



CAREER GROWTH

DEVELOP & DISTINGUISH
yourself in your career



Hospice is a unique service and our TEAM distinguishes itself in Clinical Responsiveness and Holistic Care Management.

Our brand is represented by how we
CONNECT - COMFORT - ASK AND AFFIRM.



ALL team members deserve the opportunity to contribute their skills to high quality care for the patients and families we serve.

Our Career Development Program defines the Standards of Success for each team member and provides learning and credentialing opportunities. When you join our team you have begun a journey of professional development and growth.

- DEVELOP -

Elevate your level of professional practice through education and development. Continuing education reinforces your commitment to quality and patient/family satisfaction.

- DISTINGUISH -

Become a LEADER in Hospice Care.
Learn to BUILD relationships that will influence our community.
Enhance PARTNERSHIPS with patients and families during the final stage of life.

LEVEL 1 - PROFICIENT

- Knowledge and skill at this level ensures our team members are representing end-of-life care adequately.
- Role specific orientation skills validation and specific expectation (for each role) will be measured.

LEVEL 2 - EXEMPLARY

- This level transforms learning into practice. Level 2 Associates continually lead by example while delivering valued services to our clients.
- Advanced application of skills and competency will be assessed via outcomes, audit, and interview.

LEVEL 3 - DISTINGUISHED

- At this level, Associates display knowledge, communication skills, team-work and leadership that consistently exceeds expectations. These team members are efficient and effective, providing measurable positive impact in their area of expertise.
- Nomination for distinguished status can begin with the Associate, but will be validated by team members and leadership, including outcomes, audit, and other contributions.

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- INTERNAL CREDENTIALING -

- Brand Standards
- End of Life Care
- Goals of Care
- Clinical Responsiveness
- Holistic Care Management
- Continuous Care Coverage & Documentation
- Four Levels of Care
- Relationship Management

**External Validation Sponsored
ELNEC for Level 3 Associates.**