






BARRIER	SOLUTION	ACTIONS
 <b>WANT MORE EDUCATION?</b>	<b>Use your educational benefits.</b>	<ul style="list-style-type: none"> <li>» Use your education trust services: Ben Hudnall Memorial Trust (<a href="http://bhmt.org">bhmt.org</a>) or SEIU UHW-West &amp; Joint Employer Education Fund (<a href="http://seiu-uhweduc.org">seiu-uhweduc.org</a>).</li> <li>» Participate in regional training programs.</li> <li>» Use tuition reimbursement (<a href="http://kpcareerplanning.org">kpcareerplanning.org</a>).</li> <li>» Take KP Learn courses (<a href="http://learn.kp.org">learn.kp.org</a>).</li> </ul>
 <b>NEED MORE EXPERIENCE?</b>	<b>Try cross training.</b>	<ul style="list-style-type: none"> <li>» Ask your manager whether your department has a cross-training program.</li> <li>» If not, ask your manager to talk with your local Workforce Planning and Development (WFPD) committee about starting a program.</li> <li>» Talk with a trust fund career counselor (<a href="http://bhmt.org/career-coaching">bhmt.org/career-coaching</a>, <a href="http://seiu-uhweduc.org/cc">seiu-uhweduc.org/cc</a>) to see whether other cross-training programs are available.</li> </ul>
	<b>Apply for a residency.</b>	<ul style="list-style-type: none"> <li>» Ask your manager whether there's a residency program that fits your interests.</li> <li>» If not, ask your manager to talk with your local WFPD committee about starting a program.</li> <li>» Talk with a trust fund career counselor (<a href="http://bhmt.org/career-coaching">bhmt.org/career-coaching</a>, <a href="http://seiu-uhweduc.org/cc">seiu-uhweduc.org/cc</a>) to see whether more residency programs are available.</li> </ul>
	<b>Find an apprenticeship.</b>	<ul style="list-style-type: none"> <li>» Ask your manager whether there's an apprenticeship program in your field of interest.</li> <li>» If not, ask your manager to talk with your local WFPD committee about starting a program.</li> <li>» Talk with a trust fund career counselor (<a href="http://bhmt.org/career-coaching">bhmt.org/career-coaching</a>, <a href="http://seiu-uhweduc.org/cc">seiu-uhweduc.org/cc</a>) to see what apprenticeship programs are available.</li> </ul>
 <b>LOOKING TO GAIN MORE EXPOSURE?</b>	<b>Demonstrate your ability.</b>	<ul style="list-style-type: none"> <li>» Volunteer for special projects.</li> <li>» Network.</li> <li>» Participate in business resource groups.</li> </ul>
 <b>LOOKING TO IMPROVE YOUR INTERVIEWING SKILLS?</b>	<b>Develop your soft skills.</b>	<ul style="list-style-type: none"> <li>» Talk with a trust fund career counselor (<a href="http://bhmt.org/career-coaching">bhmt.org/career-coaching</a>, <a href="http://seiu-uhweduc.org/cc">seiu-uhweduc.org/cc</a>).</li> <li>» Take KP Learn courses (<a href="http://learn.kp.org">learn.kp.org</a>).</li> <li>» Practice interviewing.</li> <li>» Find a mentor.</li> </ul>
 <b>FACING LIMITED OPPORTUNITIES WITH YOUR SCHEDULE?</b>	<b>Change your shift, hours or location.</b>	<ul style="list-style-type: none"> <li>» Prioritize what matters most to you — a new position may involve sacrifices over shift / location.</li> <li>» If the position you want has limited vacancies, consider external options.</li> <li>» If you want more flexibility in scheduling, consider per diem work.</li> <li>» Find a mentor.</li> </ul>

SET EXPECTATIONS

TRANSITION TO NEW CAREER