



Veterinary Healthcare Associates

Certified Veterinary Technology Scholarship Program

Purpose: In support of VHA's core values of Empowerment and Excellence, Dr. Nations is providing the opportunity for team members to improve competency, earn an associates degree in veterinary technology, prepare them for the VTNE, and become a credentialed veterinary technician in an effort to improve the technical knowledge and skills of our hospital team members and improve the quality of patient care.

Scope: All Community Veterinary Healthcare Associates Team Members

Overview: Penn Foster is an online college degree program accredited by the AVMA. The program includes four semesters of course-work and requires completion of core classes including English, Math and Humanities to meet degree requirements. Each student will be assigned a preceptor at the hospital to act as a mentor and ensure completion of class requirements.

Guidelines: We understand that the pursuit of higher learning and excellence is an extraordinary commitment from our team members and we are confident that with our support and encouragement that everyone can be successful in this endeavor. VHA will provide 1-3 new scholarship opportunities every 6 months. Team members must express their interest by following the application requirements by the deadline for each semester.

Financial Support – VHA will pay 100% of each semesters tuition, and cost of first VTNE. Each semester must be completed by the determined time frame established by Penn Foster. Failure to complete a semester with a passing grade or by semester deadline will forfeit all scholarship benefits and will be required to pay back to VHA tuitions provided. Team members who receive a grade of less than C or better may continue in the program at their own expense for one semester. Should the team member demonstrate success during this semester with grades of C or better, they may re-enter the hospital contribution program. Failure in any future semesters will require the team member to pay the program in full should they wish to continue.

This program will replace all other VHA CE benefits while enrolled with PennFoster.

1st Semester = 12 months

2nd Semester = 15 months

3rd Semester = 12 months

4th Semester = 18 months

Compensation Support – For each class that team members successfully complete with a grade of C or better will earn an increase in hourly salary based on grade received. This raise will begin on the payperiod following receipt of grades and be in addition to any annual performance increases.

A = \$0.05

B= \$0.04

C= \$0.03

Eligibility: All team members wishing to participate must meet Penn Foster admission requirements. The following requirements from VHA must also be met:

- Be employed at VHA for the last continuous 6-month period
- Not be on any disciplinary action in 90 days prior to application deadline
- Must already have CVA prior to application deadline.

Agreement and Commitment to continued employment: Team members participating in the program agree to work 6-months for every semester with a hospital contribution to avoid re-payment of hospital contributions. Re-payment will be pro-rated based on months worked after last semester. This time will not be less than 24-months after completion of degree.

Scholarship recipients will be required to sign commitment contract and agree to all publicity releases including statements, photos, and videos obtained relating to scholarship.

Application and Notification:

Complete applications will include a CV containing relevant employment history, achievements, awards, certifications, and CE; and an essay answering questions provided by VHA. Deadline for fall semesters will be April 30, and for spring semesters will be October 15.

Qualified applicants will participate in a formal interview process with the leadership team.

Scholarship recipients will be notified at the June Quarterly Clinic Wide Meetings for the Fall Semesters, and at the December Holiday Parties for the Spring Semesters

Veterinary Healthcare Associates CVT Scholarship

Application

Application Deadline:

- All materials must be submitted to leadership Fall Semester by April 30.
- All materials must be submitted for Spring Semester by October 15.

Eligibility:

- Be employed at VHA for the last continuous 6-month period
- May not have any disciplinary action in 90 days prior to application deadline
- Must already have CVA prior to application deadline.

Please submit the following documents to leadership prior to the deadline date for the semester you are applying for your scholarship:

- CV that includes relevant employment history, achievements, awards, certifications, and CE
- In a short paragraph:
 - Describe the positive contribution you have made to VHA and its culture.
- In a short paragraph:
 - Tell us why you chose VHA as your choice of employment in your veterinary career.
- In 300-500 words, with 12pt Times New Roman Font, single spacing, and 1 inch margins:
 - Tell us what will having you're A.S. and CVT mean for you? How will it impact your life? Your career? The quality of care you provide? And the overall service we provide at VHA?

Veterinary Healthcare Associates may discontinue this program at any time without notice.