



Aloha Nursing Rehab Centre  
Certified Nurse Aid Training Program  
Spouses and Veterans Training and Employment Program

**Program Overview:**

We are a long-term care and skilled nursing facility in Kaneohe, HI. We serve mostly elder patients who are in need of nursing services, nursing home care, and end-of-life care. We employ Certified Nursing Assistants (CNAs) throughout the facility to complete the direct care tasks of bathing, dressing, toileting, feeding, and ambulating the residents. As this is generally a beginning step for those hoping to get into healthcare, we are constantly recruiting, hiring, and training new CNAs as old employees make the transition into another part of healthcare. As a result, we have created a CNA Scholarship program that facilitates the training and tuition coverage of CNA candidates who will complete a 3-4 week training course, take the state Prometric Certification Exam, and then commit to one year of work on one of our three shifts based on need at the time: Day shift (6:00am-2:30pm), Evening shift (2:00pm-10:30pm), or Noc shift (10:00pm-6:30am). The aim of this program is to provide assistance to those hoping to complete the CNA course but are unable to due to financial restrictions and then providing another avenue for CNA recruitment for our facility. For employees who sign up for full-time status, we will cover all costs for training and the exam (100%). For employees who sign up for part-time status, we will cover half of all training and exam costs (50%).

**Funding Sources:**

Aloha Nursing Rehab Centre (ANRC) provides funding for the scholarship candidates by paying their costs directly with the training school. We also provide candidates with a check to bring when they register for the state exam.

**Training Dates and Locations:**

ANRC has partnered with Healthcare School of Hawaii in Aiea to provide the state-approved 3-4 week course. This course provides the in-class and hands-on experience to prepare students to work in a facility and take the state exam. After successfully completing this course, students are considered Nursing Assistants (NAs) and are eligible to take the state exam. Once they have successfully passed the exam, they are Certified Nursing Assistants. Healthcare School of Hawaii is located at 98-025 Hekaha St., Aiea, HI 96701, and ANRC is located at 45-545 Kamehameha Hwy., Kaneohe, HI 96744, where students complete the finals hands-on phase of the class in addition to their on-the-job training for orientation. Due to the different scheduling needs of each candidate, Healthcare School of Hawaii hosts multiple classes per month, and candidates can sign up for one of the multiple monthly Prometric testing dates.

**Target Population:**

Employee candidates who are looking to get into healthcare, can commit to one year of employment, and have a passion for serving elderly patients.

**Criteria Used to Select Training Provider:**

Healthcare School of Hawaii is a State of Hawaii Approved School, is certified by the Department of Human Services, is a MyCAA Approved School, and is both an American Heart Association BLS Provider and American Red Cross First Aid/CPR/AED Provider. As well, Healthcare School of Hawaii has been partnering with our facility for many years in order for their students to complete the clinical, hands-on component of the training course. Also, they offer the most convenient and variable amount of class times available throughout the year.

**Criteria Used by Training Provider to Select Candidates:**

Healthcare School of Hawaii will accept candidates for ANRC's scholarship training program after receiving confirmation from us that the candidate has been approved. We will interview the candidate first to discuss and review work history, experience, and career goals.

**Program Scope:**

The program begins with an initial interview to assess if the candidate will be a successful fit for the program and our facility. Once they have been approved, the candidate is then registered for the training course (either the Day class from 8:30am-3:00pm M-F for three weeks, or the Evening class from 5:00-9:30pm M,T,Th,F for four weeks). After completion of the training course, the candidate is then able to begin working and training in our facility as a NA and is eligible to take the state exam. All candidates must complete and pass the state exam within 3 months of their first day of work at ANRC. After hire, the candidate will also be monitored for passing his/her initial 90-day probation, and then successful completion of the one year commitment.

**Expected ROI:**

Within the public, this program allows ANRC to recruit and train individuals who are hoping to become CNAs. We also hope to reach spouses of military members and veterans to provide them with a viable training and certification program that can transfer to employment in many different settings after their time with Aloha. As well, the CNA certificate is often a requirement of nursing school, so this will also help the candidate complete a nursing school requirement while getting valuable work experience in their desired new field.