

Advance to LPN Program: Internship Track Fact Sheet

Important: The internship track is offered only at select BAYADA offices. If you meet the eligible criteria, email advancetoLPN@bayada.com to ask if you are near a BAYADA office offering this track.

<p>Internship Track Description</p>	<p><u>Internship Overview:</u> Nursing students with three months or less to graduation are hired as an unpaid intern with a BAYADA skilled nursing office to receive monetary and relational support while working toward licensure. Once they obtain their license, they transition to the Nurse Residency Program (NRP) with their skilled nursing office. Interns will participate in 2-hour office visits every other week, monthly coaching calls, and quarterly virtual peer events while receiving a scholarship for tuition expenses and a weekly stipend for living expenses. In exchange for the scholarship and stipend award, interns agree to work as a full-time BAYADA nurse for two years post-graduation.</p> <p><u>Internship Timeline:</u> Participation starts on their hire date and ends on the date they begin the Nurse Residency Program. For example, an intern remains in the internship program and is expected to adhere to the participation requirements ever after they have graduated school, while studying for the NCLEX, and until they officially start the Nurse Residency Program.</p>
<p>Scholarship and Stipend Award Payments</p>	<p>Interns will receive a \$10,000 scholarship and up to a \$5,000 stipend. The stipend is solely an award and not a form of payment for time spent in the office since the internship is unpaid. Interns will be asked to submit a school transcript and financial statement or school expense receipts from their school prior to each scholarship payment.</p> <p>Payments will be stopped if one or both of the following occurs:</p> <ol style="list-style-type: none"> 1. Failure to submit the transcript or proof of graduation and financial documents will result in a hold in payment until the documents are obtained. 2. Interns do not meet all program requirements as referenced in the program participation requirements section of this document. <p>Scholarship payments for Interns will be issued on the following terms:</p> <ul style="list-style-type: none"> ➤ 50% of the scholarship is issued once the intern graduates from nursing school, upon proof of graduation ➤ 50% of the scholarship is issued once the intern starts the Nurse Residency Program <p>Stipend payments will be issued on the following terms:</p> <ul style="list-style-type: none"> ➤ First payment starts two weeks after internship start date ➤ Payments are issued weekly thereafter ➤ Payments will stop on the participant's Nurse Residency start date, or when the maximum amount award has been exhausted, whichever occurs first
<p>Post-Graduation Work Commitment</p>	<p>Interns must begin BAYADA's Nurse Residency Program (NRP) within four weeks of obtaining their LPN or RN license, unless due to an approved leave. Participants must successfully complete NRP, including having availability to work 40 hours per week the first 5-7 weeks, and work at least 36 hours per week thereafter, for a period of not less than two years.</p>

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Intern Eligibility Criteria	<p>Interested candidates must meet the following criteria to apply:</p> <ul style="list-style-type: none"> ➤ Willing to commit to BAYADA as a home care nurse for two years post-graduation. ➤ Ability to start the Nurse Residency Program (NRP) within four weeks of obtaining nursing license ➤ Enrolled in an accredited nursing program, in good academic standing with their school institution, and graduating within three months or less ➤ Obtaining their first nursing credential (not already an LPN or RN) ➤ Availability to attend 2-hour office visits every other week, monthly coaching calls, and quarterly virtual peer events
Program Participation Requirements	<p>Interns must adhere to all participation requirements of the Advance to LPN Program. If they do not adhere to one or more of the participation requirements, then their scholarship or stipend payments may be put on hold until the requirements are reinstated.</p> <ul style="list-style-type: none"> ➤ Maintain responsiveness to communications from your BAYADA office and the program team ➤ Attend mandatory visit to your BAYADA office every other week ➤ Attend coaching calls ➤ Attend virtual peer events ➤ Maintain in good academic standing ➤ Submit a transcript or proof of graduation and most recent school statement showing the amount of tuition expenses paid or due prior to each scholarship payment. ➤ Fulfill the commitment to work as a BAYADA nurse for at least two years post-graduation.
Application Process	<p><u>Steps:</u></p> <ol style="list-style-type: none"> 1. A BAYADA Campus Recruiter will conduct an initial interview with you. 2. The Campus Recruiter will then schedule an interview for you and the Director of the BAYADA office. 3. If a hiring decision is made, you'll receive follow-up communication and information from the BAYADA Campus Recruiter to complete next steps.
Change in School Status	<p>Interns 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

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<p>Role of Your BAYADA Office</p>	<p><u>Role:</u> Create a positive internship experience during your office visits through licensure and transition you to the Nurse Residency Program.</p> <p><u>When to Contact:</u></p> <ul style="list-style-type: none"> ➤ To schedule or change an office visit ➤ To ask questions about the Nurse Residency Program
<p>Role of the Internship Program Team (advancetoLPN@bayada.com)</p>	<p><u>Role:</u> Support the interns in their entire experience and answer all questions related to the internship program</p> <p><u>When to Contact:</u></p> <ul style="list-style-type: none"> ➤ If you have questions about scholarship or stipend payments ➤ If you have questions about coaching sessions or peer events ➤ If your school status changes or your graduation date changes to any reason ➤ If you are no longer interested in or able to fulfill the post-graduation work commitment ➤ If you have other questions related to your experience in the program