



Monarch Healthcare Management – Employee Education Assistance Program

Supporting the growth, advancement, and long-term success of our team members.

Overview

Monarch Healthcare Management is committed to investing in the education and professional development of employees working in our Medicaid-Certified Skilled Nursing Facilities. Through the State Nursing Facility Employee Scholarship Program, eligible team members may receive financial support for approved education, training, or professional licensure that advances their career in skilled nursing care.

Who Is Eligible?

Employees may be eligible if they meet all of the following criteria:

- Employed by a Monarch Medicaid-Certified Skilled Nursing Facility
- Regular full-time or part-time status
- At least 90 days of employment
- Work an average of 10 hours per week.
- In good standing
- Not currently employed as a Licensed Nursing Home Administrator

Additional eligibility requirements apply for student loan reimbursement

What Educational Programs Are Supported?

The program assists with education that supports career growth within Monarch or within the skilled nursing field, including:

- Coursework leading to a certification, licensure, or degree
- Programs that result in an enhanced wage opportunity
- Medical care interpreter training
- Social work programs
- Job-related English as a Second Language
- Minnesota Certified Nursing Assistant (CNA) training and testing reimbursement
- Student loan reimbursement for licensed nurses
- Eligible expenses generally include required tuition, fees, books, supplies, and qualifying student loan payments for RN or LPN programs.



How the Program Works

While the detailed policy and application process are accessible only to employees, here is a general outline of how the program functions:

1. Employees apply for the scholarship.
 - Applications are submitted electronically and reviewed on a quarterly schedule. (CNA training reimbursement is reviewed as submitted.)
2. A review committee evaluates applications.
 - The committee reviews eligibility, the program of study, and allowable expenses.
3. Award notifications are issued.
 - Employees receive written notification of approval or denial and, if approved, information about reimbursement or ongoing payments for loan support.
4. Annual maximums apply.
 - Depending on employment status and reimbursement type, employees may receive up to set annual limits, with a federal tax-free maximum of \$5,250 per calendar year.

CNA Training Reimbursement

CNAs who self-fund their training and testing prior to employment may qualify for reimbursement if:

- They apply within one year of passing the CNA exam and joining the MN Registry, and
- They remain employed for at least 90 days at a certified nursing home.

Reimbursement follows Minnesota Department of Health guidelines. [Nurse Aide Registry: Nurse Aide Training and Testing - MN Dept. of Health](#)

Program Disclaimer

Monarch Healthcare Management may amend or discontinue the educational assistance program at any time. Participation in the program does not guarantee continued employment. In the event of any inconsistencies, the official Educational Assistance Plan Policy supersedes all general descriptions, summaries, or information presented on this webpage.