



BERKSHIRE HEALTH SYSTEMS

BHS Talent Pipeline Application ADN Program

Name _____ Date _____

Address _____

Telephone _____ Email Address _____

Current Employer _____

Length of Employment _____ Current Weekly Commitment _____

Current Position _____

Education and Training

High School _____ Location _____ Year Graduated _____

College/University Name _____ Location _____

Of years attended _____ Graduated Y/N Degree _____ Date _____

Please attach:

- Completed application form
- Copy of all grades (may be sent separately when obtained)
- Resume
- Essay indicating why BHS should select you
- Any financial hardship which may prevent you from entering the program without this incentive

Have you completed all pre-requisites to enter the ADN program?

****All applicants must be US citizens or approved to work in the United States****

Please send completed applications to:

Courtney Shepard
BHS Human Resource Department
742 North St.
Pittsfield, MA 01201

Or email to:

cshepard@BHS1.org

Tel: (413)-447-2738



BERKSHIRE HEALTH SYSTEMS

BHS Talent Pipeline – ADN Program Summary

BHS will be initiating a Talent Pipeline opportunity for pre-nursing students interested in applying to the fall 2022 ADN Program at BCC

Eligibility

- All BCC pre-requisites for the ADN program must be completed.
- Candidates must be eligible for employment at Berkshire Health Systems. (Both current BHS employees and candidates who are eligible for employment with BHS are eligible.)

Application Process

- Candidates are not officially accepted to the ADN Talent Pipeline program until they are accepted into the BCC ADN program.
- Candidates must submit completed applications to Courtney Shepard cshepard@BHS1.org (413)447-2738 by Friday, March 11, 2022
- Selected candidates will then be interviewed by a committee composed of BCC and BHS staff
- Candidates who are finally selected must apply for, be offered, and accept employment at BHS.

Program Terms

1. In order to start and continue in the Talent Pipeline Program, participants must be employed by BHS in a Nursing Assistant role (training will be provided), working a minimum of 16 hours per week. While BCC is not in session (e.g., summer/winter breaks, etc.) participants must work full-time at BHS. Participants will be regular BHS employees and must comply with all BHS policies and procedures that apply to all other BHS employees.
2. In addition to normal pay, participants will receive a weekly stipend so that the total of salary and stipend is equivalent to full-time (40 hours per week) salary. Participants will also be eligible for health insurance, dental, and vision benefits on the same terms as regular full-time BHS employees.
3. BHS will provide full BCC tuition and fees for the BCC ADN courses.
4. Participants agree to work as a Registered Nurse at a BHS facility immediately after graduation, in an open position for a minimum of three years. Failure to meet this requirement will result in the participant being required to repay BHS for the full tuition, fees, and stipend over the course of the program. Participants who are terminated from employment for cause, resign employment, or fail to complete the ADN program will be required to fully repay BHS as described above. Exceptions for personal emergencies will be considered on a case-by-case basis. If there are no positions available within a BHS facility the participant is released from this obligation.
5. Participants must sign a formal agreement committing to these terms in order to be accepted into the program.