



## LINC & Nursing

Title: LINC 2 (Ladders in Nursing Careers) at the Johns Hopkins Hospital  
Nursing at all other affiliates  
Duration: College Based Training (2 – 3 years)  
Training Provider: Various Maryland Colleges  
Learning Objective: This program is designed to provide support to employees pursuing educational studies to achieve their Associates Degree in Nursing.

LINC is an already established training program at the Johns Hopkins Hospital. Participants selected to participate in LINC had to follow the program guidelines and the following:

- Be a US citizen (must submit a copy of social security card and a valid MD Driver's License or Motor Vehicle Identification Card).
- Graduated High School or have earned a G.E.D.
- Be employed full time at JHH or JHHS for at least one (1) year.
- **Be recommended by your manager** (see attached Manager Recommendation Form).
- Have achieved an overall rating of 'proficient' on your most recent annual appraisal. You also must not have received a score of "1" (does not meet expectations) for any area on your annual appraisal.
- Cannot be in written discipline for attendance management.
- Cannot be in written discipline for job performance.
- Completed 16 college credits (G.P.A. of 3.0 or better) within the past 10 years (a copy of transcript is required).
- Provide a letter of acceptance from the enrolled school of nursing, if matriculating.
- Must be willing to sign a service commitment agreement.
- **Submit a completed Application no later than 5:00pm Friday, May 13, 2005.**

After a review of all applications, the top candidates will be selected to sit for the NLN pre-nursing exam (practice test in application packet). Those who score in the 40<sup>th</sup> percentile or greater will be selected for a final interview. After the interview process is completed, candidates and managers will be notified of individuals who met the criteria for the LINC –II 2005 Program.

If selected for the program LINC-II Candidates must:



- Continue to meet job performance requirements (may not be in written discipline for job performance).
- Continue to meet work requirements (may not be in written discipline for attendance management).
- Adhere to unit scheduling guidelines including, but not limited to requests for PTO, availability or on-call, and holiday guidelines.
- Carry a minimum of 12 credits each semester during the academic year.
- Submit an official transcript at the end of each semester to the Program Coordinator.
- Notify Program Coordinator of any changes in program status.
- Achieve a minimum of a “C” in all courses.
- Graduate from the program within 4 semesters of matriculation.
- Work 24 hours/week in your current role on your Department/Unit.
- Receive 16 hours/week at your current pay rate to attend school.

Upon graduation from Nursing School, LINC Candidates must:

- Sit for the NCLE-X examination within 60 days of graduation.
- Resume work full time immediately upon graduation.
- Fulfill service commitment up to four years
- Maintain full time status throughout the employment service commitment period.

The employees selected to pursue their nursing education at the other affiliates followed the program guidelines. Many needed to fulfill the pre-requisite course before applying to a nursing program. The project supported these employees with salary release during their pre-requisite courses, and will support them once accepted into a nursing program.

For information regarding the curriculum please select the following links:

Johns Hopkins School of Nursing  
Coppin State University  
BCCC  
CCBC  
Villa Julie  
Excelsior  
Howard County Community College  
Ann Arundel Community College  
Harford Community College

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