

Ready to Fill LPN Openings with Proven Talent?

Join the Career Ladder Program.
Turn Today's Workforce into Tomorrow's LPNs!



The Massachusetts Career Ladder Program helps employers build stronger, more sustainable LPN pipelines — by tapping your existing team.

Through this state-funded program, implemented by the MA Executive Office of Health and Human Services (EOHHS), your current full-time direct care employees can train to become LPNs while continuing to work part-time.

Program Benefits for Employees

- \$440/ week (pre-tax) in advanced wages to help offset reduced income while working part-time (appx. 20 hours per week)
- Tuition coverage for any costs not covered by public funds
- Reimbursement for other out-of-pocket expenses, like books and exam fees
- 1:1 support and coaching to help balance school, work, and life
- Access to emergency cash assistance

What Employers Gain

- A custom-built LPN talent pipeline from your current team
- Improved retention and loyalty among high-potential staff
- Enhanced reputation and recruitment advantage in a competitive hiring landscape

How The Program Works

- You recommend motivated employees to enroll in the program.
- Any employees who are not yet admitted to LPN school receive help preparing to apply — including TEAS prep and prerequisite tuition coverage (subject to fund availability)
- While in LPN school, employees work part-time
- Upon graduating and obtaining licensure, employees return as full-time LPNs for at least four years
- Employers repay the advanced wages gradually over those four years — only while participants are retained



Want to learn more?

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