



The Next Level of Career Fulfillment

Introducing ASCEND – a 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.*

With the ASCEND Career Accelerator Program, Devereux empowers 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 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, Nurse Practitioner*
- **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 development 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

ASCEND offers funding for the costs of exam fees, textbooks, tuition and study materials to support every career path. For those who have already completed their education, we want to provide a robust benefit for you, too. Devereux will help you with the management of your student loan debt.

TUITION ASSISTANCE

- **Direct pay**
- **Full-time team members:**
 - Undergraduate within career track: Up to 100% of tuition, fees and textbooks, per program guidelines (annually)
 - Graduate within career track: Up to 100% of tuition, fees and textbooks, per program guidelines (annually)
- **Part-time team members (500 hours):**
 - May receive up to half the benefit of a full-time team member for both career track undergraduate and graduate degrees, per program guidelines (annually)
- **Cost per credit limits:**
 - Graduate: \$900 per credit
 - Undergraduate: \$700 per credit
- **Tuition benefit eligibility:** After 6 months of employment
- **Service Agreement:** 30 months

STUDENT LOAN REPAYMENT

- **Devereux will assist team members with Federal and/or private student loan payments.**
 - Devereux will pay the Savi Essential Service membership fee for those who qualify.
 - Student loan repayments are processed monthly, aligning with the team member's billing cycle.
- **Service Agreement:** 24 months



Mentoring & Development

We will create development options with the focus on individual needs and equity in the organization. Learning opportunities will be created in partnership with 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 Leadership Cohorts
- Servant Leadership Development

Looking to achieve your full potential?

For more information or to sign up for our career programs and benefits, check out our website below or email us at: devereuxascend@devereux.org.

JOBS.DEVEREUX.ORG/ASCEND/

