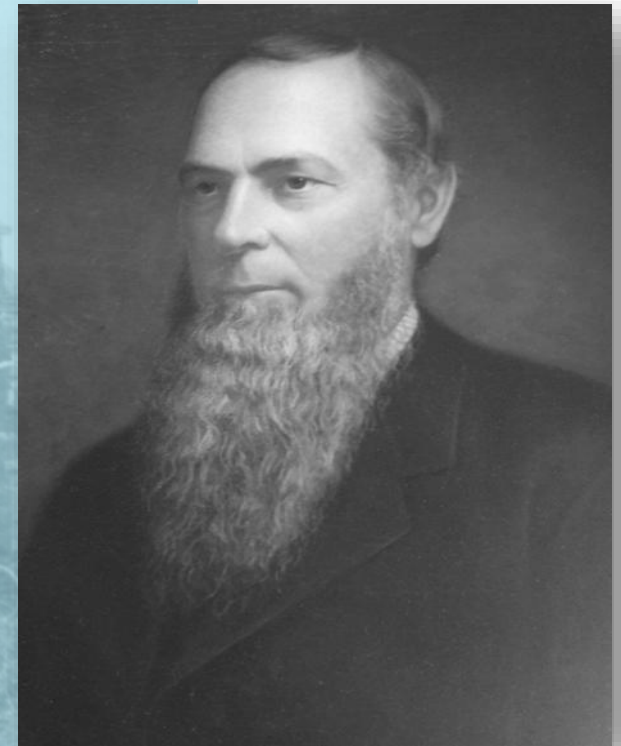


Team of More Than 7,073 Colleagues

AULTMAN HEALTH SYSTEM ORIGINS



**FOUNDED
IN 1892**



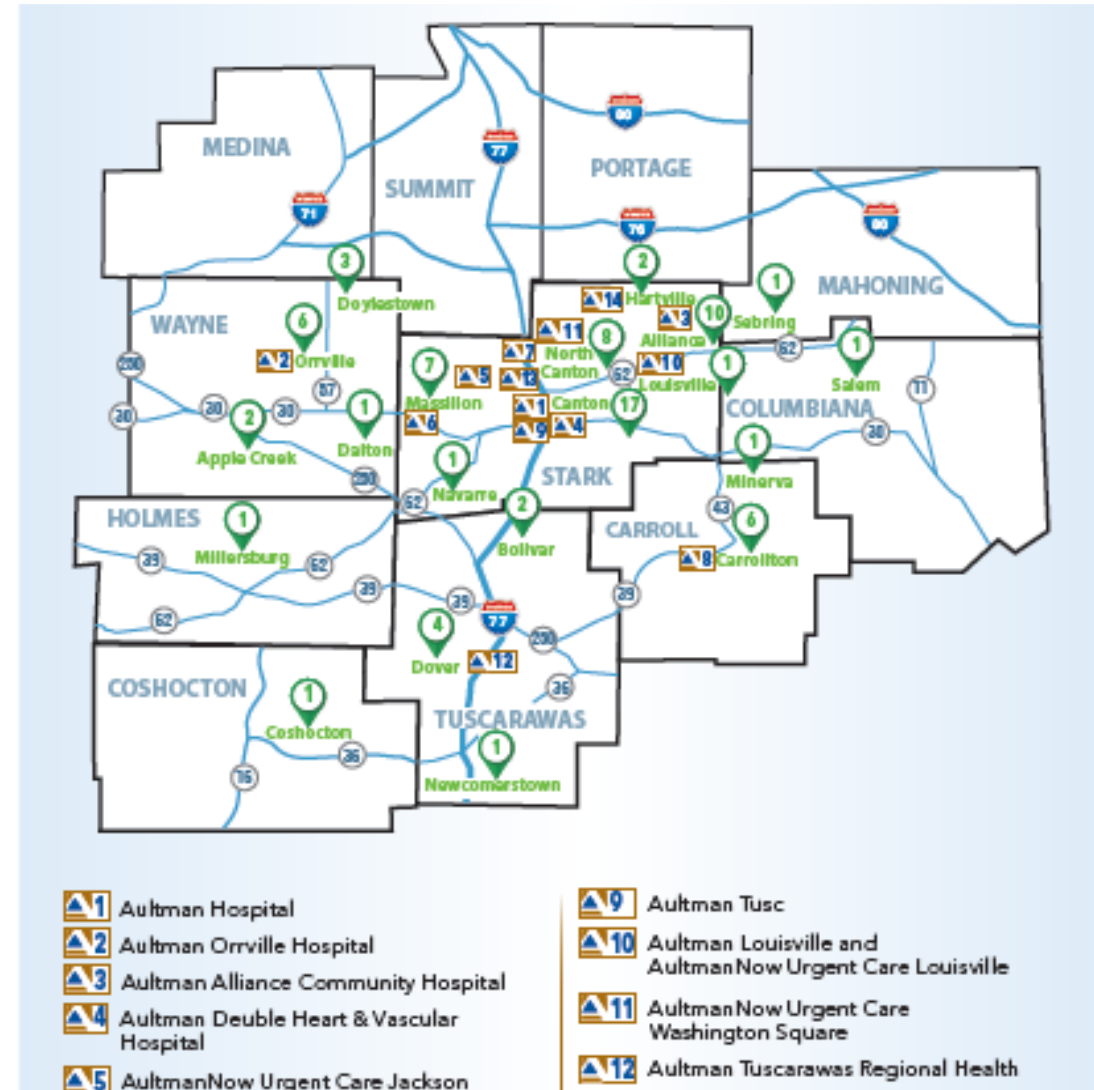
CORNELIUS AULTMAN
Manufacturer & Banker

AULTMAN HEALTHCARE LOCATIONS

AULTMAN REGIONAL FOOTPRINT

- 4 Hospitals
- 76 Physicians Practices
- 9 Outpatient Centers
- Post-Acute

MULTIDISCIPLINARY
WORKFORCE NEEDED TO
SUPPORT COMPREHENSIVE
HEALTHCARE SYSTEM



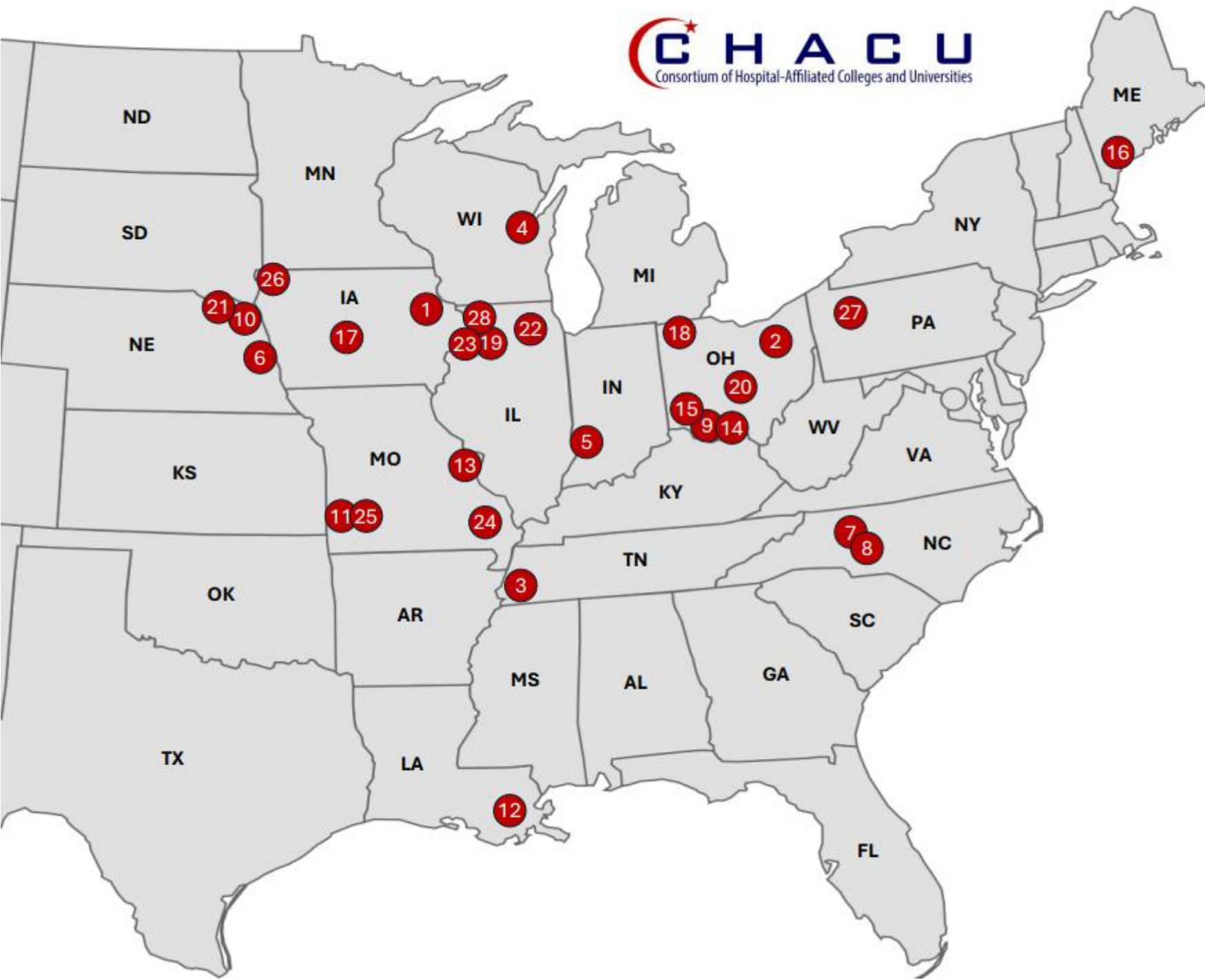
ABOUT US

- Private, Not For Profit
- College programs are Fully Accredited
- Participation in College Credit Plus Program
- Connection to a Hospital and Regional Healthcare System
- 20% Off Tuition for Aultman Health Foundation Colleagues

WORKING WITH 50+ CLINICAL SITE PARTNERS:

AULTMAN HEALTH SYSTEM IS OUR PREMIERE PARTNER





Locations:

1. Allen College, Waterloo, IA
2. Aultman College, Canton, OH
3. Baptist Health Sciences University, Memphis, TN
4. Bellin College, Green Bay, WI
5. Blessing-Reiman College of Nursing, Quincy, IL
6. Bryan College of Health Sciences, Lincoln, NE
7. Cabarrus College of Health Sciences, Concord, NC
8. Carolinas College of Health Sciences, Charlotte, NC
9. The Christ College of Nursing & Health Sciences, Cincinnati, OH
10. Clarkson College, Omaha, NE
11. Cox College, Springfield, MO
12. Franciscan Missionaries of Our Lady University, New Orleans, LA
13. Goldfarb School of Nursing at Barnes-Jewish College, St. Louis, MO
14. Good Samaritan College of Nursing & Health Sciences, Cincinnati, OH
15. Kettering College, Kettering, OH
16. Maine College of Health Professions, Lewiston, ME
17. Mercy College of Health Sciences, Des Moines, IA
18. Mercy College of Ohio, Toledo, OH
19. Methodist College, Peoria, IL
20. Mt. Carmel College of Nursing, Columbus, OH
21. Nebraska Methodist College – The Josie Harper Campus, Omaha NE
22. St. Anthony College of Nursing, Rockford, IL
23. St. Francis Medical Center College of Nursing, Peoria, IL
24. SE Missouri Hospital College of Nursing & Health Sciences, Cape Girardeau, MO
25. St. John's College of Nursing, Springfield, MO
26. St. Luke's College, Sioux City, IA
27. St. Luke's School of Nursing, Bethlehem, PA
28. Trinity College of Nursing & Health Sciences, Rock Island, IL



GET OUT YOUR PENS



LOCATION

Think of your location...



WHO IS NEARBY

2-3 examples



PARTNERSHIP

Who might be a partner?



KEYS TO SUCCES



LEADERSHIP



PARTNERSHIPS



COLLABORATIVE DATA
CENTRALIZATION



THINK AHEAD



SIMILAR
ORGANIZATIONS
IN OHIO



FEATURED PIPELINE PARTNERSHIPS

Simple

- Student Experience Host

to the

- Early Recruitment Tools

Mature

- Excelerator Program

STUDENT EXPERIENCES

Be More than a Host!

Clinical Group Students	1,678
Internship Applications	367
Med Tech Students	123
Observations	93
Total	2,261

Top Clinical Group Schools (students)

1. Aultman College RN – 262
2. Hondros RN – 233
3. Walsh RN – 171
4. Kent Stark RN – 154
5. Stark State RN – 120

Top Observation Schools (students)

1. Buckeye Career Center – 32
2. McKinley High School – 26
3. Massillon High School – 20
4. Canton South High School – 11
5. Perry High School – 11

Top Internship Schools (students)

1. Mount Union University – 68
2. NEOMED – 44
3. Kent State – 43
4. Stark State – 23
5. Ohio University – 21





EARLY RECRUITMENT TOOLS



- TUITION BENEFITS THROUGH YOUR HR
- FLEXIBILITY
- RELATIONSHIPS
- ALIGN INCENTIVES
- RESIDENCY PROGRAMS

MULTI-DIMENSIONAL TUITION PROGRAMS

AULTMAN TUITION REIMBURSEMENT PROGRAM



Here at Aultman, we value colleague growth, career progression and education. One of the many ways we support and encourage colleague development is through our Aultman Tuition Reimbursement program. We know that our Aultman colleagues are our biggest asset, and want our colleagues to work, learn, grow, and stay with us! We truly believe that our investment in you matters.

We are very excited to provide all of our full and part-time colleagues with the ability to learn and grow within Aultman. Please see below for a summary of our current tuition reimbursement programs.

PROGRAM	SCHOOL	ASSISTANCE	PAYMENT METHOD	WORK COMMITMENT
Medical Assisting*	Aultman College	100%	Direct payment to Aultman College	24 months from each payment

*The above programs require minimal out-of-pocket costs for the colleague. Payment is made directly to Aultman College on the colleague's behalf. Tuition assistance applies to tuition costs only.

PROGRAM	SCHOOL	REIMBURSEMENT	PAYMENT METHOD	WORK COMMITMENT
Associate of Science in Nursing	Aultman College	100%	Colleague reimbursement**	36 months from each payment
Bachelor of Science in Nursing	Aultman College	\$200 per credit hour	Colleague reimbursement**	24 months from each payment
LPN to RN Program	Aultman College	100%	Colleague reimbursement**	24 months from each payment
Radiography	Aultman College	100%	Colleague reimbursement**	24 months from each payment
Medical Lab Technician Program	Stark State College	100%	Colleague reimbursement**	24 months from each payment
Respiratory Therapy Program	Stark State College	100%	Colleague reimbursement**	24 months from each payment
Cytology and Histology Programs	Any accredited program	100%	Colleague reimbursement**	24 months from each payment
Licensed Practical Nurse Program	Any accredited program	100%	Colleague reimbursement**	36 months from each payment

**Colleague reimbursement occurs after successful completion of each semester. Tuition reimbursement applies to tuition costs only.

All Aultman colleagues are immediately eligible for these programs with no wait times. For more information on these tuition reimbursement opportunities, please visit the Aultman Employee Portal. You can review the tuition application and policy by clicking on Tools, then Forms. These documents and more tuition-related links are listed under HR Forms. You can also contact Molly Meister in Aultman Human Resources at Molly.Meister@aultman.com. For more information regarding the programs offered through Aultman College, please visit aultmancollege.edu or call 330-363-6347.



DEPENDENT ASSISTANCE

Receive a 20% Discount on Tuition

As an Aultman employee, you are part of a special program, providing you with 20 percent off the cost of tuition at Aultman College. The college is proud to extend this discount to all employee dependents. Email finaid@aultmancollege.edu for more information on tuition discount eligibility.

About Aultman College

- Institution specializing in the healthcare field
- Over 130 year of experience
- About 250 students
- Private, not-for-profit

Qualifying Programs

- Health Sciences
- Nursing (ASN, BSN)
- Radiography

Contact the College

Call: 330-363-6347
Email: admissions@aultmancollege.edu
Visit: aultmancollege.edu



Your Advantages at Aultman College

- Premiere access to nearby facilities for clinicals and internships
- Personal attention: 80% of classes have fewer than 20 students
- High exam passage rates
- Shorten your time toward a degree: credit may be awarded for associate degree, career-tech programs, certificates, diplomas, and licensure.

Admission Deadlines

- Fall semester: Aug. 15
- Spring semester: Dec. 6
- Radiography: Feb. 1
(program only admits in fall)

For More Information

- Visit an Aultman College Preview Day (aultmancollege.edu/open-house)
- Request information (aultmancollege.edu/request-information)
- Fill out an application (aultmancollege.edu/apply-now)



STRATEGIC PRIORITY

Grow Our Workforce

Current Pathway

Job ⇌ Education
Education ⇌ Job



College Discount

Tuition Reimbursement



Goals

- Career Advancement
- Offer a Unique Experience
- Grow College Enrollment
- Convert Students to Colleagues
- Strategic Workforce Investment

Attract | Recruit | Retain

NEW! Pathway

Education + Job = Career



Tuition Paid by Aultman
(after financial aid)

Work Commitment
Following Graduation



	2020	2021	2022	2023	2024
Aultman College Graduates	51	93	85	81	81
Aultman Health System Colleagues	33	54	56	58	52
% Hired	65%	59%	66%	71%	64%

AULTMAN HEALTH SYSTEM'S
HIRING RATE OF AULTMAN
COLLEGE GRADUATES OVER
THE LAST 5 YEARS



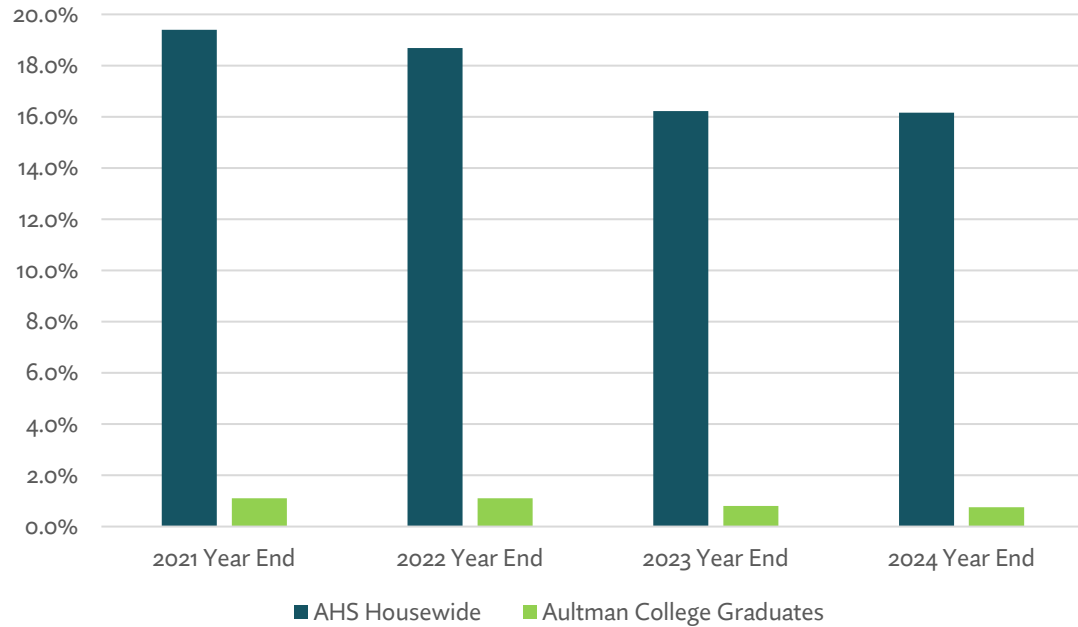
HIRING RESULTS



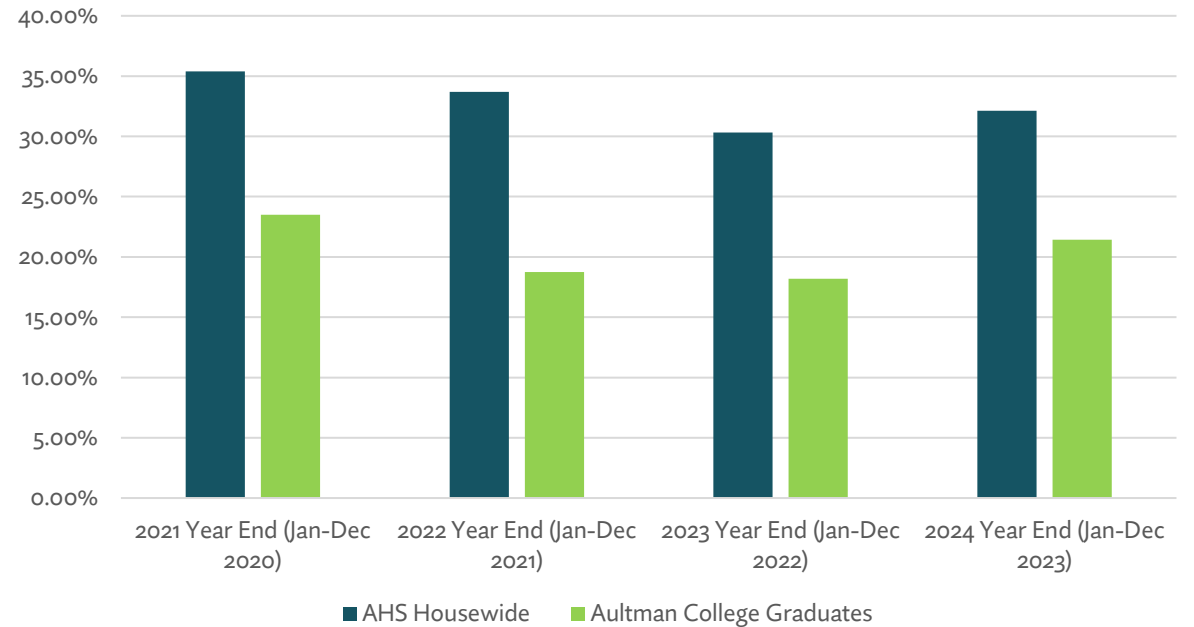
RETENTION RESULTS

OVERALL AULTMAN HEALTH SYSTEM HIRES VS. AULTMAN COLLEGE GRADUATES

Overall Turnover

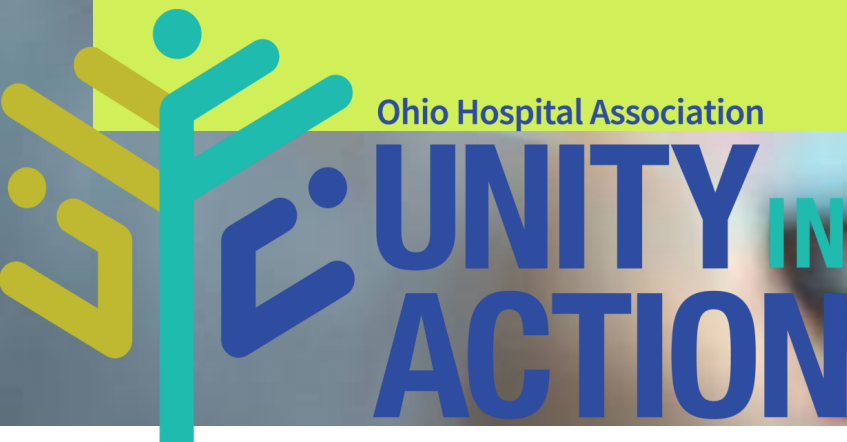


<1 Year Turnover



SUMMARY

- Be flexible!!
- Build relationships and LISTEN
- Match recruitment tools to your audience
- Gather data early and often
- Gameplans change frequently





LET'S TALK!!



THANK YOU!!



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