

Geisinger's Nursing Scholars Program

Geisinger

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Goals of Geisinger's Nursing Scholars Program

1

- Support employee career goals and professional growth

2

- Repopulate the nursing, CMA, and ST shortage across the Geisinger system

Development Process



Nursing Shortage

Recognition of a recruitment gap of over 300 registered nurses per year, not counting additional growth



Career Goals

Many of our employees would like to pursue a career as an RN, LPN, CMA, or ST but need support to achieve their dreams



Geisinger's Nursing Scholars Program

A comprehensive program that provides financial, educational, and well-being support for those who would like to become a registered nurse

Geisinger's Nursing Scholars Program

A pathway to support the growth of our employees to a career as an RN, LPN, CMA, or ST

Financial help during school and a recruitment incentive for a 2, 2.5, or 5-year work commitment

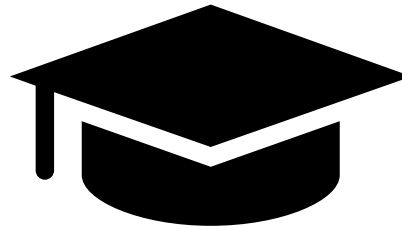
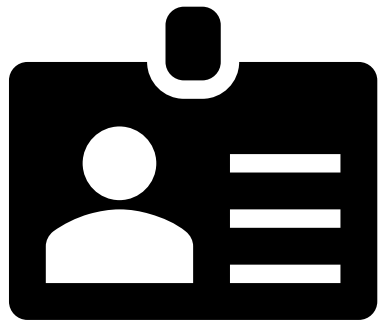


Mentoring and well-being support provided by experienced Geisinger employees

Geisinger's Nursing Scholars Program--RN

\$40,000 in financial support combined into single loan process with 5-year work commitment

Rolling admissions to the program



Scholar In Training

\$20K Education Loan

One lump sum to the employee at the beginning of the last 24-months of their program

Scholar Newly Hired

\$20K Recruitment Loan

Distributed once RN position is started

Geisinger RN

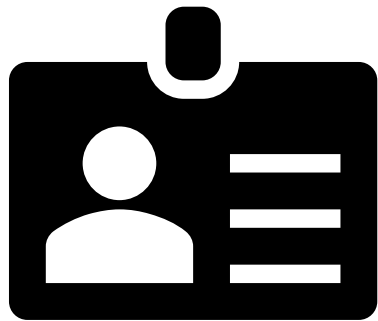
\$40K Total Loan

5-year work commitment that starts upon hire as an RN

Geisinger's Nursing Scholars Program--LPN

\$20,000 in financial support, \$10,000 of which is a loan process with 2.5-year work commitment

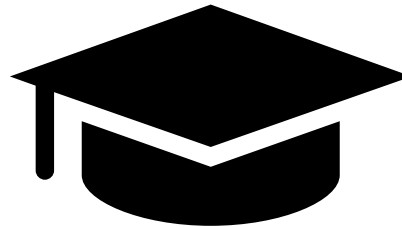
Rolling admissions to the program



Scholar In Training

\$10K Education Loan

One lump sum to the employee at the beginning of their program



Scholar Newly Hired

\$10K Recruitment
Bonuses

Distribution begins once LPN position is started



Geisinger LPN

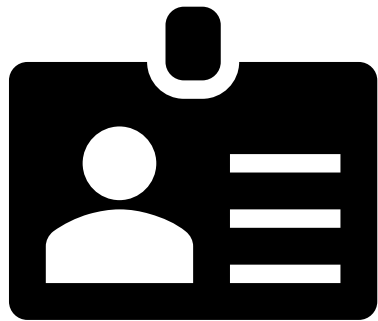
\$20K Total

2.5-year work commitment that starts upon hire as an LPN

Geisinger's Nursing Scholars Program--CMA

\$7,000 in financial support, \$4,000 of which is a loan process with 2-year work commitment

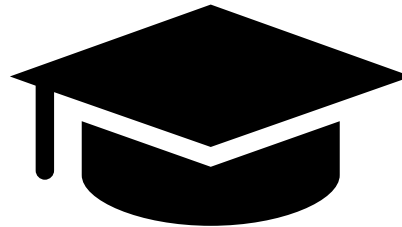
Rolling admissions to the program



Scholar In Training

\$4K Education Loan

One lump sum to the employee at the beginning of their program



Scholar Newly Hired

\$3K Recruitment Bonuses

Distribution begins once CMA position is started



Geisinger CMA

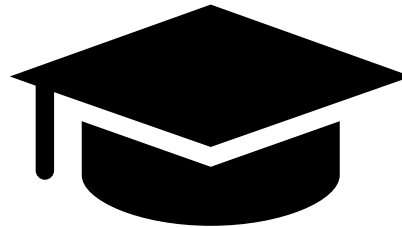
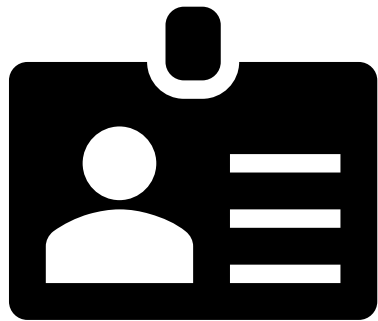
\$7K Total

2-year work commitment that starts upon hire as a CMA

Geisinger's Nursing Scholars Program—Surgical Technologist

\$22,500 in financial support, \$15,000 of which is a loan process with 2.5-year work commitment

Rolling admissions to the program



Scholar In Training

\$15K Education Loan

One lump sum to the employee at the beginning of their program

Scholar Newly Hired

\$7,500K Recruitment Bonuses

Distribution begins once ST position is started

Geisinger ST

\$22.5K Total

2.5-year work commitment that starts upon hire as an ST



Eligibility Criteria

To be able to apply to the program, you must:

- Be an employee (can apply at any time—including Day 1 of employment)
 - Full-time, part-time, and flex employees are eligible
- Be an employee in good standing
 - No current performance improvement plans (PIPs)
 - No history of reoccurring PIPs or previous suspensions
- Be accepted to an accredited RN/LPN/CMA/ST program
 - Acceptance letter must be uploaded with the application
 - *A scholar may to go school part-time, but must graduate within one year of the initial anticipated graduation date

Exclusion Criteria

The program does not apply to:

- Those who are already an RN to pursue a BSN or advanced degree
- Providers
- Those who have direct family who are part of the Geisinger administrative team



Continued eligibility

What are the expectations once you become a scholar?

During school

- Remain an employee in good standing
- May continue to work in your current role, transfer to a PT position, or take an educational leave of absence
- A scholar is also eligible to participate in the Tuition Benefit program



Graduation

- Graduation should be within one year of initial anticipated graduation date
 - Includes those who start part-time
- ***If a scholar does not graduate or leaves the program without completing the work commitment, the balance must be paid back in full.*



After graduation

- Work as an inpatient RN, LPN, or ST, or outpatient CMA full-time (at least 0.875) for the length of the loan repayment
 - Will interview for open positions within 3 months of graduation
 - May work anywhere in the system, but will not be expected to travel outside of a 30-mile radius

Guidance for help with choosing a school:

- [Go.Geisinger.org/nursingdegree](https://go.geisinger.org/nursingdegree)
- <https://geisinger.sharepoint.com/sites/LearningandDevelopment/SitePages/Certified-Medical-Assistant-Program.aspx>

Support while in School

- Yammer Support groups
- Mentoring from Geisinger nurses
- Professional Development





Need help choosing a nursing school?

Visit the [Nursing Degree Opportunities](https://go.Geisinger.org/nursingdegree) website

- This site, found on the Nursing Channel or at go.Geisinger.org/nursingdegree, has information regarding:
 - Tips on choosing a program (1-, 2-, or 4-year options)
 - Listing of our regional RN and LPN partner schools
 - Listing of schools from which Geisinger will support your clinical education experiences (Very important!)
 - Known discounts
 - Links to HR information
 - Tuition Benefit program
 - Educational Leave of Absence

Need help choosing an RN program?

Visit the [Nursing Degree Opportunities](#) website

What degree?

- There are 3 ways to earn your RN—diploma, associates, and bachelor's degree
 - All make you eligible to sit for the NCLEX-RN board exam
- New hires who are diploma or ASN are required to enroll within one year and complete in 4 years



What kind of program?

- Diploma or associate degrees
 - 2-yr programs, can then work while getting your BSN online
- BSN
 - Traditional 4-year program
 - Accelerated 1-year with existing bachelor
- LPN to RN programs (ADN and BSN)



What schools?

- Choose a school that Geisinger partners with so that you do your clinical education on a Geisinger campus
 - There are 11 regional schools to choose from

Need help choosing a CMA program?



Visit the *Certified Medical Assistant Program* section of the Learning and Development

Need help choosing a ST program?



- Our partner surgical technologist programs are:
 - McCann
 - Mt. Aloysius
 - Pennsylvania College of Technology
 - Luzerne County Community College
 - Lackawanna College
 - Harrisburg Area Community College


Working while in school

- You are welcome to continue working, and there are options to help
 - Request a flexible work schedule to help accommodate your school schedule
 - Decrease to part-time or flex (benefits will be affected)
 - Per Diem opportunities available in many departments if current position is unable to accommodate a flexible schedule
 - Educational leave of absence (benefits will be affected)


What is a forgivable loan?

- A forgivable loan is an additional payment provided to you in exchange for your work obligation period.
- Your work obligation period is the time-period in which you commit to working in this same role and employment status. The work obligation period will begin after you start in your new professional position.
- Loan payment amount and work obligation period is outlined in your loan agreement document that will be provided to you after you are accepted into the program.
- The loan will have an added interest amount equal to the AFR, which can be found here [Index of Applicable Federal Rates \(AFR\) Rulings \(irs.gov\)](#). The interest rate for your loan is based on the date of the loan payment.
- Loan forgiveness is a taxable wage. Therefore, taxes on the forgiveness amount will be withheld each pay period during repayment (obligation period).

Geisinger Nursing Scholars Work Commitment Period is 2-years for a CMA, 2.5-years for an LPN or ST, and 5-years for an RN.



A personalized amortization schedule will be sent to you after you receive your loan payment. This will include date of loan payment, loan interest amount, forgiveness dates, forgiveness amounts, estimated tax impact, and date of loan satisfaction.



In the event of loan default, remaining balance on loan is payable to Geisinger. Default will occur if the Scholar does not meet the commitments outlined earlier in the presentation.

How do I apply?

- Visit Geisinger's Nursing Scholars Program website on SharePoint. Here you'll find:
 - The online application
 - Links to the support programming
 - A Q&A document
 - Nursing Career Exploration series recording
 - Link to the Nursing Degree Opportunities website
 - This presentation, both PowerPoint and recording