

LPN Pathway Program

Informational Session

In partnership with

Vermont State University

Presented by:

UVM Health + VTSU

Agenda

**Introductions +
Program Highlights**

Rebecca Aldrich & Kelsey Reed
Workforce Development
UVM Health

**VTSU Admissions +
Licensed Practical Nursing
Certificate Program Overview**

Rachel Smith
Sr. Assistant Director of Admissions
Vermont State University

**LPN Pathway Program
Overview + How to Apply**

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Workforce Development + Talent Acquisition
UVM Health

LPN Pathway Program Highlights

- The LPN Pathway Program is open to all Vermont UVM Health partners:
 - Central Vermont Medical Center
 - Home Health & Hospice
 - Porter Medical Center
 - University of Vermont Medical Center
- Full-time employees are eligible to apply, regardless of position and length of employment with UVM Health.
- Each partner assesses its LPN and RN needs and budgets for the number of participants it can support each year.
- It is not required to directly progress to the RN Pathway Program (ASN) through VTSU; however, priority will be given to applicants who plan to do so. A seat in the RN Pathway Program is not guaranteed for the following year.
- There is a two-year UVM Health working commitment upon completion of the LPN Pathway Program.

LPN Pathway Program Highlights

- The LPN Pathway Program is designed to support employees through the complete three-semester program at VTSU.
- Interested candidates must first apply to, and be accepted into the VTSU PN Program, before applying internally to the UVM Health LPN Pathway Program.
- UVM Health employees may apply to whichever specific VTSU site location they choose.
- Classes & clinicals will be completed according to the programmatic schedules offered through VT State University.
- There are four preparatory courses that UVM Health requires applicants complete prior to the start of the academic year (June 1st):
 - ✓ Anatomy & Physiology I
 - ✓ Anatomy & Physiology II
 - ✓ Introduction to Nutrition
 - ✓ Lifespan Developmental Psychology / Human Growth and Development



Vermont State
University

NURSING

Practical Nursing
Certificate Program

Rachel Smith, Senior Assistant Director of Admissions at VTSU

Key Pathway Elements

- *Applicants need to meet Vermont State University admission requirements and be accepted by UVM Health into the LPN Pathway Program.*
- During Practical Nursing programs, students can apply to progress to the ASN year as long as they meet requirements for progression.
 - PN graduates who did not meet direct progression criteria may reapply for a subsequent year, but do not have the option to enter the program immediately.
- Clinical experience includes simulations, lab sessions, observations, and hands-on practice.
- Travel is required in the nursing program. Students are expected to attend all in-person classes, clinical experiences, and lab sessions as part of their learning.



Practical Nursing Curriculum

Fall – 15 weeks, Winter – 15 weeks, Spring – 9 weeks

PREPARATORY COURSES

Need to be equivalent, college-level courses completed within the last 10 years with a C or higher, C+ or higher starting FA25	cr.
BIO 2011 Anatomy & Physiology I	4
BIO 2012 Anatomy & Physiology II	4
BIO 1030 Introduction to Nutrition	3
PSY 2070 Lifespan Developmental Psychology	3
Total credits	14

YEAR ONE – Practical Nursing (CT)

FALL	cr.	WINTER	cr.
NUR 0111 Principles & Practices of Nursing I	4	NUR 0121 Principles & Practices of Nursing II	4
NUR 1111 Principles & Practices of Nursing Lab/Clinical I	5	NUR 1121 Principles & Practices of Nursing Lab/Clinical II	5
NUR 1020 The Nurse-Client Relationship	3	NUR 1010 Pharmacology for Nursing	3
Total credits	12	Total credits	12

SPRING	cr.
NUR 0131 Principles & Practices of Nursing II	4
NUR 1131 Principles & Practices of Nursing Lab/Clinical II	5
Total credits	9

Admissions Requirements

- ☐ Completed VTSU application for admission

Available at VermontState.edu/Apply

Application fee waiver

All materials by or before Dec. 1st

- ☐ Transcripts from non-VSC schools

- ☐ Preparatory Courses

- ☐ A&P I
- ☐ A&P II
- ☐ Human Growth & Development
- ☐ Introduction to Nutrition

- ☐ 2 Letters of recommendation (optional)

Need to be submitted by recommenders

Either professional or academic – cannot be family or spouse

- ☐ Essay

- ☐ Accuplacer Scores

- ☐ 261 or above on English (reading & writing)

- ☐ 243 or above on Quantitative Reasoning, Algebra and Statistics

- ☐ 3.0 GPA

Admissions Decision

☐ Application Deadline

Completed application and all materials by

Dec. 1st

☐ Notification of decision

Early February

☐ If Admitted:

Seat offered, contingent upon completion of admission requirements (immunizations, physical exam, fingerprints, background check, deposit, completion of preparatory coursework)

☐ If Denied:

Will not be offered a seat

Did not meet admission criteria in some way

May reapply in future

- Take classes to bring up GPA
- Start on general education classes
- Retake any classes with a C or lower



Accepted Students Next Steps

- *Complete background check, immunization requirements, and drug screen by July 1st*
- Attend mandatory VTSU PN orientation
- Pay enrollment deposit by **May 1st**
- Complete any remaining preparatory classes by **June 1st**
- Assigned academic advisor
 - Complete VTSU enrollment checklist



UVM Health LPN Pathway Program – Overview

LPN Pathway Program Eligibility

Successful candidates for this program must:

- Work at least 72 scheduled hours per pay period.
 - Part-time and per-diem employees are not eligible.
- Be in good standing at a Vermont UVM Health partner with no corrective actions above a verbal warning.
- Meet all requirements of and be accepted by each organization:
 - (1) **VTSU:** Admissions requirements + academic readiness
 - (2) **UVM Health:** Employment standing + interview + leader support + academic acceptance
- Must commit to obtaining a full-time Licensed Practical Nurse position within UVM Health or qualify to directly progress and receive acceptance to RN Pathway Program.

LPN Pathway Program Benefits

Reduced Working Schedule + Paid Study Hours

- Participants will hold a 0.9FTE, 72 hours per pay period, for duration of program.
 - If you currently hold a 1.0 FTE, this would be a reduction.
- Participants will work 24 hours per pay period and receive 48 hours of paid study time.
 - Paid study time is intended to support participants in time spent in classes, clinicals, and studying. It is not a 1:1. Anticipate additional time for studying.
- Participants will be unable to pick up additional shifts or work overtime.
 - The only exception is during academic breaks; participants may choose to work additional hours at that time if they wish. Proactively discuss scheduling with your leader.

Financial Structure

Tuition Assistance

- UVM Health will prepay up to \$5,000 per LPN academic semester (\$15,000 total, last dollar) towards tuition, academic fees, and textbooks.
 - These funds will not carry over between semesters.
- Pathway participants will complete the FAFSA and engage in the Financial Aid process with VTSU.
- Participants should be sure to review the details of tuition expenses related to VTSU's PN Program. Any remaining expenses related to tuition, academic fees, and textbooks would be the responsibility of the participant.
 - <https://vermontstate.edu/academic-programs/practical-nursing-certificate/?affordability>
- Participants in the LPN Pathway Program are electing to use their annual UVM Health employee tuition assistance benefit towards related programmatic expenses.

Financial Structure

Navigator Platform

- The LPN Pathway Program will be administered through a platform called Navigator, part of the Guild Education System. Participants will have access to a virtual credit card that may only be used for approved Pathway Program costs.
 - Funds may only be used for pre-selected vendors, such as VTSU and the VTSU Bookstore.
 - Itemized receipts must be submitted for all expenses. Each expense will be reviewed and approved.
 - Navigator access and instructions will be provided to participants following acceptance into the Pathway Program. Participants will be expected to regularly engage within the system.
- Pathway participants will be held to all applicable UVM Health educational benefit repayment policies should they terminate employment (voluntarily or involuntarily), terminate participation in a program (voluntarily or involuntarily), or fail to fulfill their entire working commitment.

Tax Implications

IRC Section 127

- Amounts paid under this Program have tax implications. Amounts that are paid to you, or your educational institution towards tuition, academic fees, books, supplies, or other related expenses, constitute payments that will be treated as taxable income and subject to all applicable state and federal withholdings should they exceed the annual tax-free threshold for employer-provided educational assistance under Section 127 of the Internal Revenue Code.
- Appropriate taxes will be applied to any amounts above the annual tax-free threshold by payroll and withheld from your regular paychecks.
- Please consult your personal tax advisor, as University of Vermont Health cannot provide you with individualized tax advice.

UVM Health LPN Pathway Program – How to Apply

How to Apply

Pathway Program applications open January 1st – March 1st

Apply

- Submit your complete application through the LPN Pathway Program website:
<https://uvmhealthcareers.org/lpn-pathway-program.html>
- Your application must include:
 - ✓ VTSU Acceptance Letter
 - ✓ Resume
 - ✓ Cover Letter
 - ✓ Reference Letter
 - ✓ Completed Leader Approval Form:
<https://forms.cloud.microsoft/r/Z9n83srqg1>

Interview

- Interviews may be conducted based on applicant volume and available seats.
- If you are asked to interview, come prepared to speak about your career and educational goals!

Cohort Selection

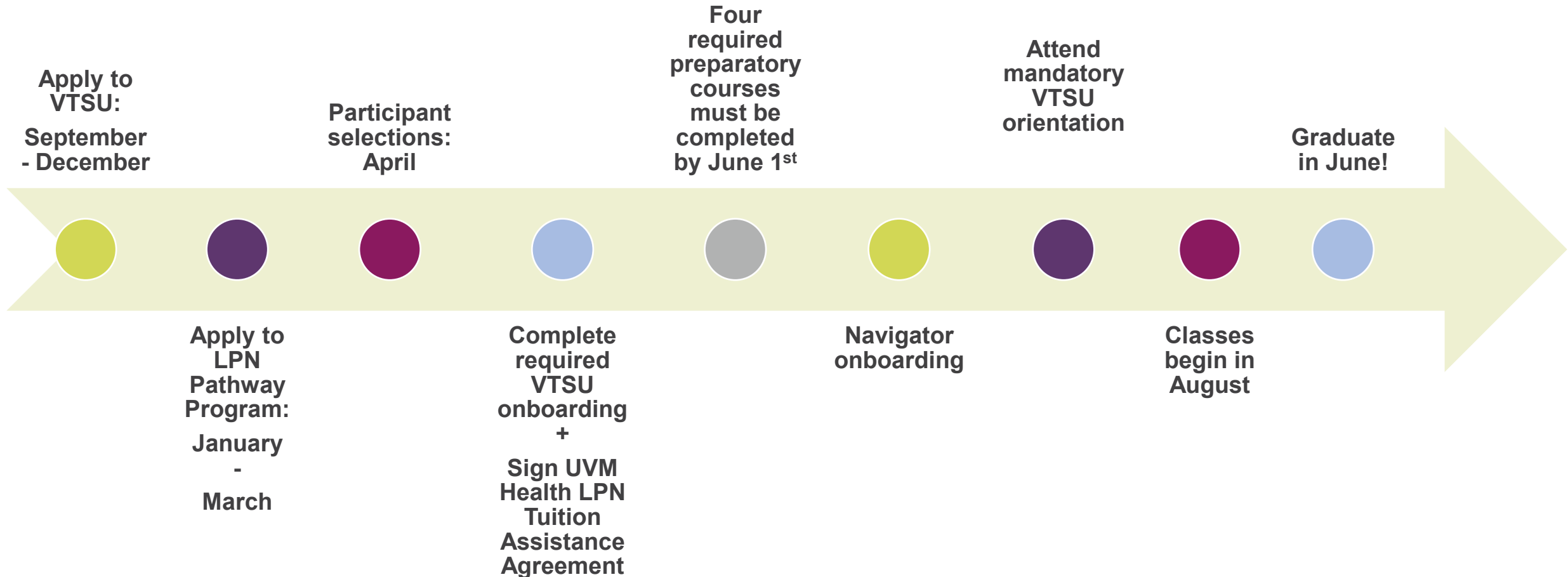
- Final decisions will be communicated directly to applicants in April.
- Selected participants will then complete an LPN Pathway Program Tuition Assistance Agreement.

LPN Role Expectations

What happens after graduation?

- Available LPN roles will be posted to Workday, and graduates will follow the UVM Health application and interview process.
- Graduates should prioritize open LPN roles at their current partner and may consider LPN roles at other partners. Talent Acquisition will support participants in exploring available LPN roles, but timing and availability of roles will vary by partner.
- UVM Health does not guarantee participants an LPN role upon completion of the program.
- LPN Pathway Program participants are not guaranteed a seat in the RN Pathway Program, though priority is given to those directly progressing.
- Individuals who are academically eligible to directly progress and are selected for a seat in the RN Pathway Program may remain in their current roles for the duration of the RN Pathway Program if they are unable to obtain an LPN role.

LPN Pathway Program Timeline



Questions?

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