

HEPRA-HNHCS-12.20.24

FO# 00003346

Frequently Asked Questions (FAQ)

(updated: 11/22/2024)

1. *What is the purpose of the High-Needs Healthcare Career Scholarship Program (HNHCS)?*

Answer: The HNHCS is designed to support District residents pursuing training in high-demand healthcare fields. Its primary goal is to address the critical shortage of healthcare professionals in the District of Columbia, improve healthcare access and equity, and provide career advancement opportunities. The program helps cover tuition, examination fees, and other certification or licensure costs, ensuring participants successfully complete their training and meet employment requirements.

2. *What are the goals of the program?*

Answer:

- Increase the number of qualified healthcare workers in high-demand roles
- Support individuals with obtaining training, certification/licensure and accessing on-ramps to employment opportunities in the District
- Improve healthcare access and equity by building a healthcare workforce pipeline in the District.

3. *What is the expected outcome for participants?*

Answer: The program aims for at least 45% of participants to obtain licensure or certification within one year of completing their training. Participants are also expected to contribute to the District's healthcare system by working full-time for a minimum of two years after certification.

4. *What are the eligible healthcare fields for this program?*

Answer:

The program supports training in the following high-demand healthcare fields:

- Home Health Aides (HHA)
- Certified Nurse Aides (CNA)
- Emergency Medical Technicians (EMT)
- Advanced Emergency Medical Technicians (AEMT)

- Paramedics (NRP)

5. *What are the requirements for participating training programs and institutions?*

Answer:

Training programs must meet the following criteria:

- Fully licensed to operate in the District of Columbia.
- Recognized by the Higher Education Licensure Commission unless one of the following acceptations applies:
 - Your training program is an EMS program, which is required to have a National Registry of Emergency Medical Technicians (NREMT) first-attempt cognitive exam pass rate of at least 80%.
 - Nursing aide programs must have full or conditional approval from the District.

6. *What is the required commitment for training program completers?*

Answer: As a condition of scholarship award, participants are required to work full-time (40 hours per week) in the District of Columbia for at least two years after earning their certification or licensure. This commitment helps retain healthcare workers in the District and contributes to long-term stability and improved access to care.

7. *How can an interested training program apply for funding through the Healthcare Career Scholarship Program, and how often should applications be submitted?*

Answer: The new funding structure is a grant that you can apply for through a competitive bidding process, following [DC government contracting guidelines](#). Applications will open in December and close in January. Applicants will be notified of approval by early February. Once awarded funding, you can begin submitting training-related expenses monthly, based on provided deadlines and reporting requirements.

8. *Is 100% of the tuition provided at the beginning of the course, and what happens if a student is not successful in completing it?*

Answer: Reimbursement will be issued monthly, quarterly, or by semester, based on your preferred cycle. You will receive 100% tuition reimbursement only if students successfully earn their licensure or certification. For those who complete the course but do not earn certification, a percentage of the tuition

will be reimbursed. Final reimbursement amounts will be outlined in the Request for Applications (RFA).

9. *Is the funding provided directly to the training program, or is it given to the students to pass on to the program?*

Answer: Funding will be issued via reimbursements to direct training provider institutions for the cost of student tuition and stipends/ emergency funding and any additional training-related expenses incurred related to supporting students with obtaining their licensure/ certification.

10. *Do students receive any funding or money directly, or is the funding only provided to the institution on their behalf?*

Answer: Training programs/institutions are responsible for disbursing the \$1,000 student stipend (\$500 at the start and \$500 upon completion) and emergency funding for students facing barriers to program completion. Students must provide proof of emergency to the training institution, which will then submit the documentation to DC Health for reimbursement. Training providers that receive funding from DC Health must require scholarship participants to sign a scholarship agreement between the training provider and scholarship participant. All documentation required by training providers will be outlined in the RFA guidance.

11. *What are the work obligations for those who earn their licensure or certification? Are they required to work a certain number of hours or maintain full-time or part-time employment status?*

Answer: Participants must provide at least two years of service in the District of Columbia, working either part-time (20 to 39 hours per week) or full-time.

12. *Are participants with work permits eligible to apply for and receive tuition coverage?*

Answer: No, participants with work permits are not eligible for tuition coverage, as [D.C. Code § 7-791.02\(b\)\(1\)](#) requires participants to be either U.S. citizens or permanent residents.