

Mayo Clinic – Mayo Clinic School of Health Sciences
Education for Employment Agreement
FAQs

Mayo Clinic School of Health Sciences (MCSHS) education programs are a talent pipeline to meet Mayo's workforce needs. Mayo Clinic is experiencing shortages across the enterprise in critical staffing roles, as defined by the Operations Coordinating Group (OCG), that have historically been filled through academic programs offered in the MCSHS.

1. *What is the purpose of the Education for Employment Agreement?*

The employment agreement is to provide full tuition coverage to admitted students into the OCG's approved critical needs staffing programs.

2. *What is the difference between CIP (Career Investment Program) and the Education for Employment Agreement?*

Unlike the Career Investment Program (CIP), which focuses on developing current employees, the primary audience for the education for employment incentive programs is prospective employees and employees admitted to the academic program but not receiving CIP benefits. Students who do not complete employment terms of consecutive 24-months would have to pay back tuition.

3. *What educational programs are included in the Education for Employment Agreement?*

Currently, Mayo Clinic Operations Coordinating Group (OCG) has approved three MCSHS programs for tuition waived for a 24-month employment post-graduation: Certified Registered Nursing Anesthetist (CRNA), and Echocardiography Technician Program (ECHO)*

4. *Can the Education for Employment Agreement be accepted after starting the program?*

No, the Education for Employment Agreement must be signed within two weeks prior to the official start of the program. Each program has unique start dates. Program website publishes start dates at the beginning of calendar year.

5. *Are there any tax implications of signing this employment contract?*

It is recommended that students opting into the Education for Employment Agreement consult an independent tax adviser regarding tax implications of the Agreement. Acceptance and/or termination of the Agreement may have personal tax implications. Any tax consequences to students which may arise out of the Agreement is the student's sole responsibility.

6. *What is the taxable income to the student for waived tuition?*

Student will receive a tax form on any amount that exceeds \$5,250 per calendar year. Any tuition amount paid by Mayo Clinic which exceeds \$5,250 per calendar year is considered taxable income. It is recommended that students opting into the Education for Employment Agreement consult an independent tax adviser regarding tax implications of the Agreement.

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7. *What is the timeframe that a student must accept an employment offer (or start employment) post-graduation?*

Prior to Program completion, students must apply for a (nurse anesthetist, ECHO) position at Mayo Clinic and must accept an offer of employment if offered (employment may be at any Mayo Clinic campus). If Mayo Clinic does not have an open position at the time of, or in the twelve (12) months prior to, your graduation from the Program, students will have no obligation for repayment of tuition. Student must commence an employment with Mayo Clinic within six months after completing the program according to the terms of the Agreement.

8. *Location of the employment offer?*

Graduating students must accept employment at any of the Mayo Clinic sites where there is an open position.

9. *What happens if I opt-out of the Education for Employment Agreement?*

Decision to accept or decline the terms of the Agreement will have no bearing on admission or participation in the Program or preclude you from future employment at Mayo Clinic.

10. *Is there financial assistance for those who opt-out of the Education for Employment Agreement?*

Students who opt-out of the Education for Employment Agreement shall pay the Program standard tuition rates as published by the Program. Students who decline to enter into the Agreement cannot later choose to accept the Agreement. Students are responsible for finding out about other financial opportunities and can contact the Mayo Clinic Financial Aid office.

11. *Who can I contact for more information about the Education for Employment Agreement?*

Questions can be emailed to: tuitionforemploymentcontract@mayo.edu

*Not all students admitted will be offered the Education for Employment Agreement due to site and regional workforce needs.