

# JA JobSpark<sup>®</sup>

Redefining Hands On

20  
20



SEPTEMBER 22 – 23



Junior  
Achievement<sup>®</sup>  
of Central Indiana

Presented by:

*Lilly*

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At Lilly, we are constantly evolving the way we discover, develop and manufacture medicines to bring new treatments to the people who need them even faster – and expand access to these medicines for even more people around the world.

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*Lilly*





Dear Students,

Welcome! This is an exciting time in your life and in your school career! You have the opportunity to explore wonderful options for your future and to experience firsthand the types of work available and skills utilized across a wide variety of business and industry sectors.

I hope that today, during JA JobSpark, you will learn about exciting jobs and industries previously unfamiliar to you and engage with professionals in those fields who will share their real-life experiences and guidance. Consider all the possibilities out there and begin to connect your interests and strengths with your future career options. Spend this time to discover what excites you...what professions make you want to learn more...and then go for it!



Print and keep this program book to help guide you on your journey toward an amazing future. Be thoughtful about your many options and then be bold and follow your passion! It's important that you create a plan to help you achieve your goals; work your plan and ask for help along the way. Be aware of opportunities to continue to learn, and open your heart and mind to all the world has to offer. Believe in yourself and know that I believe in YOU.

You are on your way to owning your future success!

Sincerely,

A handwritten signature in black ink that reads "Jennifer Burk". The signature is fluid and cursive.

**Jennifer Burk**  
President and CEO  
Junior Achievement of Central Indiana



Students & families-

Welcome to JA JobSpark, Redefined! Indianapolis Public Schools is thrilled to partner with Junior Achievement of Central Indiana, Eli Lilly and Company Foundation, Inc. and all of the sponsors and participating businesses to bring you this exciting, virtual event. The experience today is an outcome of tremendous preparation and planning – focused on your future success. It may look different than before, but the goal remains the same—to support you in exploring all that’s possible in your future.



This event is designed to spark an interest in some of the many career possibilities available to you in the City of Indianapolis and Central Indiana. Use your time today to ask questions of the volunteers who represent lots of various career paths and roles. I’d also encourage you to visit the areas that you may not think you have an interest in right now. You never know what might “spark” your attention!

You are in school every day to learn the skills and content you need to create the kind of life that you want. So, today, dream big! Learn more about how years from now you might put those skills to work building things, serving others and creating a brighter future for all of Indianapolis. You can also use today to help you get closer to deciding which career will be right for you.

Indianapolis Public Schools is committed to ensuring that when our students complete their PK-12th grade experience, they leave us either enrolled, enlisted, or employed. JA JobSpark is an amazing opportunity to support that goal and for you to begin envisioning your future and learning how to turn your dreams into reality.

So, enjoy dreaming and learning today!

Sincerely,

A handwritten signature in blue ink, reading "Aleesia L. Johnson".

**Aleesia L. Johnson**  
Superintendent  
Indianapolis Public Schools



# Thanks to our Sponsors!

## PRESENTING



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AND COMPANY  
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## PREMIER



Indiana University Health

## CURRICULUM



## PLATINUM



## CLASSROOM PARTNER



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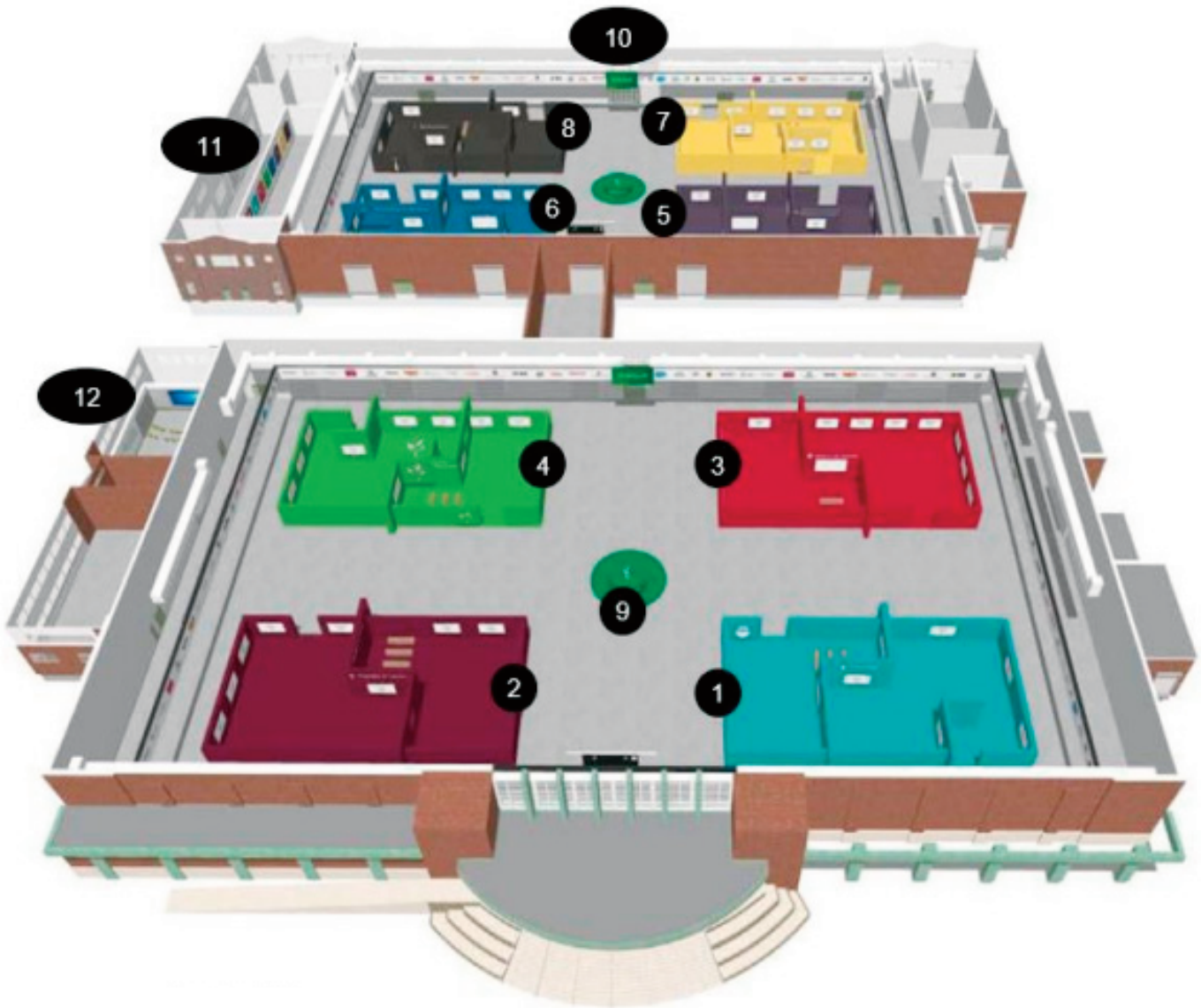
## SILVER



## BRONZE

Board of Certified Safety Professionals, Celebrate Science, Corteva Agriscience, EY, Health & Hospital Corporation, Indiana Farm Bureau/Indiana Farm Bureau Insurance, Rehabilitation Hospital of Indiana, Shiel Sexton, University of Indianapolis MICI-AHEC

# JA JobSpark 2020 Map



## Legend

1 Technology Cluster	7 Architecture, Engineering & Construction Cluster
2 Hospitality & Tourism Cluster	8 Business & Finance Cluster
3 Health & Life Sciences Cluster	9 Information Desk
4 Agriculture, Food & Natural Resources Cluster	10 Interactive Legacy Activity
5 Advanced Manufacturing, Engineering & Logistics Cluster	11 Downloadable Resources
6 Government, Law & Public Service Cluster	12 VIP Lounge (password protected)



# JA JobSpark Career Clusters



## **Advanced Manufacturing, Engineering & Logistics**

Planning, managing and performing the processing of materials into intermediate or final products and related professional and technical support activities such as production planning and control, maintenance and manufacturing/process engineering. Planning, management, and movement of people, materials, and goods by road, pipeline, air, rail and water and related professional and technical support services such as transportation infrastructure planning and management, logistics services, mobile equipment and facility maintenance.



## **Agriculture, Food & Natural Resources**

Production, processing, marketing, distribution, financing, and development of agricultural commodities and resources including food, fiber, wood products, natural resources, horticulture, and other plant and animal products/resources.



## **Architecture, Engineering & Construction**

Designing, planning, managing, building and maintaining the built environment.



## **Business & Finance**

Planning, organizing, directing and evaluating business functions essential to efficient and productive business operations. Business management and administration career opportunities are available in every sector of the economy. Planning, services for financial and investment planning, banking, insurance, and business financial management.



## **Government, Law & Public Service**

Executing governmental functions to include governance; national security; foreign service; planning; revenue and taxation; regulation; management and administration at the local, state, and federal levels. Planning, managing, and providing legal, public safety, protective services and homeland security, including professional and technical support services.



## **Health & Life Sciences**

Planning, managing, and providing therapeutic services, diagnostic services, health informatics, support services, and biotechnology research and development.



## **Hospitality & Tourism**

Managing, marketing and operating restaurants and other food services, lodging, attractions, recreation events and travel related services. Designing, producing, exhibiting, performing, writing, and publishing visual and performing arts and entertainment services.



## **Technology**

Designing, developing, supporting and managing hardware, software, multimedia and systems integration services.

# Do *you* Have The Skills Indiana's Employers Are Searching For?

INDIANA EMPLOYERS WANT HIGHLY-SKILLED EMPLOYEES. DEVELOPING THESE **18 Employability Skills** CAN HELP YOU LAND YOUR DREAM JOB!

## MINDSETS

### Lifelong Learning

DEMONSTRATE WILLINGNESS TO WORK AND LEARN, AND CONTINUALLY APPLY NEW KNOWLEDGE.



Possess **belief** in own ability to succeed and assert self when necessary.



### SELF-CONFIDENCE

## LEARNING STRATEGIES

### Effective COMMUNICATION

Apply skills to clearly, effectively, and convincingly express ideas and messages to others appropriate to the environment.

### DECISION-MAKING

Utilize critical thinking skills and perspectives of others to make informed decisions based on options, rewards, risks, limits, and goals.



### INITIATIVE

Apply self-motivation and self-direction to work and learning.



### Attention to DETAIL

Achieve thoroughness and accuracy when accomplishing a task.



### APTITUDE & Awareness

Identify and communicate individual interests and skills that align coursework and experiences to potential career paths and to in-demand occupations.



### PROBLEM SOLVING

Apply critical and creative thinking skills to resolve problems.



## WORK ETHIC

### Self-Discipline

Demonstrate **self-control** and behave in accordance to rules with minimal direction.



Successfully carry out expectations with minimal supervision.



### INDEPENDENCE

### PERSEVERANCE

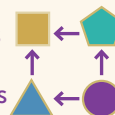
DEMONSTRATE ENDURANCE AND CAPACITY TO COMPLETE TASKS.



### TIME MANAGEMENT & ORGANIZATION

Plan and organize long and short-term goals while understanding how to balance school, home, and community activities.

Manage transitions and adjust to changing situations and responsibilities.



### ADAPTABILITY

### INTEGRITY

ACT IN A TRUSTWORTHY AND HONEST MANNER.



### PROFESSIONALISM

Demonstrate skills and behaviors appropriate for school and work.

## SOCIAL & EMOTIONAL SKILLS

### Connection



Demonstrate the ability to network with others through social awareness and cultural sensitivity.

### REGULATION

Recognize and manage one's emotions.



### Collaboration

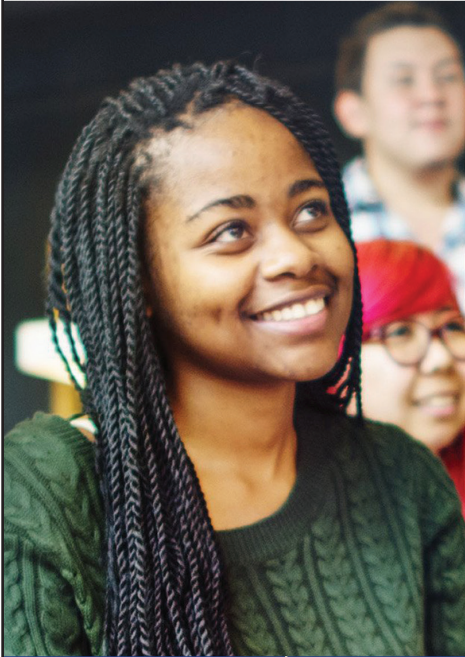
Work well with others in a team.



DWD 9300-2 08-2019



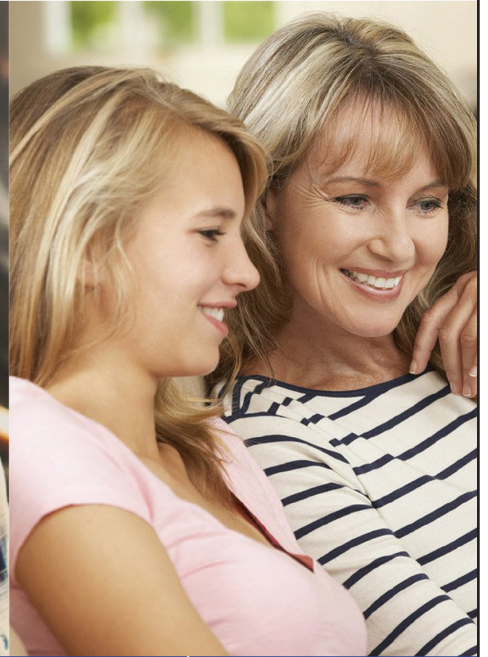
# What will your future look like?



For Students



For Adults



For Parents

## Find out at [IndianaCareerExplorer.com](https://IndianaCareerExplorer.com)

Indiana Career Explorer guides your career planning to keep you on track!

- ☒ Explore jobs in-demand
- ☒ Create a list of options
- ☒ Assess your skills
- ☒ Develop a plan to get the education and training you need.

INDIANA  
DEPARTMENT OF  
**WORKFORCE**  
DEVELOPMENT



**INDIANACAREEREXPLORER**

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# CELEBRITIES & THEIR FIRST JOBS



## BEYONCÉ

Singer & Songwriter

Beyoncé worked in her mom's hair salon sweeping up hair before her singing career.



## CHRIS HEMSWORTH

Actor

Before he became Thor on the big screen, Chris worked in a pharmacy.



## BRADLEY COOPER

Actor & Movie Producer

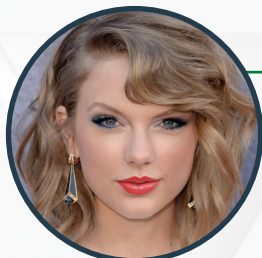
Bradley made a living as a doorman in a New York City hotel before starting his acting career.



## MELISSA MCCARTHY

Actress

Before she was the star of movies like *Bridesmaids* and *The Heat*, Melissa worked as a barista at Starbucks.



## TAYLOR SWIFT

Singer & Songwriter

Before her first big album, Taylor worked on her family's Christmas tree farm shaking bugs out of the trees.



## KANYE WEST

Rapper & Music Producer

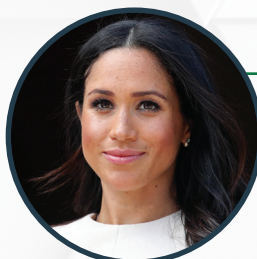
Kanye worked as a sales associate at Gap during his teen years.



## DWAYNE JOHNSON

Actor & Former Pro Wrestler

Though he's now one of the highest-paid actors in Hollywood, 'The Rock' worked as a dishwasher at the age of 13.



## MEGHAN MARKLE

Duchess of Sussex

Meghan Markle worked as a freelance calligrapher and taught bookbinding to support herself between acting jobs.





## Where **exploration** *meets* **experience**

Assemble the skills to succeed and launch your career! At Roche, we encourage big thinking and give our people the support and flexibility they need to make their mark. We offer summer internships for college students, as well as entry-level rotational roles through our Accelerated Development Program.

➤ Learn more at [RocheIndy.com](https://www.RocheIndy.com)

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## **GEICO** | Information Technology

Using technology to create a sustainable competitive advantage  
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*Innovation keeps us in the air.  
But it starts on the ground.*



In order to become America's regional airline of choice, our view of the horizon needed to be different than our competitors. That's why we encourage and empower our Associates to share their bold and gutsy "what if?" ideas: ideas like addressing the pilot shortage by creating our own flight training school, LIFT Academy, which is creating opportunity and jobs no matter your background.

It's that kind of agile, forward-thinking, can-do attitude that makes Republic Airways different. It's not just our technology that's innovative. It's the creativity and belief in the possibilities that allows our people and our company to soar.

*We are Opportunity Elevated.*



Ascension St. Vincent is proud  
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youth to explore health care  
opportunities!

Come visit us in the  
Health and Life Sciences  
Cluster!



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and environmental professionals.

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improve lives by  
forging clearer and  
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education and  
employment.

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# Exciting Career Opportunities!

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TOYOTA



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# ADVANCED MANUFACTURING, ENGINEERING & LOGISTICS

Do you enjoy making things or working with your hands? Do you enjoy math and science classes?  
Are you creative and like the idea of inventing things?

<\$20K    \$30K    \$40K    \$50K    \$60K    \$70K    \$80K    \$90K    \$100K    \$120K+

## BACHELOR'S DEGREE

**Mechanical Engineer**  
\$68,625 - \$104,438

**Industrial Production  
Manager**  
\$76,729 - \$128,929

**Airline Pilot, Copilot, and  
Flight Engineer**  
\$85,066 - \$124,448

**General and Operations  
Manager**  
\$86,254 - \$179,216

## CERTIFICATE

**Automotive Service Technician and  
Mechanic**  
\$33,229 - \$58,363

**Machinist**  
\$36,489 - \$54,177

**Industrial Machinery Mechanic**  
\$44,434 - \$64,399



### Colleges to Research

- IUPUI (Engineering)
- Purdue University (Engineering)
- Ivy Tech Community College (Manufacturing & Logistics)
- University of Notre Dame (Engineering)
- Vincennes University (Manufacturing & Logistics)

## HIGH SCHOOL DIPLOMA

**Parts Salesperson**  
\$27,347 - \$53,551

**Computer Numerically  
Controlled Tool Operator**  
\$33,995 - \$48,487

**Welder, Cutter,  
Solderer and  
Brazier**  
\$34,144 - \$49,151

**Heavy and  
Tractor-Trailer  
Truck Driver**  
\$35,562 - \$53,943

**Bus and Truck Mechanic  
and Diesel Engine  
Specialist**  
\$41,093 - \$66,994

**First-line Supervisor  
of Transportation and  
Material Moving Worker**  
\$41,580 - \$68,693

**Industrial Machinery  
Mechanic**  
\$44,434 - \$64,399

**First-Line Supervisor of  
Production and Operating  
Worker**  
\$49,526 - \$78,077

Occupations are a representation of jobs in Marion County. Salaries range from the 25th to 75th percentiles.



# A special thank you to our partners!



**C.H. ROBINSON**  
ACCELERATE YOUR ADVANTAGE



ADVANCED MANUFACTURING, ENGINEERING  
& LOGISTICS

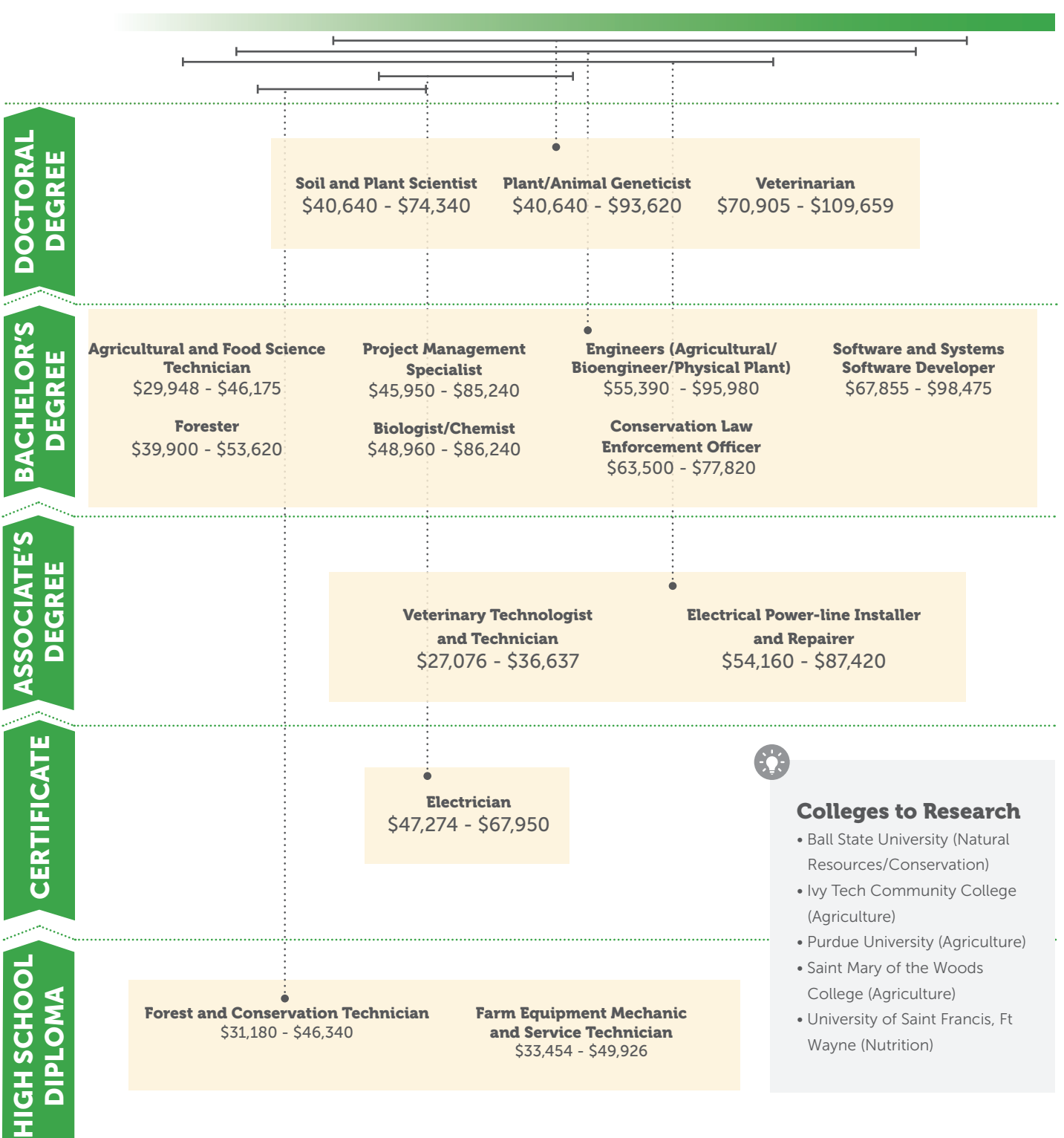




# AGRICULTURE, FOOD & NATURAL RESOURCES

Do you want to help feed and clothe the world? Are you interested in protecting our environment?  
Do you like to be outside or work with animals?

<\$20K    \$30K    \$40K    \$50K    \$60K    \$70K    \$80K    \$90K    \$100K    \$120K+



## Colleges to Research

- Ball State University (Natural Resources/Conservation)
- Ivy Tech Community College (Agriculture)
- Purdue University (Agriculture)
- Saint Mary of the Woods College (Agriculture)
- University of Saint Francis, Ft Wayne (Nutrition)

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# A special thank you to our partners!



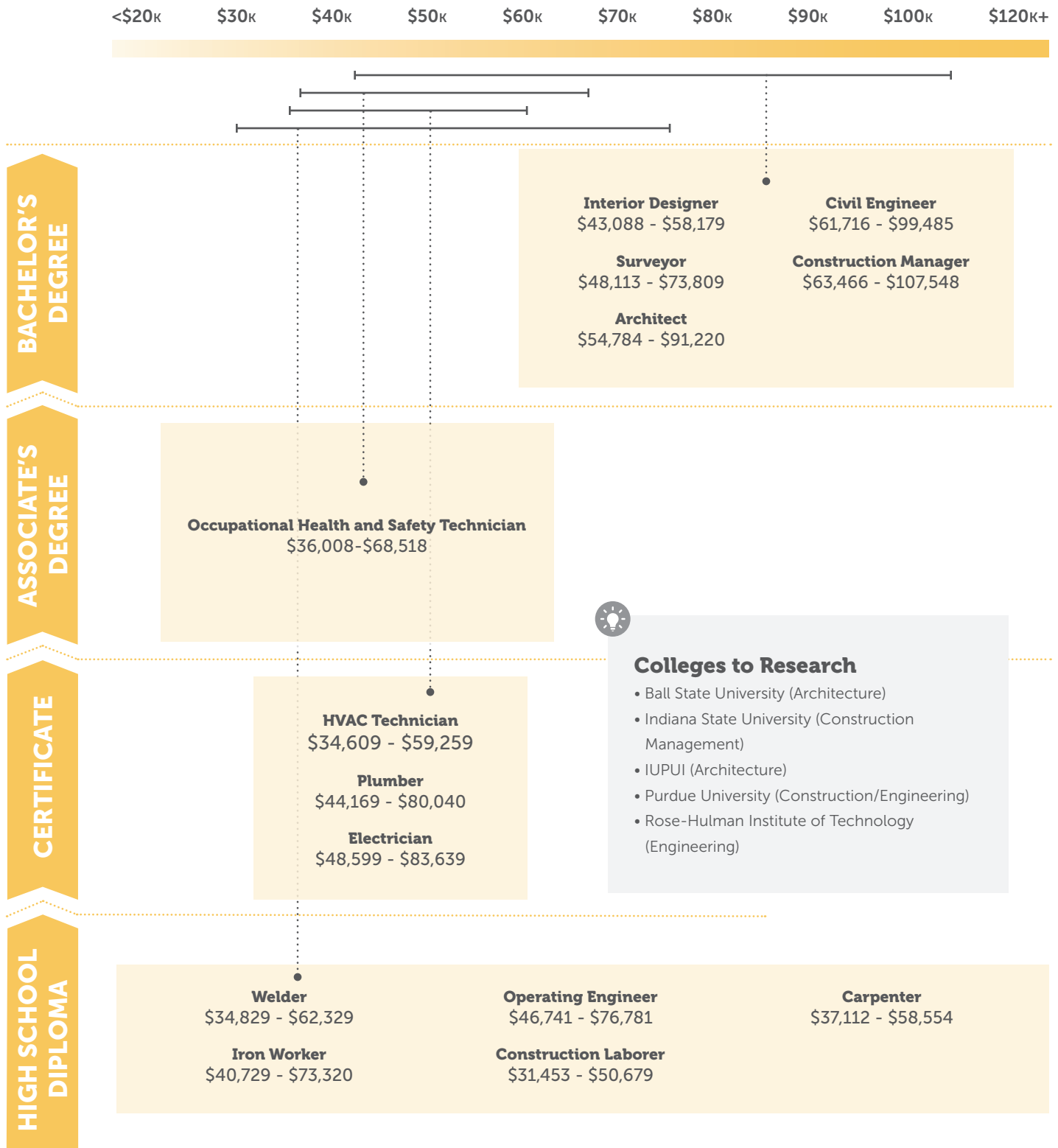
AGRICULTURE, FOOD & NATURAL RESOURCES





# ARCHITECTURE, ENGINEERING & CONSTRUCTION

Do you like to build structures that last a lifetime? Do you like to create things and work with your hands?



Occupations are a representation of jobs in Marion County. Salaries range from the 25th to 75th percentiles.



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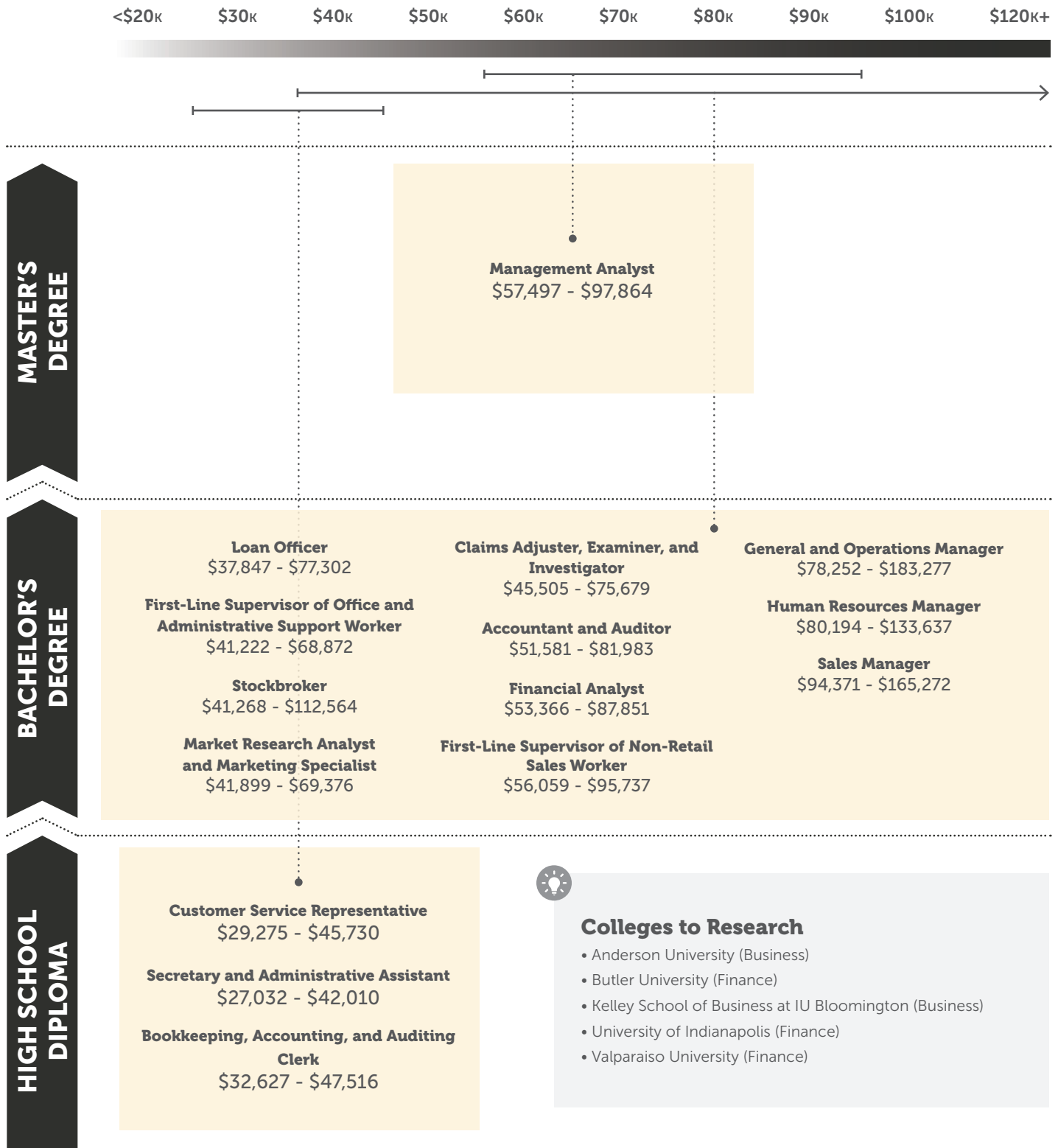
ARCHITECTURE, ENGINEERING  
& CONSTRUCTION





# BUSINESS & FINANCE

Do you wonder how businesses work? Are you interested in how businesses choose who to hire?  
Do you want to know which companies are good investments?



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# A special thank you to our partners!



BUSINESS & FINANCE



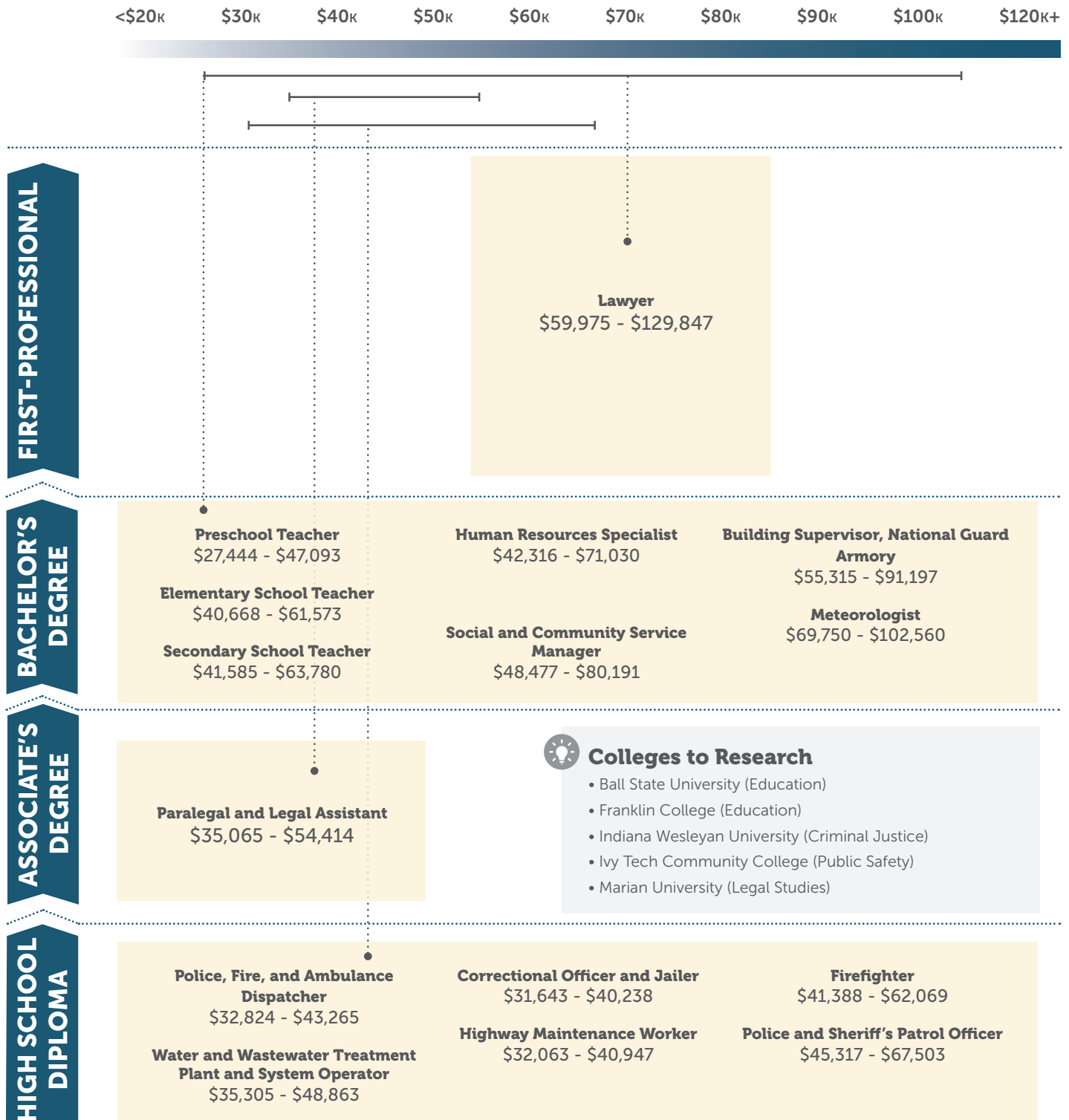
FOUNDATION





# GOVERNMENT, LAW & PUBLIC SERVICE

Are you willing to serve others? Is it important to you to make the world fair and just? Are you calm in a crisis?



Occupations are a representation of jobs in Marion County. Salaries range from the 25th to 75th percentiles.



# A special thank you to our partners!

EmployIndy



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HIGHER EDUCATION



INDIANA  
DEPARTMENT OF  
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**MARY RIGG**  
Neighborhood Center



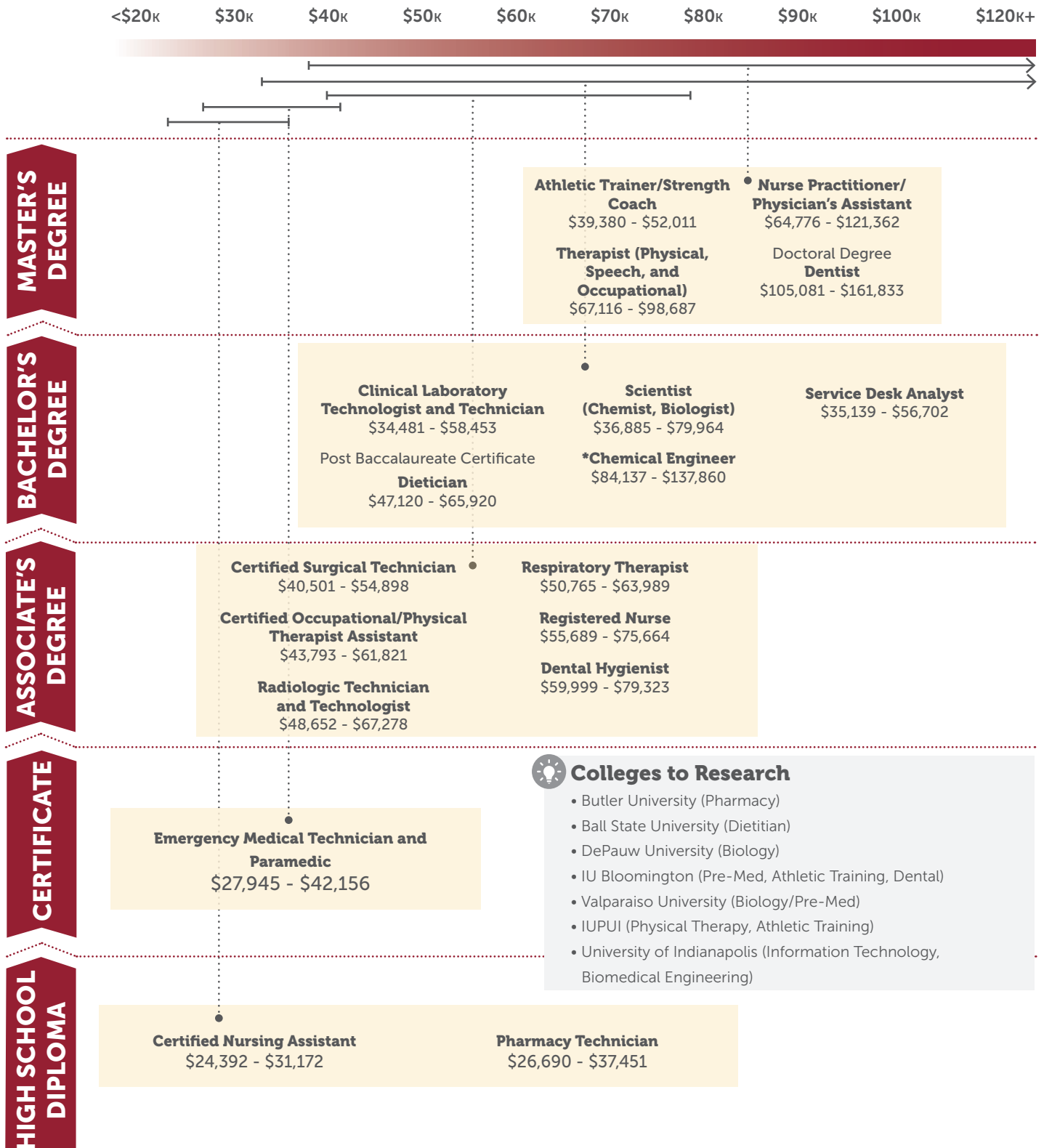
GOVERNMENT, LAW & PUBLIC SERVICE





# HEALTH & LIFE SCIENCES

Do you enjoy helping others? Are you interested in how the human body works? Is science one of your favorite subjects?



Occupations are a representation of jobs in Marion County. Salaries range from the 25th to 75th percentiles.

\*Represents the national wages

# A special thank you to our partners!



HEALTH & LIFE SCIENCES

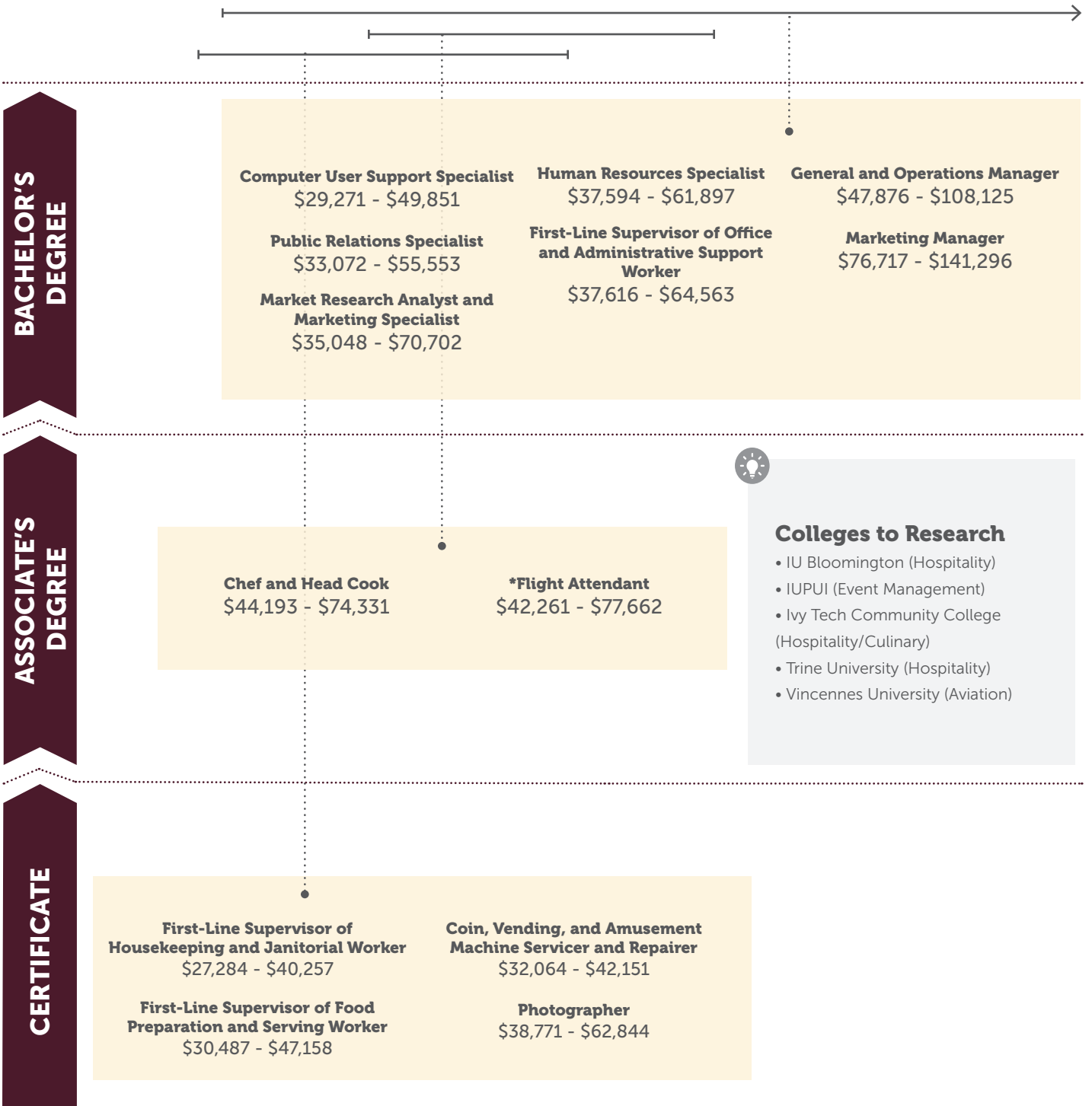




# HOSPITALITY & TOURISM

Do you enjoy the excitement that comes from planning big events? Would you enjoy hosting others and making them feel welcome? Would you enjoy creating a great guest experience at a hotel, restaurant, sporting event, play, or concert?

<\$20k    \$30k    \$40k    \$50k    \$60k    \$70k    \$80k    \$90k    \$100k    \$120k+



Occupations are a representation of jobs in Marion County. Salaries range from the 25th to 75th percentiles.

\* Some College Courses



# A special thank you to our partners!



HOSPITALITY & TOURISM





# TECHNOLOGY

Do you enjoy working with the latest computer technologies? Can you solve problems in a creative way? Do you have fun working on team projects?

<\$20k    \$30k    \$40k    \$50k    \$60k    \$70k    \$80k    \$90k    \$100k    \$120k+

## BACHELOR'S DEGREE

**Computer User Support Specialist**  
\$35,139 - \$56,702

**Web Developer and Interface Designer**  
\$39,307 - \$73,630

**Graphic Designer**  
\$41,808 - \$55,599

**Information Security Analyst**  
\$46,404 - \$98,930

**Project Management Specialist**  
\$45,950 - \$85,240

**Database Administrator**  
\$53,834 - \$107,070

**Sales Representative, Wholesale and Manufacturing, Technical and Scientific Products**  
\$60,059 - \$127,425

**Network and Computer Systems Administrator**  
\$66,440 - \$124,155

**Computer Network Architect**  
\$68,950 - \$115,236

**Software Developer and Software Quality Assurance Analyst**  
\$71,783 - \$111,475

**Computer and Information Systems Manager**  
\$107,438 - \$162,549

## ASSOCIATE'S DEGREE

**Computer, Automated Teller, and Office Machine Repairer**  
\$21,277 - \$40,866

**Electrical and Electronics Engineering Technician**  
\$41,239 - \$62,030

**Computer Systems Analyst**  
\$61,081 - \$103,317

## HIGH SCHOOL DIPLOMA

**Medical Equipment Repairer**  
\$42,371 - \$60,244



### Colleges to Research

- Anderson University (Computer Science)
- IUPUI School of Engineering & Technology (Engineering & Technology)
- Ivy Tech Community College (Cyber Security)
- Rose-Hulman Institute of Technology (Computer Technology)
- Taylor University (Computer Technology)

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# A special thank you to our partners!



TECHNOLOGY

# Injuries at work are more common than you might think.

Understanding how to safely perform your work tasks will help ensure that you go home at the end of the workday healthy, injury free, and able to do all of the fun things you like to do!



## Get Training

Training on how to complete a job or use equipment safely helps prevent injuries and training on how to save lives.

## Ask Questions

Protecting yourself and those around you from getting injured is important.

- Can what I am doing be done in a safer way?
- How can this task be made safer for everyone?
- Is there a way that we can get rid of this hazard?

## Report Hazards



- A hazard is any source of potential damage, harm, or adverse health effects on something or someone.
- If you see a hazard that needs to be fixed to make your job safer or prevent an injury, work with your supervisor and coworkers to find a safer solution.



## Stop (or Do Not Start) Tasks if You Feel Unsafe

It is okay to ask for more training or safer equipment if you are asked to perform a task that might injure someone or makes you or your coworkers feel at risk.

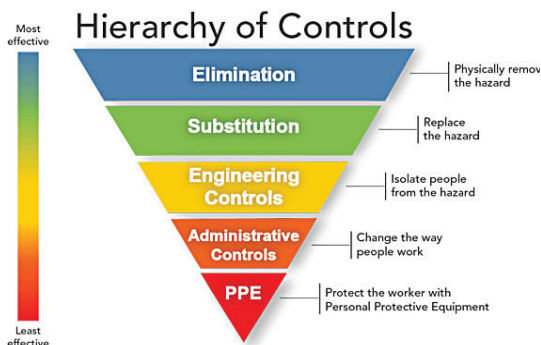
## Common First Jobs

- Babysitter
- Cashier
- Grocery clerk
- Landscaper
- Farm hand
- Construction laborer
- Packing and moving
- Automotive service
- Amusement park worker
- Fast food worker
- Barista
- Retail store clerk
- Waitress/waiter
- Food preparation
- Camp counselor
- Recreation assistant
- Sports coach
- Retail sales
- Stockperson
- Dishwasher
- Newspaper delivery
- Receptionist
- Host/Hostess
- Pizza delivery
- Lifeguard
- Movie theater worker

## Examples of Common Hazards at Work

- |                             |                        |                                 |
|-----------------------------|------------------------|---------------------------------|
| • Slippery floors           | • Working at heights   | • Disease (colds, flu, viruses) |
| • Uneven walking surfaces   | • Moving heavy objects | • Vehicle accidents             |
| • Hot grease                | • Dangerous machinery  | • Hot surfaces/liquids          |
| • Ladders                   | • Noise                | • Heat stress                   |
| • Crushing/pinching actions | • Chemicals            | • Electricity                   |

The Hierarchy of Controls is a great way to think about how you can fix a hazard.  
The best way to keep yourself safe is to find a way to get rid of the hazard.



The National Institute for Occupational Safety and Health (NIOSH)

### Example: Noisy Machine

1. Elimination – Get rid of the machine
2. Substitution – Replace with less hazardous alternative
3. Engineering Controls – Fix the machine to be less noisy
4. Administrative Controls – Work near the machine less
5. Personal Protective Equipment – Wear ear plugs

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— Since 1969 —

**FOUNDATION**







# Why JA?



**Because  
helping kids  
make the  
connection  
between what  
they learn in the  
classroom and  
future success  
is what we do.**

**Show them what's possible.**

**Contact Junior Achievement.**

**Empower the Future®**

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# Contributing Companies and Organizations

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Beck's Hybrids  
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Lucas Oil Stadium

MacAllister Machinery  
Mary Rigg Neighborhood Center  
Microsoft  
National Weather Service  
OneAmerica Financial Partners, Inc.  
Pacers Sports & Entertainment  
Pepper Construction  
Powers & Sons Construction  
Company  
PropelUp  
Purdue College of Veterinary  
Medicine  
R.E. Dimond and Associates, Inc.  
Rebuilding Together Indianapolis  
Rehabilitation Hospital of Indiana  
Republic Airways  
RJE Business Interiors  
Roche Indianapolis  
Rolls-Royce  
Rowland Design  
Safety Management Group  
Salesforce  
Shiel Sexton  
STAR Financial Bank  
Stoops Freightliner and Quality  
Trailer  
Strategic Capital Partners  
Strada Education Network  
TechPoint Foundation for Youth  
The Capital Group Companies  
The Children's Museum of  
Indianapolis  
Think Ahead Studios  
UA Local 440 Plumbers,  
Steamfitters, & HVAC Service  
Technicians  
University of Indianapolis  
MICI-AHEC  
UPS  
Women in Safety Excellence  
Your DOT Experts, LLC

# Thank You to Our JA JobSpark Participating Schools

Alexandria-Monroe Junior/Senior High School	James A. Garfield School 31
Arlington Middle School	James Whitcomb Riley School 43
Avondale Meadows Middle School	KIPP Indy College Prep Middle School
Belzer Middle School	Lebanon Middle School
Butler Lab School 55	Lincoln Middle School
Butler Lab School 60	Longfellow Medical/STEM Middle School 28
Carmel Middle School	Lynhurst 7th & 8th Grade Center
Center for Inquiry 2	Matchbook Learning at Wendell Phillips
Center for Inquiry 27	Merle Sidener Gifted Academy
Center for Inquiry 70	New Augusta Public Academy North
Center for Inquiry 84	Newcomer Program
Central Catholic School	Northview Middle School
Chapel Hill 7th & 8th Grade Center	Northwest Middle School
Christel House Academy	Phalen Leadership Academy
Clay Middle School	Positive Supports Academy
Creekside Middle School	Raymond Park Middle School
Creston Middle School	Renaissance Academy Charter School
Daniel Webster School 46	Rousseau McClellan School 91
Decatur Middle School	Saint Simon the Apostle School
Eastwood Middle School	Southport Middle School
Edison School of the Arts 47	St. Philip Neri
Fall Creek Valley Middle School	St. Richard's Episcopal School
Francis W. Parker School 56	STEP Ahead Academy
Frankfort Middle School	Stonybrook Middle School
George W. Carver School 87	SUPER School 19
George W. Julian School 57	The PATH School
Guion Creek Middle School	Tri-North Middle School
H. L. Harshman Middle School	Turning Point Schools Indy
Hamilton Heights Middle School	URBAN ACT at Washington Irving
Holy Cross Central School	Vision Academy at Riverside
Holy Cross Lutheran School	Western Boone Junior and Senior High School
Hoosier Academy	Westlane Middle School
Horizon Christian School	William Penn School 49
Indiana School for the Blind	

# Glossary of Terms

**Associate's Degree:** A degree earned by a student who has completed two years of study at a junior college, college, or university in the United States.

**Bachelor's Degree:** A degree earned by a student who has completed four years of study at a college or university.

**Career Cluster:** A grouping of jobs and industries related to skills and products.

**Community College:** A school one attends after high school that offers courses leading to an Associate's degree (2-year).

**Employability Skills:** Personal attributes and abilities not directly tied to a specific job title but which are needed in most jobs; also known as "soft skills."

**Entrepreneur:** A person who starts a business and is willing to risk loss in order to make money.

**Financial Aid:** Money that is given (scholarships and grants) or lent (loans) to students to help pay for their education.

**Graduate Degree:** A two-year (Master's) or four-year degree (Doctorate or Ph.D.) earned by a student who has already earned a Bachelor's Degree.

**HSE:** High School Equivalency Diploma, formerly known as a GED.

**Interests:** A person's preferred activities or hobbies.

**Job Outlook:** A prediction of careers that will be in high-demand in the future.

**Post-Secondary Education:** Any education completed past high school.

**Private College:** Colleges that don't receive primary funding from the state and federal government. Private colleges rely on tuition, fees, endowments, and other private sources for funding.

**Public College:** Institutions that receive most of their funding from the states where they are located.

**Skills:** A person's talents or abilities.

**STEM:** The study of Science, Technology, Engineering, and Mathematics.

**Technical Skills:** The abilities and knowledge used in a specific profession.

**Trade Certification or Professional Certification:** A certification earned to assure ability to perform a job or task.

**Transcript:** An official record of a student's grades.

**Undergraduate Degree:** An academic degree earned by completing undergraduate courses, typically an Associate's Degree or Bachelor's Degree.



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Indiana University Health



# JA JobSpark<sup>®</sup>

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