



Dartmouth Health Career Institute

Nurse Assistant Training Program

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

Program Overview:

The Nurse Assistant Training Program is a 7-week long course delivered in partnership with River Valley Community College (RVCC) for Dartmouth Hitchcock Medical Center in Lebanon, NH and Cinematic Health for Cheshire Medical Center in Keene, NH. The program provides sponsorship for the selected students which consists 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 \$17.00/hr. during training. In return for this investment in 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 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 classroom and clinical training, trainees sit for the NH State Competency Exam. Upon receiving LNA licensure from the state, the employee will start work as a full-time LNA in their designated unit, at which time the one-year employment commitment period begins, and the base pay will increase from a training wage to a LNA wage.

Frequently Asked Questions

How much does it cost to participate?

The total cost of the program is paid for by Dartmouth Health (DH) on your behalf to the educational partner and includes full tuition, books, course fees, Basic Life Support (BLS) training, and the NH State Competency Exam fee.

Costs to the trainee are detailed below:

Upon completion of the program, you are responsible for completing the application to the NH Board of Nursing for licensure, including a \$66.00 application fee and a \$48.25 background check 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 canceled or rescheduled by the educational partner. You are required to communicate with both the instructor and the program leader regarding your absence.

Is this an online training program?

Training for the Lebanon program is conducted in the classroom and clinical facilities in Lebanon, NH. Training for the Cheshire program is hybrid online and in the clinical facilities in Keene, NH.

Will I receive a certificate if I graduate?

Yes. Trainees receive a certificate of completion from the educational partner providing the training (RVCC or LNA Health Careers). At the conclusion of the classroom component, trainees sit for the NH 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! Dartmouth Health offers pathways and sponsorship opportunities to allow for future growth into the roles of Licensed Practical Nurse, Registered Nurse, and beyond through the Dartmouth Health Center for Career Development.

Will I be paid while I am in training?

Yes. Trainees will be hired and earn a training wage of \$17.00/hr during training, which is approximately half-time. Trainees are eligible for benefits on their first day of employment if they accept a part-time role in conjunction with the training program (discussed below).

What is included in the hiring process?

All trainees are Dartmouth Health employees and all selected individuals are subject to the full 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 selected for the program will be required to pass a program readiness assessment test prior to moving forward in the onboarding process.

Is the program schedule full-time?

The Nurse Assistant Trainee role is part-time (16–20 hours per week). In addition to the trainee role, individuals are also hired into a part-time (16-20 hours per week) Patient Care Assistant (PCA) Role.

The PCA role provides trainees with early access into the clinical environment, conducting various unit support tasks similar to some of the responsibilities of an LNA. Exceptions to this can be determined on a case-by-case basis.

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

There are several opportunities for training offered annually. You have the opportunity to go through the initial screening process now for a future program or wait for an upcoming session.

Visit www.dhcareerinstitute.org to learn about other training opportunities through the **Dartmouth Health Career Institute**.

If you would like to receive e-mail notifications when new programs are being offered, please submit contact information through the website www.dhcareerinstitute.org.

Other questions? Email us at DHCI@hitchcock.org