

LPN Launch Non-Apprentice vs Apprentice Tracks

	NON-APPRENTICE	APPRENTICE 1ST SEMESTER	APPRENTICE 2ND AND 3RD SEMESTERS
HH provides	HH pays up to \$15,000 in tuition, fees, books, and other expenses related to nursing classes; including a loaner laptop and one set of scrubs. Eligible for Benefits.	HH pay up to \$15,000 in tuition, fees, books, and other expenses related to nursing classes; including a loaner laptop and one set of scrubs. Eligible for Benefits.	HH pay up to \$15,000 in tuition, fees, books, and other expenses related to nursing classes; including a loaner laptop and one set of scrubs. In addition, HH will pay for all clinical hours with 1:1 mentor and outside clinical hours. Eligible for Benefits.
Work commitment after program completion	Work full-time for 18 months after passing NCLEX as LPN in any of our Madison County hospital campuses.		Work full-time for 18 months after passing NCLEX as LPN in any of our Madison County hospital campuses. Apprentices will be required to work at least 12 months of the 18 month requirement on the unit where the mentorship is completed.
Work requirement during program	Hired to PCA Float pool. Can work at HH or outside HH. All will be hired to PCA float pool for tracking purposes even if not actively working. Benefit premium paid by hire if not actively working.	Hired to PCA Float pool. Can work in PCA float pool if desired; but not required. Still hired for tracking purposes even if choose not to work. Benefit premium paid by hire if not actively working.	Will be transferred to assigned mentoring unit (cardiac, medical, surgical) with 1:1 mentor. Required to work two – 12 hour shifts per week with mentor. Hours will count toward clinical hours and are paid by HH. Outside clinical hours will also be paid.
Clinical Hours	Traditional clinical hours completed with Drake State. Hours not paid by HH.	Traditional clinical hours completed with Drake State. Hours not paid by HH.	All clinical hours are paid by HH. The two -12 hour shifts count towards the clinical hours. Outside clinical hours will also be paid.
Current employees	Can stay in their current Job Code at their current rate of pay.	Will be transferred to the PCA Float at the apprentice rate of pay. Pay increases through the program as competency is met.	Will be transferred to assigned mentoring unit (cardiac, medical, surgical) with 1:1 mentor. Refer to above work requirement.

HH = Huntsville Hospital; PCA = Patient Care Aide

