

# Pathways to Advance Endowment Fund

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## Purpose

The Pathways to Advance Endowment Fund is dedicated to supporting UPMC Chautauqua employees who are motivated to grow, learn, and advance within the healthcare field. This fund provides financial assistance to employees seeking to further their education, expand their professional skills, or enhance their knowledge in their current roles.

In addition, the fund is designed to support employees who aspire to pursue career paths beyond their current position. For example, an employee working in environmental services, facilities, or support roles may seek to transition into a clinical or medical profession. By removing financial barriers, this fund empowers employees to explore new career opportunities within healthcare and achieve their long-term professional goals.

Whether pursuing advanced training, continuing education, or taking meaningful steps toward becoming a medical professional, this fund invests in the growth of our workforce and strengthens the future of healthcare in our community.

## Eligibility

All applicants will be considered for funding. Priority will be given to employees who have demonstrated a commitment to advancing their education and professional development. This includes individuals who have successfully completed at least one semester of college coursework or who are enrolled in a professional development program that leads to a recognized certification.

Eligible applicants may be advancing within their current role or preparing to transition into a new career path within healthcare, including those pursuing clinical or medical professions.

## Requirements

Applicants pursuing college coursework are expected to maintain a minimum grade point average (GPA) consistent with the standards outlined in the WCA Foundation Scholarship guidelines.

Recipients must remain in good employment standing and commit to continued employment with UPMC Chautauqua for a period of two (2) years following the completion of funded coursework.

## **Application Process**

The application process follows the guidelines of the WCA Foundation Scholarship Application. All applications must be approved by the applicant's supervisor and reviewed and approved by the Scholarship Committee.

## **Supported Career Paths**

- Nursing (LPN, RN, BSN advancement)
- Advanced practice roles such as Nurse Practitioner (NP) and Physician Assistant (PA)
- Clinical roles such as Radiologic Technology, Respiratory Therapy, and Medical Laboratory Science
- Allied health certifications (e.g., Certified Nursing Assistant, Phlebotomy, EKG Technician)
- Health information management and medical coding
- Healthcare administration and leadership development
- Behavioral health and social work
- Pharmacy technician training
- Continuing education or certifications relevant to an employee's current role
- Pre-medical or other pathways leading to becoming a physician or advanced practice provider
- Facilities department employees seeking certifications or training to enhance their skills