

Knowledge Program FAQ

What is the Knowledge Program?

The Knowledge Program provides tuition dollars to healthcare students in order to assist them in obtaining a healthcare degree, followed by a commitment to join Baptist Health Louisville or Baptist Health La Grange upon graduation. Knowledge Program monies are “forgiven” as the student meets specific tenure milestones.

What degree programs are eligible for Knowledge Program funding?

- Nursing
- Respiratory Therapy
- Surgical Technology
- Radiology
- Medical Laboratory Sciences
- Paramedic Training

When am I eligible to apply to the Knowledge Program?

Students must be accepted or actively enrolled in an applicable degree program, prior to graduation. Individuals taking prerequisite classes are generally not yet eligible.

What information will I be asked to provide as part of the application process?

You will be asked for the following:

- Completion of a Baptist Health online application
- A brief Knowledge Program survey form
- A transcript with your current GPA for current/past college students
- An acceptance letter into your program
- Two letters of recommendation
- A one-page document outlining how you plan to use the dollars, and your career plans post-graduation, etc.

What is the Knowledge Program selection process?

Knowledge Program requests and application documents are reviewed monthly. Students generally will also have an opportunity to meet with current leaders as part of the selection process.

What is the dollar amount provided under the Knowledge Program?

It depends on factors such as degree type, school, funds available and the student’s level of need. Knowledge Program dollar amounts are discussed as part of the application and selection process.

Can I apply if I am already employed by Baptist Health?

Absolutely, yes! The Knowledge Program is open to both current employees and external applicants.

How do I express interest and start the application process?

External candidates:

Go to BaptistHealth.com and search for the applicable job posting number from the list.

Medical laboratory application - R21034785

Surgical technology application – R21034231

Nursing application - R21034767

Radiology application - R21034786

Respiratory therapy application - R21034784

Paramedic application – R22041084

Internal candidates:

Go to the HR Portal and log in to your Workday application. Select the Careers button and then Find a Job. Search for the applicable job posting number from the above list.

What type of agreement is required for the Knowledge Program?

The Knowledge Program requires a contract and a promissory note before any dollars are disbursed. Students will have the opportunity to ask questions and will be afforded necessary time to review the contract prior to any signature being requested.

Are Knowledge Program dollars only to be used for tuition?

The primary purpose of the Knowledge Program is to provide students money for tuition. However, students may use this money to supplement housing, computer expenses, food, or other school-related needs. Funds are provided in installments and/or lump sums and are at the discretion of the student to be used appropriately to obtain the degree.

What happens if I change my major field of study after accepting Knowledge Program dollars?

A key reason why students are not accepted into the Knowledge Program until they begin their chosen field of study is to ensure the best possible path to a successful graduation. If an individual accepts Knowledge Program dollars and fails to complete his or her designated program, then the individual would need to repay the money received.

Does the Knowledge Program guarantee me a position upon graduation?

The Knowledge Program is intended to grow highly trained, patient-focused, direct-patient-care employees. We are cautious about the number of individuals enrolled in the program to ensure there are opportunities for all of our participants post-graduation. This careful planning ensures an exceptionally high placement rate, with little worry that there would not be a position upon graduation.

What if I don’t want the shift or specialty area that is offered to me post-graduation?

As a part of the screening process, we try to ensure accepted candidates have the flexibility necessary to meet the 24/7 world of healthcare. Though we try to make sure graduates obtain the shift and/or area where they wish to work, there are no true guarantees. Placements are generally to full-time positions.

What is the commitment period for the Knowledge Program?

It depends on the amount of funds accepted. Generally, a one year work requirement for every \$10,000 in Knowledge Program payment is required.

Are there any other things I need to know about the Knowledge Program?

The Knowledge Program is a loan forgiveness program, meaning once the student graduates and begins working he or she will be responsible for the taxed portion of the loan. This is done over a period of time to reduce any negative impact on the employee.

What if I need additional information or assistance?

Contact Human Resources at 502.897.8822 or email BHLouHR@BHSI.com.
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