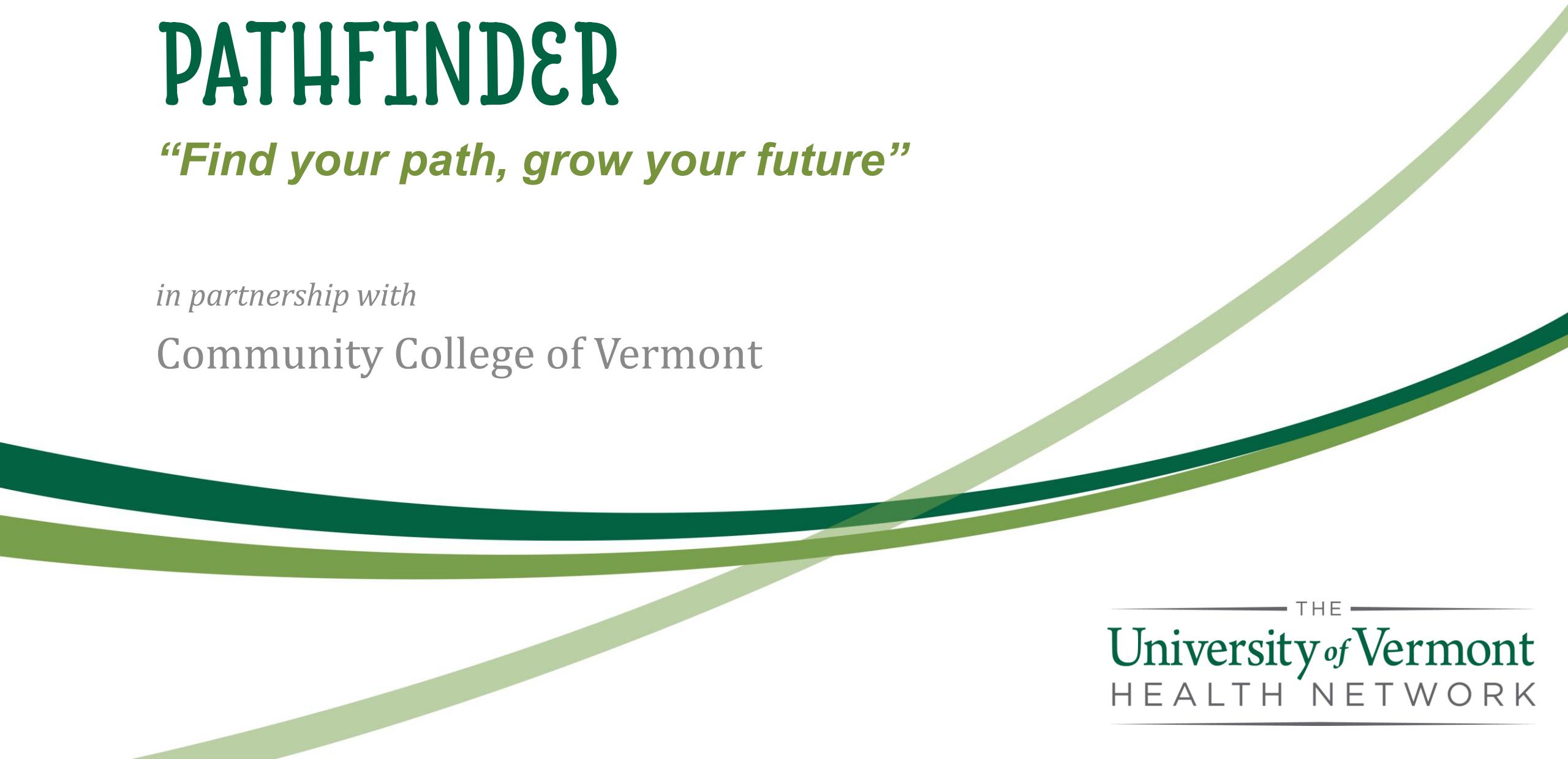


# PATHFINDER

*“Find your path, grow your future”*

*in partnership with*

Community College of Vermont



THE  
**University of Vermont**  
HEALTH NETWORK

# Agenda



## Welcome & Introductions



## Pathfinder & Pathway Programs Overview

Megan Foster and Rebecca Aldrich  
UVMHN Workforce Development Program Managers



## CCV Partnership

Beth Demers, Workforce Program Manager, CCV  
Kerri Brooks, Advisor, CCV



## Application Process

Megan Foster and Rebecca Aldrich  
UVMHN Workforce Development Program Managers



## Next Steps & Questions

Megan Foster and Rebecca Aldrich  
UVMHN Workforce Development Program Managers

# Overview

- *Pathfinder* is a partnership with Community College of Vermont and is funded in part by a generous grant from M&T Bank.
- This program will support employees who are seeking to enter a UVMHN Pathway Program to begin taking ***prepaid*** preparatory courses, prerequisites and corequisites through CCV.
- *Pathfinder* will be available to **all** UVMHN Partners:
  - Alice Hyde Medical Center
  - Central VT Medical Center
  - Champlain Valley Physicians Hospital
  - Elizabethtown Community Hospital
  - Home Health & Hospice
  - Porter Medical Center
  - UVM Medical Center



# How Does it Work?

- Employees who are accepted into *Pathfinder* will receive up to four prepaid vouchers. These vouchers can be used towards identified pre-selected courses with CCV.
  - Participants may not take more than two prepaid courses per semester.
  - All vouchers requested should be redeemed within two academic years.
- Applicants will indicate how many vouchers they are requesting at the time of application.
  - Example: You're interested in the LPN Pathway Program. You have already completed two of the four required preparatory LPN courses. You could apply and request two vouchers to complete the remaining two courses.
  - You would have two remaining; you could potentially use those in the future towards ADN corequisites if you chose to pursue your RN.
- If a participant is not successful in a prepaid course (they withdraw, fail, etc.) and needs to retake a course, they may do so, but they would need to redeem another course voucher, counting towards their four prepaid courses.
  - Exceptions may be made on a case-by-case basis.

# Course Options

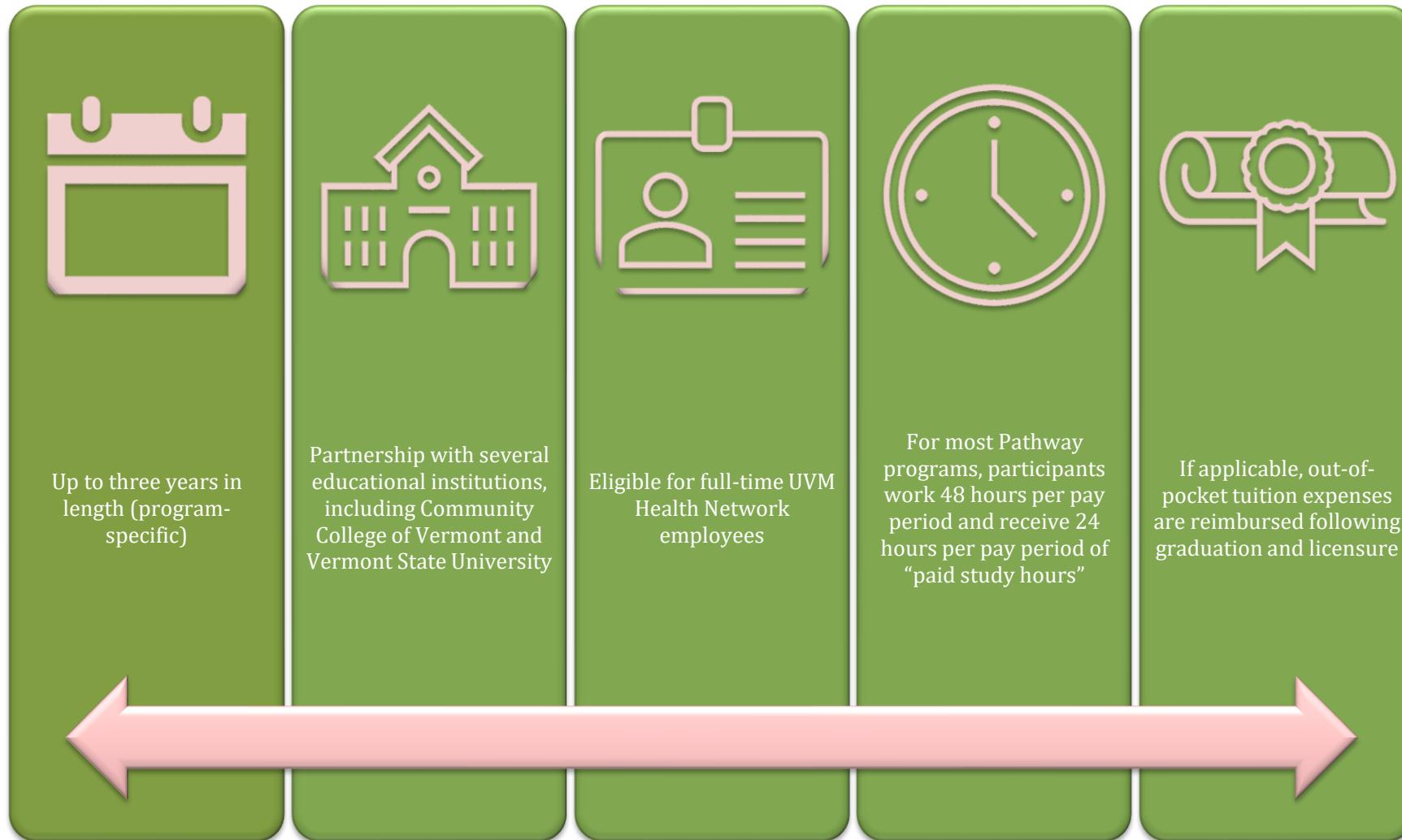
- A selection of nine class options will be offered in partnership with CCV. Participants can access courses online or in-person.
  - Options consist of preparatory courses, prerequisites and corequisites all of which are intended to support employees in pursuing a UVMHN Pathway Program.

	<b>Course</b>	<b>LPN</b>	<b>RN</b>	<b>RT</b>
<b>1</b>	Anatomy & Physiology I	X		X
<b>2</b>	Anatomy & Physiology II	X		X
<b>3</b>	Human Growth & Development	X		
<b>4</b>	Intro to Nutrition	X		
<b>5</b>	Microbiology		X	X
<b>6</b>	Applied Math Concepts		X	X
<b>7</b>	English Composition		X	X
<b>8</b>	Intro to Psychology		X	X
<b>9</b>	Arts & Aesthetics/Humanistic Perspectives		X	X

# UVMHN Pathway Programs

- Pathfinder participants will subsequently need to apply to an existing UVMHN Pathway Program.
  - Annual program offerings may vary based on both partner and network needs.
- The expectation is that participants would be applying for their desired UVMHN Pathway Program at the next available opportunity, i.e., the next eligible academic year following completion of their final course.
  - Example: A participant completes their final prepaid preparatory course for the LPN program at the end of August. They would be applying to the LPN program the following Fall.
- What if someone does not **apply** for a Pathway Program?
  - There may be recourse to recoup the funding of prepaid coursework should someone not meet this requirement.
  - Situations will be reviewed on a case-by-case basis.

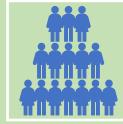
# How Do Pathway Programs Work?



# Pathfinder Application Process

UVMHN Application Phase	Cohort Selection	CCV Application and Registration Process	Next Steps
<ul style="list-style-type: none"><li>• Attend live Pathfinder Informational Session or view on UVMHN Workforce Development Website</li><li>• <b>UVMHN Application Deadline – May 1<sup>st</sup></b></li></ul>	<ul style="list-style-type: none"><li>• Candidate interview process</li><li>• <b>Cohort selected by June 1<sup>st</sup></b></li><li>• Complete Pathway Program Contract</li></ul>	<ul style="list-style-type: none"><li>• Complete CCV Application</li><li>• Meet with CCV Advisor</li><li>• Complete class registration process</li><li>• FERPAs required for participation in this program</li></ul>	<ul style="list-style-type: none"><li>• Review UVMHN Pathway Program eligibility and application requirements</li><li>• Apply to a UVMHN Pathway Program</li></ul>

# Eligibility



**Successful candidates for this program must:**



Be employed by and be in good standing at a UVMHN partner with no corrective actions above a counseling level



Currently work full-time, at least 72 scheduled hours per pay period.

*Part-time employees may be eligible if funding and seat availability allows for additional participants; per diem employees are not eligible*



Meet all requirements of and be accepted by both UVMHN and CCV to participate in the Pathfinder Program

# Work Hours

- Employees maintain their current working schedule while participating in the program.
- Classes are **in addition** to work hours and that time is **unpaid**.
- It will be your responsibility to complete all work shifts as scheduled as well as attend classes and complete coursework.

# Funding

## Pathfinder

**Pathfinder** is primarily grant-funded.

Tuition, fees, and textbooks will be paid in full.

Additional financial aid may be available using federal or state aid.

**Ongoing course voucher availability is based on funding and employee participation.**

# How do I apply?

Please submit a **completed** application via the UVMHN website

Application will feature a menu of options. You must indicate:

**How many vouchers you will be requesting (up to 4)**

**What CCV courses you plan to use them for (from the menu of 9)**

**Which current UVMHN Pathway Program you anticipate pursuing**

**Application will also include:**

**Letter of Interest**

Why healthcare? Please share what your healthcare goals are and why you are interested in a specific Pathway Program.

**Letter of Reference**

Provide a letter of reference (from a non-family member) who can speak to your desire to enter the healthcare field and your ability to be successful in it.

**Deadline for UVMHN application: May 1<sup>st</sup>**

<https://www.uvmhealthnetworkcareers.org/uvmhn-pathfinder-program.html>

Interview may be required based on available seats and the number of applications received.

*Final cohort decisions anticipated to be made by June 1<sup>st</sup>*

# Community College of Vermont (CCV) Partnership

# About the Community College of Vermont

## Vermont's second largest college

- Open to all students who can benefit
- Average class size is 15
- 24/7 online tutoring
- Life Gap grants & resources
- Offer courses in many formats
  - In-person
  - Online
  - Synchronous (via Zoom)



# Application Step 1: FERPA & CCV Application

## FERPA Release

Enables CCV to share info w/ UVMHN to support you

Will be emailed to you

Return to:

[workforce@ccv.edu](mailto:workforce@ccv.edu)

Apply to CCV!

Apply online:

<https://admissions.ccv.edu/apply/>

Apply as:

Fall

Degree Seeking

Allied Health Preparation Certificate

**Fill out employer section with  
UVMHN partner name**



Application for Admission

# Application Step 2: Transcripts to CCV

As a part of the application process  
Official transcripts of any non-VSC  
college course work must be sent to CCV  
Submit transcripts by email or mail

[registrar@ccv.edu](mailto:registrar@ccv.edu)

Or

CCV Transcript Clerk  
P.O. Box 489  
Montpelier, VT 05601

Helpful Tip:  
*If you get a paper  
official transcript  
DO NOT OPEN IT!*

# Application Step 3: Financial Aid

- Students accepted into the Pathfinder Program will receive prepaid UVMHN vouchers that will cover CCV course tuition, fees and textbooks.
- Students may choose to fill out financial aid applications to determine eligibility for assistance with other expenses.
- <https://studentaid.gov/h/apply-for-aid/fafsa>

The screenshot shows the official website for Federal Student Aid (FSA) at [studentaid.gov](https://studentaid.gov). The top navigation bar includes links for "Prepare for College", "Types of Aid", "Who Gets Aid", and "FAFSA®: Apply for Aid". A search bar is also present. The main content area features a large heading "FAFSA®: Apply for Aid" with a sub-instruction "Use the *Free Application for Federal Student Aid (FAFSA®)* form to apply for financial aid for college". Below this, a section titled "NEW TO THE FAFSA® PROCESS?" explains that completing the FAFSA form is free and encourages users to "Fill it out now." A prominent blue button labeled "START HERE >" is available for users to begin the application process. At the bottom, there are links for "FAFSA® Announcements", "LOG IN", and "View your Student Aid Report". The footer contains icons for various web browsers (Chrome, Edge, Firefox, etc.) and Microsoft Office applications (Word, Excel, PowerPoint).



# Application Step 4: Meet with CCV Advisor

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- Recommended that all participants meet with CCV Advisor, Kerri Brooks
  - Call to schedule w/ our Admin staff 802.524.6541
  - Identify as “UVMHN Pathfinder”
- Discuss
  - Academic Readiness (prior coursework, future goals)
  - Desired courses and schedule, registration, and voucher process

# Accuplacer Assessments

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Accuplacer assessments help colleges and workforce training providers gauge student readiness for required coursework and identify areas where students may need additional support.

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Important for those new to college and/or multilingual learners

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May be required for transfer to institutions along UVMHN Pathways. Take them for free at CCV centers to gauge your readiness

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Discuss whether these assessments are needed with your advisor

# Coursework Considerations

## Meet w/ Advisor

- Advisor will help choose courses
- Consider which format is best for your learning & schedule
- Discuss success and supports



## Consider Technology

- What kind of computer do you need?
- Be comfortable accessing online course materials, navigating online discussions, etc.
- Check CCV email



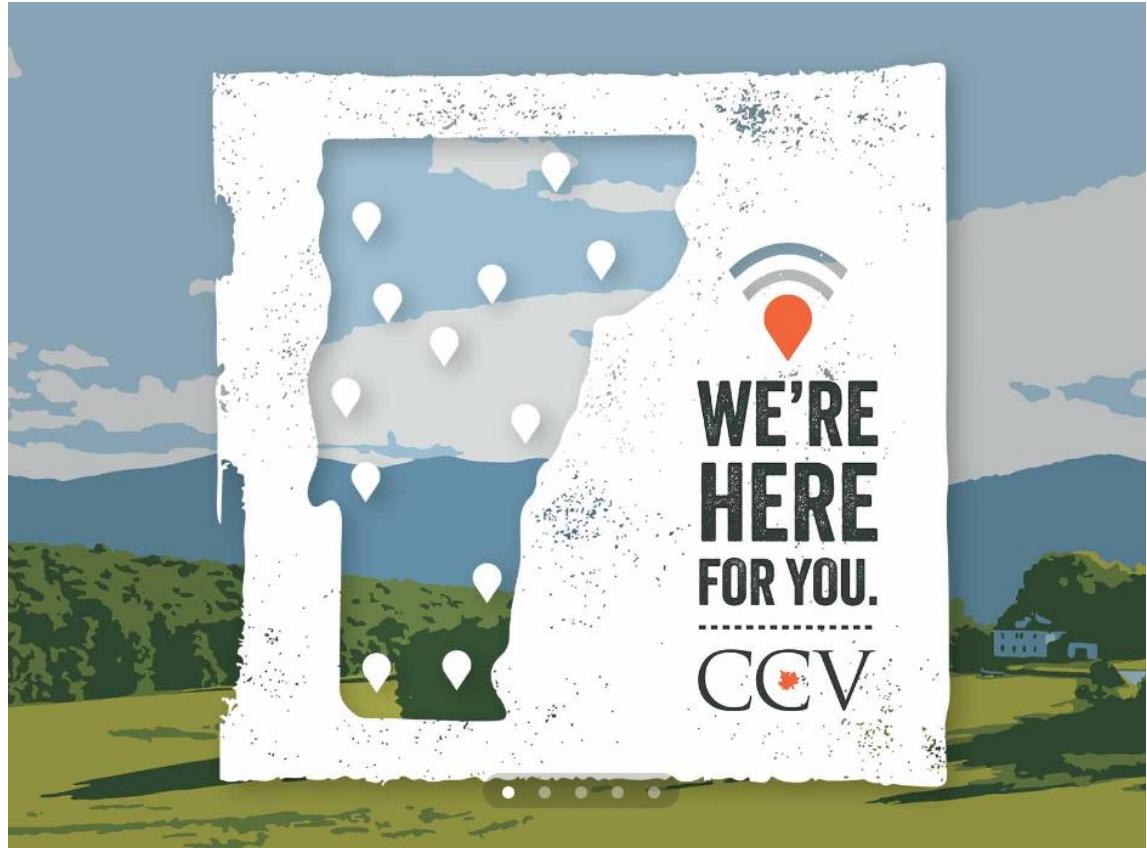
## Consider Time & Place for Coursework

- Adjust schedule for in-person or Zoom meeting times
- Plan on 9-12 hours of homework each week for a 3cr course
- Make uninterrupted time/space



# CCV Supports

- ✓ Your advisor
- ✓ Your faculty
- ✓ Free online tutoring
- ✓ Use of CCV facilities
- ✓ CCV Life Gap Grant
- ✓ Working Bridges Resource Coordinators



# Timeline

Event	Date
UVMHN Applications Open	April 1 <sup>st</sup>
UVMHN Applications Close	May 1 <sup>st</sup>
Cohort Selection	June 1 <sup>st</sup>
CCV Application & Registration	June
Classes Start	September



# Questions?

**Megan Foster, Workforce Development Program Manager**

[Megan.Foster@uvmhealth.org](mailto:Megan.Foster@uvmhealth.org)

**Rebecca Aldrich, Workforce Development Program Manager**

[Rebecca.Aldrich@uvmhealth.org](mailto:Rebecca.Aldrich@uvmhealth.org)