

## Nurse Assistant Training Program

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Licensed Nurse Assistants (LNAs) are the heart of medicine, a compassionate touch, and foundation of the care teams that provide care to our patients. The role of a LNA is fast-paced, interesting, and patient safety guides every interaction. LNAs work under the guidance of registered nurses and other medical workers. Much of a LNAs work is spent directly with patients. Nursing is a core part of Dartmouth-Hitchcock's (D-H) ability to provide each person the best care, at the right place, at the right time, every time.

### Program Overview:

The Nurse Assistant Training Program is a 7-weeks long course that is conducted in Lebanon, N.H. or Keene, N.H. in partnership with River Valley Community College (RVCC) and Cheshire Medical Center (CMC). D-H and CMC will provide sponsorship for the selected students which will consist of payment for the full tuition including books, course fees, BLS training, and the NH State Competency Exam fee. This sponsorship also includes a training wage of \$10.00/hr. during the 7-weeks of training. In return for this investment in your training and development, the trainee will be asked to commit to an employment agreement of one year in the role of a full-time LNA.

During the 150 hour training program, trainees will study topics such as Basic Life Support, Anatomy & Physiology, Medical Terminology, The Art of Caregiving, Promoting Safety, Special Care Situations, and From Student to Employee.

At the conclusion of the 7-week classroom/clinical components, trainees sit for the NH State Competency Exam. Upon successful completion of the program and receiving LNA licensure from the state, the employee will start work as a full-time LNA, the one-year employment commitment will begin, and the base pay will increase from a training wage to a full-time employment wage as an LNA.

## Frequently Asked Questions

### **How much does it cost to participate?**

The total cost of the program is paid for by D-HH on your behalf to the educational partner for full tuition including books, course fees, BLS training, and the NH State Competency Exam fee. The only costs that is extended to the sponsored employee are below:

Upon completion of the program, you are responsible for completing the application to the NH Board of Nursing for licensure, including a \$35.00 application fee and \$47.00 fingerprinting fee.

Attendance is an important part of this training and any missed classes must be made-up. Students are responsible for the instructor fee of \$50.00/hour should you miss a class for personal reasons. This does not include classes cancelled or rescheduled by the educational partner. You are required to communicate to both the instructor and the program leader regarding your absence.

### **Can I self-fund for the training program?**

At this time, we do allow current D-H employees to join the training program and pay their own tuition, which removes the stipulation of a one-year work commitment. If you are not a current D-H employee, but still want to self-fund, community programs are offered directly through RVCC, inquiries can be made directly to [dtardiff@ccsnh.edu](mailto:dtardiff@ccsnh.edu).

### **Is this an online training program?**

No, the training is conducted in the classroom and clinical facilities in Lebanon, N.H. or Keene, N.H.

### **Will I receive a certificate if I graduate?**

Yes. Trainees receive a certificate of completion from the educational partner providing the training (RVCC or CMC) for the 7-week training. At the conclusion of the classroom component, trainees sit for the N.H. State Competency Exam. Upon passing the competency exam, trainees are able to apply to the NH Board of Nursing for their state licensure.

### **Are there advancement pathways or opportunities?**

Yes, once into the LNA role and employed within D-HH, pathways and sponsorship opportunities have been identified and established to allow for future growth into the roles of Licensed Practical Nurse, Registered Nurse, and beyond through the Dartmouth-Hitchcock Center for Nursing Excellence and Continuing Nursing Education department. They are a valuable resource available to all Dartmouth-Hitchcock Health employees.

**Will I be paid while I am a student during the 7 weeks?**

Yes. Trainees will be hired and earn a training wage of \$10.00/hr during the 7 weeks of class. Trainees could become eligible for benefits after their first 30 days of employment, if additional role (UPCA; Discussed below) is accepted alongside the training program. This allows the trainee the opportunity to obtain full-time hours making them benefit eligible.

**Is there anything I need to do before being hired by D-H?**

Yes, all selected individuals will go through D-H onboarding process which includes a pre-employment health screenings, a Criminal Background Check, Education Verification, Reference Checks, Drug Screen, Immunization Review and program readiness assessment test. Full disclosure of information is required and must be shared with the Program Leader, prior to the background check being completed, as non-disclosure could be a barrier moving forward. Those who are preselected for the program will be required to pass a program readiness assessment test prior to moving forward in the selection process.

**Knowing the training schedule is part-time, is there a way to obtain full-time hours during the training?**

If a full-time schedule is preferred while going through the training, the option to accept a part-time role as a Unit Patient Care Assistant (UPCA) that runs concurrently with the training program is available. This is an excellent opportunity to get early access into the clinical environment conducting various unit support tasks similar to some of the responsibilities of an LNA. Learn more at the information sessions!

**What if I am unable to enroll in the program at this time?**

No worries! There are plenty of opportunities throughout the year to join. You have the opportunity to go through the selection process now for a future program or wait for an upcoming session. You can visit [www.dhwri.org](http://www.dhwri.org) to learn about other training opportunities through the **D-H Workforce Readiness Institute**. If you would like to receive e-mail notifications when new programs are being offered please submit contact information through the website. **Other questions? Email us at [wri@hitchcock.org](mailto:wri@hitchcock.org)**