

Advance Through Nursing Program Fact Sheet

Program Description	<p>The Advance Through Nursing 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:</p> <ul style="list-style-type: none"> ➤ Scholarship: Receive up to a \$5,000 scholarship to support nursing school tuition and expenses, with a post-graduation work commitment as a BAYADA nurse upon licensure. ➤ Student Loan Repayment: Receive an in-school commitment from BAYADA to re-pay up to \$10,000 of eligible student loans over a period of two years working as a BAYADA nurse. ➤ Wraparound Support: Participants are paired with a professional coach and invited to virtual program 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. ➤ Career Advancement: After graduation and upon licensure, participants begin their nursing career in BAYADA's ANCC-certified Nurse Residency Program.
Scholarship Award	<p>Accepted applicants may receive up to \$5,000 in scholarship support while enrolled in an eligible nursing program. Scholarship award amounts vary by state and may be offered at different levels. Each award level corresponds to a post-graduation work commitment timeline at BAYADA.</p> <p>Scholarship award details, including the award amount and the associated work commitment, will be communicated in the acceptance letter. Applicants will have five (5) business days to accept or decline their award.</p> <p>Scholarship funds are paid toward tuition and eligible school expenses. The total amount paid is based on the cost of tuition due and the amount of eligible expenses verified through invoices and receipts. Awardees may receive up to their full approved award amount if substantiated costs are submitted.</p>
Loan Repayment	<p>If qualified, selected, and employed by BAYADA Home Health Care for two years of employment, BAYADA will re-pay up to \$10,000 toward your eligible student loans. After graduating from your eligible nursing program, only while your education loan has a balance to be repaid, and only while you remain employed by BAYADA and meet all the work commitment and eligibility criteria, BAYADA will make monthly payments on your behalf towards your education loan directly to the loan servicer.</p> <p>Please Note: In case of voluntary resignation or termination with cause, failure to meet the terms of your educational loan repayment agreement, or in the event you choose to leave the program at any time, you are responsible to pay any remaining outstanding amount. You are personally responsible for the financial obligations under your loan agreement(s).</p>
Work Commitment	<p>Participants must begin 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 (1) successfully complete NRP which requires full-time availability in the first 7 weeks, and (2) work as a BAYADA home care nurse completing 30 hours per week, for a period of not less than two years.</p> <p>Please Note: Participants must maintain good standing with their BAYADA office to receive a recommendation to the Nurse Residency Program. Participants may be withdrawn if they do not maintain good standing with their BAYADA office.</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 the first billable shift. ➤ A working history of at least 20 hours per month, and ability to maintain working at least 20 hours per month while in school. ➤ Enrolled in an LPN or RN program verified for accreditation by BAYADA. ➤ Obtaining first nursing credential (not already an LPN/RN). ➤ Availability to attend monthly coaching calls and quarterly program events. ➤ Ability to commit to BAYADA as a home care nurse for two years post-graduation. <p>Please Note: Employment at BAYADA does not guarantee enrollment in the Advance Through Nursing Program. If you are currently interviewing for an HHA role at BAYADA, you are not guaranteed enrollment in the Advance Through Nursing Program and will be required to go through our separate application process once you are an active employee.</p>
Application	<p>Program prospects must go through the application process to be considered for enrollment in the Advance Through Nursing Program, and employment at BAYADA <i>does not</i> guarantee enrollment.</p>

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	<p><u>Steps:</u></p> <ol style="list-style-type: none"> 1. Complete the interest form. 2. Complete an eligibility screening phone call. 3. Complete a Nurse Residency discovery call. 4. Create your profile and complete the application online. 5. The submitted application and all supporting information will be reviewed for an enrollment decision by the program committee.
Acceptance Notification	<p>Qualified and selected applicants will be notified of acceptance into the program by receiving an acceptance email from advancethroughnursing@bayada.com followed by an agreement to sign.</p> <p>Applicants who are denied acceptance will be notified by receiving an email from advancethroughnursing@bayada.com. The office director of the applicant will be copied on the email.</p>
Participation Requirements	<p>Participants must adhere to all participation requirements of the Advance Through Nursing Program, including the following:</p> <ul style="list-style-type: none"> ➤ Maintain 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 virtual events hosted by the program. ➤ Maintain a reasonable level of responsiveness to communications from your BAYADA office and the program team. ➤ 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.
Change in School Status	<p>If a participant drops a course, fails a course, does not complete a course with their academic institution, then their loan repayment terms are subject to review and/or cancelation by the Workforce Development office, and the participant may be responsible to assume all remaining loan payment(s). Participants must notify the Advance Through Nursing Program team by emailing advancethroughnursing@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.