

Advance to LPN Scholarship Program Fact Sheet

Program Description	<p>The Advance to LPN Scholarship Program provides a supportive pathway for BAYADA caregivers to elevate their healthcare careers through obtaining their first nursing credential as a Licensed Practical Nurse or Registered Nurse. The program provides four aspects of support to caregivers while in nursing school:</p> <ul style="list-style-type: none"> ➤ Monetary Support: We provide a scholarship to pay nursing school tuition and expenses in exchange for work commitment between one-to-two years post-graduation as a BAYADA home care nurse. ➤ Relational Support: Participants are paired with a professional coach and invited to virtual peer events for support every step of the way as they work toward licensure. ➤ Earn While You Learn: We offer flexibility in scheduling to keep participants earning while they learn. ➤ Connection to Your First Nursing Job: After graduation, participants begin their nursing career in BAYADA's ANCC certified Nurse Residency Program.
Scholarship Award	<p>Scholarship award amounts vary by state. Accepted applicants will be presented with the scholarship award amounts available in their state to choose from. Each scholarship award amount presented to an accepted applicant will correspond to a post-graduation work commitment timeline at BAYADA. This information will be presented in the acceptance letter and accepted applicants will have five business days to accept or decline their scholarship award. The total scholarship award amount paid to the awardee is dependent upon the amount of school tuition due and the amount of school expenses eligible for reimbursement. Awardees may receive <i>up to</i> the total award amount if the tuition due and/or school expenses eligible for reimbursement are substantiated in receipts and invoices.</p>
Post-Graduation Work Commitment	<p>Participants must be inducted into BAYADA's Nurse Residency Program (NRP) within four weeks after they graduate from their LPN or RN program and obtain their LPN or RN license, unless due to an approved leave. Participants must successfully complete NRP and work as a BAYADA home care nurse, completing 40 hours per week, for a period of not less than the work commitment timeline corresponding to their scholarship award amount.</p>
Eligibility Criteria	<p>Interested caregivers must meet the following criteria to apply:</p> <ul style="list-style-type: none"> ➤ Active employment at BAYADA for at least 90-days from first billable shift, and a working history of at least 20 hours per month. ➤ Ability to maintain working at least 20 hours per month while in school ➤ Enrolled in an accredited LPN or RN program, already taking classes, or starting classes within one month, and graduating within 6-to-18 months. Pre-requisite classes must be completed. ➤ Obtaining first nursing credential (not already an LPN/RN) ➤ Availability to attend monthly 45-min coaching calls and quarterly 30-min virtual peer events. ➤ Ability to commit to BAYADA as a home care nurse, working a full-time schedule (40hrs/wk), for a period between one-to-two years post-graduation. <p>Please Note: employment at BAYADA does not guarantee enrollment in the Advance to LPN Scholarship Program. If you are currently interviewing for an HHA role at BAYADA, you are not guaranteed enrollment in the Advance to LPN Scholarship Program and will be required to go through our separate application process once you are an active employee.</p>
Eligibility Screening	<p>Interested caregivers who inquire about the program must complete an eligibility screening before they can apply. The eligibility screening will be conducted over a phone call with the program team. After the call, they will be sent a link to sign up and attend the next Nurse Residency Program information session. Once the screening call is completed and attendance at the Nurse Residency Program information session confirmed, they will be sent a follow-up email with the application and information on next steps.</p>

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Application	<p>Program prospects must go through the application process to be considered for enrollment in the Advance to LPN Scholarship Program and employment at BAYADA <i>does not</i> guarantee enrollment in the Advance to LPN Scholarship Program.</p> <p><u>Steps:</u></p> <ol style="list-style-type: none"> 1. Complete the interest form to submit an inquiry to the program team. 2. Respond to and complete an eligibility screening phone call. 3. Attend a Nurse Residency Information Session (info will be sent after screening call). 4. Complete a follow-up call with a Nurse Residency Campus Recruiter to learn about hours and pay rates of a BAYADA nurse in your area. 5. Receive a link to complete the Advance to LPN application*. 6. Once the application is complete, the Advance to LPN Program team emails the applicant's office director to request endorsement of the applicant, including verification of work history. 7. Once the applicant's office endorsement** is received, their application and all supporting information will be submitted for scholarship committee review. <p><i>*If you do not complete the application within five days, you will no longer be considered for enrollment and must complete another interest form to inquire.</i></p> <p><i>**A recommendation from the office director is considered an endorsement of a scholarship candidate.</i></p>
Scholarship Committee Review	<p>The impartial scholarship committee reviews each application. Decisions to award scholarships are based on three (3) factors listed below. If any one of the following criteria is lacking, an application may be denied:</p> <ol style="list-style-type: none"> a. Applicants must submit a complete application as outlined in the Eligibility section above. b. Funding must be available for the applicant. Scholarships are contingent on external grant funding, and these grants have eligibility restrictions for potential awardees. (For example but not limited to): <ul style="list-style-type: none"> • Location of work and/or residence; • Amount and type of prior work experience; • Clinical credential level; and/or • Eligibility to participate in BAYADA training programs supported by external grant funding. c. While candidates may be eligible to apply for a scholarship, per the Eligibility section above, funding may or may not be available for candidates depending on provision and restrictions of funding by grant funders, as per item b. in this section.
Award Notification	<p>Scholarship awardees will be notified of acceptance into the program by receiving an acceptance email from advancetoLPN@bayada.com followed by the scholarship award agreement to sign. Directors of the scholarship awardees will be copied on the acceptance email and the agreement. The acceptance email will present the scholarship award(s) available to the awardee based on their state and will require them to reply and sign the agreement within five business days to accept or decline the award.</p> <p>Applicants who are denied acceptance will be notified by receiving an email from advancetoLPN@bayada.com. The office director of the applicant will be copied on the email.</p>
Enrollment	<p>Scholarship awardees who confirm acceptance of the award will be sent a tuition award agreement to sign. The signature of the agreement signifies their official enrollment in the Advance to LPN Scholarship Program. Newly enrolled participants will receive a welcome email with resources explaining the program participation requirements and next steps.</p>

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Participation Requirements	<p>Participants must adhere to all participation requirements of the Advance to LPN Scholarship Program.</p> <p><u>Requirements:</u></p> <ul style="list-style-type: none"> ➤ Maintain in good academic standing with the nursing program. Determinations of an acceptable level of academic standing are made by each school. ➤ Maintain working at least 20 hours per month while in school. ➤ Attend monthly coaching calls with a program coach. ➤ Attend quarterly virtual peer events hosted by the program. ➤ Attend a meet and greet call with your BAYADA nurse residency office prior to graduation. ➤ Submit an unofficial school transcript and most recent school statement showing the amount of tuition expenses paid or due prior to each scholarship payment. ➤ Maintain a reasonable level of responsiveness to communications from your BAYADA office and the program team. ➤ Verify graduation of your nursing school program by providing a letter from the school ➤ Fulfill the commitment to work as a BAYADA nurse by starting the Nurse Residency Program within four weeks after they graduate from their LPN or RN program and obtain their LPN or RN license, unless due to an approved leave.
Scholarship Payments	<p>Scholarship payments will be issued on the following terms:</p> <ul style="list-style-type: none"> ➤ 1st payment is always \$500 and paid within one month from your enrollment date ➤ 60% of the remaining award, after the first \$500 is paid, will be issued every three months while in school ➤ 30% of the award will be issued as a one-time payment upon receipt of proof of graduation ➤ 10% of the award will be issued as a one-time payment upon starting the Nurse Residency Program (NRP) <p>Prior to each scholarship payment, participants are required to submit the following documents to the program team:</p> <ol style="list-style-type: none"> 1. Unofficial transcript showing proof of good academic standing and current enrollment in school 2. Updated financial statement from nursing school showing amount of tuition due or paid. If there is not a tuition balance due, then send in school expense receipts. <p>The program team will also verify the participant is meeting all program requirements prior to issuing a payment. If program requirements are not being met at the time of scholarship payment, then payments may be held until requirements are met.</p>
Change in School Status	<p>If an award recipient drops a course, fails a course, does not complete a course with their academic institution, then their award terms are subject to review and/or cancelation by the WFD office, and the participant may be responsible for the return of the award payment(s). Participants must notify the Advance to LPN Program team by emailing advancetoLPN@bayada.com as soon as one of the following events is anticipated:</p> <ol style="list-style-type: none"> a. A repeat of any coursework; b. A change in graduation date; c. A leave of absence approved by the school; d. Withdrawal or dismissal from school; e. Placement on academic probation; f. A change from full-time student status as determined by the school's registrar, to a less than full-time status g. Voluntary withdrawal from courses during an academic term; or h. A transfer to another school or program