



# HCA Healthcare's FastTrack Pathway to Clinical Care

**Earn your degree. Achieve your dream.**

# Achieve your dream

Earn your associate degree through HCA Healthcare's new FastTrack Pathway to Clinical Care program



Get personalized guidance from a student success coach



Complete prerequisites with **NO** out-of-pocket costs



Earn an associate degree from a partner community college with **NO** upfront tuition costs (limits apply)

HCA Healthcare is committed to supporting colleagues who want to advance their careers in clinical care.

If you dream of a career in nursing, HCA Healthcare's new FastTrack Pathway to Clinical Care offers an opportunity to earn your associate degree. You can complete your prerequisites – required courses for admission to your selected clinical program – at your own pace through a subscription service. Once you have completed your prerequisites, you can continue your journey at one of our partner community colleges.

The FastTrack Pathway to Clinical Care also offers options for colleagues who need to finish their high school diploma or improve their English language skills before starting college.

HCA Healthcare will directly pay eligible costs (up to \$5,250 per year) to partner schools, meaning little to no out-of-pocket expense to colleagues.

## Eligibility

You must be a full-time or part-time colleague with at least 90 days of continuous service and be eligible for the HCA Healthcare Education Assistance Policy through EdAssist.

# FastTrack Program



## Financial, student success & education coaching

A student success coach can help you choose the right program options, guide you through your educational journey, and provide advice on topics such as time management, study skills and financial planning.



## Complete your prerequisites

HCA Healthcare will pay for a 12-month subscription where you can take online courses to complete your prerequisites at your own pace. You won't pay for tuition or e-books. If you need more time to complete your coursework, you can re-apply at the end of the first 12 months. In addition to the prerequisites, you can also complete English as a second language and high school courses through the "MyTime English" and "Career Online Highschool" options!



## Enroll in a participating community college

After you complete your online general education or prerequisite courses, you'll transfer your credits to finish your associate degree through one of HCA Healthcare's partner community colleges. Please note, many of the partner colleges offer multiple locations and online course options.



## Applying for Community College in EdAssist

You must submit a course pre-approval application through the EdAssist website before each academic term to qualify for tuition reimbursement. Each term that your EdAssist application is approved, your school will submit an itemized tuition invoice to HCA Healthcare for processing and payment. This allows your school to bill HCA Healthcare directly for your tuition expenses. You are not responsible for your up-front tuition expenses, up to \$5,250 a year!

## FastTrack Pathway to Clinical Care



### Review the Education Assistance Policy

Go to [HCAhrAnswers.com](https://HCAhrAnswers.com)\* and search **Tuition Assistance**.

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### Speak to a financial coach

Call **(800) 640-2235** or go to [HCAhrAnswers.com](https://HCAhrAnswers.com)\* > **HCA Rewards > Education Assistance**. From application to graduation, EdAssist coaches are available to assist at any point in your journey.

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### Submit your FastTrack application

Go to [HCAhrAnswers.com](https://HCAhrAnswers.com)\* > **HCA Rewards > Education Assistance > EdAssist website**. EdAssist will send your request to your manager for approval after you complete the application.

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### Complete your FastTrack courses

Take your prerequisites or general education courses online at your own pace within 12 months. If you need more than 12 months to complete your course work, you must submit a new application through the EdAssist website.

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### Transfer to an eligible community college

Apply to a participating partner college after you complete your FastTrack courses.

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### Use the tuition benefit to cover your costs

Submit a new application through the EdAssist website before each academic term to receive HCA Healthcare's tuition benefits. You'll receive a Letter of Credit (LOC) to present to the partner community college as your form of payment.

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### Complete your courses and clinicals

Submit your final grades and other required documentation through the EdAssist website within 60 days of course completion.

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\*If your facility does not use [HCAhrAnswers.com](https://HCAhrAnswers.com), you can access the resources described in this document by going to Atlas Connect (<https://connect.medicity.net>) while logged into the HCA Healthcare network and clicking the HCA Benefits and Rewards link. If your facility does not use Atlas Connect, log on to [HCArewards.com](https://HCArewards.com).



### Graduate with an associate degree

Talk to your local HR representative about your next opportunity within HCA Healthcare before you complete your degree.

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### Pass certification exams

### Need help?

Speak directly with a Bright Horizons EdAssist Solutions representative Monday through Friday from 7 a.m. – 7 p.m., Central time at (800) 640-2235.

## What's stopping you?

We know that life doesn't pause when you go back to school. HCA Healthcare offers benefits to help you with expenses and responsibilities that could otherwise get in the way.

**Costs?** You are NOT responsible for out-of-pocket tuition expenses up to \$5,250 each year.

**Technology?** See discounts through Abenity on computers and Microsoft software. Go to **HCAhrAnswers.com\*** > **HCA Rewards** > select the **Consumer Discounts** icon.

**Family responsibilities?** Go to **liveandworkwell.com** (access code: HCA) to find:

- Personal services including pet care, lawn care and auto or home repairs
- Child, family and parenting support such as locating a new childcare or after-school program or getting support for adoption
- Educational resources including preschools, adult education classes and colleges

- Adult care and eldercare support such as adult daycare programs, dementia resources and in-home nursing care
- Chronic illness support including transportation, caregiving, food service and other types of support
- And more!

**Other concerns?** Talk it out with a professional through Optum. It's confidential and available 24/7 at no cost to you. You and each member of your household can connect with a therapist in person, online or through text via the Talkspace app. For 2022, we are increasing the number of free visits per topic from five to eight to better support the ongoing emotional needs of our colleagues and their household members during the COVID-19 pandemic. Call **(877) 950-5075** to discuss topics including relationships, burnout, stress, drug or alcohol use, financial issues and more.

Go to **HCAhrAnswers.com\*** > **HCA Rewards** > Search **Emotional Wellbeing**

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## Frequently asked questions

### What if I fail a prerequisite course?

The HCA Healthcare FastTrack Pathway is designed for you to succeed. However, if you fail a FastTrack course, you are encouraged to retake the course and achieve a passing grade during your 12-month subscription. If you need longer to retake or complete your courses, you'll need to reapply for the benefit through the EdAssist website.

### What if I fail a community college course?

You must earn a minimum grade equivalent of C or better in all courses you take at a partner school. If you do not receive a C or better, you may retake the course at your own expense. You will not be eligible to continue participating in the direct bill program until you receive a compliant grade. Courses in which you receive an incomplete, withdrawal or equivalent grade are also ineligible for the direct bill benefit.

### Once I am approved for FastTrack, will my approval carry over every year for all my future courses?

No. You must re-apply for the FastTrack program every 12 months. Once you transfer to a partner community college, you must submit for course approval before each course start date.

### Can I participate while on a leave of absence?

No. You must be an active status employee at the time of application pre-approval and payment processing.

### Will I ever have to repay my education assistance?

Any full-time or part-time colleague who voluntarily ends employment or who is terminated for cause within two years of receiving tuition assistance may be required to refund payments received within that time period (as outlined in the full policy), except in situations of position elimination or reduction in force. Any part-time colleague who doesn't commit to move to a full-time position after completing their degree program may be required to repay reimbursement amounts received within that time period.

### Can I be reimbursed for any other expenses?

The HCA Healthcare FastTrack Pathway covers all costs included in the annual subscription fee as well as e-textbooks. While the program covers your tuition when you enroll in a partner community college, you are responsible for all other expenses including books, lab fees, exam and licensure fees, course-related fees, meals, lodging, transportation, tools or supplies.

### Can I apply for direct bill through a partner community college?

Direct bill is only available for colleagues who participate in the FastTrack program.

### Once I complete my prerequisites, do I have to attend a partner community college?

No. Once you have completed your prerequisites, you do not have to attend a partner community college. You will be eligible for tuition assistance at accredited institutions as well as direct bill programs through Galen College of Nursing.

#### Note:

- *Certain employees are not eligible to participate in these programs. This includes employees covered by a collective bargaining agreement (unless their CBA permits participation), certain employed physicians and graduate medical education residents and fellows. These employees should go to [HCAhrAnswers.com](http://HCAhrAnswers.com) and search tuition reimbursement to view the program that applies.*
- *Although attainment of educational goals often leads to improved performance and new career opportunities, participation in this program does not guarantee a specific career result such as a promotion or salary increase. HCA Healthcare reserves the right to terminate or amend this program at its sole discretion.*



## Your dream doesn't stop here: Tuition assistance with Galen College of Nursing

Galen College of Nursing provides HCA Colleagues an online RN to BSN program with \$0 tuition out-of-pocket. They also offer direct bill up to \$5,250 in tuition for campus-based Practical/Vocational Nursing and Associate or Bachelor of Science in Nursing programs. Galen College also offers an online MSN degree with a direct bill option.

Visit the Galen College of Nursing website at [galencollege.edu/hcahealthcare](http://galencollege.edu/hcahealthcare) or call (833) 224-7703 for more information on program availability, as well as information on physical campus locations and openings.