

# Participant Summary

# CAREERCARE

**Congratulations  
on taking the  
first step towards  
an exciting  
career journey  
at Wellstar!**

CareerCare offers you the opportunity to learn and become skilled in positions that are in high demand and critical for healthcare organizations. CareerCare provides you with benefits such as:

- no upfront tuition expenses
- resume & interview preparation
- reimbursement for books
- job placement support

## Career Navigation Support:

- Wellstar's Career Navigators are available to support you throughout your journey, helping you make the best pathway decisions based on your interests and needs. It's important to connect with a navigator before enrolling in a program to discuss any questions, your salary once you complete a program, your obligations, and the placement process.

## Education & School Schedule:

- CareerCare provides access to a variety of schools that offer certificates, diplomas, and degrees in healthcare professions. Before enrolling, ensure your work schedule is compatible with the school schedule and discuss any concerns with your manager or career navigator. If conflicts arise, consider other class options, attending a different school or applying for a different role at Wellstar that can support your school schedule.

## Communication:

- Your manager will be informed of your enrollment once you start school. Your career navigator will check in with you periodically so it's important to respond and keep them informed of your status.

## Certification/Licensure:

- If your chosen pathway requires a license or certification, you should become licensed or certified within three months of graduation. Failure to pass the exam could impact job placement assistance.

## Job Placement:

- Upon completing your education and obtaining any required licensure or certification, you will be matched to full-time available positions at Wellstar. Transfer requests to PRN or Job 2 roles are not eligible for placement support.

## Work Commitment:

- Upon placement, you will be obligated to work for Wellstar for a defined period of time. Please see the Work Commitment chart on the next page for further details. Foundational Learning programs are not subject to work commitment.

## Disciplinary Action:

- If you receive written or final disciplinary action, your participation in CareerCare may be paused or canceled.

## Employment Termination:

- If your employment at Wellstar ends before completing your academic program or work commitment, you may need to reimburse Wellstar for academic costs. Exceptions include workforce reduction, outsourcing, divestiture, military deployment, redundancy, long-term disability, or death.

## Work Commitment Chart

Length of Program (including Wellstar paid clinical training)	Work Commitment
The academic program is less than 12 months and Wellstar clinical training is not required. If paid clinical training is provided by Wellstar as part of preparing you, an additional year is added to the work commitment.	<div>1 year</div> <div>+ 1 year if team member receives paid clinical training</div>
The academic program is between 13-24 months. If paid clinical training is provided by Wellstar as part of preparing you, an additional year is added to the work commitment.	<div>2 years</div> <div>+ 1 year if team member receives paid clinical training</div>
The academic program exceeds 24 months. If paid clinical training is provided by Wellstar as part of preparing you, an additional year is added to the work commitment.	<div>3 years</div> <div>+ 1 year if team member receives paid clinical training</div>



CAREERCARE

If you feel you cannot meet the expectations outlined in this summary, we encourage you to explore tuition reimbursement as an alternative. Should you have any questions, please speak with a Career Navigator or send your questions to [careercarenavigation@wellstar.org](mailto:careercarenavigation@wellstar.org)