

RN APPRENTICESHIP PROGRAM

Bachelor of Science in Nursing (BSN)

Student Application & Participation Agreement

This RN Apprenticeship Program Application and Participation Agreement (“Agreement”) is entered into by and between **McLaren Oakland** (“Employer”) and the undersigned applicant (“Apprentice”).

This Agreement outlines the requirements, expectations, and conditions for participation in the RN Apprenticeship Program leading to a **Bachelor of Science in Nursing (BSN)**.

Program Overview

The RN Apprenticeship Program is a structured workforce development program designed to support employees in completing a Bachelor of Science in Nursing (BSN) while working in a paid clinical role. The Program combines:

- Paid employment with supervised clinical learning, and
- Enrollment in an accredited BSN academic program.

Participation in the Program is competitive and contingent upon meeting both academic and employment requirements throughout the duration of the Program.

Eligibility and Application Requirements

To be considered for participation in the RN Apprenticeship Program, the applicant must:

- Apply to and be accepted into the Baker College BSN program
- Submit a copy of the Baker College BSN program acceptance letter with the Apprenticeship application
- Submit official transcripts from all prior educational institutions
- Complete the Free Application for Federal Student Aid (FAFSA) annually and utilize all eligible grants and scholarships
- Meet all employment eligibility requirements of McLaren Oakland

Acceptance into the Baker College BSN program **does not guarantee acceptance into the RN Apprenticeship Program.**

Academic Performance Requirements

While participating in the Program, the Apprentice must:

- Maintain a **minimum overall course grade of 80%** each semester
- Achieve a **minimum test score of 75%** in all required coursework
- Participate in test-taking strategy or academic support sessions as required
- Remain in good academic standing with the nursing program

If the Apprentice **fails or withdraws from a course**, tuition for the **next scheduled semester** will be the responsibility of the Apprentice.

If the Apprentice successfully completes that subsequent semester with a **minimum GPA of 3.0**, Employer will resume tuition support in accordance with Program provisions.

Tuition Support

Employer provides tuition assistance toward BSN coursework in accordance with Program guidelines.

Tuition assistance is contingent upon:

- Continued enrollment and satisfactory academic progress
- Continued employment in good standing
- Compliance with all Program requirements

Tuition does not include fees, books, testing costs, or other third-party expenses unless otherwise specified.

Licensure Expectations

Upon graduation, the Apprentice must:

- Sit for the NCLEX examination within **sixty (60) days** of graduation
- If unsuccessful on the first attempt, retake the NCLEX within **forty-five (45) days**

Failure to pursue licensure within these timeframes may result in removal from the Program and/or repayment obligations.

Work Commitment During the Program

During participation in the RN Apprenticeship Program, the Apprentice is required to:

- Work a **minimum of twenty-four (24) hours per week**, equivalent to forty-eight (48) hours per pay period
- Maintain satisfactory job performance and adherence to all Employer policies
- Successfully complete assigned clinical training and competency requirements

Any exceptions must be approved in writing by Employer leadership.

Program Non-Completion

If the Apprentice does not complete the BSN Program for any reason:

- Employment with McLaren Oakland may continue subject to standard terms, conditions, and policies
- Tuition repayment obligations will be calculated on an individual basis, consistent with Program guidelines

Post-Completion Employment Commitment and Repayment Obligation

Upon successful completion of the RN Apprenticeship Program and attainment of RN licensure:

- The Apprentice agrees to remain employed as a Registered Nurse with McLaren Oakland for an additional **two (2) years**

- This service commitment is a condition of the educational support provided through the Program

If the Apprentice voluntarily terminates employment or otherwise breaches the post-completion commitment:

- The **remaining balance of all Program-related tuition and fees paid by Employer** will be subject to repayment

Acknowledgment

By signing below, the Apprentice acknowledges that they have read, understand, and agree to comply with all requirements of the RN Apprenticeship Program.

Participation in the Program is not guaranteed and may be discontinued if Program, academic, or employment standards are not met.

Apprentice Acknowledgment

_____ I consent _____ I decline

Employee Name: First _____, Last _____

Signature: _____, Date: _____

Kelly McNally, Director Human Resources

Signature: _____, Date: _____