



The Next Level of Career Fulfillment

Introducing **ASCEND** – the first career accelerator program exclusively designed to give behavioral healthcare workers the career guidance, one-on-one coaching, skills and financial assistance they need to reach their full potential. This is where great careers soar.

Through Devereux’s ASCEND Career Accelerator, Strawberry Fields is empowering team members at all levels to follow their passions, grow their skills, and make the greatest positive impact with the families we serve. It combines four amazing program categories that work together to empower team members to become their best selves.

Multi-track Career Advancement

Broad variety of enriching career tracks designed to expand and accelerate advancement opportunities in each role, at every level. Note: Positions listed are just a few examples.

- ▶ **Clinical Track:** *Clinician, RBT/BCBA*
- ▶ **Operational Management Track:** *Supervisor, Manager, Director*
- ▶ **Medical Track:** *Nurse, Psychiatrist*
- ▶ **Education Track:** *Teacher Assistant, Teacher, Principal*
- ▶ **Direct Care Track:** *DCP/DSP, Leads*
- ▶ **Administration Track:** *Administrative and Support Roles*

Personalized Career Coaching

Team of dedicated career coaches to help each person build a personalized career plan that best matches their skills, interests and opportunities at each stage of their career.

- ▶ *Professional development guided by individualized goals*
- ▶ *Ongoing support to navigate through broad array of learning programs and education resource options*
- ▶ *Ongoing guidance to continually match Devereux opportunities to individual skills and interests*
- ▶ *Regular check-ins to gauge progress*

Financial Education Resources

Funding up to 100% of the costs of exam fees, training, tuition and study materials to support every career path and life-long service commitment. For those who have already completed their education, we want to provide a robust benefit for you, too. Strawberry Fields will help you with the management of your student loan debt.

TUITION ASSISTANCE

- ▶ Direct pay (whenever possible)
- ▶ Full-Time team member:
 - Undergraduate w/in Career Track – 100% of tuition, fees and textbooks – up to \$15,000 total combined (annually)
 - Graduate w/in Career Track – 100% of tuition, fees and textbooks – up to \$25,000 total combined (annually)
 - Non-Business aligned – up to \$3,750 total combined (annually)
- ▶ Part-Time team member (500 hours):
 - Undergraduate w/in Career Track – up to \$7,500 total combined (annually)
 - Graduate w/in Career Track – up to \$12,500 total combined (annually)
- ▶ Service Agreement: 30 months

Mentoring & Development

We will create development options with the focus on individual needs and equity in the organization. Learning opportunities will be led by our own subject matter experts to help each team member reach their full potential.

DIRECTED LEARNING PATHS

- Mentorship
- Individualized Learning Journeys
- Training and Certifications
- In-house Learning Cohort
- Servant Leadership Development

STUDENT LOAN REPAYMENT

- ▶ Team member will go through SAVI for PSLF eligibility: *Devereux will pay fee for those who qualify*
 - Full-Time team members: minimum payment up to \$200 per pay period (\$5,200 per yr.)
 - Part-Time team members: minimum payment up to \$100 per pay period (\$2,600 per yr.)
- ▶ Service Agreement: 24 months

Looking to achieve your full potential?

For more information or to sign up for our career programs and benefits, visit sfionline.org or email us at sfields@sfionline.org.

