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portfolio



FOUR WAYS MODERN EDUCATION BENEFITS ATTRACT AND RETAIN THE BEST TALENT

Based on insights from 30,000 respondents, the Working Learner Index revealed important ways that health system employers can drive more value from their education benefit programs.

The challenges facing healthcare providers are formidable: rising costs, rapid change, and a shortage of skilled workers that threaten the quality of patient care. **More than 70% of CNOs say the nurse shortage at their organization is moderate to severe,**¹ but allied health and non-clinical workers are also in high demand. The first-ever Working Learner Index uncovered insights that can help health systems attract, grow and retain the best talent available in this highly competitive era. Here are four takeaways for healthcare talent leaders:

80% of Gen Z employees rate education assistance as a top employee benefit, higher than retirement and wellness programs.

Nearly one in four working learners has trouble affording tuition, even with reimbursement.

1. Emphasize Education Benefits In Your Recruiting Efforts.

With **69% of nursing graduates holding student debt,**² student loan repayment assistance is a powerful recruiting tool, but it's hardly the only one. Education benefit programs in general, including tuition assistance and student support, made **76% of employees more likely to stay with their employers, and more likely to recommend their employers to others (78%).**

2. Increase Participation By Removing Common Obstacles.

While clinical and non-clinical students alike want to learn, it's not easy for them to find the time or the money. **The top challenges employees report when continuing their education were time constraints (73%) and paying tuition upfront (37%).** Employers can address these concerns through workplace flexibility, self-paced learning formats, academic coaching, and paying tuition directly to schools.

tip sheet

designed for Bright Horizons
january 2020

3. Support Associate Degrees To Fill Critical Roles.

Associate degree students are great candidates to fill needed LPN, allied health and health IT vacancies, and these working students love tuition reimbursement benefits. **They are the most likely to say that educational support makes them more likely to stay at their employer (82%) or to recommend their employer to a friend (84%), and 60% say tuition reimbursement is the best benefit their employer offers.** Employers should leverage this group as a highly-motivated talent pool.

4. Help Your Employees Meet Future Challenges.

There is a striking disconnect between healthcare executives and employees when it comes to their view of technological disruption. **While 94% of executives see advanced technologies like artificial intelligence as the future of healthcare,³ only one in three employees believe automation or technology will have any impact on the industry.** Not only do employers need to make employees aware of this looming disruption, but they should also offer the educational options to meet it.

94% of healthcare leaders see disruptive tech changes ahead, but only one in three healthcare employees is concerned.



Download the full **Working Learner Index Report** or contact us to better understand how we help our healthcare clients use education benefits to meet the challenges their organization and employees are facing.

1 Marcia Faller, CNO Survey on Nurse Supply and Demand: Worsening Shortages and Growing Consequences, National Organization of Travel Healthcare Organizations (natho.org), April 20, 2018
2 American Association of Colleges of Nursing, The Numbers Behind the Degree: Financing Graduations Nursing Education, October 2017
3 Managed Healthcare Executive, Six Healthcare Technologies Coming in the Next 10 Years, Feb 2, 2019

CONTACT US TO LEARN MORE.

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bikeshare parade

april 18 meet @ 10:45 am

celebrate **greenride bikeshare** coming to burlington by biking together from the steps of **waterman** to **ben & jerry's** for the launch event. ride starts at **11:00 am**.

free ice cream.
cool speakers.
ebike demos.

for more information, go to
tinyurl.com/greenrideparade



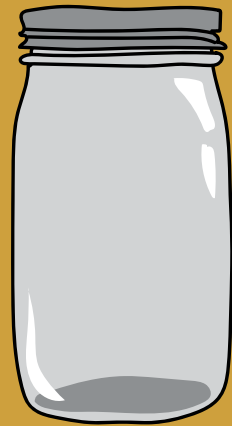
promotional flyer

designed for the UVM Eco-Reps
march 2018

booklet

designed for the UVM Eco-Reps
february 2018

a college student's guide to living zero waste



by the **uvm eco-reps**

what is zero waste?

our mission we noticed an increase in student interest in waste reduction on campus so we put together a set of **tangible resources** to guide you on your journey to a zero waste lifestyle.

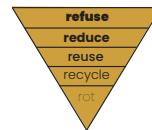
zero waste the goal is to **produce no garbage**; nothing is thrown in the trash and nothing is sent to landfill, there is a focus on reduction and reuse—compost and recycle the rest.

why?

- 99% of "stuff" americans buy is discarded within 6 months.
- the average american produces **4.5 lbs** of trash a day.
- the **great pacific garbage patch** is an island made entirely out of trash and is the size of texas. it floats in the pacific ocean and is caused by litter swept offshore from north america and asia.

how? the process of going completely zero waste seems overwhelming, it takes time and patience. **our advice? adopt one habit at a time and make changes slowly.** after all, every little bit helps.

get your 5 R's right



1. **refuse** what you do not need
2. **reduce** what you do need
3. **reuse** what you consume
4. **recycle** what you cannot refuse, reduce or reuse
5. **rot** (compost) the rest

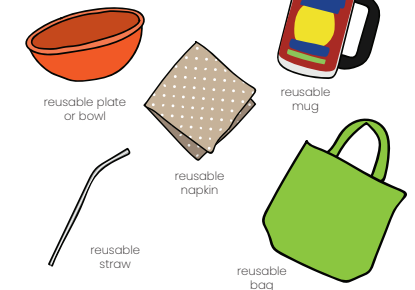
1

daily essentials

carry these every day



carry these when you can



2

cleaning

tips

- use **reusable cloths** on swiffers and for cleaning up spills.
- reuse what you can. repurpose your **old toothbrush** to scrub hard to reach places. use your **old dish sponge** as a floor sponge before tossing it.
- **compost** dust bunnies, nail clippings, hair, lint.

diy easily combine these ingredients in your choice of container

laundry detergent



glass cleaner



multipurpose cleaner



7

beauty

tips

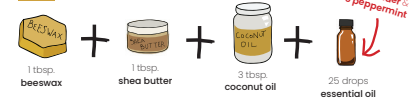
- use **reusable cotton rounds** for removing makeup.
- reuse **old beauty containers** for your own creations (mascara tubes, deodorant sticks).
- find recipes with **ingredients you already have** in your kitchen cabinets.

diy easily combine these ingredients in your choice of container

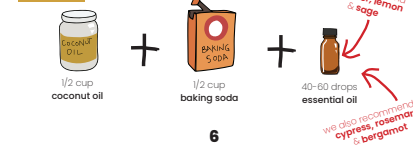
mascara/eyeliner



lotion



deodorant



6

grocery shopping

buy in bulk and fill up your own containers

in the burlington area you can do this at **city market healthy living** and some at **hannafords**, but check your grocery stores at home too; many have at least small bulk sections that allow you to shop zero-waste.

step-by-step

1. grab a **container**: weigh them using a digital scales, then write down the **tare weight** before filling.
2. select your item and **fill up** your container.
3. write down the **bin number**: write the bin number (**PLU**) on a twist tie or take a picture using your phone. take your tagged items to the register and the cashier will ring up the price.

tips

- bring **reusable bags**
- **farmer's markets** are great for eliminating packaging from produce.
- look for **recyclable** or **compostable packaging** if reusable is not available.



4

promotional flyer

designed for the UVM Eco-Reps
february 2018



**tee shirt
& trail mixer**

feb. 28 @ 7-8:30 pm
jeanne mance lounge

come make your own trail mix & repurpose
your old tee shirts. BYO cup & shirt.



portrait

commissioned
april 2020



portrait

commissioned
march 2020



event logo

designed for the UVM Eco-Reps
february 2018



campaign logo

*designed for the UVM Eco-Reps
january 2018*



logo

*commissioned
june 2020*



event poster

commissioned
march 2019

mis-
form-
ation

gets confusing, right?
learn the facts.

CAS budget cuts teach-in
april 3 @ 2:30-3:30
lafayette 207

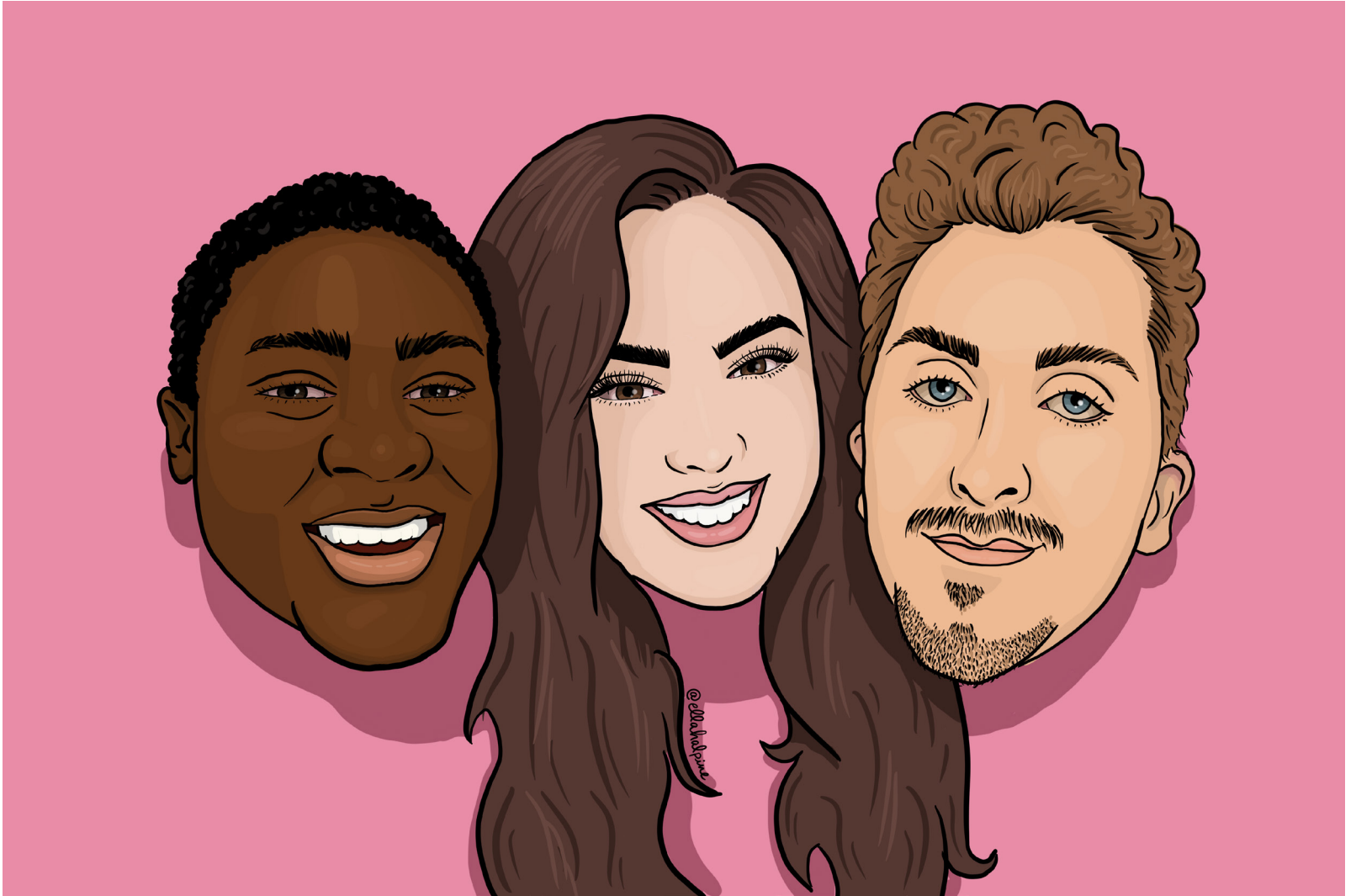
sponsored by united academics &
the coalition for students and faculty rights





portrait

commissioned
april 2020



portrait

commissioned
april 2020

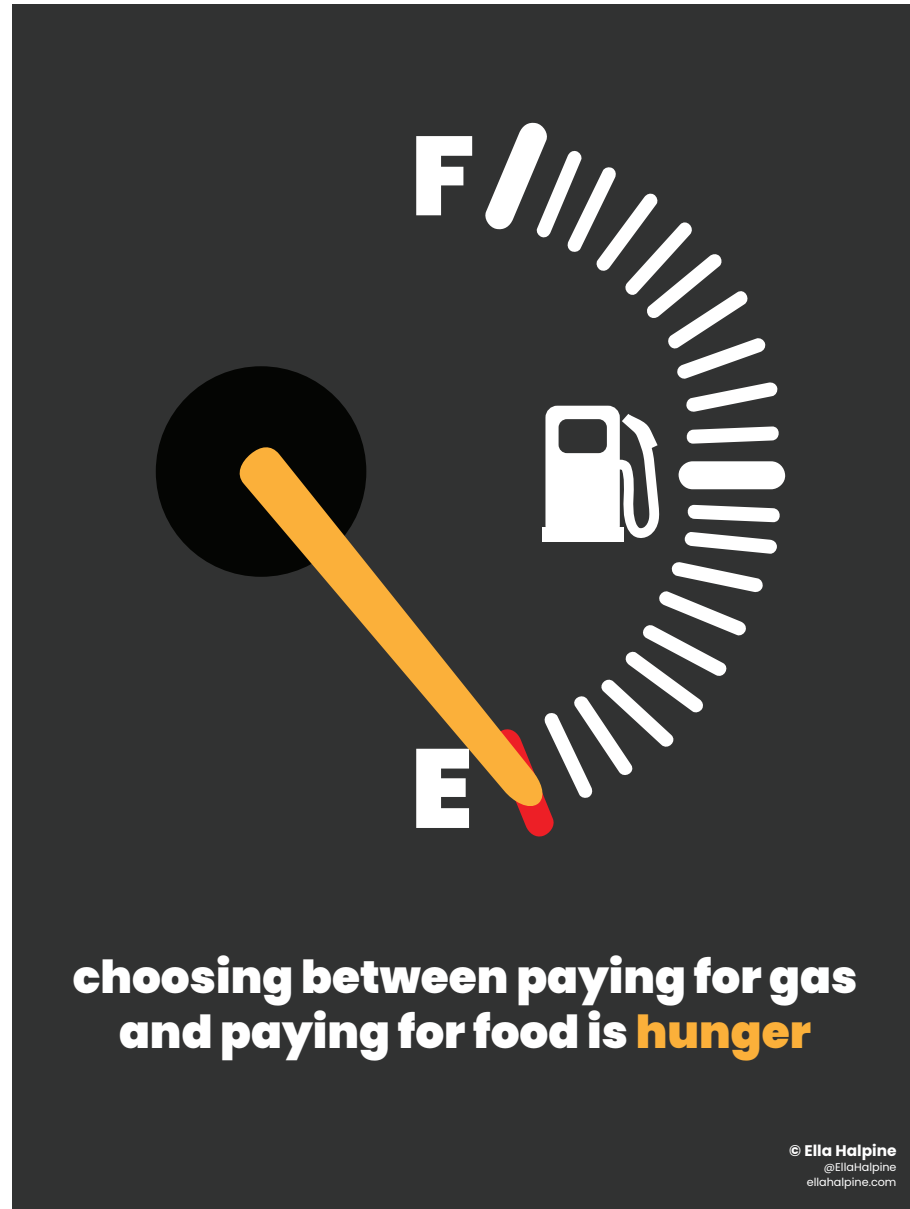


card

april 2020

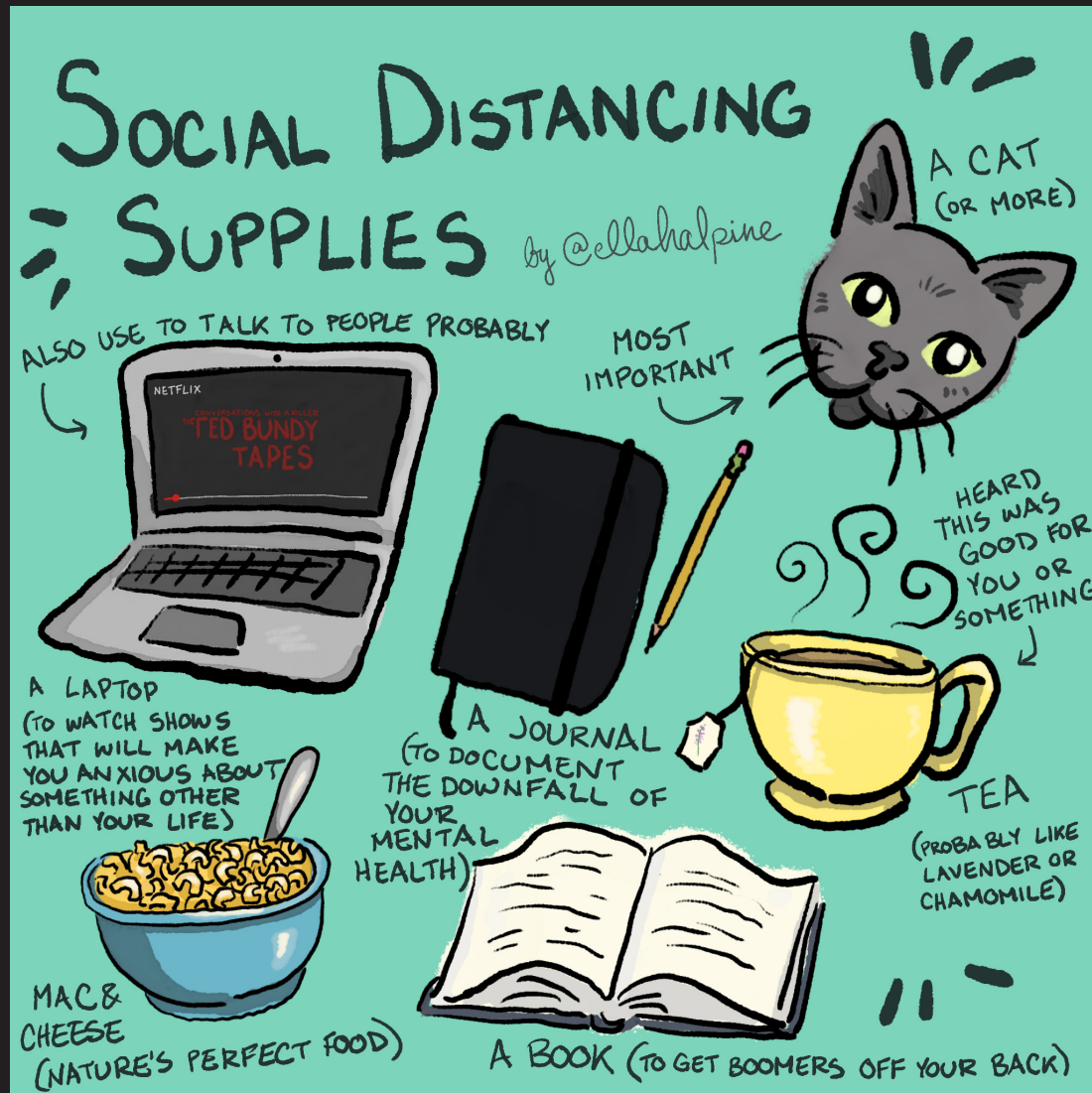
poster

april 2018



illustration

march 2020



illustration

april 2020



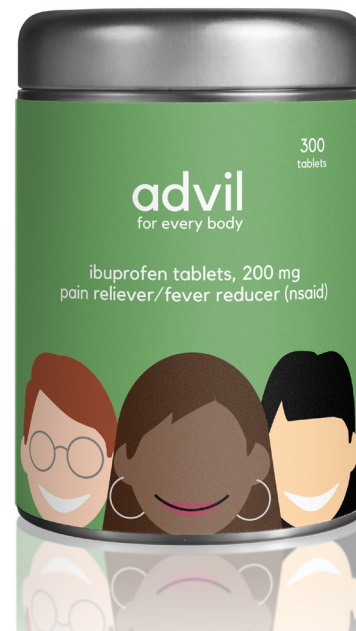
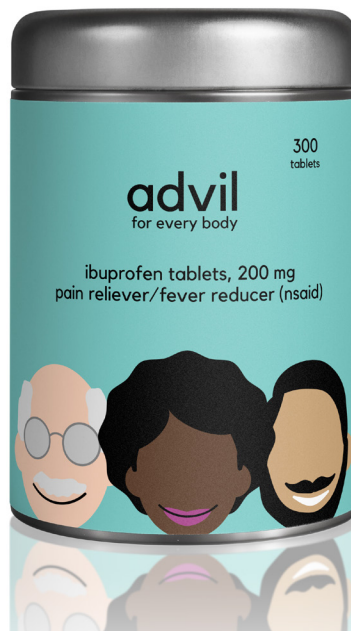
snowboard

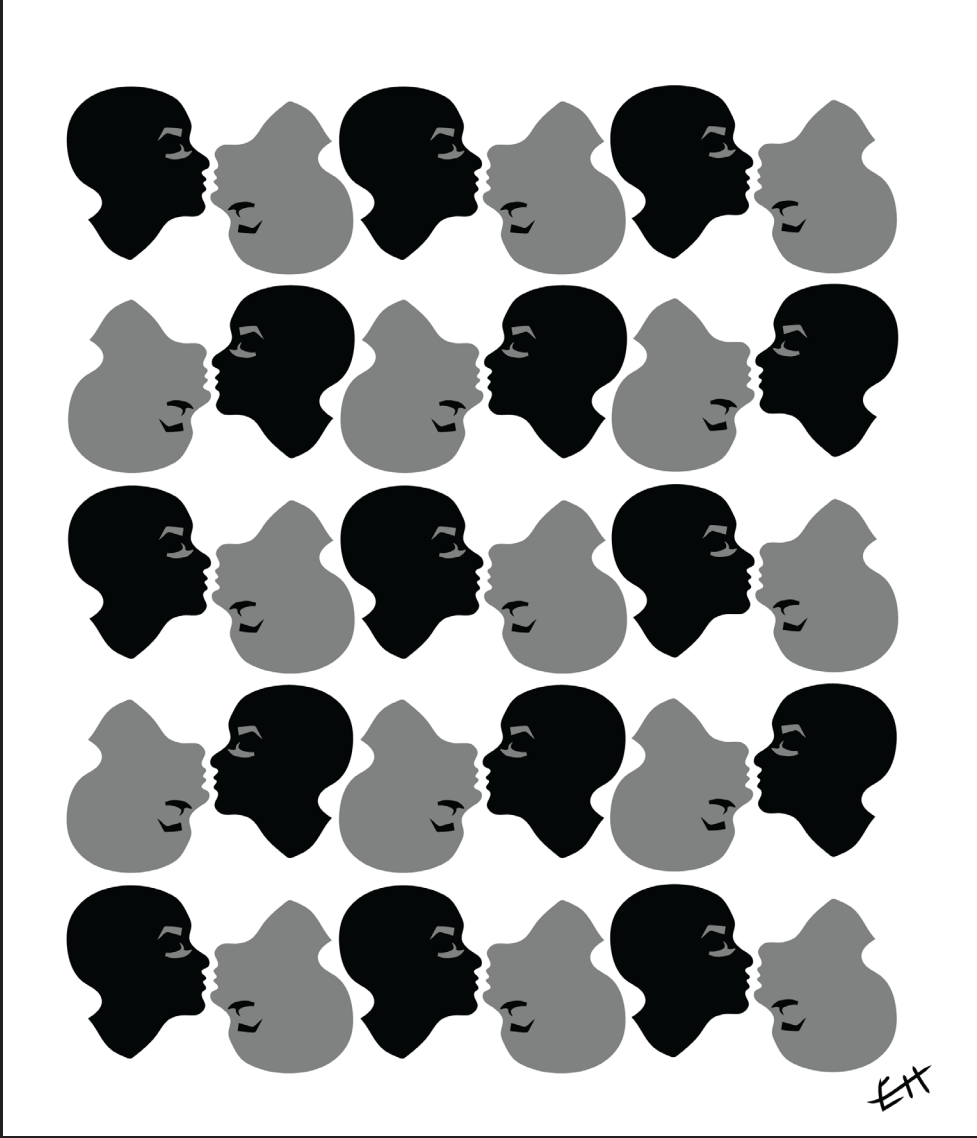
class assignment
september 2017



medication packaging

class assignment
october 2017





magazine cover

commissioned
january 2019



product labels

*commissioned
 november 2019*



stickers

commissioned
december 2019



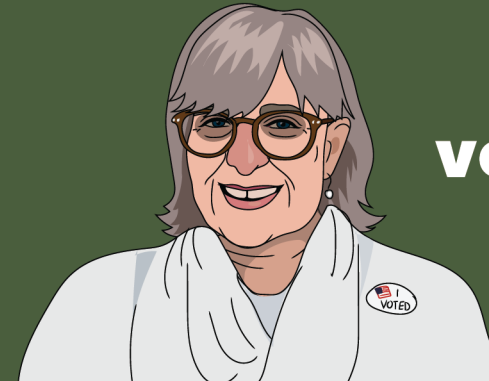
stickers

commissioned
december 2019

canvas



vote



debate



protest



PP THE MOST
COMMON WAY
PEOPLE GIVE UP
THEIR POWER IS BY
THINKING THEY
DON'T HAVE ANY."

let's bring peace on earth in 2020

holiday card

december 2019

thank you