



CAREER COMPASS

A GUIDE TO CAREERS AT
UK KING'S DAUGHTERS

WORKFORCE
INSTITUTE 



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INTRODUCING CAREER COMPASS

Dear Community Members, Educators, and Future Leaders,

We're proud to introduce Career Compass, a practical guide to the many rewarding career paths available here at UK King's Daughters. As the region's largest employer, we are deeply committed to supporting the next generation of healthcare professionals through hands-on learning, career development, and real opportunities to grow.

At UK King's Daughters, we know that every career path is different. Whether you are a student getting your first glimpse into healthcare, a professional ready to sharpen your skills, or someone searching for a fresh start, Career Compass can help you navigate the way. Inside, you will find information on programs, training opportunities, and roles across King's Daughters, each designed to meet you where you are and guide you forward.

With initiatives like the Workforce Institute, nursing externships, and mentorship programs, we are working to close the gap between learning and employment. We believe that by investing in people, we are not only building careers but also building a stronger, healthier community.

Take some time to explore Career Compass, find your direction, and take that next step. No matter where you are starting from, we are here to help you move forward.

Let's build the future of healthcare together.

Warm regards,



Jamie Parsons, SHRM-SCP, CHHR, FACHE
Vice President & Chief Human Resources Officer
UK King's Daughters



Scan the QR code to meet the UK King's Daughters leadership team

ABOUT UK KING'S DAUGHTERS

UK King's Daughters is comprised of two acute-care facilities – 455 licensed beds in Ashland, Ky., and an additional 10 licensed beds at King's Daughters Ohio, located in Portsmouth. The system includes: a long-term care facility; eight urgent care centers; and 30 primary care and 36 specialty physician practices. We serve a market area of 400,000 people across 12 counties in eastern Kentucky, southern Ohio, and western West Virginia.

For over 125 years, it has been our privilege to serve the healthcare needs of our communities. Over the decades, we have built a strong, vibrant, and engaged medical community. King's Daughters is the region's largest employer, with more than 5,500 team members providing a broad range of primary and specialty care services, including cardiovascular, orthopedics, oncology, digestive health, stroke/neurology, maternity, and Level 3 neonatal intensive care.

In December 2022, we officially became a part of the University of Kentucky, transitioning from a private, non-profit entity into a public one. As a part of the Commonwealth's flagship institution, King's Daughters retains a large degree of autonomy while working with UK HealthCare to continually improve health and promote wellness. We also are expanding our campus with a new home for our emergency department and imaging services. At King's Daughters, our future is looking bright, and we welcome you to become a part of it.



Scan the QR code to learn more about UK King's Daughters

MISSION AND VISION

Workforce Institute Mission

We are committed to shaping the future of healthcare by empowering the next generation of professionals to make a meaningful impact in our region.

Workforce Institute Vision

UK King's Daughters Workforce Institute empowers individuals to start, advance, and transform their healthcare careers, building a dynamic workforce ready to lead the future of healthcare.

UK King's Daughters Core Values



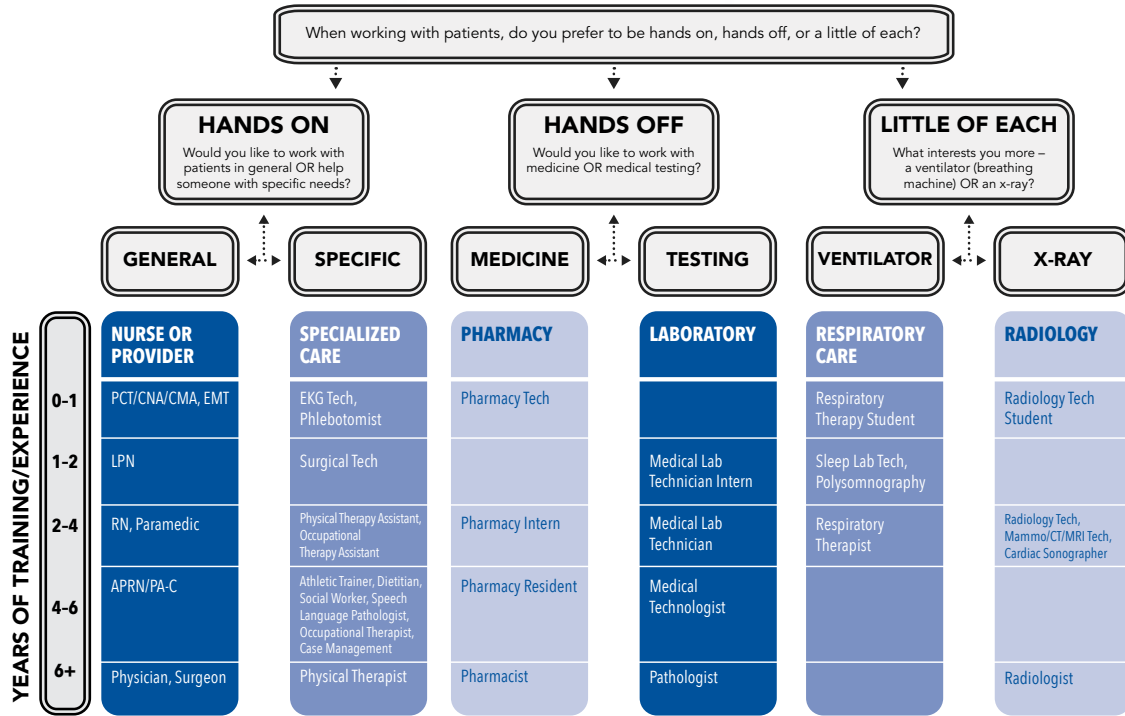
iCARE

Innovation • Compassion • Accountability • Respect • Excellence

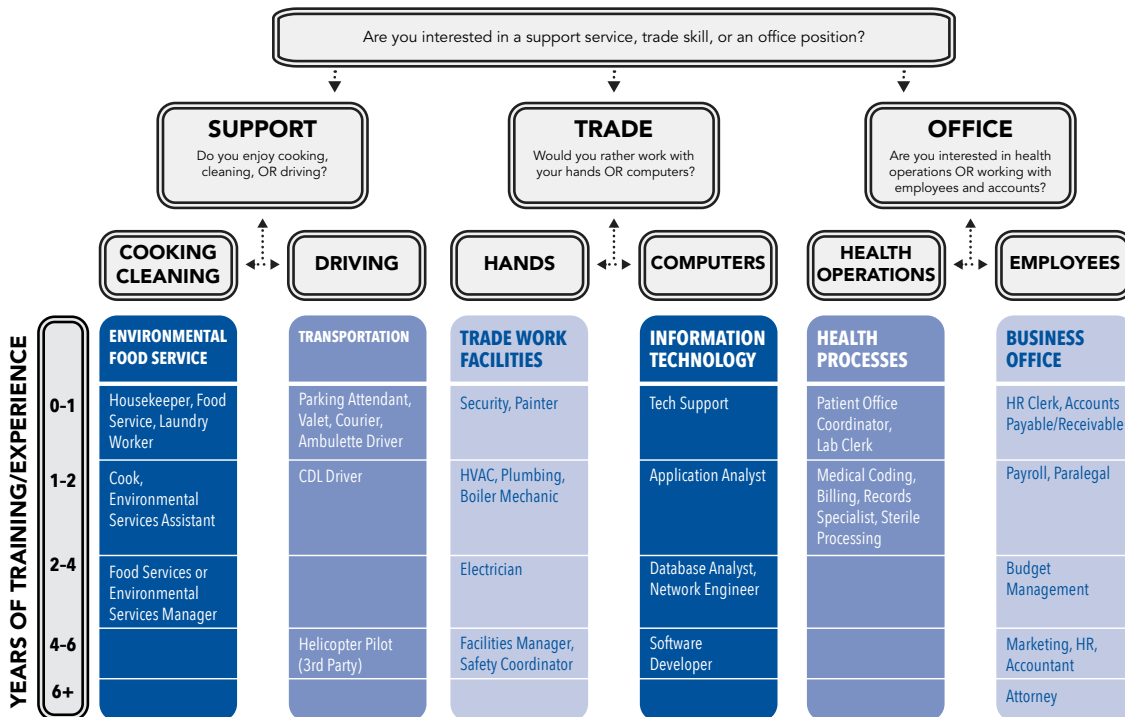
**WORKFORCE
INSTITUTE**



CLINICAL DECISION TREE



NON-CLINICAL DECISION TREE



JOB OPPORTUNITIES AT UK KING'S DAUGHTERS

Nursing

Registered Nurse (RN) (BSN)

A registered nurse (RN) is a licensed healthcare professional dedicated to providing a wide range of patient care services. They are essential to the healthcare system because they serve as a primary point of contact for patients, combining clinical expertise with compassion and ensuring that individuals receive the care and support they need to improve their health and quality of life.

RNs can be found working in various settings, such as hospitals, clinics, nursing homes, schools, and community health organizations. Their responsibilities vary depending on the setting, but generally include the following:

- **Patient Care:** Assess and monitor patients' health conditions, administer medications and treatments, and assist with daily activities such as eating or moving as needed
- **Coordinate Care:** Collaborate with other healthcare professionals to develop and implement care plans, ensuring patients receive appropriate tests, therapies, and follow-up care
- **Educate Patients and Families:** Teach patients and their families how to manage health conditions, take medications, recover after procedures, and adopt preventative care and healthy lifestyle habits
- **Perform Medical Procedures:** Start IVs, draw blood, change wound dressings, operate medical equipment, and monitor vital signs. Assist in procedural areas such as cardiac cath lab, surgery and endoscopy
- **Respond to Emergencies:** Act swiftly in critical situations, such as stabilizing patients after cardiac events or trauma
- **Advocate for Patients:** Address patients' needs and concerns while providing emotional support and comfort during challenging times

To be an RN (BSN), you must:

- Obtain an associate degree in nursing (ADN), or bachelor of science in nursing (BSN) from an accredited nursing program.
- Pass the NCLEX-RN exam to obtain a nursing license
- Stay current with certifications and advanced training in specialized fields
- American Heart Association Basic Life Support (BLS) certification and Advanced Cardiovascular Life Support (ACLS) Certification. Pediatric Advanced Life Support (PALS) certification for pediatrics units or practices

For education funding sources, visit page 23

For student opportunities, visit page 21

LPN (Licensed Practical Nurse)

There are many opportunities for LPNs at UK King's Daughters, whether they are at the main hospital, outpatient clinics, or at Kingsbrook Lifecare Center. LPNs play a vital role as caregivers in our inpatient and outpatient areas, as well as in long-term care. They obtain vital signs, assess patients, provide education to patients and their families, plus so much more.

To be an LPN, you must:

- Have graduated from an accredited LPN training program
- Achieve and maintain an active Kentucky or multistate LPN license
- Achieve and maintain American Heart Association Basic Life Support (BLS) certification
- Meet other requirements as indicated by position



Scan the QR code to learn more about opportunities at UK King's Daughters



Other Clinical Positions

Patient Care Tech (PCT) and State Registered Nurse Aide (SRNA)

Patient care techs work in the hospital setting; while state registered nurse aides work in long-term care settings such as Kingsbrook Lifecare Center. These medical professionals work with nurses to provide care to patients. Patient care techs are responsible for obtaining vital signs throughout the day. They also assist in keeping units clean and transferring information into Epic, our electronic medical record.

To be a PCT/SRNA, you must:

- Have a high school diploma/GED
- Complete an approved state registered nursing assistant program (SRNA, STNA, or CNA)
- Have an active SRNA certification in the state of Kentucky.
- Maintain American Heart Association Basic Life Support (BLS) certification
- Obtain and maintain Non-Violent Crisis Intervention (CPI) within 90 days of start

Interested in this career but don't have the qualifications? UK King's Daughters offers classes to become a PCT or SRNA. **To learn more, visit page 22.**

Phlebotomist

Phlebotomists specialize in drawing blood for medical tests, transfusions, donations, or research. They work closely with doctors, nurses, and laboratory techs to ensure the accuracy of blood-related tests and procedures.

Job Duties:

- Assembles equipment, such as tourniquets, needles, sharps containers, blood collection devices, gauze, cotton and alcohol, on tray in accordance with requirements for specified tests or procedures
- Verifies or records identity of patient and converses with patient to ease anxiety
- Correctly labels blood collected from patient listing patient's name, medical record number, physician, date and time collected, and initials
- Correctly verifies in the electronic medical record that the blood was collected

Education/Licensure:

- High school diploma or associate degree (A.A.) or equivalent from two-year college or technical school; or completion of a certified phlebotomy course or one-year related experience and/or training
- National Phlebotomist certification through accredited program

Medical Assistant (MA)

Medical assistants examine patients, check vitals, confirm medications, provide education patients and their families, and assist with clerical responsibilities as needed.

To be an MA, you must:

- Have a high school diploma/GED
- Have a Medical Assistant diploma from an accredited vocational institution or community college, Medical Assistant Certification or one year recent documented experience working in a medical facility as a medical assistant and/or documented evidence of externship completed in a medical office in a similar role
- Maintain American Heart Association Basic Life Support (BLS) certification

Interested in this career but don't have the qualifications? UK King's Daughters offers classes to become a Medical Assistant. **To learn more, visit page 22.**

Medical Technologist/Medical Lab Scientist

A medical technologist, or medical lab scientist, performs laboratory tests on patient samples to aid in diagnosing and monitoring diseases. Working closely with physicians and medical laboratory technicians, they are highly skilled professionals who monitor disease processes such as anemia, leukemia, metabolic imbalances and infectious diseases. They may specialize in specific areas of laboratory medicine, such as microbiology, hematology, or chemistry.

Job Duties

- Conducts chemical analyses of body fluids and specimens, including blood, urine, and spinal fluid, to determine presence of normal and abnormal components
- Analyzes and verifies test results prior to release of findings for entries into the electronic medical record
- Performs quality control studies according to established protocols, routine preventive maintenance, and equipment checks according to established schedule
- Reports test results to proper provider and documents reporting

Education/Licensure

- Bachelor of science degree in medical laboratory science
- Board-eligible to obtain medical laboratory science American Society for Clinical Pathology (ASCP) certification or equivalent within six months of hire

Medical Laboratory Technician (MLT)

A medical laboratory technician performs laboratory tests to help diagnose, treat, and prevent disease. MLTs perform testing on blood, urine, spinal fluid, and other body fluids and tissue to identify microorganisms, detect cancer, and type blood.

They use their knowledge of pathology, computers, and technology to provide information that helps physicians diagnose, treat, and prevent disease and work side by side with physicians, lab managers, and technologists to analyze samples and evaluate results, which are used in more than 70% of medical decisions.



The field includes areas such as blood banking, clinical chemistry, hematology, immunology, microbiology, cytotechnology, urine analysis, and blood sampling.

Job Duties

- Conducts chemical analyses of body fluids such as blood, urine, spinal fluid, and other specimens to determine presence of normal and abnormal components
- Analyzes and verifies test results prior to release of findings for reprint into an information system
- Performs quality control studies according to established protocols and routine preventative maintenance and equipment checks according to established schedule

Education/Licensure

- Associate degree in laboratory science or medical laboratory technology from an accredited institution, or equivalent laboratory training and experience meeting the requirements defined in CLIA regulation 42CFR493.1489
- American Society for Clinical Pathology (ASCP) MLT certification

Paramedic

Paramedics transport patients to and from their homes and medical facilities, administer advanced medical treatment, and help gather information about the patient's current condition. Additionally, paramedics conduct daily vehicle inspections, ensure each unit is properly stocked with supplies and medication, and drive safely at all times.

To be a paramedic, you must:

- Have a high school diploma/GED
- Complete an approved Emergency Medical Technician - Paramedic (EMT-P) program
- Achieve and maintain active State of Kentucky or national registry EMT-P certification
- Maintain American Heart Association Basic Life Support (BLS) certification
- Maintain Advanced Cardiovascular Life Support (ACLS) certification
- Have a current valid driver's license
- Complete an annual emergency vehicle operators' course
- Undergo a comprehensive background check



Emergency Medical Technician (EMT), Emergency Medical Technician - Advanced (EMT-A)

EMTs transport patients to and from their homes and medical facilities, administer medical treatment, and help gather information about the patient's current condition. Additionally, EMTs are expected to conduct daily vehicle inspections and drive safely at all times.

To be an EMT, you must:

- Have a high school diploma/GED
- Have completed an approved Emergency Medical Technician (EMT) program
- Achieve and maintain active State of Kentucky or national registry EMT certification
- Maintain American Heart Association Basic Life Support (BLS) certification
- Have a current valid driver's license
- Complete an annual emergency vehicle operators course

EMT-A, additional roles:

- Advanced airway management
- IV therapy fluid administration
- Blood glucose monitoring
- Medication administration
- EKG monitoring

Pharmacy Technician

Pharmacy technicians support pharmacists in providing medications and healthcare products to patients. Working in a variety of settings such as retail pharmacies, hospitals, clinics, and long-term care facilities, pharmacy technicians assist in the preparation, dispensing, and management of medications while ensuring compliance with health and safety regulations.

Job Duties:

- Prepares and distributes unit dose medications, floor stock items, and intravenous admixtures
- Maintains, restocks and trouble shoots automated dispensing equipment
- Manages and prepares controlled substances
- Receives and stores incoming supplies, verifies quantities against invoices, and informs supervisors of stock needs and shortages
- Maintains various records, logs, and reports
- Interacts with patients to provide excellent customer service, which may include referral to a pharmacist

Education/Licensure:

- High school diploma or GED
 - Maintains certification as a Certified Pharmacy Technician (CPhT)
 - Maintains Kentucky Pharmacy state registration
-

Radiologic Technologist (X-ray Tech)

A radiologic technologist, often known as an X-ray Tech or Rad Tech, uses imaging equipment to create visual representations of the interior of a body for diagnosis and treatment. These images are vital for doctors and specialists to diagnose injuries, diseases, or other medical conditions.

Job Duties

Radiologic technologists perform a range of duties that involve both technical skills and patient interaction:

- Operate diagnostic imaging equipment like X-ray machines, CT scanners, MRI machines, and mammography units to capture images of the body
- Prepare patients for imaging procedures by explaining the process, positioning them correctly, and ensuring they remain still during the scan
- Ensure that the images produced are clear and accurate for diagnosis, adjusting the equipment as needed
- Follow strict safety protocols to minimize radiation exposure to patients and themselves

Education/Licensure

- Graduate of a Committee on Allied Health Education and Accreditation (CAHEA) accredited radiography program or equivalent
- Associate degree in radiologic technology (most common). This typically takes two years to complete and includes coursework in anatomy, patient care, radiology techniques, and physics, along with hands-on clinical training. Some may pursue a bachelor's degree in radiologic technology for more advanced knowledge and career advancement opportunities
- After completing the degree, most states require radiologic technologists to be licensed. Licensing requirements vary by state but generally involve passing a certification exam, such as the one provided by the American Registry of Radiologic Technologists (ARRT)
- Maintains active Radiographer Operators Certificate (ROC) in the Commonwealth of Kentucky or other applicable states as needed.
- Achieves and maintains American Heart Association Basic Life Support (BLS) certification

Respiratory Therapists (RTs)

Respiratory therapists specialize in evaluating, treating, and caring for patients with respiratory illnesses or conditions. They play a crucial role in managing conditions like asthma, pneumonia, COPD, and sleep apnea. RTs work in hospitals, clinics, rehabilitation centers, and home healthcare settings, often collaborating with doctors, nurses, and other medical professionals.

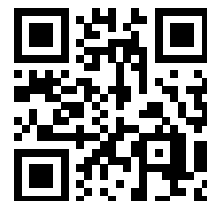
Job Duties:

- Carry out routine therapy as ordered by the provider including, but not limited to, oxygen administration, aerosol therapy, incentive spirometry, sputum induction, mixed gases, invasive ventilation, non-invasive ventilation, and airway management
- Read prescriptions, measure arterial blood gases, and review patient information to assess patient condition and determine requirements for treatment such as type and duration of therapy, and medication and dosages
- Provide information and education to patient and family regarding therapy being performed
- Determine most suitable method of administering inhalants, precautions to be observed, and modifications that may be needed to be compatible with the provider's orders
- Monitor patient's physiological responses to therapy such as vital signs, arterial blood gases, and blood chemistry changes and notifies provider of any adverse reactions



Education/Licensure:

- To become a respiratory therapist, individuals typically need an associate degree in respiratory therapy from an accredited program
- Many RTs pursue further certification and licensure, which vary by state. National certification, such as the Registered Respiratory Therapist (RRT) credential, is often required for employment and can be obtained after passing exams. Some RTs continue their education to specialize in areas like neonatal or pediatric care
- Holds and maintains a respiratory care practitioner certification for the state where they practice
- Holds and maintains Certified Respiratory Therapist (CRT) certification through the National Board for Respiratory Care (NBRC)
- Achieves and maintains American Heart Association Basic Life Support (BLS) certification
- Achieves and maintains American Heart Association Advanced Cardiovascular Life Support (ACLS) certification



Non-Clinical Positions

Environmental Services Specialist

Environmental services specialists ensure a clean, safe, and orderly medical facility and create a safe and welcoming space for patients, staff, and visitors. Perfect for high school graduates and college students seeking a rewarding career with hands-on experience and growth opportunities, this field offers both personal satisfaction and professional development.

Job Duties:

- Clean and disinfect patient rooms, operating rooms, emergency rooms, and common areas to ensure the highest standards of cleanliness
- Use electric floor machines, vacuums, and other tools to keep spaces spotless and polished
- Deep clean patient and operating rooms by performing ceiling-to-floor cleaning, ensuring spaces are ready for patients and medical procedures
- Keep cleaning carts and storage areas stocked, ensuring efficiency throughout the workday

Education:

- **Minimum:** A high school diploma or GED isn't required. Applicants must complete the Wonderlic Cognitive Ability Assessment
 - **Preferred:** No prior experience is necessary; one to three months of related work or training is a plus
-

Food Service Worker

Food service workers prepare and serve meals to patients, visitors, and team members, ensuring everyone receives nutritious and delicious food. From crafting special dietary meals to keeping kitchen operations spotless, this career is a blend of culinary skills and compassionate care.

Job Duties:

- Create and deliver nutritious meals for patients, customers, and community clients
- Prepare meals like soups, salads, and sandwiches
- Handle dietary needs for special conditions (e.g., soft or liquid diets)
- Clean and sanitize kitchen areas and equipment
- Serve food to customers in our state of the art café
- Learn cashier skills and money management in a fast-paced environment
- Stock and organize food supplies

Education:

- **Minimum:** A high school diploma or GED not required. Applicants must complete the Wonderlic Cognitive Ability Assessment
- **Preferred:** No prior experience is necessary; one to three months of related work or training is a plus



Child Development Center Assistant Teacher

Child development center assistant teachers foster a safe, engaging, and nurturing environment for children. Their primary responsibility is to ensure the well-being of every child while supporting the lead teacher in daily classroom activities, outdoor play, and gym time. In the lead teacher's absence, they may step into a leadership role to manage classroom activities effectively.

Job Duties:

- Monitor and ensure the safety and well-being of children at all times
- Collaborate with the lead teacher to create visually engaging seasonal and thematic displays, including bulletin boards and children's artwork
- Assist with daily cleaning and organization of the classroom, including disinfecting toys and surfaces and sweeping/mopping as necessary
- Maintains classroom compliance with state and local health department regulations

Education

Minimum:

- High school diploma or GED
- Annual certification in CPR and First Aid
- A current state criminal record check on file

Preferred:

- Previous professional experience in childcare or teaching roles

Security Officer

Security officers ensure the safety and protection of all individuals on premises, including patients, staff, and visitors, while safeguarding property. This role involves patrolling grounds to prevent and respond to incidents such as theft, vandalism, fires, or unauthorized access. Security officers also operate and maintain security systems, enforce regulations, provide assistance to visitors, and support staff in managing challenging situations. The position requires vigilance, professionalism, and the ability to effectively handle emergencies and ensure a secure environment.

Job Duties:

- Monitor buildings and grounds to prevent theft, vandalism, and unauthorized entry
- Assist during incidents like fires, medical emergencies, or confrontations, ensuring safety protocols are followed
- Help control hostile or combative patients or visitors when necessary
- Use and maintain equipment like CCTV cameras, alarms, and access control systems
- Record daily activities, investigate unusual incidents, and keep logs up to date
- Escort visitors, deliver items, and provide assistance to funeral directors and others as needed

Education and Experience:

Minimum:

- High school diploma or GED
- Associate degree in a related field or one year of prior security experience
- Certifications (within 90 days of start):
 - Taser Certification
 - Non-Violent Crisis Intervention (CPI)
- Valid driver's license with a clean record

Preferred:

- Certification as a healthcare security officer by the International Association for Healthcare Safety and Security (IAHSS)

Valet

Valet services offers a dynamic, customer-focused role perfect for individuals looking to build essential workplace skills, enhance their resumes, and make a positive impact. Whether starting a career or exploring part-time opportunities, this position provides a blend of customer service, teamwork, and responsibility.

Job Duties:

- Greet customers with professionalism and courtesy
- Safely operate and park various types of vehicles, including King's Daughters shuttles
- Assist customers with medical devices like wheelchairs, walkers, and oxygen equipment
- Monitor parking and external areas for safety and security
- Safeguard vehicle keys and ensure their proper storage
- Support weather-related initiatives, such as Operation Snowflake
- Collaborate with the Safety/Security Department as needed

Education

Minimum Requirements:

- High school diploma or GED
- Three years of driving experience
- Valid driver's license with no violations
- Successful completion of a King's Daughters-approved driving course

Preferred Qualifications:

- Ability to drive both standard (manual) and automatic vehicles
-

Clerical

Clerical positions are critical entry-level roles in the healthcare sector. These roles serve as the first point of contact for patients and provide essential administrative support in hospitals and outpatient offices. If you are detail-oriented, organized, and eager to contribute to patient care, this could be your gateway to a rewarding career in healthcare.

Job Duties:

- Greet patients, verify their personal and insurance information, and ensure a welcoming environment
- Enter and update patient records in electronic medical records with accuracy and confidentiality
- Manage appointments, coordinate with medical staff, and ensure smooth patient flow

Education

Minimum Requirements:

- High school diploma or GED
- Must be able to type 35 correct words per minute

Preferred Qualifications:

- One year experience in medical office setting



Monitor Technician

Monitor technicians focus on cardiac care and teamwork within the Telemetry department.

Job Duties

- Observe and interpret heart rhythms to identify irregularities or abnormalities
- Set up telemetry monitors, educate patients, and ensure their comfort
- Record heart rhythm data in electronic medical records (EMR)
- Coordinate with healthcare teams to ensure patients receive prompt care
- Troubleshoot and maintain cardiac monitoring equipment

Education:

Minimum Requirements:

- High school diploma or GED
- American Heart Association Basic Life Support (BLS) Certification
- Successful completion of clinical education/dysrhythmia classroom and on-the-job training program provided upon starting, with exam completed prior to end of 90-day probationary period

Preferred Qualifications:

- Experience in an allied health field (e.g., EMT, medical assistant)
- Prior experience as a monitor technician or similar role

Welcome & Information Centers Clerk

Welcome & Information Centers clerks serve as the first point of contact for patients, families, and visitors at the hospital. This role is essential for ensuring a welcoming and supportive environment by addressing customer inquiries, providing assistance, and maintaining key operational and communication functions.

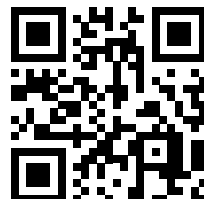
Job Duties:

- Greet patients, families, and visitors upon arrival, providing information while maintaining strict confidentiality
- Monitor and screen visitors and team members in adherence to facility guidelines
- Manage and operate the main phone system, routing calls and offering information to internal and external stakeholders
- Maintain accurate directories for King's Daughters personnel and departments
- Monitor security, plant operations, nursing, and valet communications as required
- Assist with disaster notifications and issue relevant alerts or pages, including "all clear" notifications when applicable
- Handle incoming and outgoing mail, readdress undeliverable items, and ensure secure handling of suspicious deliveries

Education

Minimum Requirements:

- High school diploma or GED is required
- Must enjoy working with people and exhibit a customer-focused approach

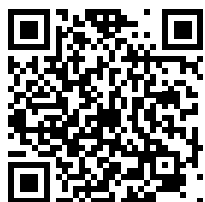


Scan the QR code to learn more about career opportunities at UK King's Daughters

Providers

There are more than 550 providers on the staff at UK King's Daughters in a wide range of primary and specialty care areas. We welcome specialists from around the world, with more than 30 countries represented. As a cap-exempt institution, we welcome H1B and J1 physicians.

Scan the QR code to
learn more about
physician opportunities



Scan the QR code to learn
more about advanced practice
provider opportunities



NEW GRADUATE NURSING PROGRAMS

Being a new nurse can be stressful and challenging. UK King's Daughters, offers new grad nursing programs to help you move beyond the student experience and into a fast-paced nursing career with mentored education and clinical competencies to support the transition from new graduate to confident professional. Through a series of classwork and hands-on experiences with patients, new nurses will learn how to collaborate across disciplines, make effective decisions, implement best practices, and prioritize patient safety and care quality. New Grad Nursing Programs at UK King's Daughters will lead you to be the nurse you always dreamed of being.

Nurse Residency Program

We offer the Vizient/AACN Nurse Residency Program™, which helps new nurses build confidence as they transition into practice. It is a 12-month program for new graduate RNs or RNs with less than 12 months experience.

The nurse residency program features:

- Classroom time designed to equip you with the knowledge and skills required to be a confident, competent nurse
- Nurturing support needed to smooth transition into practice
- Bridging gaps in clinical skills
- Opportunities to develop a camaraderie with members of the residency class, providing peer support
- Ability to start with your Kentucky provisional license with NCLEX test dates within 30 days of start

Nurse residents have:

- Enhanced learning opportunities
- Hands-on skills
- Professional networking

Participants have the opportunity to learn:

- Medication safety
- Code prep/mock code scenarios
- Hands-on skills lab
- Basic dysrhythmia recognition
- Patient safety
- UK King's Daughters policies and procedures
- UK King's Daughters CARING and SPIRIT standards

To learn more, contact Sasha Riley at sasha.riley@kdmc.kdhs.us

Emergency Nurse Residency Program

Our Emergency Nurse Residency Program follows guidelines set by the Emergency Nurses Association. Specifically designed for the unique decision-making environment of the emergency department, the comprehensive 20-week program fosters collaboration, improves clinical judgment, reduces burnout, and assists with sociocultural acclimation.

The residency program provides both classroom and real-world experience.

Residents will:

- Learn and demonstrate competence in basic, advanced and pediatric advanced life support, earning BLS, ALS and PALS certification
- Receive instruction and gain certification in non-violent crisis intervention
- Receive instruction and gain certification in the NIH Stroke Scale
- Obtain Hazmat Operational Level certification and Emergency Nurses Association Trauma Nurse Core Courses (TNCC)



Critical Care Nursing Fellowship

Our Critical Care Nursing Fellowship provides education, mentorship, and support to nurses making the transition to critical care nursing. It takes a very special kind of person to become a critical care nurse. We can help you achieve your goals.

Throughout the fellowship, your educator will ensure you are matched with an engaged, competent preceptor, prepare your clinical schedule, facilitate classroom training, and conduct focused evaluations of your progress.

Our Critical Care Nursing Fellowship includes:

- Four weeks of classroom time devoted to critical care topics and skills
- Nine weeks of clinical preceptor time within our medical/surgical ICU
- Three weeks of cardiovascular rotation, including one day each shadowing in the CVOR to observe open-heart surgery, the Cath Lab, and Cardiac Surgery Unit, as well as participating in clinical preceptor time within our CVICU
- The possibility of joining the CVICU staff with an additional eight weeks of training specific to CABG and valve surgical recovery

During your Critical Care Nursing Fellowship, you will:

- Receive nearly 400 preceptor-supervised hours in the critical care units
- Benefit from the focused guidance of a dedicated fellowship educator who will help you navigate through your clinical and classroom experiences
- Enhance your basic clinical skills and learn the new critical care clinical skills you need
- Experience medical/surgical ICU and CVICU patient populations
- Receive didactic experience



Scan the QR code to learn more about new grad nursing programs at UK King's Daughters

STUDENT ACTION CENTER

Are you still in school but want to get a head start on your career? UK King's Daughters offers many programs and positions for students in a variety of fields.

Nurse Extern

The nurse extern program allows nursing students to develop skills and feel more confident in the nursing role, preparing them for their future careers. Participants work with experienced RN preceptors and receive training in patient assessment, wound care, medication safety, pre- and post-op care, and various hands-on nursing skills. They are exposed to different areas of nursing so they have a greater familiarity with various nursing units and roles.

Qualifications include:

- Actively enrolled in good standing in an associate or bachelor's degree program of nursing
- Minimum one clinical quarter/semester completed
- Active BLS certification
- Available to work a minimum of three shifts per month

Advanced Nurse Extern

The advanced nurse extern program is a more in-depth version of the nurse extern program and aims to prepare graduating nurses with more skills to use in their career. During this 12-week program, nursing students are exposed to different areas of nursing, including ED, ICU, procedural areas, and case management, to develop a better understanding of nursing career paths. Participants must be able to work full-time hours for at least 10 of the 12 weeks.

Criteria for eligibility includes:

- Must be in senior year of an associate or bachelor's of nursing program
- Must have a GPA of 3.0 or higher with no less than a "B" in any nursing course

Medical Laboratory Science Intern

Our medical laboratory science intern opportunity offers the chance for hands-on support in various laboratory tasks under the supervision of experienced professionals. Interns assist with specimen collection, preparation, and testing, contributing to diagnostic procedures in clinical or research settings. Responsibilities may include operating laboratory equipment, analyzing samples, recording results, and ensuring the accuracy of tests. Interns gain practical experience in laboratory techniques, safety protocols, and quality control processes. The role offers exposure to diverse medical fields, allowing interns to develop essential skills for a career in medical laboratory science.

Qualifications include:

- Actively enrolled in good standing in an associate or bachelor degree program for medical laboratory or medical lab science
- Available to work a minimum of three shifts per month



Pharmacy Intern

Our pharmacy intern opportunity allows the development of essential skills for a career in inpatient or retail family pharmacy. Responsibilities may include pulling and delivering medications and supplies to the appropriate area; medication reconciliation; discharge counseling; compounding non-sterile products; and answering the phone and assisting customers.

Qualifications include:

- Actively enrolled in good standing in an ACPR accredited school of pharmacy
 - Active pharmacy intern license in the state of Kentucky
-

Radiology Technologist Student

Get first-hand knowledge from experienced technologists and gain an understanding of workflow in a medical imaging environment while working as a rad tech student. Under the supervision of licensed radiologic technologists and other healthcare professionals, students learn a variety of routine duties from clerical work to patient care.

Radiology students will build their understanding of anatomy, radiographic techniques, imaging protocols, and patient care while gaining practical experience in a clinical setting. This position provides valuable exposure to the medical field and is an essential step in preparing for a career as a radiologic technologist or radiologist.

Qualifications include:

- Actively enrolled in an accredited radiologic technology educational program. May perform tasks as limited per state licensing guidelines.
 - Achieves and maintains American Heart Association Basic Life Support (BLS) certification
-

Respiratory Therapy Student/Graduate

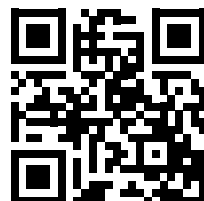
Take advantage of working in the field while you're in school in the respiratory therapy student/graduate position. Students can gain hands-on experience under the supervision of licensed respiratory therapists. The primary responsibilities include assisting with the assessment and treatment of patients with respiratory issues, such as chronic obstructive pulmonary disease (COPD), asthma, or pneumonia.

Students may help with tasks administering breathing treatments, conducting pulmonary function tests, and monitoring patient progress. The position provides exposure to various respiratory care equipment and techniques, helping students develop essential skills for their future careers. Additionally, students will engage in learning about patient care, medical documentation, and team collaboration in a healthcare environment.

This position is typically offered to students enrolled in accredited respiratory therapy programs, allowing them to apply their academic knowledge in real-world situations and gain valuable clinical experience required for certification and licensure.

Qualifications include:

- Enrollment in an accredited respiratory therapy educational program (may perform tasks as limited per state licensing guidelines)
- Must maintain the appropriate licensure through the Kentucky Board of Respiratory Care.
- Achieves and maintains American Heart Association Basic Life Support (BLS) certification



Scan the QR code to learn more about opportunities for students at UK King's Daughters.

EDUCATION ASSISTANCE PROGRAMS

RN and LPN Educational Allowance Program

UK King's Daughters offers a Nursing Educational Allowance Program for RNs and LPNs.

This covers \$15,000 for the RN program and \$11,000 for the LPN program. To be eligible for this program, the applicant must already be accepted to a program of nursing with a pending program start date and agree to remain in a nursing position with UK King's Daughters up to three years post-graduation.

Successful recipients shall be responsible for payment of any and all applicable taxes and withholdings in accordance with federal, state, and local regulations.



Scan the QR code to learn more about the Nursing Educational Allowance Program

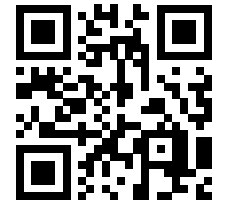
PCT and SRNA Student Programs

Thanks to a partnership with Ashland Community & Technical College, UK King's Daughters offers classes to become a patient care technician (PCT) or state registered nurse aide (SRNA). Once training is completed, participants work a full-time schedule (12-hour shifts) with limited patient care duties until certified.

Qualifications for this opportunity include the following:

- HS diploma/GED
- Able to commit to one year of employment with UK King's Daughters following course completion

Scan the QR code, then search for PCT Scholarship Program.



Medical Assistant Trainee Program

UK King's Daughters offers a medical assistant trainee program, a comprehensive program through which participants can obtain their Clinical Medical Assistant certification.

Scan the QR code, then search for Kingsbrook student.



Participants will be trained in all aspects of medical assisting, including, but not limited to:

- Vital signs
- Medical terminology
- Basic human anatomy
- Immunizations and vaccines
- Venipuncture
- EKGs
- Office administration/scheduling
- Other duties facilitated by the clinical and clerical team in the outpatient offices

This program is offered twice a year. Participants will be employed in a full-time hourly position, 8 a.m. to 4:30 p.m., Monday through Friday, and are eligible for full-time benefits, including health, dental, and vision insurance; paid time off; and retirement. Once participants complete the program and earn their CMA certification, they can apply for a position in one of many King's Daughters outreach clinics.

For questions and to ask about upcoming program dates, reach out to Human Resources at HR4U@kdmc.kdhs.us.

VOLUNTEERING AT UK KING'S DAUGHTERS

Are you interested in giving some of your time to help others during what can be a stressful period in their lives? Looking for a way to give back to the community? Curious to learn more about healthcare professions?

If you answered yes to any of the above, why not become a UK King's Daughters volunteer? We offer volunteers an opportunity to use their abilities to improve the patient and family experience.

Volunteer Opportunities

- Welcome and Information, Greeters
- Welcome and Information, Patient Information
- Same-Day Surgery
- Gift Shop, multiple locations
- Cath Lab Waiting
- Outpatient Imaging Center
- Neonatal Intensive Care Unit/Maternal Child Health - must be 16+
- Pastoral Care
- Child Development Center
- Kingsbrook Lifecare Center
- And more

Volunteer Perks

- Complimentary meal in the Parkview Café with every volunteer shift worked
- Free annual flu shot and free COVID vaccine as new boosters become available
- Inclusion in UK King's Daughters Team Relations activities
- Free holiday turkey, ham or cheesecake
- Free gym membership at the UK King's Daughters Wellness Center (located at the Pavilion)
- Invitations to Auxiliary celebrations
- Recognition pins for volunteer hours served

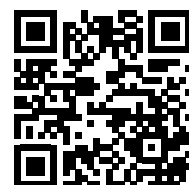
STUDENT VOLUNTEERS

Scan the QR code to download the student volunteer application.



ADULT VOLUNTEERS

Scan the QR code to download the adult volunteer application.



"Volunteering at UK King's Daughters has helped shape me into the person I am. I love to help others and give back to my community. Volunteering has opened my eyes to wanting to pursue a career in the medical field."

–Adyson Powers
Student Volunteer



"Moving to Ashland three years ago meant leaving behind friends, activities, and my church in my old town, but volunteering in the Gift Shop has been a true blessing. I've found joy in working with new friends and experiencing the warmth and kindness of the UK King's Daughters community."

–Pat Blansett
Auxiliary Gift Shop



"After retiring from industry, volunteering keeps me active plus have something positive to do."

–Jim England
Greeter

TEAM MEMBER BENEFITS

At UK King's Daughters, full-time and part-time team members are eligible for benefits. Benefits include medical, prescription, vision, dental, flexible spending accounts, life insurance, paid time off plans, retirement plans and much more.

Health Insurance

Our medical coverage helps maintain your well-being through preventive care, access to an extensive network of providers, and affordable prescription medication.

Dental Benefits

UK King's Daughters offers affordable dental plan options for routine care and beyond. Dental coverage is administered by Guardian.

Vision Benefits

UK King's Daughters offers a comprehensive vision benefit that consists of two plan choices provided by Guardian.

Retirement Planning

UK King's Daughters Defined Contribution Plan provides you with the tools to prepare for a secure retirement, no matter your age. Eligible team members can invest for retirement while receiving certain tax advantages.

Income Protection/Disability Insurance

UK King's Daughters offers disability coverage to protect you financially in the event you cannot work due to a debilitating illness or injury. This is available to full-time team members after one year of full-time employment.

Paid Time Off

For our full- and part-time team members, paid time off can be used for vacation, holidays, short-term illness and/or injury, emergency situations, or personal business.

Survivor Benefits

UK King's Daughters provides team members with Basic Life and AD&D insurance through The Standard and the option to purchase Voluntary Life insurance for yourself in the amount equal to 1, 2, 3, 4, or 5 times base salary rounded to the higher multiple of \$1,000, up to the position maximum. Both coverages guarantee loved ones receive part of a team member's benefits after a death.

Additional Benefits

UK King's Daughters recognizes the need for team members to have various voluntary benefits available beyond the core fringe benefits provided by the organization. We provide team members with the flexibility and options needed to customize benefits to fit their long-term and short-term health and welfare needs. Additional benefits include AAA group membership program; healthcare and dependent care flexible spending accounts; 403(b) retirement plan; 529 educational savings plan; short-term disability; supplemental term-life insurance for team members, spouses, and dependents; pet insurance; Sam's Club membership; MASA; accident coverage; critical illness coverage; identity theft; and more.

Employee Assistance Program

UK King's Daughters provides team members and their immediate family members with a professional, confidential resource at no cost to help resolve situation-specific personal problems. Team Member Assistance Programs (TMAP) provide services to team members and their family members that assist in addressing personal or workplace issues that may be problematic and result in adverse effects within job productivity. Services are confidential and include initial evaluation and follow-up.

Child Development Center

UK King's Daughters Child Development Center offers an exceptional program for children from six weeks through pre-school. The center includes a protected courtyard play area as well as enriching toys and games, and instructional materials. The Child Development Center is open only to children, grandchildren (custodial), and dependents of UK King's Daughters team members and medical staff.



Scan the QR code to learn more about benefits at UK King's Daughters

MEET OUR HUMAN RESOURCES TEAM

Every team member who joins UK King's Daughters comes to us through our Human Resources Department. This department advertises career openings, interviews candidates, manages team member compensation and benefits and administers related human resources programs.

This department also coordinates team member appreciation activities, quality of work/life programs and manages team member relations.

How to Reach Us

7:30 a.m. - 4:30 p.m. Monday - Friday and by appointment

Phone: (606) 408-HR4U (ext:84748)

Fax: (606) 408-6240

Email: HR4U@kdmc.kdhs.us

From your first application to your first day and beyond, our Human Resources team is here to help. Whether it's a question, concern, pre-employment paperwork or testing, or interview information, we are ready to start the process today!

The Human Resources Department is located on the first floor of the UK King's Daughters Pavilion, 2000 Ashland, Drive, Russell, Ky.



Scan the QR code to meet our Human Resources team

MEET STEPHAN HARRIS

WORKFORCE DEVELOPMENT MANAGER

Stephan began his journey at UK King's Daughters in the summer of 2022. He has worked in post-secondary education and has been a local business owner. He brought with him his passion for education, and as a lifelong learner himself, creates workforce opportunities from new ideas to finished products that are designed with you and your students in mind.



I was so excited to join the UK King's Daughters team, and who wouldn't be? Pushing forward workforce development within the region's biggest employer has been such a rewarding opportunity. The Workforce Institute has always been the dream, and today it is being realized through the programs you see in the booklet, and they are growing every day! Over the last three years we have engaged thousands of regional students and career minded individuals, along with the educators and organizations that drive them. We have taken the helm of guiding the next generation of healthcare professionals. I invite you to participate in any way that helps drive your ambitions.

I challenge you to **Start, Advance, and Transform!**

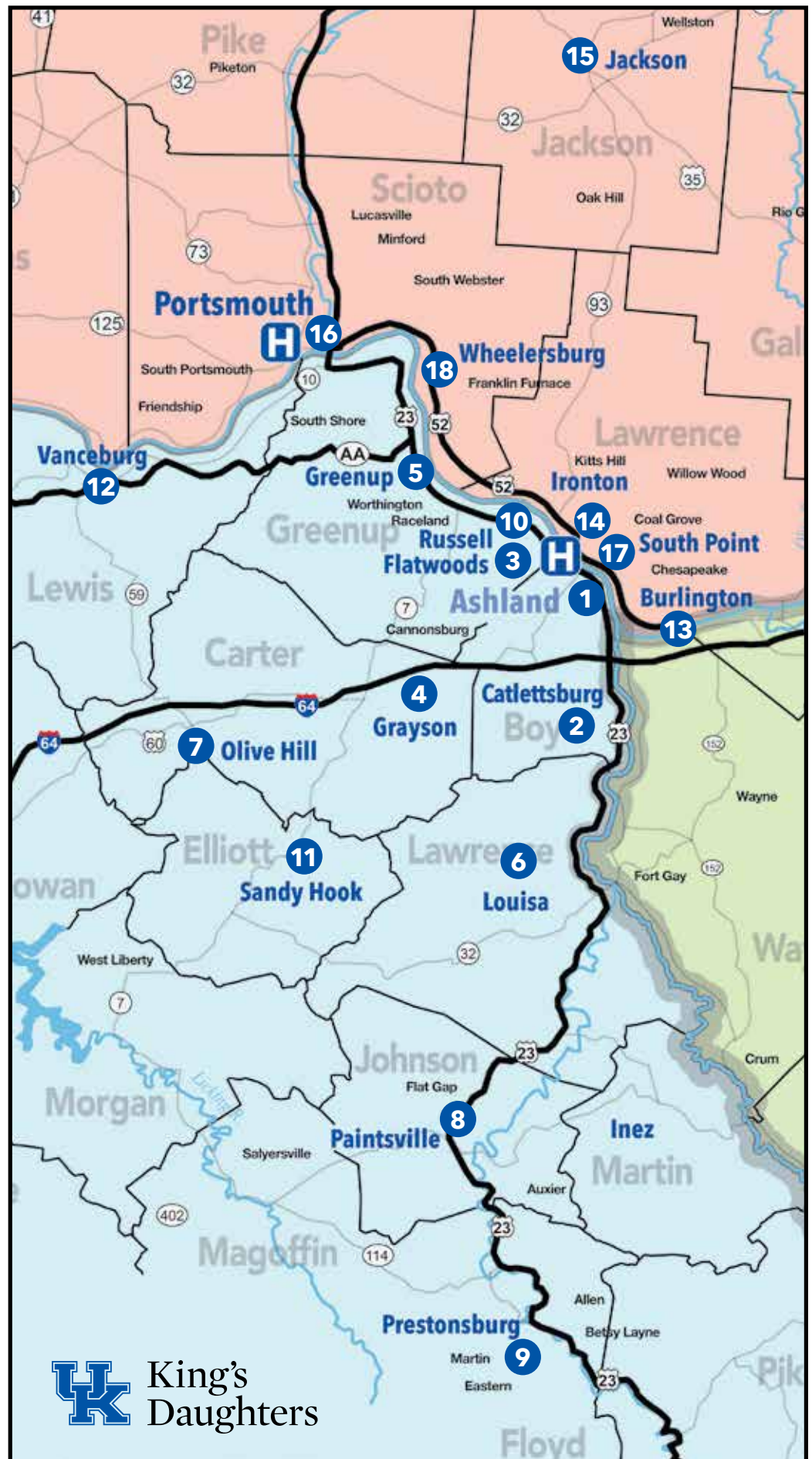
A stylized, handwritten signature of Stephan Harris in blue ink. The signature is fluid and cursive, with the first and last names being clearly legible.

Stephan Harris

Manager - Workforce Development

2025 OUTREACH LOCATIONS

- 1 ASHLAND, KY.**
UK King's Daughters
2201 Lexington Ave.
• 613 23rd St.
• 617 23rd St.
• 2301 Lexington Ave.
• 1816 Carter Ave.
• 2406 Carter Ave. (Drive-Thru)
• 2910 Carter Ave.
• 1200 Central Ave.
• 2018 Winchester Ave.
• 2340 Carter Ave.
• 2245 Winchester Ave.
• 336 29th Street
• 10650 U.S. Route 60
• 12470 U.S. Route 60
• 2500 State Route 5 (Kingsbrook)
- 2 CATLETTSBURG, KY.**
• 10015 U.S. 23
- 3 FLATWOODS, KY.**
• 1107 Bellefonte Road
• 1109 Bellefonte Road
• 2420 Argillite Road
- 4 GRAYSON, KY.**
• 609 N. Carol Malone Blvd
• 100 Bellefonte Drive
• 105 State Route 1947
- 5 GREENUP, KY.**
• 1629 Ashland Road
- 6 LOUISA, KY.**
• 2145 State Route 2565
- 7 OLIVE HILL, KY.**
• 391 W. Tom T. Hall Blvd.
- 8 PAINTSVILLE, KY.**
• 354 N. Mayo Trail
- 9 PRESTONSBURG, KY.**
• 1279 Old Abbott Mtn. Road
- 10 RUSSELL, KY.**
• 398 Diederich Blvd.
• 1000 Ashland Drive
• 2000 Ashland Drive
• 1061 Kenwood Drive
• 800 St. Christopher Drive
• 1100 St. Christopher Drive
• 1180 St. Christopher Drive
- 11 SANDY HOOK, KY.**
• 1908 N. State Route 7
- 12 VANCEBURG, KY.**
• 211 State Route 59
- 13 BURLINGTON, OHIO**
• 384 County Road 120 S.
- 14 IRONTON, OHIO**
• 912 Park Ave.
- 15 JACKSON, OHIO**
• 14395 State Route 93
- 16 PORTSMOUTH, OHIO**
King's Daughters Ohio
2001 Scioto Trail
• 1729 Kinneys Lane
• 916 11th St.
• 812 Spring Lane (Drive-Thru)
- 17 SOUTH POINT, OHIO**
• 214 Collins Ave.
- 18 WHEELERSBURG, OHIO**
• 8750 Ohio River Road
• 11826 Gallia Pike





"Everything is done over coffee in my world. Especially if it's just that right cup, it just changes your day."

—Terry Ockerman
Coffee Aficionado
Portsmouth



WE'RE PASSIONATE ABOUT YOUR HEALTH

You put so much care into the things you're passionate about, but what about your own health?

Your health is our passion.

Our primary care providers are experts when it comes to your health. With years of education and decades of experience, they are as passionate about your health as you are about your life.

With over 30 locations, same-day appointments, online scheduling, telehealth and e-visits, there's no reason to ignore your health any longer.

TIME TO CHANGE YOUR DAY!

We're making it easier than ever to establish a primary care provider. Here are a few ways to get started.



Visit KingsDaughtersHealth.com to find a provider near you



Call our Care 24/7 line at (606) 408-8999 any time day or night!



Scan this QR code to see all our primary care providers

WORKFORCE INSTITUTE



King's
Daughters



KingsDaughtersHealth.com