

# BUILDING CLINICAL TALENT PIPELINES THAT LAST



*While we wait to get started,  
introduce yourself in the chat:*

*Name, organization,  
and a fun fact!*

# LET'S START WITH YOU

What's the most **creative** thing your organization has done to source clinical talent?

# WHO IS CLASP

## Results

- 10,000+ Students Supported
- Year 1 Turnover is ~5%
  - Relative to industry average of >20%
- 99% Student Graduation Rate
  - Relative to industry average of <80%
- \$75,000,000 of Impact Capital Available to Students
  - Inclusive student loans that don't require co-signers

## Trusted By



And many more!

## Recognition

- Named by Business Insider as one of “43 Startups to Bet Your Career On in 2025”
- Named as a Forbes Fintech 50
- Winner of Startup of the Year for Startup Boston
- Named a Top 4 Workforce Solution by SHRM (Society of Human Resource Management)

# THE TALENT CRUNCH

## Engagement

**96% of employers** struggle to engage Gen Z

## Increased Shortages

A smaller labor pool **intensifies workforce shortages**

## Degree Inflation

Certain roles require **more education, additional cost, and time**

## Healthcare Exodus

A shift to **safer roles** for **similar pay**

**...a smaller workforce demands  
smarter recruitment strategies.**

# MACRO FACTORS | SCHOOL DESERTS

Colleges today are not producing enough students for the most in-demand degrees



Scan to download the report!



# MACRO FACTORS | FEDERAL POLICY CHANGES

Access to Federal funding is shrinking



OBBB eliminates **Grad PLUS** — which historically allowed students to borrow up to the full cost of attendance

GradPLUS



OBBB creates **annual federal loan caps** for graduate degrees — at ~\$100,000 in total lifetime borrowing.

Federal Loan Caps



“Professional” degrees access up to \$200k – but the definition excludes key roles like CRNAs, NPs, and PTs, **leaving 40+% of degrees unfunded.**

“Professional” Definitions

# MACRO FACTORS | STATE LEVEL POLICY

Traditional clawbacks for sign-on bonuses are being banned



Banned “**stay-or-pay**”  
clauses (clawbacks)  
as of January 2026

California



Finalizing “**Trapped  
At Work Act**”  
banning clawbacks

New York



Enacted limitations  
requiring **clawbacks be  
prorated** after year 2

Wyoming

# NM & Clasp | Partnership

- Northwestern Medicine (NM) faced **ongoing hiring challenges** for critical clinical roles such as Nursing, Imaging, Rehab, CRNA and Respiratory Therapists.
  - Identified **CRNA and Respiratory Therapists** as concern due to **national shortages and a limited local graduate supply**.
    - Assessed multiple internal opportunities and vendors.
  - In October 2024, NM partnered with Clasp to help engage students while still in school and secure commitment prior to graduation.



# NM & Clasp | Partnership

## Purpose of Partnership

To provide early pipeline access for talented graduates and reduce reliance on contract labor, potentially balancing costs and retention.

## Loan Repayment Details

Employer-sponsored loan repayments begin once the employee starts at NM, made monthly, and cease if the employee leaves before the agreed retention period.

## Strategic Benefits

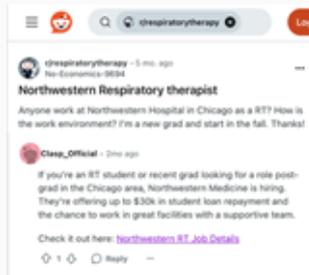
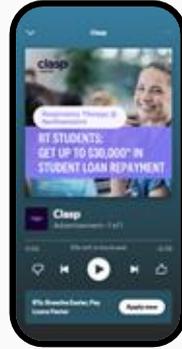
This partnership aims to:

- Enhance talent retention
- Offer financial support to new hires
- Create cost-effective staffing solutions

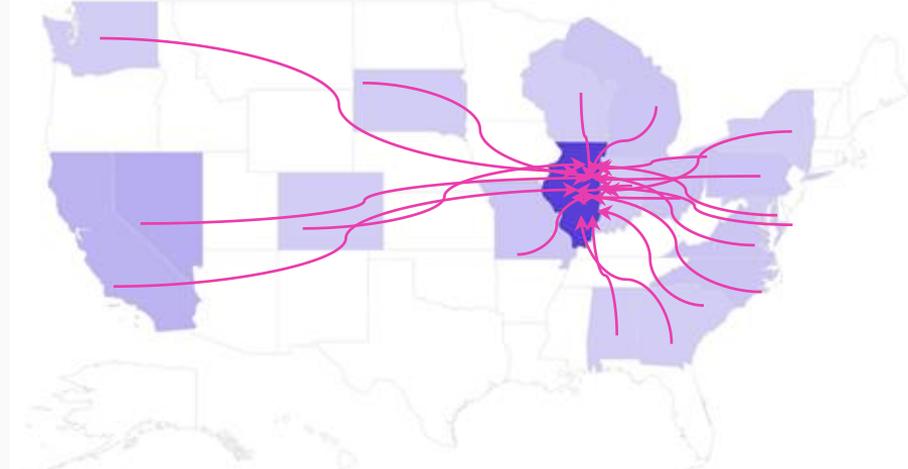


# NORTHWESTERN MEDICINE | RESULTS

## Widening candidate pools by meeting talent where they are



Geographic Reach Applicants from 20 states



Building pipeline for future demand with applicants across '25, '26, '27, and '28 graduating classes

# NM & Clasp | Results to Date

## October 2024

NM & Clasp partner to address hiring and retention challenges for Respiratory Therapists and CRNAs



## As of March 2026

- **19** CRNA applicants from 11 states
- **7** CRNAs placed
  - **4** CRNAs employed & active at NM, **8** more in review
- **32** RT applicants from 9 states
- **5** RTs placed

## 2025

- Program launched
- **16** CRNA applicants from 10 states
- **23** RT applicants from 9 states

# FROM THE TALENT PIPELINE

CRNA Testimonial

“Without this program, I would have had to make career decisions based more on salary rather than passion or purpose.”



# Q&A SESSION



# CONNECT WITH US

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strategy  
session



**Tess Michaels**  
Founder & CEO



**Erin Cohan**  
Director, Talent  
Acquisition

