

The Impact of Remaining at UPMC

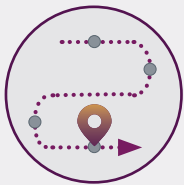
Opportunities & Options for Experienced Nurses

As you advance in your tenure as a nurse, you may find yourself in a different stage of life than when you first began your nursing career. From personal factors like a busy family, to professional factors like opportunities in recognition of your valuable experience, you might be considering what's next and evaluating your options — and with a widespread demand for nurses, you have a lot of options.

Through changing seasons of life, you can be confident in the choice to continue your nursing career with UPMC. As your needs and priorities evolve, UPMC is committed to creating environments and opportunities so you can continue to thrive in your nursing career year after year.

Why should a nurse choose to remain with UPMC?

From financial investment to continued opportunity to lead and grow, UPMC supports the needs and goals of our experienced nurses, offering a host of opportunities and benefits nurses can enjoy as they grow in their tenure.



Continued career growth

Nurses can continue to advance through our best-in-class career ladder and educational resources, including tuition discounts up to tuition-free RN-to-BSN and RN-to-MSN partnerships. In addition, [My Nursing Career](#) now includes an Expert Nurse role, as well as leadership roles, providing further opportunity to grow.



Stability & security

Remaining with UPMC allows you to continue to enjoy stability and receive financial rewards through compensation, regular structure adjustments, and UPMC's merit program. Plus, your Total Rewards package includes tuition and student loan assistance programs for both you and your family.



Time for what matters most

More experience at UPMC means more time for you to refresh and recharge away from work. Nurses can accrue up to 5 and a half weeks of paid time off annually, in addition to seven paid holidays each year, to use however you choose.



Investment in your future

Through the [UPMC Cash Balance Plan](#), an employer-sponsored pension plan fully funded by UPMC, employees receive retirement credits ranging from 2.5% to 6% of eligible pay and become fully vested after three years of service with 1,000 hours worked per year.



Flexible work arrangements

Your nursing career can fit your schedule, thanks to a variety of flexible options. These include regular and limited part-time positions, shift differential programs, the [My Nursing Career casual program](#), and [LifeStages](#), a benefit that offers opportunity to reduce hours and patient care responsibilities.



Impact on your community

At UPMC, we value the experience, mentorship, and knowledge our tenured nurses contribute to the organization. As an experienced nurse, your leadership and wisdom make you a difference-maker for our patients and communities — and for the next generation of nurses.

UPMC values the immeasurable contributions of our experienced nurses through every season.

We're committed to empowering you to maintain work-life balance and build a nursing career that works for you — today, and in the future.

Visit [Infonet](#) for more information on the above programs.