



LCMC Health- Healthcare Profession  
Pipeline (HPP) Scholars Program

# Frequently asked questions



### **What is the LCMC Health- Healthcare Profession Pipeline (HPP) Scholars Program and how does it work?**

The LCMC Health (LCMC) Healthcare Profession Pipeline (HPP) Scholars Programs are education-to-employment programs that offer meaningful financial support at the time when you need it most. Funding is awarded to selected students in the form of a forgivable loan intended to cover the students' school tuition and fees. In exchange, students commit to working in a full-time eligible role at one of the LCMC facilities, after graduation and requisite certification. Up to 100% of the tuition payments made on the students' behalf (including accrued interest) are then forgiven over the designated duration of the work commitment.

### **How are HPP Scholars selected?**

Interested students apply to the HPP Program for consideration. Eligibility requirements include:

- Minimum age of 18 at the time of application
- Eligibility for hire/rehire by LCMC Health
- Commitment to work, upon graduation and certification, in an eligible role in a full-time capacity

Additionally, applicants also agree to permit their school to release the following information to LCMC:

- Evaluated and approved transfer credits
- Cumulative grade point average
- Academic progression and anticipated graduation date
- Current employment information
- Demographic information such as date of birth and contact information

### **What can I expect if I am offered funding through the HPP Scholars Program?**

If selected, students will be provided with a Recipient Agreement (RA) with additional details about the financial award. Students have thirty (30) days to sign and return the RA. By signing the RA, students are affirming their understanding of the terms and conditions and authorizing the school to provide regular information to LCMC including but not limited to the student's academic progress, graduation plans, and academic standing.

### **How is employment determined and do HPP Scholars receive the same pay and benefits as other employees in the same role and position?**

Just before graduation, HPP Scholars are directed to meet with recruiting experts at LCMC. Recruiters help to identify which staff positions across the organization are eligible for the Scholars to apply. Employment must be in a full-time capacity, and eligible positions are most often identified at one of the LCMC adult facilities. HPP Scholars are hired at the same compensation and with the same terms and conditions of employment as all other employees at the same level and position.

### **What if I am unsuccessful in school, or if I cannot fulfill my work commitment?**

If Scholar students are unable to comply with the terms and conditions of the program, including but not limited to failure to pass the necessary certification examinations, the student has the financial obligation to repay the loan amount, including any accrued interest to LCMC. LCMC can connect you with legal counsel and help develop a payment plan that is typically spread out over twelve months. Should a student fail to repay the loan, collection efforts may be pursued.

### **Are there tax obligations with receiving this award?**

Payments from LCMC to the school for tuition and fees will be included in the annual 1098-T tuition statement that students receive on or around January 31 from your school.

After employment at LCMC, the amount of the financial obligation forgiven is included on the W-2 form for the year in which the financial obligation is forgiven in accordance with applicable law.

For questions and for income tax advice regarding tax credits, eligibility, tax deductions, etc., please contact a tax professional or the IRS Taxpayer Assistance line at 800.829.1040.

### **Are there additional benefits of becoming an LCMC Health HPP Scholar?**

The goal of the HPP programs is to alleviate the financial stress of pursuing an education. In doing so, students are provided with meaningful financial support at the time it is needed most. Before graduation, HPP Scholars also benefit from guidance from the LCMC employment team that helps identify eligible positions across the system and gives guidance on the application and interview processes. While Scholar students are not eligible to receive a sign-on bonus, they may receive financial support for professional licensing and certification costs. LCMC Health's commitment is to invest in your future and professional growth, creating opportunities for you to thrive within our organization.