



CNA PROGRAM

Q: What is the CNA Sponsorship?

A: It's a program that covers the full cost of your CNA training and certification so you can become a Certified Nursing Assistant at no cost to you.

Q: Who is eligible for the CNA Sponsorship?

A: MediLodge and Villa employees who:

- Are currently employed (any department, any hours)
- Have been employed for at least 60 days (MediLodge) or 90 days (Villa)

Q: What does the sponsorship cover?

A: The sponsorship pays for:

- Full tuition for CNA training
- Required textbooks and materials
- State certification exam fees
- Background check (if required by training program)
-

Q: Do I have to pay anything upfront?

A: No. H-CAP pays the training provider directly.

Q: How long is the CNA training?

A: Most CNA programs are 4-12 weeks depending on the schedule (full-time, part-time, or weekend options). H-CAP will help you find a program that fits your schedule.

Q: Can I choose my own training program?

A: Yes, as long as it's an approved CNA program in Michigan. Your career coach can help you find programs near you.

Q: Do I need to commit to working as a CNA after I finish?

A: You are expected to remain employed at your facility for 12 months after completing certification. If you leave before 12 months, you may be required to repay some or all of the sponsorship costs. Talk to HR or H-CAP for specific details.

Q: What if I fail the certification exam?

A: Your career coach will help you prepare for a retake. The sponsorship may cover one exam retake—check with H-CAP for details.

Q: Can I get help with transportation or childcare during training?

A: H-CAP does not directly cover transportation or childcare. However, if you are eligible for monthly reimbursements, you may use those funds. Your career coach can also connect you with community resources.



Q: How do I apply?

A: Email MIGRANTINFO@HCAP.ORG with:

- Your full name
- Your facility name
- Your contact phone number and email

A team member will contact you to discuss next steps.

Q: Can I apply if I already started CNA training on my own?

A: Sponsorships are for new enrollments only. If you've already started, you may be eligible for the scholarship program instead—contact H-CAP to discuss options.

Q: Who do I contact with questions?

A: Email MIGRANTINFO@HCAP.ORG or speak with your HR department.

