H-CAP
HEALTHCARE CAREER ADVANCEMENT PROGRAM

CNA PROGRAM

Please note that CNA sponsorships end in Fall 2026

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 including one set of scrubs
- State certification exam fees
- Background check (if required by training program)
- $500 stipend (a portion will be paid during class, and a portion will be paid after the state exam is complete and results reported to H-CAP)

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: No, participants must choose from program options presented by H-CAP. To ensure we are placing you in the best program possible, H-CAP carefully screens each program. We will do our best to provide a range of available programs so that you can find a great fit.

Q: **Do I need to commit to working as a CNA after I finish?**
A: No, you may work wherever you would like after the CNA program. However, if you are interested in job placement assistance, we are happy to connect you with one of our partner facilities. There may be additional grant benefits available at these facilities.

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.

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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@HCAPINC.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 a CNA program and you are a MediLodge or Villa employee, 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@HCAPINC.ORG or speak with your HR department.