

## **How can you support our students' becoming caregivers at Intermountain Health?**

At Intermountain, we provide rotations both for the benefit of the students and the communities we serve. You can help us increase 'student conversion' by helping your students into jobs at Intermountain Health. We want to provide those communities with highly skilled caregivers, and to do so, we measure and track 'student conversion' and prioritize placements to schools with high hire rates. There are steps you can take to ensure your program is at the top.

Here are some ways you can help increase your conversion rate as an education partner:

- Understand your students' career aspirations and help match them with the best clinical opportunity.
- Arrange placements for Intermountain Health students who want to stay and work in the service area.
- Collect and understand your students' career interests. If they aren't interested in working for Intermountain, why? We will continue to shape strategy around feedback directly from students.
  - Encourage your students to take advantage of career resources at Intermountain, including all hiring events that we host in-person or virtually. Get them in touch with the recruitment team: Megan McNulty, HR Campus Recruitment Manager, [Megan.mcNulty@imail.org](mailto:Megan.mcNulty@imail.org)
- Have career conversations with the nurse educators who are with the students on their rotations.
- Remind them of the great benefits Intermountain offers.
  - Low-cost health insurance
  - Medical premium assistance based on income,
  - \$5,250 each year to further your education,
  - 401K Contributions that are much higher than most companies.
- First year Nurse Residency program which provides a supportive transition to practice environment.
- Established nursing professional development program for continuous growth and development opportunities.

If you would like to talk more about how to help your student start a career with Intermountain Health, please reach out to [Kimberly.Conway@imail.org](mailto:Kimberly.Conway@imail.org)